



Smart solutions.
Strong relationships.

SUSTAINABILITY REPORT 2023-24

WE DO IT WITH PASSION!





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About The Report

Our commitment to sustainability and accountability; key initiatives and performance metrics.

Reporting Guidelines & Content

This report covers details pertaining to the Fiscal Year 2023-24. It provides both qualitative and quantitative data on how CG, while seizing opportunities, ensures that it reduces potential hazards related to Environmental, Social, and Governance (ESG) issues. Along with giving an analysis of the Company's performance in each of the aforementioned categories it also highlights important advancements in each of them. These contain important indicators, goals and activities implemented to address the environmental and social issues emphasizing the Company's governance processes and policies, alongside. Unless otherwise specified or implied by the context, any references to "CG" or "the Company," in this report refers to CG Power and Industrial Solutions Limited, a publicly traded business for which the Company is reporting on a standalone basis.

The report is with reference to Global Reporting Initiative ("GRI") and ensures following the guidelines and framework provided by GRI to ensure transparency and accountability in reporting Sustainability and Corporate Social Responsibility ("CSR") performance. The reporting period is from April 1, 2023 to March 31, 2024.

The purpose of this report is to primarily communicate the highlights and initiatives taken by CG to improve its ESG performance. All the data provided in this report has been referred from CG's Business Responsibility and Sustainability Report ("BRSR") section of Annual Report for FY 2023-24 which have been reasonably and limitedly assured by third party agency. Please refer the Annual Report for more details.

Feedback

Any queries or suggestions about this report may be sent through an email to soumya.dalai@cgglobal.com. The Company provides global access to Sustainability Report via the company's website.

Statements in this Report that use the words or phrases "will," "would," "believe," "may," "expect," "continue," "anticipate," "estimate," "intend," "plan," "contemplate," "seek to," "future," "objective," "goal," "strategy," "philosophy," "project," "should," "will pursue" and similar expressions or variations of such expressions may constitute "forward-looking statements" except for these predictions are based on forward-looking information that is subject to a variety of risks, uncertainties and other factors that might cause actual outcomes to substantially differ from those projected. The Company undertakes no obligation to update forward-looking statements to reflect events or circumstances after the date thereof. The data in this report are estimates based on techniques and assumptions and they might change in the future with additional information or developments.



CG at a Glance

CG Power: Innovating Electrical Engineering for a Sustainable Future



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Key Highlights of the Year

Environment, Social and Governance highlights for FY 2023-24



Environment

5%
reduction in GHG emissions
intensity

29%
increment in Renewable
energy consumption

12%
increment in Renewable
energy consumption out of
total energy consumption

2
facilities of CG awarded
with 'Single-Use Plastic
(SUP) Free' certificate

1
facility recognized with
"Silver" rank on
GreenCo system



Social

28.5%
increment in female
employee diversity in FY
2023-24 compared to
FY2022-23

0
fatalities

All
plants were audited
as per Factory's Act
compliance



Governance

No
instances of corruption,
anti-competitive behaviour,
or anti-trust and monopoly
practices in the reporting
period

No
incidents of sexual
harassment reported in the
reporting year



Effective Governance:

From Strategy to Successful Outcomes

The Board of Directors has the responsibility of ensuring that the organization stays aligned with its sustainability strategy and oversees performance and takes necessary proactive action. The Risk Management Committee ("RMC") has been constituted in compliance with the provisions of Regulation 21 of SEBI LODR in order to manage the risks associated with the Company which also includes issues pertaining to Sustainability.

Along with RMC, CG also has a separate Corporate Social Responsibility ("CSR") committee constituted in line with the provisions of Section 135 of the Companies Act, 2013 ("the Act"). The CSR Committee is responsible for recommending the CSR expenditure budget and project plans to the Board. The Board, based on the Committee's recommendations, approves the CSR projects. The Committee also reviews the expenditure, activities undertaken, and the milestones achieved for these projects.

CG has several other Board Committees as well; details of which can be obtained from the Annual Report 2023-24. The Company is dedicated to fostering a diverse Board and promotes inclusivity across all levels of management and staff, ensuring that every individual—whether in the Board of Directors, Key Managerial Personnel, employees, or workers—is valued, acknowledged, and treated with fairness and respect. The Company also encourages others all of its stakeholders associated with CG to uphold the highest standards of business ethics. CG's Code of Conduct policy encourages all employees of the Company, to understand, adhere to, and promote all the principles that CG stands for. The Code is a detailed and practical guide on what is required of a CG Employee in terms of standards of conducting business and expected behaviour. All the practices and behaviours outlined in this Code are rooted in, CG's Core Values: Performance Excellence, Leading Edge Knowledge, Nurturance, Customer Orientation and Intellectual Honesty, which will always serve as guiding principles, whilst taking decisions.

The Board of CG consists of a total of eight directors, seven of whom are non-executive directors Independent directors: Four including two women Independent Directors.





Gender wise Board Diversity at CG

Female
25%



Male
75%





ESG Roadmap ”

During the last reporting year, CG had published its first Sustainability Report for FY 2022-23 followed by its BRSR report for FY 2022-23. This year also CG will be publishing both the reports. CG conducted a comprehensive roadmap exercise based on the topics identified during materiality assessment exercise. As a result, the Company has planned a few activities for FY2024-25. A few sets of targets have also been established for some key parameters, details of which have been provided in Environment section.

Materiality Assessment

Materiality Topic	Priority	Focus Area
Climate Actions 	Very High	• Scope 1, 2 and 3 emissions and GHG intensity • Use of renewable energy • Energy efficiency measures • Energy intensity
Corporate Governance 	Very High	• Incorporate risk mitigation and governance processes • Stakeholder communication • Brand Management • Investments in responsible businesses
Human Capital Development 	Very High	• Measures for employee wellbeing, health, safety and motivation • Reduction in incident rate • Diversity and inclusion, Talent retention • Employee engagement and appreciation programs • Training and skills development • Performance appraisal and incentives, fair compensation
Product Stewardship 	High	• Quality and standard of products as per regulations and industry benchmarks • Grievance redressal mechanism • Innovation of products



ESG Roadmap,,

Materiality Assessment

Materiality Topic		Priority	Focus Area
Innovation Management		High	• Innovations considering Sustainability parameters • Recording of patent held, applied, received for each Financial Year
Responsible Supply Chain		High	• Sustainable and responsible sourcing • Proximity, Preferential procurement • Risk identification & mitigation • Supplier ESG assessment, trainings and ESG sensitization
Responsible Investment Practices		Moderate	• Investment in research on new products and related risks • Investments in sustainable financing
Customer Relationship Management		Moderate	• Customer satisfaction surveys and studies • Consumer grievance redressal mechanism • Upgradation of products basis the survey result
Community Relations		Moderate	• CSR projects and spends • CSR impact assessment • Partnerships for achieving CSR goals • Community relations and redressal mechanism



Risk

Management:

Enhancing Governance Through Effective Risk Management

Given the dynamic and interconnected nature of the world, numerous shifting influences continually alter the corporate landscape. To navigate this unstable environment, the Company must be well-prepared to handle risks and uncertainties. CG constantly strives to make prudent and risk-aware business decisions since the Company is dedicated to safeguarding and increasing value for its stakeholders. One of the main tenets of sound corporate governance is risk management which supports an organization's long-term viability and expansion.

One of CG's top strategic goals is to maintain efficient risk management procedures which are regularly examined by the Senior Management and the Board of Directors' Risk Management Committee. The Company has updated its current risk management policy, procedures, and framework, which will serve as the cornerstone for risk management operations. CG acknowledges the value of having a strong and comprehensive risk

management system.

The Company's policy aims to provide a more solid and organized framework for enterprise risk management. This will set up a methodical approach to risk management at the unit, business division, and leadership levels within the Company. Roles and responsibilities for risk management have been established at every level. In order to identify potential hazards under multiple categories, including both internal and external, the Risk Management framework will be used.

CG is also strengthening its formal Grievance Redressal Mechanism ("GRM") by minimizing instances of complaints and grievances through proper provision of stakeholder GRM management by ensuring prompt redressal of complaints and grievances.



Cultivating Stronger Stakeholder Connection



CG considers stakeholder engagement vital to its long-term success. The Company believes in partnering with all stakeholders to achieve shared goals. Building strong relationships and valuing diverse perspectives are key to making informed business decisions and developing effective strategies.

CG believes that cultivating a positive and collaborative workplace is essential for long-term success. By actively engaging with both internal and external stakeholders, CG aims to build strong relationships, address concerns, and incorporate diverse perspectives. Recognizing the value of every stakeholder is crucial for the Company's sustainability and resilience in the face of challenges.

Please refer the Principle 4 of BRSR for more details in CG's Annual Report for FY 2023-24.



Customer Centricity



CG regularly interacts with its customers and caters to their needs through its products tailored to specific requirements. In a dynamic market, the product requirements and specifications keep on changing continuously. Hence, production processes and activities are carried out in a manner to cater to the needs of a

changing market. For instance, the market has changed from production of diesel engines to electrical engines used in major automobile industries such as the railways. Hence, production processes are changing to cater to the requirements of electrical engines. CG regularly holds customer seminars and dealer conferences to understand the customer requirements and share business updates.

The Company has a dedicated customer desk and an around-the-clock toll-free call centre facility for client complaints and feedback. With the aid of service centres equipped to manage all types of incidents, a focused service team addresses the client concerns in real time. The management team examines these grievances in further depth and after drawing conclusions, corrective measures are implemented. During the regular visits, the Company's front line sales executives interact with the customers and channel partners, understand their business needs, expectations, suggestions, feedback and other concerns. On a regular basis, all outstanding issues are addressed. The Company periodically conducts various interactive programs like Seminars, workshop, factory visits, dealer conferences, etc. to help it make informed decisions. Customers may raise their grievances through help@cgglobal.com.

In the reporting year, there were no consumer complaints with respect to Data Privacy, Advertising, Cyber-security, Unfair Trade Practices and Delivery of essential services. All of the 45,726 consumer complaints received were service related.



Ethics and Compliance



CG is committed to upholding the highest levels of Ethical Standards while conducting business. To support this commitment, it has implemented

a robust and comprehensive compliance framework that surpasses mere legal requirements. CG's approach to sustainability management is closely integrated with compliance efforts to ensure all initiatives adhere to ethical standards. CG believes that ethics and compliance are fundamental to its Company culture and expect every employee to uphold these values.

CG has established a thorough set of policies and regulations designed to ensure responsible governance across the organization. These guidelines, accessible to employees, suppliers, contractors, and service providers, advocate fair labor practices, transparency, competitiveness, diversity, and a safe, harassment-free workplace. All of CG's stakeholders can refer the Company policies on its [website](#).

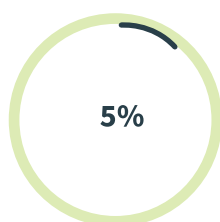
CG has implemented 'Legatrix' software to keep a track of all compliances where monthly tracking is being carried out. 'No Non-Compliance confirmations' are obtained from each business unit as well.



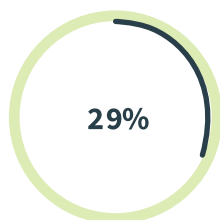
Environment Value Creation

CG is committed to reducing its carbon footprint through efficient energy use with renewable energy mix, process optimization and emission reduction initiatives. The Company has embraced sustainability by enhancing its resource efficiency through circular practices, by managing its waste effectively and adopting responsible supply chain practices as well. CG has reduced plastic packaging, opted for local procurement and digitalized its supplier management system. As these measures benefit both the business and its stakeholders, the Company is continually working to minimize its environmental impact. CG fosters innovation to develop smart and sustainable solutions at every level, thereby creating value and driving ecological change.

Reduction in Emissions
Intensity



Extending Renewable energy
consumption



Material Management
SUP Free certificate obtained



CG demonstrates its commitment by actively working to address the complex challenges of climate change, reducing carbon footprints, and establishing sustainable supply chains.. The company has shown its steadfast dedication to tackling climate change through concrete, meaningful actions that go beyond mere words. To complement its growth, CG is also extending its solar energy consumption by installing more rooftop solar panels at facilities where it was unavailable before and aims to enhance it further. As a manufacturing industry, CG also emphasizes on mitigating the amount of waste generated during its operation and reducing the waste generated at source as well.

Addressing Climate Change

Mitigating the effects of climate change is a central focus at CG. The intensity of emission was reduced by 5% in FY 2023-24 compared to FY 2022-23. By integrating innovative and sustainable practices across its operations, it is accelerating the transition to a low-carbon economy. Its comprehensive strategy, encompassing technological advancements, resource efficiency, and robust stakeholder partnerships, positions CG as a catalyst for a sustainable future.



Energy Consumption of CG

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
 From renewable sources		
Total Electricity Consumption from Rooftop Solar	21,843	16,973
 From non-renewable sources		
Total electricity consumption	1,24,830	1,14,073
Total fuel consumption (Diesel, LPG, LDO, Petrol)	37,460	31,948
Total energy consumed from nonrenewable sources	1,62,290	1,46,021
Total energy consumed including Renewables and Non-Renewables	1,84,133	1,62,994
Energy intensity per Crore rupee of turnover (Total energy consumed / Revenue from operations)	24.19	24.77

In FY 2023-24, CG has expanded its solar energy generation potential by installing more number of Solar panels across its facilities. The overall energy consumption has increased due to certain expansion in production capacity of a few of CG's units. To the contrary, the energy intensity has dropped due to increase in revenue.

In today's ever-evolving marketplace, CG recognises the importance of innovation and new product development to stay ahead of the curve. All the business units of the Company continued their efforts on conservation and optimal utilization of energy by improving operational efficiencies, minimizing consumption of natural resources and water while maximizing production volumes

For details regarding CG's Energy Conservation measures, refer the Annexure-1 of Director's Report from Annual Report for FY 2023-24.

Case Study

CG's Industrial Business launches IE5 Ultra-Premium Synchronous Reluctance Motors along with Drives

CG's Industrial Business recently launched IE5 Ultra-Premium Synchronous Reluctance Motors along with Drives.

Made with Synchronous Reluctance topology without using any rare earth materials, thereby ensuring an environment-friendly design, these new motors can lower energy losses by up to 50% and significantly lower energy consumption than IE2 induction motors. Suitable for HVAC, pumps, fans, compressors, extruders and all major industrial applications, other major benefits of these motors include faster payback, ensuring more operational profitability; accurate speed and torque control and high efficiency across the whole speed range; low winding and bearing temperatures ensuring enhanced life of the product; low inertia resulting in faster accelerations; low noise enabling a better working environment. Besides these can be perfectly upgraded to induction motors without any mechanical modifications. Since electric motors account for over 50% of the global electricity consumption, energy-efficient operations are the need of the hour. This can help India achieve its net-zero targets and reduce CO₂ emissions.





GHG Emissions of CG

Parameters	Units	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions	Metric Tonnes of CO ₂ equivalent	2,105	1,867
Total Scope 2 emissions	Metric Tonnes of CO ₂ equivalent	27,393	25,033
Total Scope 1 and Scope 2 emission intensity per Rupee of turnover	Metric Tonnes of CO ₂ equivalent/Cr. INR Revenue	3.88	4.08

CG had an increment in its absolute Scope 1 and Scope 2 emission due to certain expansion in production capacity of some of CG's units. To the contrary, the emission intensity has dropped due to increase in revenue.



Water Consumption

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	4,308	3,350
(ii) Ground water	63,311	78,854
(iii) Third party water	2,77,058	2,62,465
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,44,677	3,44,669
Total volume of water consumption (in kilolitres)	3,44,677	3,44,669
Water intensity per Crores rupee of turnover (Water consumed / turnover)	45.29	52.38

CG has maintained its water consumption intensity despite the increase in its manufacturing capacity expansion.



Case Study

Installation of Industrial Dish Washing Machine



CG's Switchgear facility in Nashik installed Dish washing machine at its in Canteen washing area. This initiative has been helpful in saving approx. 250 Cubic Meter Water per month.

Water discharge by destination and level of treatment (in kilolitres):

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
With treatment – please specify level of treatment (Primary, Secondary, Tertiary)	59,326	46,759
Total water discharged (in kilolitres)	59,326	46,759

The Company has wastewater treatment systems sewage treatment plants (STP) across its manufacturing facilities. Treated wastewater is used for the gardening and job cleaning purpose to reduce any liquid discharge.

Case Study

Herbal Garden



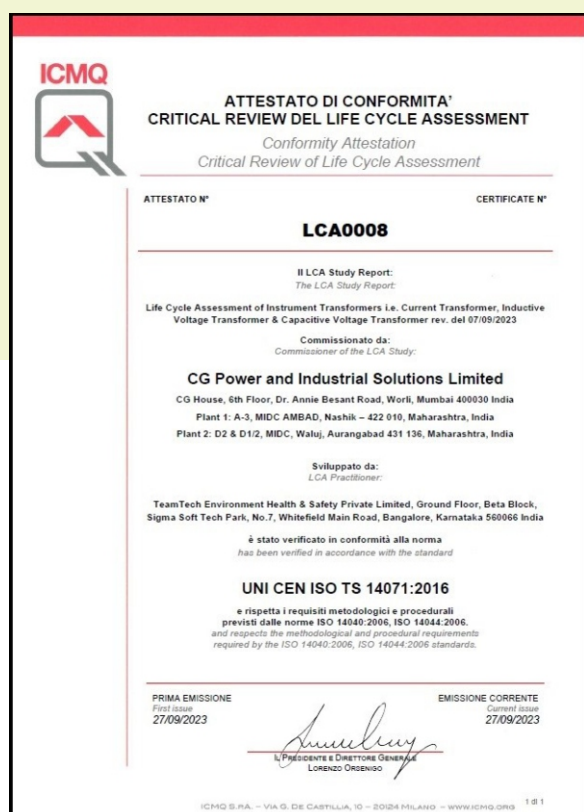
CG's Unit-1 Ahmednagar plant has developed a "Herbal Garden" using STP treated water. The Herbal Garden has a wide range of uses, including culinary, medicinal, and ornamental purposes. It creates a relaxing and visually appealing outdoor space and contributes to a greener lifestyle. CG has also mentioned the name of the herbs in front of each species and a QR is provided as well for those who would like to have more information on the same.





Material Management

Product	LCA Impact (kg CO2/Product)
145 kV CVT (Capacitive Voltage Transformer)	1,826.79
170 kV CVT	1,864.81
145 kV CT (Current Transformer)	2,665.08
170 kV CT	2,661.49
145 kV IVT (Inductive Voltage Transformer)	3,233.52
170 kV IVT	3,224.82



Out of the different impact categories from raw materials, emissions from '**Wrought Aluminium**' and '**Mild Steel Hot and Cold Rolled Steel Parts**' are relatively on the higher end as compared to the rest of the raw materials.

The certification is received through a third-party certification agency - M/s. ICMQ, Italy as per ISO TS 14071:2016, ISO 14040:2006 & ISO 14044:2006 standards. CG is the only Instrument Transformer

Manufacturer in India to be certified with this certification.



Waste Management

Parameter (in metric tonnes)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Bio-medical waste	1.11	1.02
Total electricity cHazardous waste (E-Waste, Battery Waste, Spent Oil, Paint Sludge, Varnish Cake, ETP Sludge, Waste Residues containing Oil) consumption	474.23	353.17
Non-hazardous waste (Plastic, Food, Paper, Cardboard, Metal Scrap)	17238.27	29,240.23
Total	17,212.70	29,599.40
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	2.26	4.49
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonne)		
Category of waste		
1. Recycled (By third party)	17,081.45	29,252.85
2. Re-used (By third party)	0	0
3. Other recovery operations (Waste oil)	18.04	0
Total	17,105.49	29,252.85
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonne)		
Category of waste disposal		
1. Incineration	46.63	107.47
2. Landfilling	48.94*	0.25
3. Other disposal operations	17.64	47.39
Total	113.21	155.11



Waste Management

* The numbers for land filling of waste has been increased significantly due to the land filling of Asbestos waste as CG is eliminating the use of asbestos from rooftops by replacing it with Galvanized Steel sheets.

All types of Battery wastes are sent for buy-back to the respective vendors

Single Use Plastic (SUP) Free Facility

In the financial year, one of the Company's facilities 'LVRM Unit-1' at Ahmednagar, FHP Unit at Goa received Single Use Plastic (SUP) Free certification from Confederation of Indian Industries (CII).

Going forward, our other business sites will aim to achieve the same certifications as well.

Case Study

LT Motors Unit-1 diverted their waste from disposal to pre-processing

For sustainable improvement in reducing CG's carbon foot print, the Unit has successfully diverted their hazardous waste from disposal to pre-processing. Several trials were conducted at M/s Green Gene Enviro Protection & Infrastructure Pvt. Ltd., Bombalewadi Industrial Area, Sangli (MH), to assess the suitability of hazardous waste for pre-processing. Earlier, the hazardous waste was disposed to common hazardous waste disposal facility, contributing to environmental pollution and posing health risks. and which was creating environment pollution and health hazard.



This initiative is poised to significantly reduce environmental impact and lower costs for the company.. By diverting hazardous waste to pre-processing, CG not only mitigates pollution but also optimizes waste management practices. Furthermore, this process enables CG to maximize the value of the waste by preparing it for potential blending or mixing with cement or other products, turning what was previously a liability into a resource. This approach not only supports our sustainability goals but also contributes to more efficient and cost-effective operations.

The CG team visited the facility of M/s Green Gene, to get more information about their process on waste and upon satisfactory result proceeded for disposal of waste on 3rd September 2023.



Social

Dimension:

CG's commitment to create All Inclusive Environment

CG's commitment to making a positive impact on stakeholders is anchored in four key pillars: employee and worker well-being, customer delight, community development, and effective value chain management. The Company prioritizes in creating an inclusive workplace where employees' skills are recognized, their perspectives valued, and their opportunities for personal and professional growth are maximized. CG's focus on enhancing brand value is driven by fostering strong customer relationships, maintaining an engaged workforce, and upholding ethical business practices.

Additionally, CG supports the growth and development of our value chain partners through targeted awareness programs. By investing in education, employability, and community development, the Company strategically manages its CSR initiatives to ensure they deliver tangible, long-term benefits.



01**2771**

Total number of
Permanent Workforce

02**8%**

Women workforce hired
in FY 2023-24

03**100%**

Employee Engagement

04**0**

Zero Fatalities



Diversity and Inclusion

CG's Human Resource policy is dedicated to fostering a culture of diversity and inclusion. Beyond gender diversity, the Company embraces educational and geographical diversity, positioning itself as an equal opportunity employer. With two female Directors on the Board, CG underscores its commitment to gender equality while also benefiting from a geographically diverse human capital that brings varied perspectives and creates shared value. The Company's Key Management Personnel (KMPs) are sourced from within the country, reflecting CG's focus on internal talent development. The Company actively encourages gender diversity and equality throughout the company and is particularly keen to include specially abled female candidates in its hiring process. Through robust people policies, CG strives to cultivate a diverse and inclusive workplace where all individuals can thrive.



Workforce of CG as on 31st March, 2024

Particulars	Total	Male		Female	
		No. (B)	%(B/A)	No. (C)	%(C/A)
	Employees				
Permanent	1871	1747	93%	124	7%
Other than Permanent	442	367	83%	75	17%
Total Employees	2313	2114	91%	199	9%
	Workers				
Permanent	1242	1222	98%	20	2%
Other than Permanent	3270	3138	96%	132	4%
Total Employees	4512	4360	97%	152	3%

"Employees" refers to all of CG's White collar workforce and "Workers" refers to all of CG's Blue Collar workforce. "Permanent" refers to the workforce working under the payroll of CG. "Other than permanent" refers to the workforce not working under the payroll of CG.



Diversity and Inclusion

In addition to its corporate locations, CG is dedicated to creating opportunities for women across its manufacturing facilities. The Company has implemented several programs aimed at improving the employment process and working conditions for female employees. CG is committed to increasing the number of women in its workforce at both plant sites and office locations. The Company's hiring strategy emphasizes both internal mobility and external recruitment, ensuring a diverse and inclusive approach. By continuously enhancing diversity in its hiring practices, CG strives to build a more equitable and supportive work environment for all. CG witnessed a 40% uptick in female employee diversity from 5% in FY 2022-23 to 6.8% in FY 2023-24. Of the workforce hired in FY 2023-24, 8% out of them were females.

Case Study

Diversity at Corporate Office

As part of CG's diversity initiative, the corporate office in Mumbai has achieved a diversity rate of 20%. Going forward, CG wants to maintain a considerable diversity rate at all of its locations.



CG celebrates the diverse achievements of women by graciously encouraging them share their personal journeys on occasions such as Women's Day, reinforcing CG's steadfast commitment to fostering a culture of inclusion and empowerment. Furthermore, women colleagues are engaged in games and activities, for creating moments of camaraderie and joy.

The below table highlights the age and gender-wise composition of our workforce in FY 2023-24 and FY 2022-23 and all employees and workers are based out of India.



Diversity and Inclusion

Workforce of CG as on 31st March, 2024

Permanent Employees	FY 2023-24			FY 2022-23		
	Males	Females	Total	Males	Females	Total
<30 years	373	53	426	287	37	324
30-50 years	1,174	58	1,232	1,093	45	1,138
>50 years	200	13	213	157	12	169
Total	1,747	124	1,871	1,537	94	1,631

Permanent Workers	FY 2023-24			FY 2022-23		
	Males	Females	Total	Males	Females	Total
<30 years	204	1	205	142	2	144
30-50 years	769	15	784	750	18	768
>50 years	249	4	253	228	0	228
Total	1,222	20	1,242	1,120	20	1,140





Diversity and Inclusion

The below table presents the employees and workers hiring and turnover by gender and age-group (permanent category)

Employees hired in FY 2023-24	Males	Females	Total
<30 years	204	37	241
30-50 years	244	18	262
>50 years	15	0	15
Total	463	55	518
Workers hired in FY 2023-24	Males	Females	Total
<30 years	119	0	119
30-50 years	49	0	49
>50 years	1	0	1
Total	169	0	169
Employees turnover in FY 2023-24	Males	Females	Total
<30 years	91	14	105
30-50 years	175	16	191
>50 years	26	0	26
Total	292	30	322
Workers turnover in FY 2023-24	Males	Females	Total
<30 years	11	0	11
30-50 years	16	0	16
>50 years	34	0	34
Total	61	0	61



Board Diversity



In FY 2022-23, CG has 25% diversity at the Board level composing of 6 male members and 2 female members as shown below.





Employee Engagement

CG conducts numerous employee engagement activities designed to foster a vibrant and inclusive workplace. These activities include a wide range of events and initiatives, such as team-building exercises, cultural celebrations and wellness programs. By actively promoting participation in these activities, CG enhances employee morale and strengthens team cohesion. Additionally, the Company offers continuous learning opportunities through workshops and training sessions, ensuring that employees can develop their skills and advance their careers. These efforts reflect CG's commitment to creating a supportive and dynamic work environment that values and engages its workforce.



Case Study

Sport Events for Employees



CG regularly organizes several sporting events for its employees as such engagement bring numerous benefits, both physically and mentally. Engaging in sports helps reduce stress, enhance cardiovascular health, and increase energy levels, contributing to a healthier and more vibrant workforce. These events also serve as an excellent opportunity to break down departmental silos, fostering connections among colleagues who may not regularly interact. Additionally, a touch of friendly competition can serve as a powerful motivator, boosting morale and encouraging employees to develop new skills and improve their fitness levels.

In January of 2024, CG organized an Interplant Cricket Tournament in Madhya Pradesh. All plants of CG situated in the state of MP – TMS, RSD, RTTE, T2, T3, DAI and LIM participated in the tournament which went over for a month and TMS won the final match against team LIM. Along with the Winner's Trophy, players were also recognized with 'Man of the Tournament', 'Best Batsman' and 'Best Bowler' of the tournament awards. The whole tournament was branded with the tag line of "Stumped by Laughter and Bowled over by Fun!"

The below table highlights the age and gender-wise composition of our workforce in FY 2023-24 and FY 2022-23 and all employees and workers are based out of India.



Employee Engagement

As a part of its wellness initiative, the Murugappa Group hosted a singing competition named as 'Raga Saga', a vocal talent contest under various categories – Solo, Duet and Group singing. 400 people across India participated in the contest. CG contestants won the contest in the Group singing category.



Case Study

Raga Saga





Training and Development

Capacity building and skill development are pivotal to CG's growth strategy. The Company understands the critical role of a strong learning and development culture in equipping employees for new challenges and responsibilities driven by evolving market dynamics. CG offers a comprehensive learning and development framework that supports employees throughout their careers—from onboarding to retirement. This framework includes initiatives such as advanced education programs, role-specific skill enhancements, succession planning, and transition assistance. By investing in these programs, CG ensures that its employees are well-prepared to advance professionally and embrace new opportunities within the Company.



Details of Skill Upgradation training given to employees and workers

Particulars	Current Financial Year (FY 2023-24)			Current Financial Year (FY 2022-23)		
	Total (A)	No. of employees trained		Total (A)	No. of employees trained	
		No. (C)	%(C/A)		No. (F)	%(F/D)
 Employees						
Male	2114	1425	67%	1834	878	48%
Female	199	100	50%	137	67	48%
Total Employees	2313	1525	66%	1971	945	48%
 Workers						
Male	4724	927	20%	3852	182	5%
Female	290	290	100%	3270	21	13%
Total	5014	1217	24%	4512	203	5%



Training and Development

CG has seen an improvement in the % of workforce trained in “Skill Upgradation” and in coming future, it will aspire to cover its 100% of all workforce.

Case Study

Training on Sales and Marketing Excellence

A two-day Sales and Marketing Excellence training program was organized in February 2024 for territory managers from the Industrial Division, conducted by external trainers. The program was delivered in four batches over eight days across Mumbai, Kolkata, Delhi, and Chennai.

A total of 90 territory managers participated in the program. The program encompassed key topics such as sales planning, value selling, stakeholder management, questioning techniques, grooming, objection handling, trust-building, and negotiation skills. The program was successful and well-received by all participants.





Reward and Recognition

The Company recognizes the importance of rewards and recognition programs in fostering a motivated and engaged workforce.

Case Study

Railways Business recognizes outstanding Employee achievements

The Railways Business commemorated the achievements of its employees who successfully participated in TQM Projects and completed the Integrated Management Systems (IMS) Internal Auditor Training by Mr. Chidambaram Balakrishnan, Vice President - Head Railways Business. Their commitment to excellence and continuous improvement is truly commendable.

These employees have contributed significantly in enhancing the quality and efficiency of processes at CG. Their dedication to TQM principles has resulted in tangible improvements that are benefitting the entire organization.

Furthermore, the successful completion of IMS Internal Auditor Training demonstrates their commitment to maintaining the highest standards of quality, environmental responsibility, and occupational health and safety. CG's newly acquired skills will undoubtedly strengthen the Company's ability to meet and exceed industry standards.





Employee Well-being



Company-wide employee benefit policies are also implemented at the plant level with appropriate adjustments to comply with local regulations and address regional needs. These covers policies such as Leave Policy, Uniform Policy, Hospitalization and Life Insurance schemes.

Details of Skill Upgradation training given to employees and workers

% of employees covered by									
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits	
		Number	%	Number	%	Number	%	Number	%
Employees									
Male	2114	2114	100	2114	100	-	-	2114	100
Female	199	199	100	199	100	199	100	-	-
Total	2313	2313	100	2313	100	199	100	2114	100



Occupational Health and Safety

CG is committed to ensuring the health, safety, and well-being of its workforce. The company adheres to all relevant occupational health and safety regulations, aiming to minimize work-related injuries and illnesses while establishing a framework for setting and achieving OHS objectives. The Company strives to be a leader in OHS excellence in the industry.

CG has implemented a robust Occupational Health and Safety system across its divisions. All divisions have an Event Reporting System (ERS) which is a digital platform for workers and employees to report on the various incidents and hazards and corrective actions are taken upon review and analysis of the same.

Health and Safety Committee

The Company has Health and Safety Committees across all of its facilities consisting of workmen and employees. These Committees conduct monthly meetings to provide regular updates on health and safety aspects. Mock drills are conducted on a quarterly basis. Noise level, stack monitoring, work zone monitoring, food water testing, drinking water testing is done on a monthly basis. Additionally, each facility conducts a weekly 'Safety Observation Tour (SOT)' led by the head of safety. During these tours, potential risks and hazards are identified and reported. The tours provide an opportunity to discuss safety-related issues with workers and employees, address any observed risks or dangers, and implement resolutions.

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury (LTI)	Employees	7	1
	Workers	3	9
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.15	0.37
	Workers	0,29	1.98
Total recordable work-related injuries	Employees	24	12
	Workers	144	74
No. of fatalities	Employees	0	0
	Workers	0	0



Occupational Health and Safety

This year, CG has seen an increase in its total recordable injuries. The Company is addressing this area with utmost seriousness by conducting a comprehensive review to identify the root causes. In the interim, the Company has implemented risk reduction strategies including elimination, and substitution methods to minimize incidents. Additionally, engineering controls such as installing Guards at rotating parts of Machines, emphasizing on PPE's compliances etc. are being prioritized. CG is committed to reduce incident at workplace.

Details of "Health and Safety" training given to employees and workers

Category	Current Financial Year (FY 2023-24)			Current Financial Year (FY 2022-23)		
	Total (A)	workforce trained		Total (A)	employees trained	
		No. (B)	%(B/A)		No. (E)	% (E/D)
 Employees						
Male	2114	841	40%	1834	177	10%
Female	199	152	76%	137	22	16%
Total Employees	2313	993	43%	1971	199	10%
 Workers						
Male	4724	4724	100%	3852	473	12.85%
Female	290	238	82%	173	64	44.76%
Total	5014	4962	99%	4015	537	14.04%



Case Study

CG has seen an improvement in the % of workforce trained in "Health and Safety" and in coming future, it will aspire to cover 100% of all workforce.

CG deployed smart cranes equipped with features such as real time monitoring of runtime, load capacity, and safety measures, along with an embedded anti-collision system Towards Transitioning to Industry 4.0. to enhance operational safety. This initiative introduced IoT-based equipment management at the Company's manufacturing sites.



Well-being of Employees

Employee wellbeing encompasses an individual's physical, mental, and emotional health within a workplace. It's about fostering an environment where employees feel valued, supported, and empowered to thrive. Happy and healthy employees are more engaged and productive. CG encourages regular exercise, healthy eating, and ergonomic workstations. To foster the same, CG regularly organizes Yoga and Meditation, and Health Check-ups, Cultural Events, Birthday Celebrations, Sports and Games and Special Lunches with milestone celebrations.

CG celebrates International Yoga Day



On 23rd June 2023, CG celebrated 'International Yoga Day' at all the Units and Branch offices. On this occasion, various activities were conducted to practice yoga. All the employees actively participated in the event.

- **CG House, Mumbai**



- **TMS, Mandideep**



- **TMS, Mandideep**



- **LIM, Mandideep**



CSR Initiatives



In terms of Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended ("CSR Rules"), CG has during the year 2023-24 spent ~900 lakhs being two percent of the average net profits of your Company during the three preceding financial years in accordance with the CSR Policy of the Company.

CG's CSR policy upholds the Group's tradition by earmarking a part of its income for carrying out its social responsibilities. None of the CG's businesses have any negative impact on the local community where it operates in and it is committed to maintain the same.

CSR Activity Details for FY 2023-24

Sr.No.	CSR Project Beneficiaries	No. of in crores	Amount Spent
1	Supported ISHA Foundation in hosting Gramotsavam (ISHA Foundation)	60,132	3.24
2	Establishing Sankara College of Nursing	120	1.33
3	Providing amenities in Zilla Parishad schools in Ahmednagar	1,833	0.77
4	Providing Equipment and training facilities at ITI in Ahmednagar	80	0.46
5	Facilitating Mobile health van at Malanpur and Ahmednagar	16,000	0.45
6	Establishing "Welding and Winding training skill development center" with all machinery and infrastructure by Ahmednagar Auto & Engineering Association (Section 25 Company) at Ahmednagar	650	1.05
7	Renovation & providing infrastructure facilities for Zilla Parishad's Primary School at Chandgiri, Nashik	120	0.27
8	Construction with Shri Kanchi Sankara Vidyalaya Middle School, Thirumalapuram	240	1.06
9	Establishing BMT isolation ward at St. Jude Child care centre, Rotary Club of Madras Temple City	-*	0.38

-*The ward has 4 rooms which can cater to 4 children at a time.



CSR Initiatives



CG supports “Wokhardt Foundation's Mobile 1000 programme” through which primary healthcare is provided to people from marginalized and disadvantaged communities at their doorsteps, in Malanpur and Ahmednagar.



Case Study

Mobile Health Van at Malanpur and Ahmednagar

CG, through its CSR initiative, introduced Mobile Medicare Units (Vans) to cover the rural and slum areas in localities where either no government healthcare facilities exist or where they are not sufficient for the entire population.

Each Medicare unit covers the vicinity of up to 25 to 40 kms from its centre and visits 4-5 villages a day on a regular basis. In emergency cases, it functions as a referral clinic and an ambulance.

Mobile Medicare Units healthcare services include:

- Free doctor's consultation
- Free distribution of medicines
- Basic diagnostic tests
- Referral to other healthcare facilities
- Awareness activities on health and hygiene in order to achieve health-seeking behaviour among the villagers and community are also undertaken



At Ahmednagar, the vans have supported around 8000 patients and at Malanpur, the vans have supported around 9500 patients in the reporting year. At both places, around 50 to 60 patients are provided treatment through these vans on daily basis.



CSR Initiatives



CG supported the setting up of the Winding and Welding training skill development centres in Auto Cluster in Ahmednagar, being undertaken by the Ahmednagar Auto Engineering Association for training the locals in the area.



Case Study

Welding and Winding Training Skill Development Center (Ahmednagar Auto Engineering Association)

The advanced state-of-the-art training centre will provide training to the existing manpower available in the Industry and to the 10th and 12th pass students, generating employability for the rural youths



• **3D Printer**



• **Welding Booths**

including women. The winding centre will provide training to an estimated 150 students and the welding centre will impart training to an estimated 500 students on a yearly basis.



• **CNC Plasma Cutting Machine Table**



• **Welding Simulator**



• **Projector**



GRI Content Index



GRI Content Index		
Statement of use period of 1 April 2023 – 31 March 2024		CG Power and Industrial Solutions Limited has reported the information cited in this GRI content index for the with reference to the GRI standards 2021
GRI 1 used		GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)		Not Applicable
GRI Standard/ OTHER Source	DISCLOSURE	Location
General disclosures		
GRI 2: General Disclosures 2021 organization's sustainability reporting 2-3 Reporting period, frequency and contact point 2-4 Restatements of information 2-5 External assurance 2-6 Activities, value chain and other business relationships 2-7 Employees 2-8 Workers who are not employees 2-9 Governance structure and composition 2-10 Nomination & selection of highest governance body 2-11 Chair of the highest governance body	2-1 Organizational details	CG at Glance
	2-2 Entities included in the	About the Report
	About the Report	
		NA
	NA	
		CG at Glance & Supply Chain Sustainability
	People Centricity	
		People Centricity
		Board Of Directors and Key
	management Personnel	
		Code of conduct and policies & Board and Management Committees
		Board Of Directors, Key management
	Personnel	



GRI Content Index



GRI Content Index		
General disclosures		
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors and Key management Personnel
	2-13 Delegation of responsibility for managing impacts	Board and Management Committees
	2-14 Role of the highest governance body in sustainability reporting	Board and Management Committees
	2-15 Conflicts of interest	Ethics and Compliance
	2-16 Communication of critical concerns	Grievance Redressal Mechanism
	2-17 Collective knowledge of the highest governance body	Board of Directors
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	Board and Management Committees
	2-20 Process to determine	Board and Management Committees
	2-21 Annual total Board Diversity compensation ratio	
	2-22 Statement on sustainable development strategy	From the MD's desk
	2-23 Policy commitments	Code of Conduct Policy
	2-24 Embedding policy commitments	Code of Conduct Policy
	2-25 Processes to remediate negative impacts	Cultivating Stronger Stakeholder Connection, Human Rights



GRI Content Index



GRI Content Index		
General disclosures		
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Grievance Redressal Mechanism, Code of Conduct and Policies
	2-27 Compliance with laws and regulations	Ethics and Compliance
Material topics		
GRI 3: Material Topics 2021	3-1 Process to determine	Materiality
	advice and raising concerns	Code of Conduct and Policies
	3-2 List of material topics	Cultivating Stronger Stakeholder Connection
Economic performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Creating Economic Value
	201-2 Financial implications and other risks & opportunities due to climate change	Risk Management
	201-3 Defined benefit plan obligations and other retirement plans	Benefits to Employees and Workers



GRI Content Index



GRI Content Index		
Market presence		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Human Rights
	202-2 Proportion of senior management hired from the local community	People Centricity
Indirect economic impacts		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Corporate Social Responsibility
	203-2 Significant indirect economic impacts	Corporate Social Responsibility
Procurement practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers supported	Supply Chain Sustainability



GRI Content Index



GRI Content Index		
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Code of Conduct and Policies, Ethics and Compliance
	205-2 Communication and training about anti-corruption policies and procedures	Code of Conduct and Policies
	205-3 Confirmed incidents of corruption and actions taken	Code of Conduct and Policies, Ethics and Compliance
Anti-competitive behaviour		
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Conduct and Policies
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Corporate Social Responsibility
Tax		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 207: Tax 2019 and risk management 207-3 Stakeholder engagement & management of concerns related to tax	207-1 Approach to tax	Tax Strategy
	207-2 Tax governance, control,	Tax Strategy
	Tax Strategy	



GRI Content Index



GRI Content Index		
Materials		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 301: Materials 2016	302-1 Energy consumption within the organization	Energy Management
302-2 Energy consumption outside of the organization		Energy Management
302-3 Energy intensity	Energy Management	
302-4 Reduction of energy consumption		Energy Savings
302-5 Reductions in energy requirements of products and services		Energy Savings
Water and effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Stewardship
303-2 Management of water discharge-related impacts		Water Stewardship Water Stewardship
303-3 Water withdrawal	Water Stewardship	
303-4 Water discharge	Water Stewardship	
303-5 Water consumption		Water Stewardship



GRI Content Index



GRI Content Index		
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission Management
305-2 Energy indirect (Scope 2) GHG emissions	Emission Management	
305-3 Other indirect (Scope 3) GHG emissions		Emission Management
305-4 GHG emissions intensity		Emission Management
305-5 Reduction of GHG emissions	Energy Management & Emission Management	
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 306: Waste 2020 impacts	306-1 Waste generation and significant waste-related	Waste Management and Circular Economy
306-2 Management of significant waste-related impacts	Waste Management and Circular Economy	
306-3 Waste generated	Waste Management and Circular Economy	
306-4 Waste diverted from disposal		Waste Management and Circular Economy
306-5 Waste directed to disposal		Waste Management and Circular Economy



GRI Content Index



GRI Content Index		
Supplier environmental assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Sustainability
308-2 Negative environmental impacts in the supply chain and actions taken		Supply Chain Sustainability
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 306: Waste 2020	401-1 New employee hires and employee turnover	People Centricity
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Benefits to Employees and Workers, Employee Engagement
401-3 Parental leave Leave Policies	Benefits to Employees and Workers:	
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Human Rights



GRI Content Index



GRI Content Index		
Occupational health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 403: Occupational Health and Safety 2018 investigation	403-1 Occupational health & safety management system	Occupation Health and Safety
	403-2 Hazard identification, risk assessment, and incident	Occupation Health and Safety
	403-3 Occupational health services	Occupation Health and Safety
	403-4 Worker participation, consultation, & communication on occupational health and safety	Occupation Health and Safety
	403-5 Worker training on occupational health & safety	Occupation Health and Safety
	403-6 Promotion of worker health	Occupation Health and Safety
	403-7 Prevention & mitigation of occupational health and safety impacts directly linked by business relationships	Occupation Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Occupation Health and Safety
	403-9 Work-related injuries	Occupation Health and Safety
	403-10 Work-related ill health	



GRI Content Index



GRI Content Index		
Training and education		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and Development
Diversity and equal opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	ESG Roadmap
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board Diversity
	405-2 Ratio of basic salary and remuneration of women to men	Human Rights
Non-discrimination		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Rights



GRI Content Index



GRI Content Index		
Child labour		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 408: Child Labour 2016	408-1 Operations & suppliers at significant risk for incidents of child labour	Supply Chain Sustainability
Forced or compulsory labour		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Sustainability
Rights of indigenous peoples		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Human Rights
Local communities		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility
	413-2 Operations with significant actual & potential negative impacts on local communities	Corporate Social Responsibility



GRI Content Index



GRI Content Index		
Customer health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts of product and service categories	Occupational Health and Safety
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Occupational Health and Safety	
Marketing and labelling		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labeling	Customer Centricity
417-2 Incidents of non-compliance concerning product & service information and labelling		Customer Centricity
417-3 Incidents of non-compliance concerning marketing communications	Customer Centricity	
Customer privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Centricity