

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

General Disclosure

I. Details of the listed entity

Details of Listed Entity	Responses
1. Corporate Identity Number (CIN) of the Listed Entity	L45201GJ2008PLC054868
2. Name of the Listed Entity	PSP Projects Limited
3. Year of incorporation	2008
4. Registered office address	"PSP House", Opp.Celesta Courtyard, Opp. Lane of Vikram Nagar Colony, Iscon- Ambli Road, Ahmedabad GJ 380058
5. Corporate address	"PSP House", Opp.Celesta Courtyard, Opp. Lane of Vikram Nagar Colony, Iscon- Ambli Road, Ahmedabad GJ 380058
6. E-mail	grievance@pspprojects.com
7. Telephone	079-26936200
8. Website	https://www.pspprojects.com/
9. Financial year for which reporting is being done	01/04/2024 - 31/03/2025
10. Name of the Stock Exchange(s) where shares are listed	BSE, NSE
11. Paid-up Capital	₹ 39,64,17,910
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Prahaladbhai S. Patel (Chairman, Managing Director and CEO) Phone: 079-26936200 e-mail id: grievance@pspprojects.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14. Name of assurance provider / assessor	Not Applicable
15. Type of assurance / assessment obtained	Not Applicable

II. Products / services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Construction Services	Construction services of industrial buildings	36.87 %
2	Construction Services	Construction services of commercial buildings	27.74 %
3	Construction Services	Construction services of other non-residential buildings	17.89 %
4	Construction Services	Construction services of single dwelling or multi-dwelling or multi-storied residential buildings	9.91 %

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

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1	Construction Services	410	92.41 %

III. Operations

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

Parameters	Number of plants	Number of offices	Total
National	73	1	74
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	4
International (No. of Countries)	0

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

2.04 % (SEZ)

c. A brief on types of customers

- Government
- Government Residential
- Industrial
- Institutional
- Residential

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1,948	1,895	97.28 %	53	2.73 %
2	Other than Permanent (E)	0	0	0 %	0	0 %
3	Total employees (D + E)	1,948	1,895	97.28 %	53	2.73 %
WORKERS						
4	Permanent (F)	0	0	0 %	0	0 %
5	Other than Permanent (G)	13,145	11,488	87.40 %	1,657	12.61 %
6	Total employees (F + G)	13,145	11,488	87.40 %	1,657	12.61 %

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total employees (F + G)	0	0	0	0	0

**21. Participation/Inclusion/Representation of women**

Parameters	Total (A)	No. of females (B)	% of females (B / A)
Board of Directors	6	3	50 %
Key Management Personnel	2	1	50 %

22. Turnover rate for permanent employees and workers

Parameters	2024-25			2023-24			2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	49.44 %	25.54 %	48.87 %	53.84 %	32 %	53.41 %	33.77 %	33.33 %	33.77 %
Permanent Workers	Not Applicable			Not Applicable			Not Applicable		

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. 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?
1	PSP Projects and Proactive Constructions Private Limited	Subsidiary	100 %	No
2	PSP Foundation	Subsidiary	100 %	No
3	GDCL and PSP Joint Venture	Joint Venture	49 %	No

VI. CSR Details

- 24.** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013
Yes
- (ii) Turnover (in ₹)
₹ 24,68,28,01,420
- (iii) Net Worth (in ₹)
₹ 12,08,73,74,544

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place	If Yes, then provide web link for grievance Redress policy	2024-25			2023-24		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	www.pspprojects.com	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes		0	0	NA	0	0	NA
Shareholders	Yes		0	0	NA	0	0	NA
Employees and workers	Yes		0	0	NA	0	0	NA
Customers	Yes		0	0	NA	0	0	NA
Value Chain Partners	Yes		0	0	NA	0	0	NA

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

Sr No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Waste Management	Opportunity	Sustainable waste management practices and recycling can improve environmental performance and reduce dependency on additional raw materials, while also potentially increasing financial returns.	NA	Positive
2	Health & Safety	Risk	Aiming to create a work environment where the employees, workers and vendors flourish. Health and safety risks can result in human injuries and illness impacting Productivity and increase in other related cost including external reputation which can negatively impact the Company's bottom line.	Policies (internal) and rigorous training for employees and workers against health and safety hazards. The safety campaigns and conclaves communicate all significant hazards across sites, factories and offices. The Company's insurance program includes employees as well as service technicians.	Negative
3	Talent Development	Opportunity	Ability to attract, develop and retain a skilled workforce can enhance innovation, productivity, and competitiveness. Effective talent management can also improve employee engagement, morale and job satisfaction, leading to reduced attrition and increased employee loyalty.	NA	Positive
4	Governance, ethics and compliance	Risk	<p>Our brand and reputation are invaluable assets, and how we operate, contribute to society, and engage with the world around is always under scrutiny. Acting ethically is essential to protect our reputation and brand.</p> <p>Regulatory compliance provides: an increase in the efficiency of products; reduce risks; enables competitive advantage; and creates new business opportunities.</p> <p>Regulatory compliant businesses are less likely to face legal or regulatory actions and protect their reputation.</p>	<p>We have strong values, Positive clear policies, guidelines and related learning materials, as well as robust procedures and controls to prevent, detect and respond to any inappropriate behaviour.</p> <p>Our Business Integrity framework ensures that how we do business is fully aligned with our values and applicable laws and regulations of the country. Our Code of Conduct and Code Policies govern the behaviour of the employees, suppliers, and distributors and other third parties, who work with us. Processes for identifying and resolving breaches of Code and Code Policies are clearly defined and regularly communicated throughout the Company. We, from the very inception, are known to conduct our business with integrity and highest level of governance, which forms the bedrock of our business.</p>	Positive



Sr No	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
5	Economic Performance & Market Share	Opportunity	Economic performance and market share provides an opportunity which can attract investment, and it is key for current investors to be satisfied with consistent returns.	NA	Positive
6	Diversity and Inclusion	Opportunity	Diversity and inclusion give an opportunity to individuals with different backgrounds, experiences, and viewpoints to come together in a workforce that is diverse and inclusive. It can open a wide range of possibilities, including improved decision making, increased consumer base, stronger employer brand, fostering economic development and improved reputation.	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Question

Policy and management processes

	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	http://www.pspprojects.com/								
2. Has the entity has translated the policy into procedures?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners?	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001-2015 certification	ISO 45001:2018 certification, ISO 14001-2015 certification	ISO 9001-2015 certification	ISO 9001-2015 certification	ISO 45001:2018 certification	ISO 45001:2018 certification, ISO 14001-2015 certification	-	-	ISO 9001-2015 certification
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	PSP is intensifying its focus on reducing its water footprint and enhancing Construction waste management and reuse as key ESG objectives over the next five years. The company is actively implementing a range of innovative practices to monitor, manage, and minimize its environmental impacts, particularly in the areas of water usage, waste generation, and carbon emissions. On the social front, initiatives around workforce diversity, stakeholder engagement, and sensitization of the value chain to PSP's ESG agenda are already in progress, reinforcing its commitment to sustainable and responsible growth.								
6. Performance of the entity against the Specific commitments, goals and targets along with reasons in case the same are not met.	The Company established ambitious targets for reducing its water footprint, managing construction waste, and lowering its carbon footprint. To achieve these goals, it adopted innovative work methodologies focused on optimizing electricity and fuel consumption, improving waste segregation, and promoting reuse and effective waste management. These initiatives resulted in a significant 16.07% reduction in energy intensity per rupee of turnover compared to the FY 2024-25 baseline. Additionally, Scope 1 emissions saw a notable decline of 20.3% over the same period. Through the implementation of advanced waste management practices, total waste generation was reduced substantially from 5,393.83 metric tonnes in FY 2024-25 to 2,249.41 metric tonnes in FY 2025-26.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	<p>Dear Stakeholders, I am pleased to share our Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2024-25. The report aims to enable our stakeholders to know more about sustainability performance of the company. We are committed to sustainable growth by delivering projects that meet the evolving needs of our clients, while minimising their impact on the environment. We firmly believe that sustainability and profitability go hand-in-hand. Our Board Level Environmental, Social, and Governance (ESG) Committee is responsible for overseeing and guiding our ESG Strategy, performance and implementation. This includes monitoring and reporting on our progress towards Company's ESG Goals, as well as ensuring that our operations align with our purpose. To show our commitment to our strategy, we have set up 5-year horizon-oriented goals related to water footprint reduction and construction waste minimization & reuse. Water footprint reduction will also involve minimization of water discharge and comprehensive monitoring framework of our water footprint including the embedded footprint of the projects we undertake.</p> <p>Prahaldhbai S. Patel Chairman, Managing Director & CEO and Chairman of ESG Steering Committee</p>
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**Governance, leadership and oversight**

8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	ESG Steering Committee of the Board. The ESG Steering Committee is a board level management committee of the Company. The mandate of this Board level committee is to support the Company's on-going commitment to environmental, health and safety, corporate social responsibility, corporate governance, sustainability and other public policy matters relevant to the Company.
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?	<p>Yes</p> <p>The ESG Steering Committee of the Board is responsible for oversight on sustainability-related matters. The ESG Steering Committee of the Board comprises of following Directors.</p> <ol style="list-style-type: none"> 1. Mr. Parahaladbhai Patel, Chairman 2. Ms. Pooja Patel, Member 3. Mrs. Achala Patel, Member

10. a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

Parameters	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	ESG Steering Committee								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	ESG Steering Committee								

b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)

Parameters	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

Parameters	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	No	No	No	No	No	No	No	No	No
If yes, provide name of the agency.	Not Applicable								

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

Parameters	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its Business	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles									
The entity does not have the financial or/human and technical resources available for the task									
It is planned to be done in the next financial year									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE

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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	2	<ol style="list-style-type: none"> Updates on Finance Bill, 2024. Updates and status of ongoing Projects of the company. Update on SEBI Notification relating the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) (third amendment) Regulations, 2024. <ul style="list-style-type: none"> Power of Audit Committee to Ratify RPT Secretarial Audit Corporate Actions of Subsidiary Action(s) Taken or Orders Passed by any Regulatory Authority or Judicial Body Key Changes in BRSR Core Reporting 	100 %
Key Managerial Personnel	2	<ol style="list-style-type: none"> Updates on Finance Bill, 2024. Updates and status of ongoing Projects of the company. Update on SEBI Notification relating the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) (third amendment) Regulations, 2024. <ul style="list-style-type: none"> Power of Audit Committee to Ratify RPT Secretarial Audit Corporate Actions of Subsidiary Action(s) Taken or Orders Passed by any Regulatory Authority or Judicial Body Key Changes in BRSR Core Reporting 	100 %
Employees other than BoD and KMPs	28	<ol style="list-style-type: none"> 5S Implementation Soft Skills Trainings 24-25 7 Habits of Highly Effective People 7 Habits for Highly Effective Life Time Management & Prioritization Communicate Effectively Accountability & Ownership POSH for All Problem Solving & Decision Making 5S in Action Continuous Improvement for 5S Leaders Time Management - AMC Site - 101224 Time Management - Post Training Material Done How to Establish Yourself as a Leader – 9 7 Habits of Highly Effective People - Part 1 & 2 Ultra Learning by Scott H. Young Why Has Nobody Told Me This Before? 	83.28 %



Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
		18. "Life Lessons from Nature to Notables" 19. Craft Your Communication 20. Basics of Communication 21. Finance for Non-Finance 22. Leadership in VUCA World by Prof. Dinesh Patel 23. The Art Of Delegation 24. Conflict Management 25. Psychology of Decision Making 26. Managerial Effectiveness 27. Business Communication 28. Safety Induction	
Workers	20	1. Excavation safety 2. Manual and Mechanical Material Handling Safety training 3. Work at height 4. Electrical Safety 5. Fire Fighting 6. Power Tool safety 7. First Aid Training 8. Behavior Base Safety 9. Safe Crane Operation etc. 10. Health hygiene/Mosquitoes prevention 11. Fire prevention and protection 12. Bar bending and Cutting Machine Safety 13. Traffic Awareness 14. Concerting Safety 15. PTW system 16. Importance of PPE'S at work place 17. Scaffolding erection and dismantling work safety 18. Water management 19. Waste management 20. Shuttering & De-Shuttering Safety	100 %

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

Monetary

Parameters	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred?
Penalty/ Fine Settlement Compounding fee			Nil		

Non-Monetary

Parameters	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred?
Imprisonment Punishment			Nil	

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

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

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes

The Company has adopted Anti-Bribery & Anti – Corruption policy which emphasizes PSP's zero tolerance approach to bribery and corruption and its commitment to be transparent, ethical and responsible business practices. It established the principle with respect to applicable Anti-Bribery and Anti-Corruption laws.

The policy provides information and guidance on how to recognize and deal with bribery and corruption issues. It guides us to act professionally, fairly and with utmost integrity in all our business dealings and relationships, wherever we operate.

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

Parameters	2024-25	2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Parameters	2024-25		2023-24	
	Number	Remarks	Number	Remarks
Complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Not Applicable. There were no any cases of corruption and conflict of Interest in the reporting year, as a result there were no fines, penalties and No corrective actions taken against the entity by any legislative or judicial institutions.

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

Parameters	2024-25	2023-24
Number of days of accounts payables	70.54	71.44



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

Parameters	Metrics	2024-25	2023-24
Concentration of Purchases	Purchases from trading houses as % of total purchases	30.27 %	29.23 %
	Number of trading houses where purchases are made from	828	550
	Purchases from top 10 trading houses as % of total purchases from trading houses	41.78 %	38.19 %
Concentration of Sales	Sales to dealers / distributors as % of total sales	0 %	0 %
	Number of dealers / distributors to whom sales are made	0	0
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0 %	0 %
Share of RPTs in	Purchases with related parties / Total Purchases	0.74 %	0.34 %
	Sales to related parties / Total Sales	0.84 %	0.30 %
	Loans & advances given to related parties / Total loans & advances	58.88 %	86.15 %
	Investments in related parties / Total Investments made	70.58 %	70.58 %

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.

Parameters	2024-25	2023-24	Details of improvements in environmental and social impacts
Sustainable R&D %	0 %	0 %	NA
Sustainable Capex %	53.79 %	48.92 %	Capax includes all the WDV of precast factory, plant as on the reporting date.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes

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

72.57 %

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

Plastics (including packaging)	As such, no direct plastic is consumed in the production of finished goods or services. Packaging plastics are collected and sent for recycling.
E-waste	E-waste is disposed of through authorized vendors for further recycling, in accordance with government regulations.
Hazardous waste	Hazardous waste, such as used black oil and grease, is reused for mechanical maintenance purposes.
Other waste	Waste water from labour colony is being treated in the STP plant of the pre-cast factory and used for domestic purposes

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities

No

PRINCIPLE 3

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

Essential Indicators

1. Well-being of employees and workers

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,895	1,193	62.96 %	1,895	100 %	0	0 %	0	0 %	0	0 %
Female	53	32	60.38 %	53	100 %	53	100 %	0	0 %	0	0 %
Total	1,948	1,225	62.89 %	1,948	100 %	53	2.73 %	0	0 %	0	0 %
Other than Permanent employees											
Male	0	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Female	0	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Total	0	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	0	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Female	0	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Total	0	0	0 %	0	0 %	0	0 %	0	0 %	0	0 %
Other than Permanent workers											
Male	11,488	0	0 %	11,488	100 %	0	0 %	0	0 %	0	0 %
Female	1,657	0	0 %	1,657	100 %	0	0 %	0	0 %	0	0 %
Total	13,145	0	0 %	13,145	100 %	0	0 %	0	0 %	0	0 %

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

Parameters	2024-25	2023-24
Cost incurred on well-being measures as a % of total revenue of the company	1.29 %	0.13 %

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

Benefits	2024-25			2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	82.76 %	71.28 %	Yes	84.87 %	50.00 %	Yes
Gratuity	100 %	0 %	No	100 %	0 %	No
ESI	13.81 %	1.64 %	Yes	15.29 %	3.29 %	Yes
Workman Compensation	100 %	100 %	Yes	100 %	100 %	Yes

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?

Yes

If not, whether any steps are being taken by the entity in this regard.

We have all the necessary facilities in place to ensure full accessibility for people with disabilities, in line with the Rights of Persons with Disabilities Act, 2016

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web link to the policy.

<https://www.pspprojects.com>

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

Parameters	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0 %	0 %	0 %	0 %
Female	33.34 %	100 %	0 %	0 %
Total	33.34 %	100 %	0 %	0 %

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

If yes, give details of the mechanism in brief.

Parameters	Grievance mechanism available?	If yes, provide details
Permanent Workers	No	Not Applicable
Other than Permanent Workers	Yes	The company has a well-established mechanism backed by a board adopted policy to address and redress any types of grievances, complaints and employee/ worker related issues. All these issues are directly being handled upon escalation by an independent committee chaired by an Executive Director of the board.
Permanent Employees	Yes	The company has a well-established mechanism backed by a board adopted policy to address and redress any types of grievances, complaints and employee/ worker related issues. All these issues are directly being handled upon escalation by an independent committee chaired by an Executive Director of the board.
Other than Permanent Employees	No	Not Applicable

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

Category	2024-25			2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1,948	0	0 %	1,969	0	0 %
Male	1,895	0	0 %	1,928	0	0 %
Female	53	0	0 %	41	0	0 %
Total Permanent Workers						
Male						
Female						

Not Applicable

8. Details of training given to employees and workers:

Category	2024-25					2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B / A)	No.(C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,895	1,895	100 %	1,565	82.59 %	1,928	1,928	100 %	125	6.49 %
Female	53	53	100%	53	100%	41	41	100%	29	70.74%
Total	1,948	1,948	100%	1,618	83.06%	1,969	1,969	100%	154	7.83%
Workers										
Male	11,488	11,488	100%	0	0%	13,656	13,656	100%	0	0%
Female	1,657	1,657	100%	0	0%	1,169	1,169	100%	0	0%
Total	13,145	13,145	100%	0	0%	14,825	14,825	100%	0	0%

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

Category	2024-25			2023-24		
	Total(A)	No.(B)	%(B/A)	Total(C)	No.(D)	%(D/C)
Employees						
Male	1,895	828	43.70%	1,928	976	50.63%
Female	53	27	50.95%	41	24	58.54%
Total	1,948	855	43.90%	1,969	1,000	50.79%
Workers						
Male	11,488	0	0%	13,656	0	0%
Female	1,657	0	0%	1,169	0	0%
Total	13,145	0	0%	14,825	0	0%

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity?

Yes

If yes, the coverage of such a system

As part of our ongoing commitment to ensuring a safe and healthy work environment for all employees, contractors, and visitors, our company has fully implemented an Health and Safety Management System aligned with international standards, specifically ISO 45001:2018 for occupational health and safety and ISO 14001:2015 for environmental management systems.

This system incorporates the following six key elements, which guide our approach to managing workplace safety:

- 1) **Safety Plan:** A comprehensive framework that outlines our company's safety approach, with clear safety goals, objectives, and strategies. The plan is regularly reviewed to ensure alignment with emerging risks and organizational changes.
- 2) **Policies, Procedures, and Processes:** We have developed a strong set of guidelines to identify, assess, and control safety risks. These policies are fully integrated into our broader risk management framework and are accessible to all staff for easy reference.
- 3) **Training and Induction:** All employees, contractors, and visitors undergo thorough safety training and induction programs. These are designed to equip them with the knowledge and skills to recognize potential hazards and work safely.
- 4) **Monitoring and Performance Review:** We consistently monitor the effectiveness of our safety management system through regular audits, data analysis, and employee feedback. We use these insights to identify areas of improvement, ensuring corrective actions are implemented promptly.
- 5) **Supervision and Leadership:** Effective supervision is integral to our safety management efforts. Supervisors are trained not only in safety protocols but also in leadership skills to foster a proactive safety culture among employees. Supervisors are encouraged to track near misses, incidents, and unsafe behaviours to prevent future occurrences.



- 6) **Incident Reporting and Investigation:** A transparent system is in place to report incidents, near misses, and potential hazards. We emphasize the importance of investigating the root causes of any safety events to implement corrective actions and prevent recurrence.

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 identification of environmental aspects and occupational health and safety (OHS) hazards begins with a comprehensive review of operational activities, equipment, and processes within the organization. Relevant departments conduct site inspections, consult records, and engage personnel to recognize activities that may interact with the environment or pose health and safety risks. Each aspect and hazard are evaluated in terms of its potential environmental impact and OHS consequence, considering factors such as severity, frequency, and likelihood. Risk assessments are performed using a structured methodology that includes risk matrices, legal and regulatory compliance benchmarks, and historical data. The outcomes are documented and prioritized, and appropriate control measures are proposed to mitigate or eliminate identified risks. This systematic approach ensures continual improvement and supports the organization's commitment to environmental stewardship and workplace safety.

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

Yes

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

Yes

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

Safety Incident/Number	Category	2024-25	2023-24
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0
Lost Time Injury Frequency Rate (LTIFR)	Workers	0.03	0
Total recordable work-related injuries	Employees	1	1
Total recordable work-related injuries	Workers	0	4
Number of fatalities from work-related injuries	Employees	1	1
Number of fatalities from work-related injuries	Workers	0	4
Number of high-consequence work-related injuries	Employees	0	0
Number of high-consequence work-related injuries	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

- Regular safety inspections:** Regular safety inspections should be conducted to identify potential hazards in the workplace. Any identified hazards should be addressed immediately to prevent accidents and injuries.
- Safety Policies and Procedures:** Maintaining up-to-date safety policies and procedures that adhere to industry standards and regulatory requirements, ensuring clarity and compliance.
- Incident Investigation and Follow-up:** Workplace incidents are thoroughly investigated to identify root causes, and corrective actions are implemented to prevent recurrence.
- Providing protective equipment:** Employers should provide employees with personal protective equipment (PPE) such as gloves, hard hats, and reflective jackets, as necessary.
- Maintaining good hygiene:** Employers should ensure that the workplace is clean and hygienic to prevent the spread of illness and disease. This can include regular cleaning of surfaces, provide hand sanitizer, and encourage hand washing.
- Training and education:** Employees should receive training and education on workplace safety and health. This can include information on proper lifting techniques, emergency procedures, and the safe use of equipment.
- Creating a safety culture:** A safety culture should be promoted in the workplace where employees are encouraged to report any safety concerns or hazards. Employers should also recognize and reward employees who prioritize safety in their work.

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

Parameters	2024-25			2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year

Parameters	% 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.

1) Our company has installed A safety screen at the site to prevent falling objects and enhance worker safety:

Object Fall Prevention: It acts as a barrier to stop debris and materials from falling off elevated work areas.

Worker Protection: Provides additional safety for workers near edges or elevated platforms, reducing fall risks.

Modular & Adjustable: Easily relocatable and customizable for different construction stages.

Visibility: Made from transparent materials for better visibility, reducing accidents.

Regular Inspections: The screen undergoes frequent checks to ensure its integrity.

In short, the safety screen enhances site safety by preventing falling debris and protecting workers, while being durable, adjustable, and compliant with safety regulations.

2) RCS Rail Climbing System:

Our company has installed the RCS Rail Climbing System at the project site for fall protection:

The RCS Rail Climbing System is a secure solution for fall protection in construction projects involving climbing. Its rail-guided climbing ensures a safe connection between the climbing unit and the building, enhancing safety even in windy conditions. The modular design offers versatility across various climbing applications and can be easily adjusted to meet specific job site requirements. The system's mobility allows for easy relocation using cranes or mobile climbing hydraulics, further emphasizing its adaptability and ease of use. Overall, the RCS system prioritizes safety in construction projects, providing reliable fall protection during climbing procedures.

3) Fall Protection:

From a fall protection viewpoint, we have established rules for edge protection and cut-out safety. Key points include:

No work should commence without proper supervision (No supervision - No work).

Barricades must undergo regular inspections to ensure integrity and check for any missing parts.

Before removing any cut-outs, a floor opening permit must be obtained. After work is completed, the opening must be promptly closed with supervision.

Workers and staff have been instructed not to put their full body weight on handrails, as they indicate a fall hazard. They must maintain a safe distance from handrails and refrain from using mobile phones while working near floor edges.

Area inspections and assessments must be completed before starting any activity.

Safety catch nets are installed on even-numbered floors of the building's lift shaft cut-outs to prevent falls of people or materials from heights. Steel rebars should be installed on every odd-numbered floor of the building's lift shaft cut-outs.

All floor and staircase edge openings should be protected by GI pipes.

**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.**

PSP recognizes any individual, group or institution that contributes to the Company's value chain as a core stakeholder. Through Stakeholder Engagement, we identify our stakeholders, which include customers, suppliers, communities, government regulators, shareholders and employees. However, this process is ongoing, and we continuously strive to identify additional stakeholders.

We take a proactive approach to engage with our stakeholders regularly, seeking to understand their perspectives, receiving feedback and addressing any issues that are important to them. Our stakeholder engagement is based on seamless dialogue, empathy and a focus on value creation, which forms the foundation of our engagement approach at PSP.

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	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Board	No	Email, Website, Notice Board, Community Meetings	Regular	Sustainability & CSR interventions, Board Meetings, AGMs
Shareholders	No	Email, Website, Newspaper, Community Meetings	Annual, Quarterly, Periodic	Company performance & Growth Strategies & Development
Employees	No	Email, SMS, Community Meetings	Ongoing engagement	Company performance and employee initiatives, training & Development
Suppliers	No	Email, SMS, Community Meetings	Ongoing engagement	Product development and commercial negotiations
Regulatory Authorities	No	Email, Other	As and when required	Regulatory compliances
Customers	No	SMS, Pamphlets, Newspaper, Email, Website	Ongoing engagement	Client expectations and follow ups, understanding client needs and expectations
Bankers & Lenders	No	Email, Community Meetings	As and when required	Company performance

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	2024-25			2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent Employees	1,948	1,948	100 %	1,969	1,969	100 %
Other than permanent	0	0	0 %	0	0	0 %
Total Employees	1,948	1,948	100 %	1,969	1,969	100 %
Workers						
Permanent Workers	0	0	0 %	0	0	0 %
Other than permanent	13,145	13,145	100 %	14,825	14,825	100 %
Total Workers	13,145	13,145	100 %	14,825	14,825	100 %

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

Category	2024-25					2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent Employees	1,948	0	0 %	1,948	100 %	1,969	0	0 %	1,969	100 %
Male	1,895	0	0 %	1,895	100 %	1,928	0	0 %	1,928	100 %
Female	53	0	0 %	53	100 %	41	0	0 %	41	100 %
Other than Permanent Employees	0	0	0 %	0	0 %	0	0	0 %	0	0 %
Male	0	0	0 %	0	0 %	0	0	0 %	0	0 %
Female	0	0	0 %	0	0 %	0	0	0 %	0	0 %
Workers										
Permanent Workers	0	0	0 %	0	0 %	0	0	0 %	0	0 %
Male	0	0	0 %	0	0 %	0	0	0 %	0	0 %
Female	0	0	0 %	0	0 %	0	0	0 %	0	0 %
Other than Permanent Workers	13,145	0	0 %	13,145	100 %	14,825	0	0 %	14,825	100 %
Male	11,488	0	0 %	11,488	100 %	13,656	0	0 %	13,656	100 %
Female	1,657	0	0 %	1,657	100 %	1,169	0	0 %	1,169	100 %



3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Parameters	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	₹ 4,35,00,000	3	₹ 1,80,00,000
Key Managerial Personnel	1	₹ 13,80,015	1	₹ 60,00,000
Employees other than BoD and KMP	1,894	₹ 4,34,124	49	₹ 4,59,307
Workers	11,488	₹ 1,55,220	1,657	₹ 1,55,220

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

Parameters	2024-25	2023-24
Gross wages paid to females as % of total wages	7.76 %	6.28 %

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

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

Respect and commitment to human rights is one of the elements of the Code of Conduct for employees. As a practice, any violation of Code of Conduct can be reported to the 1st Level Reporting Authority, who will investigate and take necessary action. The same is also placed before the board of directors at the very next Board Meeting.

PSP is committed to foster and create a workplace which is safe and free from any act of sexual harassment. The Policy for protection of women's rights at workplace has been formulated to guide the Company for redressal of sexual harassment related complaints. This Policy is based on the laws of India and therefore the Policy is applicable to all PSP establishments located in India including all employees, workmen, contract workers.

This Policy also protects anyone visiting the establishments of the Company, that may include clients, customers, third party contractors, vendors, suppliers, business representatives. When sexual harassment has occurred because of an act of any third party, the Company takes necessary and reasonable steps to assist the affected person/victim. To adhere with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) and ensure coverage across the locations in India, the company has constituted an Internal Complaints Committee (ICC) constituted as per the provision of the POSH Act. The ICC is responsible for registering, investigating, concluding and redressing complaints received.

Whistleblowing is a structured process, which encourages and facilitates employees to report without fear, any wrongdoings or unethical or improper practice which may adversely impact the reputation and/or the financials of the Company, through an appropriate forum. The Company has also formulated Whistleblower Policy for its employees and vendors to provide a mechanism for expressing concerns about any unethical behaviour, improper practice, misconduct, violation of legal or regulatory requirement, unfair treatment that could adversely impact the Company's operations, business performance and/or reputation. The Company investigates such reported incidents in an impartial manner and takes appropriate action to ensure that the requisite standards of professional and ethical conduct are always upheld.

6. Number of Complaints on the following made by employees and workers in the previous financial year

Benefits	2024-25			2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

Parameters	2024-25	2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0 %	0 %
Complaints on POSH upheld	0	0

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

The mechanism is the same as mentioned above in Question 5. The Code of Conduct for employees, senior management and Board members sets the standard of behaviour and professional conduct expected by the Company. The Company has a committee for the protection of women at the workplace to ensure their rights, receive grievances, conduct investigations, and redressal. The Company has a Whistle Blower Policy wherein the employees can report any wrong practices, unethical behaviour or non-compliance, which may have a detrimental effect on the organisation, including financial damage and impact on brand image. Violations of the Code of Conduct should be reported to the Board as per our policy document. The Code of Conduct policy covers the procedure of complaint redressal and necessary preventive actions being taken by the Company.

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. Assessments conducted

Parameters	% 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 %

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

We have defined policies (POSH, Grievance redressal mechanism, Human Right Policies etc.) to address significant risks or concerns.

**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:**

Parameters	2024-25	2023-24
From renewable sources		
Total electricity consumption (A)	1,89,22,20,000 KJ	1,38,63,40,000 KJ
Total fuel consumption (B)	0 KJ	0 KJ
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,89,22,20,000 KJ	1,38,63,40,000 KJ
From non-renewable sources		
Total electricity consumption (D)	28,82,56,10,000 KJ	28,87,31,50,000 KJ
Total fuel consumption (E)	94,76,29,33,880 KJ	1,18,90,03,08,780 KJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,23,58,85,43,880 KJ	1,47,77,34,58,780 KJ
Total energy consumed (A+B+C+D+E+F)	1,25,48,07,63,880 KJ	1,49,15,97,98,780 KJ
Energy intensity per rupee of turnover	5,08,373.27 KJ / L ₹	6,05,725.56 KJ / L ₹
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	1,03,86,065.84 KJ / L ₹ (PPP Adjusted) L ₹	1,22,47,770.81 KJ / L ₹ (PPP Adjusted) L ₹
Energy intensity in terms of physical output	0 KJ /	0 KJ /
Energy intensity (optional) – the relevant metric may be selected by the entity	0 KJ /	0 KJ /

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

- Not Applicable

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trd (PAT) Scheme of the Government of India?

No

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

Parameters	2024-25	2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water withdrawal	12,145.00 Kilolitre	0.00 Kilolitre
(ii) Groundwater withdrawal	9,72,512.00 Kilolitre	4,97,668.00 Kilolitre
(iii) Third party water withdrawal	25,610.00 Kilolitre	41,692.00 Kilolitre
(iv) Seawater / desalinated water withdrawal	0.00 Kilolitre	0.00 Kilolitre
(v) Other withdrawal	0.00 Kilolitre	0.00 Kilolitre
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	10,10,267.00 Kilolitre	5,39,360.00 Kilolitre
Total volume of water consumption (in kilolitres)	10,10,267.00 Kilolitre	5,39,360.00 Kilolitre
Water intensity per rupee of turnover	4,093.00 L / L ₹	2,190.30 L / L ₹
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	83,619.99/L KJ/L ₹ (PPP Adjusted)/L ₹	44,287.79 L KJ/L ₹ (PPP Adjusted)/L ₹
Water intensity in terms of physical output	0 L /	0 L /
Water intensity (optional) – the relevant metric may be selected by the entity	0 L /	0 L /

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

- Not Applicable

4. Provide the following details related to water discharged (in kilolitres):

Parameters	2024-25	2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment		
Level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment		
Level of treatment		
(iii) To Seawater		
- No treatment	Not Applicable	Not Applicable
- With treatment		
Level of treatment		
(iv) Sent to third parties		
- No treatment		
- With treatment		
Level of treatment		
(v) Others		
- No treatment		
- With treatment		
Level of treatment		
Total water discharged		

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

- Not Applicable

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

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

Parameters	Please specify FY unit	2024-25	2023-24
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)		Not Applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

- Not Applicable

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

Parameters	Unit	2024-25	2023-24
Total Scope 1 emissions	T CO ₂ e	7,037.40	8,829.86
Total Scope 2 emissions	T CO ₂ e	5,685.05	5,694.42
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	T CO ₂ e / L ₹	0.06	0.06
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	T CO ₂ e / L ₹	1.23	1.19
Total Scope 1 and Scope 2 emission intensity in terms of physical output	T CO ₂ e /	0	0
Custom Scope 1 and Scope 2 emission intensity (optional)	T CO ₂ e /	0	0



Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

- Not Applicable

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:

Parameters	2024-25	2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	22.56 Metric Ton	15.87 Metric Ton
E-waste (B)	0.65 Metric Ton	0.88 Metric Ton
Bio-medical waste (C)	0.00 Metric Ton	0.00 Metric Ton
Construction and demolition waste (D)	2,439.91 Metric Ton	5,377.08 Metric Ton
Battery waste (E)	0.00 Metric Ton	0.00 Metric Ton
Radioactive waste (F)	0.00 Metric Ton	0.00 Metric Ton
Other Hazardous Waste(G)	0.00 Metric Ton	0.00 Metric Ton
Other Non-hazardous Waste(H)	2,510.55 Metric Ton	0.00 Metric Ton
Total (A+B + C + D + E + F + G + H)	4,973.67 Metric Ton	5,393.83 Metric Ton
Waste intensity per rupee of turnover	20.16 kg / L ₹	21.90 kg / L ₹
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	411.68 kg / L ₹ (PPP Adjusted) / L ₹	442.90 kg KJ/L ₹ (PPP Adjusted) / L ₹
Waste intensity in terms of physical output	0 kg /	0 kg /
Custom Waste intensity metric (optional)	0 kg /	0 kg /
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	4,950.46 Metric Ton	5,393.83 Metric Ton
(ii) Re-used	222.56 Metric Ton	0.00 Metric Ton
(iii) Other recovery operations	0.00 Metric Ton	0.00 Metric Ton
Total	5,173.02 Metric Ton	5,393.83 Metric Ton
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	0.00 Metric Ton	0.00 Metric Ton
(ii) Landfilling	0.00 Metric Ton	0.00 Metric Ton
(iii) Other disposal operations	0.00 Metric Ton	0.00 Metric Ton
Total	0.00 Metric Ton	0.00 Metric Ton

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

- Not Applicable

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such waste:

Following are various Hazardous and toxic chemical disposal strategies being followed for various consumables.

Concrete Waste Management

- Concrete waste generated on-site is systematically crushed and processed into recycled aggregate.
- This recycled material is utilized in new concrete mixes and as a base layer in road construction activities at our project area.

Waste water Treatment and Reuse:

- Our factory operates a Sewage Treatment Plant (STP) with a capacity of 45KLPD.
- Treated wastewater from the STP is utilized for gardening, promoting sustainable water use.

Oil and Grease Management:

- Hazardous waste such as oil and grease used for machinery are stored in drums or barrels. These materials are reused as lubricants for mechanical maintenance, reducing waste generation.

Cement Storage with Air Pollution Control:

- Cement is stored in closed silos equipped with air purifiers and filters.
- This setup effectively reduces air pollution by controlling dust and particulate emissions.

Solid Waste and Sludge Handling:

- Solid waste and sludge extracted from wastewater and concrete processes are stored.
- These materials serve as landfilling material in a designated area within our factory premises.
- We utilize a crusher to reduce the volume of solid waste before landfilling, optimizing space and efficiency.

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:

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
Not Applicable					

13. 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).

Yes

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
Five (5)
- 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
1	Confederation of Indian Industry	National
2	Gujarat contractor Association	State
3	Gujarat Safety Council	State
4	Indian Green Building Council	National
5	Precast Society of India	National

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

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

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	Results communicated in public domain	Relevant Web link
Not Applicable					

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

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

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

As a responsible employer, we have established a clear and accessible mechanism to receive and resolve community grievances. Community members can raise concerns through various channels such as in-person meetings, helpdesk & emails. Authorized staffs ensure all grievances are acknowledged within 48 hours and recorded systematically.

Each grievance is reviewed, categorized, and investigated by a dedicated team. Based on the findings, appropriate corrective actions are taken, and the complainant is informed of the resolution within 7-15 working days. Feedback is collected to ensure satisfaction. Regular monitoring, reporting, and review meetings help improve the process continuously. Our goal is to maintain transparency, trust, and a strong relationship with the community.

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

Parameters	2024-25	2023-24
% of materials sourced from MSMEs / small producers	8.35 %	10.54 %
% of materials sourced directly from India	99.95 %	98.79 %

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

Parameters	2024-25	2023-24
Rural	12.93 %	8.27 %
Semi-urban	2.49 %	0 %
Urban	44.16 %	57.85 %
Metropolitan	40.42 %	33.88 %

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.

The company has formal mechanisms in place to collect feedback from the customers. The customers can reach out with their complaints related to our services or payment transactions through mail or online portal and a time-bound solution is provided to them. To report any grievance, we can be reached at grievance@pspprojects.com. Besides, PSP proactively engages with its customers regularly. We also carry out customer satisfaction surveys through deployment of internal resources on a regular basis across its sites. Based on the feedback, necessary process improvements are undertaken as a part of standard management systems. Customers have multiple channels for raising grievances- account managers, project managers and senior management team. Consumers can also reach out to us through social media platforms of the Company. The Company has provided the "Get in Touch" facility on its website, wherein the local community can directly get in touch with the company management to lodge their complaints or give suggestions.

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

Parameters	As a percentage to total turnover
Environmental and social parameters relevant to the product	0 %
Safe and responsible usage	0 %
Recycling and/or safe disposal	0 %

3. Number of consumer complaints in the previous financial year

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

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes

If available, provide a web-link of the policy

<https://pspprojects.darwinbox.in>

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

Particulars	Percentage to total turnover
a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0 %
c. Impact, if any, of the data breaches	Till now not Observed / Reported.