

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

Category	FY 2024-25						FY 2023-24			
	Current Financial Year						Previous Financial Year			
	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										
Male	7,825	0	0%	7,825	100%	6,349	0	0%	6,349	100%
Female	618	0	0%	618	100%	605	0	0%	605	100%
Other than Permanent										
Male	308	0	0%	308	100%	180	0	0%	180	100%
Female	150	0	0%	150	100%	42	0	0%	42	100%
Workers										
Permanent										
Male	2,546	0	0%	2,546	100%	1,566	100	6.39%	1,466	93.61%
Female	582	0	0%	582	100%	156	5	3.21%	150	96.15%
Other than Permanent										
Male	24,780	0	0%	24,780	100%	16,186	3,688	22.79%	12,498	77.21%
Female	2,179	0	0%	2,179	100%	1,848	77	4.17%	1,771	95.83%

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	07	2.54 crore ¹	01	0.54 crore ¹
Key Managerial Personnel	06*	7.06 crore	--	--
Employees other than BoD and KMP	7,819	0.15 crore	618	0.13 crore
Workers	NA	NA	NA	NA

¹ Excluding commission and performance based variable incentive.

* includes Chairman, Managing Director, two Executive Directors, Chief Financial Officer and Company Secretary.

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

	FY 2024-25	FY 2023-24
	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	5.24%	6.24%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes.

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

We are committed to nurturing a harmonious workplace characterized by fairness, trust, and mutual respect, free from any form of bias or discrimination. As a diverse conglomerate with a presence in various industries and regions, we pride ourselves on a workforce rich in age, skills, backgrounds, and perspectives. We recognize that collaboration can occasionally give rise to grievances or concerns related to working conditions, conflicts,