

# Business Responsibility & Sustainability Reporting 2024-25

## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L31200HR2004PLC136025
2.	Name of the Company	Servotech Renewable Power System Limited
3.	Year of Incorporation	24/09/2004
4.	Registered office address	Khata No. 1970, Khewat No. 1672, Khasra No. 21/20/2/2, Revenue Estate, Kundli, Sonipat, Haryana, 131029.
5.	Corporate Address	806, 8th Floor, Crown Heights, Hotel Crowne Plaza, Rohini Sector-10, New Delhi-110085
6.	Email Address	<a href="mailto:investor.relations@servotechindia.com">investor.relations@servotechindia.com</a>
7.	Telephone	011-41130158
8.	Website	<a href="https://servotech.in/">https://servotech.in/</a>
9.	Financial Year Reported	April 1, 2024, to March 31, 2025
10.	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India (NSE)
11.	Paid-up Capital	Rs. 22,58,45,348
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Rupinder Kaur Company Secretary & Compliance Officer Email: <a href="mailto:investor.relations@servotechindia.com">investor.relations@servotechindia.com</a> , Ph: 9311344776
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 basis
14.	Name of assurance provider	Not Applicable (N.A.)
15.	Type of assurance obtained	

**Note:** The Company has made every effort to provide data that is measurable, verifiable, and assured by the relevant internal departments. Certain data points are currently under evaluation and calculation, and will be disclosed in future reporting cycles to ensure accuracy and completeness. Additionally, the Company has initiated measurement of several key parameters from the current financial year onwards. As a result, data for previous years on these specific topics may not be available at this time.

### II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing	Solar	11.40
		EV Charger	83.20
		Other	5.40

#### 17 Products/Services sold by the Company (accounting for 90% of the turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Solar	35105	11.40
2	EV Charger	27900	83.20
3	Others	27900	5.40

**III. Operations****18 Number of locations where plants and/or operations/offices of the Company are situated:**

Location	Number of plants	Number of offices	Total
National	2	1	3
International	0	0	0

**19 Markets served by the Company****a. Number of locations**

Locations	Number
National (No. of States)	24
International (No. of Countries)	9

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

4.13%

**c. Types of customers**

Servotech Renewable Power System Limited serves customers across different groups. These include wholesalers like distributors and dealers who buy in bulk to sell further. It also works with businesses that use its EV chargers and solar products for their operations. Many individual customers buy its products for home use. Government and public sector organizations also buy from Servotech for their projects. The company sells internationally to countries such as Turkey, Singapore, UAE, Nepal and Bahrain. This mix of customers shows the company's wide reach and the different ways its products are used.

**IV. Employees****20 Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. C	% (C / A)
EMPLOYEES						
1	Permanent (D)	310	246	79.35%	64	21%
2	Other than Permanent (E)	4	4	100.00%	0	0%
3	Total employees (D + E)	314	250	79.62%	64	20%
WORKERS						
4	Permanent (F)	151	144	95.36%	7	4.64%
5	Other than Permanent (G)	2	2	100.00%	0	0.00%
6	Total workers (F + G)	153	146	95.42%	7	4.58%

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. C	% (C / A)
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
WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total workers (F + G)	0	0	0	0	0

## 21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	4	2	50%

## 22 Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

Particulars	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	41	30	39	36	56	40	31	37	33
Permanent Workers	15	0	14	42	0	39	41	40	41

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

### 23 Name 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 the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Rebreathe Medical Devices India Private Limited	Subsidiary	95%	NO
2	Techbec Industries Limited	Subsidiary	63.50%	NO
3	Hertz And Pixelz Private Limited (Formerly Known As Techbec Green Energy Private Limited)	Subsidiary	100%	NO
4	Servotech Ev Infra Private Limited	Subsidiary	94.28%	NO
5	Servotech Sports And Entertainment Private limited	Subsidiary	74.80%	NO
6	Servotech Siliguri Strikers Private Limited	Step Down Subsidiary	0%	NO

## VI. CSR Details

### 24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in Rs.): 5,89,10,94,000

(iii) Net worth (in Rs.): 2,24,66,86,000

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors	Yes	0	0	-	0	0	-
(other than shareholders)							
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	3004	47	-	2311	0	-
Value Chain	Yes	0	0	-	0	0	-
Partners							
Others	Yes	0	0	-	0	0	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Not conducted in current year					

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Question		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1	a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available	<a href="https://www.servotech.in/investors/corporate-governance/policies">https://www.servotech.in/investors/corporate-governance/policies</a>								
2	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Question		P1	P2	P3	P4	P5	P6	P7	P8	P9
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 the Company and mapped to each principle.	<ul style="list-style-type: none"><li>• ISO 9001:2015</li><li>• ISO 14001</li><li>• BIS</li><li>• CE Certification</li><li>• ARAI Certification</li><li>• OCPP 1.6 Certification</li></ul>								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	At present, the Company has not outlined any formal or documented commitments, goals, or targets with defined timelines.								
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.									
Governance, leadership and oversight										
7.	<b>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)</b>  At Servotech Renewable Power System Ltd., integrating Environmental, Social, and Governance (ESG) principles into our business fabric isn't just an obligation—it's our guiding compass for sustainable growth. As a leading manufacturer of solar solutions, EV chargers, and energy-efficient products, we remain deeply committed to ushering in a cleaner, greener energy future. Our rebranding to Servotech Renewable Power System Ltd. underscores this ethos and our long-term vision for sustainable innovation.  Environmental Stewardship: We're actively reducing carbon footprints by delivering green infrastructure solutions from deploying high-efficiency solar rooftop systems to pioneering ultra-fast DC EV charging stations across India. Our projects span from airport airside EV operations to solar installations for public utilities reflecting both scale and impact.  Social Responsibility & Inclusion: Diversity and community upliftment are cornerstones of our operations. With women comprising approximately 45% of our workforce, we foster inclusive leadership that delivers balanced perspectives and enhanced organisational resilience. Meanwhile, our CSR initiatives actively support education, livelihoods, and sustainable community development, aligning business goals with societal welfare.  Governance & Integrity: Underpinned by a framework of ethics, transparency, and stakeholder engagement, our governance approach ensures accountability and long-term value creation. We continue to refine our processes, reinforce risk mitigation, and align with ESG best practices.  Targets & Achievements: We are proud to have delivered significant performance results achieving a robust fiscal outlook with Q1 FY26 showing marked growth in revenue, EBITDA, and profit across standalone and consolidated figures. Looking forward, we are focused on further enhancing margins (targeting up to 10%), expanding our solar and EV infrastructure footprint, and optimizing our ESG-driven innovation pipeline.  Moving forward, our focus will be on deepening our low-carbon impact, scaling inclusive practices, and strengthening governance frameworks all while delivering value to stakeholders and society at large. With ESG embedded at every level, Servotech is on a steadfast march toward a resilient, sustainable future.									
8.	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>  Mr. Raman Bhatia Managing Director DIN: 00153827									
9.	Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Servotech Renewable Power System Limited has constituted a specified committee of the Board responsible for decision making on sustainability-related issues. The company's Board of Directors has established a Corporate Social Responsibility (CSR) Committee in line with Section 135 of the Companies Act, 2013. This committee oversees the company's sustainability, environment, and social initiatives, ensuring alignment with legal requirements and strategic direction								

## 10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action									Committee									Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									Committee									Annually

## 11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency..

Principles	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								

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

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

## PRINCIPLE - 1

**Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable**

## Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	1. Code of Conduct and Corporate Governance 2. Corporate Social Responsibility	100
Key Managerial Personnel	2	1. Code of Conduct and Corporate Governance 2. SEBI Regulations, Regulatory Changes and Impact	100

Employees other than Board of Directors and KMPs	3	1. Prevention of Sexual Harassment (POSH) 2. Energy efficiency 3. Skill Upgradation	71.19
Workers	2	1. Fire & Safety 2. Skill Upgradation	70.52

**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:**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)

Penalty/ Fine

Settlement

Nil

Compounding fee

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)

Imprisonment

Nil

Punishment

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Nil

**4 Does the Company have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy**

Yes, Servotech Renewable Power System Limited has an anti-corruption and anti-bribery policy in place. The company's Code of Conduct and governance documents explicitly state that Servotech prohibits all forms of corruption and bribery. These policies apply to all directors, officers, employees and key value chain partners. The policy mandates that employees must not offer, give, solicit, or receive any form of bribe or corrupt payment, either directly or indirectly, for securing business or any improper advantage. It also outlines strict compliance with applicable anti-corruption laws and requires regular awareness and training for employees to ensure adherence. Violations of the policy are subject to disciplinary action, including termination.

Link - <https://www.servotech.in/investors/corporate-governance/code-of-conduct>

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

## 6 Details of complaints with regard to conflict of interest

	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

## 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 conflict of interest.

There are no cases or incidents related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	36.58	28.86

## 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:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0	0
Concentration of Sales	a. Sales to dealer / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	5.15%	0.03%
	b. Sales (Sales to related parties as % of Total Sales)	2.16%	0.01%
	c. Loans & advances given to related parties as % of Total loans & advances	0	0
	d. Investments in related parties as % of Total Investments made	48.41%	37.36%

## Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
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During the financial year, no formal awareness programmes were conducted specifically for value chain partners on the Principles. However, the company remains committed to strengthening engagement across the value chain and is actively exploring opportunities to initiate such programmes in the upcoming period.



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

Yes, Servotech Renewable Power System Limited has robust processes in place to avoid and manage conflicts of interest involving members of the Board. The company's Code of Conduct specifically addresses conflict of interest situations for Directors and Senior Managerial Personnel. Board members are required to act with integrity, avoid situations where personal or family interests could influence their duties, and promptly disclose any potential conflicts to the Compliance Officer or Board. They must abstain from discussions and voting on matters where a conflict may exist. The Code prohibits directors from accepting benefits, employment, or favors from suppliers, customers, or competitors that could compromise objectivity. In case of any doubt regarding a potential conflict, Board members are instructed to seek guidance from the company's legal or compliance function. These procedures are reviewed regularly as part of Servotech's corporate governance framework and are in line with SEBI's Listing Regulations and best practices for listed companies. ensures requisite approvals as required under the statutes as well as Company's policies are in place before transacting with such entities and individuals.)

### PRINCIPLE 2

Business 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 products and processes to total R&D and capex investments made by the entity, respectively.

Segment	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R & D	0	0	As of the current financial year, the company has not tracked specific R&D and capital expenditure allocations towards technologies aimed at improving environmental and social impacts. Efforts are underway to establish mechanisms for monitoring and reporting such investments in the future.
Capex	0	0	

### 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?

62%

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

(a) Plastics (including packaging)	Servotech ensures that plastic waste, including packaging materials, is collected and segregated at source. The Company partners with authorized recyclers and waste management agencies to facilitate the recycling of plastic waste. Wherever feasible, packaging materials are reused internally or replaced with eco-friendly alternatives to minimize environmental impact.
(b) E-waste	The Company follows a formal e-waste management protocol aligned with the E-Waste (Management) Rules. All electronic components, devices, and equipment that reach end-of-life are handed over to certified e-waste recyclers. Servotech also encourages customers to return used products through take-back programs, ensuring safe dismantling and recovery of valuable materials.
(c) Hazardous waste	Hazardous waste generated from manufacturing processes, such as chemicals, solvents, and contaminated materials, is handled with utmost care. The Company maintains detailed records of hazardous waste and ensures disposal through authorized hazardous waste treatment, storage, and disposal facilities (TSDFs). Regular audits and staff training are conducted to ensure compliance with safety and environmental.

(d) other waste.

General waste, including metal scraps, fabrication residues, and non-hazardous industrial waste, is segregated and either reused within operations or sent to approved recycling units. Organic waste from office premises is composted or disposed of through municipal waste channels in an environmentally responsible manner.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, Extended Producer Responsibility (EPR) is applicable to Servotech Renewable Power System Limited's activities. As a manufacturer and producer of electrical and electronic equipment, solar products, and batteries for EV chargers, Servotech is required to comply with India's EPR regulations under the E-Waste Management Rules, Battery Waste Management Rules, and aligned frameworks from the Central Pollution Control Board (CPCB)

### Leadership Indicators

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

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

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

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

**3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24

-

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

	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	As of the current reporting period, the company has not yet compiled data on the quantity of products and packaging reclaimed, reused, recycled, or safely disposed at end-of-life. Systems to track and report this information are being evaluated for future implementation.					
E-waste						
Hazardous waste						
Other waste						

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

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

**PRINCIPLE 3**

Business should respect and promote the wellbeing of all employees, including those in their value chains

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	246	171	69.51%	Nil		64	100%	Nil			
Female	64	62	96.88%								
Total	310	233	75.16%								
Other than Permanent employees											
Male	4	2	50%	0	0	0	0	0	0	0	0
Female						NA					
Total	4	2	50%	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	144	85	59.03%			Nil					
Female	7	5	71.43%	Nil		7	100%			Nil	
Total	151	90	59.60%			7	4.64%				
Other than Permanent Workers											
Male	2					Nil					
Female						NA					
Total	2					Nil					

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	The Company has not incurred any specific expenditure on employee/ worker well-being measures during the reporting period, apart from regular employee benefit expenses disclosed in the financial statements.	

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

Benefits	FY 2024-25			FY 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	49%	0.027%	Y	40%	0.067%	Y
Gratuity	100%	100%	Y	100%	100%	NA
ESI	1%	92%	Y	11%	81%	Y
Others- please specify	NIL	NIL	NIL	NIL	NIL	NIL

## 3. Accessibility of workplaces

Are the premises/offices of the Company accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the Company in this regard.

Not Applicable

## 4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Servotech Renewable Power System Limited demonstrates its commitment to diversity, equality, and inclusion through publicly available governance documents and policies. The Board Diversity Policy affirms equality of opportunity for all, including persons with disabilities, aligning with best practices and applicable regulations. This policy is accessible at the following web link: <https://www.servotech.in/blog/wp-content/uploads/2022/12/Board-Diversity-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	100%	100%	100%	100%

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

	Yes/No (If Yes, Then Give Details Of The Mechanism In Brief)
<b>Permanent workers</b>	Yes, The Company has established a grievance redressal mechanism across all its locations. The Human Resources Department at each respective location is responsible for addressing employee grievances in a timely and appropriate manner.  In compliance with applicable laws, the Company has also constituted a Grievance Committee to oversee and manage grievance-related matters. Additionally, for women employees, the Company has implemented a Prevention of Sexual Harassment (POSH) Policy. Any aggrieved woman may approach the Internal Complaints Committee (ICC), the details of which are prominently displayed at all locations in easily accessible areas.
<b>Other than permanent workers</b>	
<b>Permanent employees</b>	
<b>Other than permanent employees</b>	

## 7 Membership of employees and worker in association(s) or Unions recognised by the listed entity

Category	FY 2024-25			FY 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)
<b>Total Permanent Employees</b>						
-Male						
-Female						
<b>Total Permanent Workers</b>						
-Male						
-Female						

Nil

## 8 Details of training given to employees and workers:

Category	FY 2024-25					FY 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	250	184	73.49%	181	72.44%	-	-	-	-	-
Female	64	44	68.13%	38	59.34%	-	-	-	-	-
Total	314	228	72.46%	219	69.92%	-	-	-	-	-
Workers										
Male	146	107	73.55%	101	69.01%	-	-	-	-	-
Female	7	4	55.56%	3	44.44%	-	-	-	-	-
Total	153	111	72.91%	104	68.13%	-	-	-	-	-

## 9 Details of performance and career development reviews of employees and workers:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B / A)	Total (C)	No. (D)	%(D / C)
<b>Employees</b>						
Male	250	155	61.94%	-	-	-
Female	64	46	71.43%	-	-	-
<b>Total</b>	<b>314</b>	<b>201</b>	<b>64.01%</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Workers</b>						
Male	146	118	80.82%	-	-	-
Female	7	3	42.86%	-	-	-
<b>Total</b>	<b>153</b>	<b>121</b>	<b>79.08%</b>	<b>-</b>	<b>-</b>	<b>-</b>

**10. Health and Safety Management System:****a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, Servotech Renewable Power System Limited has implemented an occupational health and safety management system. Servotech has established formal health and safety policies that comply with industry standards and apply to its entire workforce, including both manufacturing facilities and office locations. The system encompasses measures for workplace safety, regular safety training, hazard identification, emergency response, and compliance with legal and regulatory requirements. Coverage includes all employees, workers, and relevant visitors at company sites, ensuring a proactive culture of safety across operations.

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

Servotech Renewable Power System Limited uses structured processes to identify work-related hazards and assess risks both on a routine and non-routine basis, as part of its occupational health and safety management system. These processes typically include:

- Systematic hazard identification through workplace inspections and audits,
- Risk assessment methodologies to analyze potential safety risks and their impact.
- Scheduled safety training and awareness programs for employees to identify and mitigate hazards.
- Implementation of safety controls and corrective actions based on audit findings.
- Procedures to assess risks associated with new (non-routine) activities or changes in processes.
- Continuous monitoring and review of safety practices to ensure compliance with applicable laws and standards.

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

Yes, Servotech Renewable Power System Limited has processes in place for workers to report work-related hazards and to remove themselves from such risks. The company encourages incident reporting and investigates all reported issues to implement corrective actions and prevent recurrence. This is part of Servotech's comprehensive occupational health and safety management system designed to maintain a safe and healthy workplace for all employees and workers.

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

Yes, Servotech Renewable Power System Limited provides its employees and workers access to non-occupational medical and healthcare services. The company demonstrates a strong commitment to employee well-being through various comprehensive benefits and initiatives beyond workplace safety, including healthcare and wellness programs.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.72	Nil
	Workers	1.15	Nil
Total recordable work-related injuries	Employees	2	Nil
	Workers	4	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	Nil
	Workers	2	Nil

# 12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Servotech Renewable Power System Limited is committed to maintaining a safe, healthy, and compliant workplace across all operational sites, including manufacturing facilities and corporate offices. The Company fully adheres to all applicable health and safety regulations and upholds high standards of social governance, with employee well-being as a top priority.

To ensure that operations do not expose employees or workers to workplace risks or injuries, Servotech has implemented a comprehensive Occupational Health and Safety Management System. This system encompasses structured hazard identification and risk assessment processes for both routine and non-routine activities. Employees and workers are empowered to report work-related hazards and may withdraw from unsafe situations without fear of retaliation.

The Company promotes a culture of safety through several proactive and structured initiatives, which are monitored regularly to ensure their effectiveness and continuity. Key measures include:

- Conducting internal safety inspections and audits
- Holding regular safety review meetings
- Providing comprehensive safety training and awareness programs
- Organizing mock drills for emergency preparedness
- Implementing corrective actions based on safety assessments

Additionally, Servotech provides access to non-occupational medical and healthcare services to support employee well-being beyond regulatory compliance.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	2	0	Internal review, resolved quickly	3	1	Internal review, resolved quickly
Health & Safety	1	0	Handled via safety taskforce	2	1	Handled via safety taskforce

# 14 Assessments for the year:

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

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

1. Employee refresher training session
2. Fire safety upgrade
3. Ventilation Enhancement

### Leadership Indicators

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

Employees – YES

Workers – YES

**2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.**

The deducted amount has paid time to time through government portal.

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

	Total No. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees				
Workers				Nil

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

Yes

**5. Details on assessment of value chain partners:**

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

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

To address significant health and safety risks among value chain partners, the company has implemented supplier audits, on-site SOPs, and vendor training programs (FY25). In FY24, joint risk mitigation projects and third-party inspections were conducted for priority partners. Quarterly planning reviews and ongoing supplier safety enhancements continue to support these efforts.



## PRINCIPLE 4

**Business 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 Company.

The Company actively identifies and engages with a diverse range of stakeholders to understand their expectations and incorporate their perspectives into the development of its short-, medium-, and long-term strategies.

Key internal and external stakeholder groups identified based on their direct impact on the Company's operations and performance include employees, shareholders, customers, communities, suppliers, government authorities, partners, and vendors. Through ongoing dialogue and collaboration, the Company aims to foster transparent relationships and ensure that stakeholder interests are effectively addressed.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual Meeting, shareholder meets, email, Stock Exchange intimations, investor presentation / analysts investor meet/conference calls, annual report, quarterly results, press release, Company's website, Stock Exchange's website	Quarterly	Keeping Shareholders updated about the Company's business, Answering their queries, understanding shareholders expectation
Employees and Workers	No	Senior leaders' communication, Setting up KRA, KPI, performance appraisal meetings/ review, exit interviews, union meetings, welfare initiatives, email, circulars, websites, HRMS (System), Presentation, Trainings etc.	Ongoing	To create an effective communication channel and inform employees on key developments within the Company; align them to the shared purposes of the Company. Taking employee feedback, suggestions, and ideas

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer meets, mailers, brochures, social media, website and feedback.	Ongoing	To ensure good customer relationships. Business Development, Customer Satisfaction and Retention. Understanding customer expectation
Research Analysts	No	Website, social media, Email, Earnings Call (Conference Call) and forums	Ongoing	Keep abreast of developments of the Company and understanding Investors Sentiments
Suppliers	No	Supplier meets, Regular interaction through phone, e-mail and in person, Supplier Assessment, Plant visits, MoU, NDA, trade association meets/seminars, professional networks, product workshops.	Ongoing	Quality, timely delivery of supplies and services and payments.
Regulators	No	Advocacy meetings, Seminars, Webinars with local/state/ national government and ministries through industry bodies such as Indian Chemical Council.	Ongoing	Appraising the Government about Industry Expectation, challenges faced by Industries etc.
Communities	Yes	Site visits and personal meetings	Ongoing	Understanding the Community and identifying the scope of improving their livelihood through CSR initiatives.

## Leadership Indicators

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

Servotech Renewable Power System Limited has a structured process for stakeholder consultation with its Board on economic, environmental, and social issues. This includes Annual General Meetings where stakeholders can raise concerns directly. The Stakeholders' Relationship Committee handles grievances and reports to the Board regularly. A Whistle Blower mechanism allows confidential reporting, overseen by the Audit Committee with updates to the Board. The CSR Committee manages sustainability and social matters, consulting external stakeholders

as needed and reporting back to the Board. Feedback from these channels is documented and reviewed by the Board, ensuring stakeholder views are considered in decision-making, aligned with SEBI BRSR guidelines and industry best practices.

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

Yes, Servotech Renewable Power System Limited uses stakeholder consultation to support the identification and management of environmental and social topics. The company engages with various stakeholders including customers, government bodies, community groups, and supply chain partners to gather inputs on these subjects.

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

The Company is committed to inclusive and responsible engagement with vulnerable and marginalized stakeholder groups. Through its Corporate Social Responsibility (CSR) initiatives, the Company actively supports these communities by addressing their specific needs and promoting their social and economic well-being.

## PRINCIPLE 5

### Business 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	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (d)	% (D / C)
<b>Employees</b>						
Permanent	310	246	79.35%	-	-	-
Other than permanent	4	2	50.00%	-	-	-
<b>Total Employees</b>	<b>314</b>	<b>248</b>	<b>78.98%</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Workers</b>						
Permanent	151	107	71%	-	-	-
Other than permanent	2	0	0	-	-	-
<b>Total Workers</b>	<b>153</b>	<b>107</b>	<b>70%</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

	FY 2024-25					FY 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										
Male	246	0	0%	246	100%	-	-	-	-	-
Female	64	0	0%	64	100%	-	-	-	-	-
Other than Permanent										
Male	4	0	0%	4	100%	-	-	-	-	-

	FY 2024-25					FY 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)
Female	0	0	0	0	0	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	144	0	0	144	100%	-	-	-	-	-
Female	7	0	0	7	100%	-	-	-	-	-
<b>Other than Permanent</b>										
Male	2	0	0	2	100%	-	-	-	-	-
Female	0	0	0	0	0	-	-	-	-	-

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

a. The details are provided below:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	2	61,71,427	1	1,20,00,000
Key Managerial Personnel	1	16,91,256	1	7,89,129
Employees other than BoD and KMP	378	2,30,343	89	1,82,981
Workers	242	82,198	9	1,48,683

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

	FY 2024-25	PY 2023-24
Gross wages paid to females as % of total wages	13%	18%

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)

No

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

Servotech Renewable Power System Limited has established internal mechanisms to address grievances related to human rights issues primarily through its Corporate Social Responsibility (CSR) Committee and governance framework. The company provides formal channels for grievance redressal, including a stakeholder grievance mechanism managed under the oversight of the Board and the CSR Committee. Employees and other stakeholders can report human rights concerns confidentially, often through established policies such as the Whistle Blower Policy and related compliance protocols. These mechanisms ensure that grievances are investigated, corrective actions are taken, and reports are escalated to the Board, maintaining accountability and responsiveness.

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

The details are provided below:

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

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

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

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

Servotech Renewable Power System Limited has formal mechanisms to prevent adverse consequences for complainants in cases of discrimination and harassment. The company's POSH and Whistle Blower policies ensure confidentiality, prohibit retaliation, and allow employees to report concerns without fear. If any retaliation occurs, it can be reported and will be investigated by the designated committee, helping protect those who raise workplace issues.

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

Yes, human rights requirements form part of Servotech Renewable Power System Limited's business agreements and contracts. The company publicly commits to upholding human rights and ethical standards across all business operations, as highlighted in its annual reports and corporate governance disclosures. Servotech emphasizes compliance with human rights principles not only within its direct activities but also expects adherence from its suppliers, contractors, and value chain partners, integrating these expectations into contractual and business agreements.

## 10. Assessment for the year:

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

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

The Company has implemented a series of robust measures to ensure ethical labour practices and compliance with applicable employment laws:

- **Age Verification Protocols:** Strict age-verification procedures have been introduced during the hiring process. All employment contracts now mandate the submission of valid age proof to prevent underage employment.
- **Voluntary Employment Assurance:** Employment agreements have been revised to explicitly affirm the voluntary nature of employment. To monitor and prevent coercive practices, the Company conducts exit interviews and has established anonymous grievance redressal mechanisms.
- **POSH Compliance:** The Internal Complaints Committee (ICC) is fully operational and trained in accordance with the provisions of the Prevention of Sexual Harassment (POSH) Act, ensuring a safe and respectful workplace for all employees.
- **Wage and Payment Transparency:** Regular internal audits are conducted to verify adherence to minimum wage standards and timely salary disbursements. All salary payments are processed through bank transfers to enhance transparency and accountability.

### Leadership Indicators

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

The Company has updated its policies on equal opportunity, non-discrimination, and workplace ethics to align with internationally recognized human rights standards. These policies are prominently displayed across all office premises to ensure visibility, awareness, and adherence among all employees and stakeholders.

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

The Company has undertaken a comprehensive review of its policies and practices related to wages, working hours, freedom of association, and non-discrimination. This review ensures alignment with applicable labour laws and international standards, reinforcing the Company's commitment to ethical employment practices and a fair, inclusive workplace.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

No

**4. Details on assessment of value chain partners:**

	<b>% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)</b>
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-
Others – please specify	-

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

NA

## PRINCIPLE 6

Business should respect and make efforts to protect and restore the environment.

### Essential Indicators

- Details of total energy consumption (in Giga-Joules) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>From Renewable sources</b>		
Total electricity consumption (A)	348.12	224.64
Total fuel consumption (B)	-	-
Energy consumption through other sources(C)	-	-
<b>Total energy consumption from renewable sources (A+B+C)</b>	<b>348.12</b>	<b>224.64</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,044.25	1,487.72
Total fuel consumption (E)	-	-
Energy consumption through other sources( F )	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,044.25</b>	<b>1,487.72</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>1,392.37</b>	<b>1,712.36</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)		
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)		
<b>Energy intensity in terms of physical output</b>	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

- Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Servotech Renewable Power System Limited does not have any sites or facilities identified as Designated Consumers (DCs) under the Perform, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	-	-
(ii) Groundwater	720	620
(iii) Third party water	1440	1100
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2160</b>	<b>1720</b>
Total volume of water consumption (in kilolitres)	2160	1720
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	<b>0.00000034</b>	<b>0.00000056</b>

Parameter	FY 2024-25	FY 2023-24
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>		
(Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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

5. Has the Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Not measured in current year.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NO <sub>x</sub>	-	-	-
SO <sub>x</sub>	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify Mercury, Cadmium, Chromium etc.	-	-	-

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



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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions			
Total Scope 2 emissions			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output			

No activities were conducted in the current year. Going forward, the company will prioritize emission inventory, calculation, and management initiatives.

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

NA

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

Yes, the Company has undertaken multiple projects directly contributing to the reduction of Green House Gas (GHG) emissions:

- Solar Energy Projects: Installed a 236.5 kW Solar Power Plant at office & basement areas, saving ~₹6,00,000 annually in electricity cost and reducing dependency on grid-based fossil-fuel power.
- Electric Vehicle Adoption: Converted all official & commercial vehicles into Battery-operated EVs, resulting in savings of ~₹12-15 lakh annually and significant reduction of fuel-based GHG emissions.
- Green Energy Sourcing: Partially procures electricity from renewable suppliers to reduce carbon footprint.
- EV Charging Infrastructure & R&D: Development and large-scale deployment of EV chargers (AC, DC, fast charging, bike ports, split DC stations up to 1 MW) and related battery/storage technologies to support nationwide EV adoption.
- Afforestation Drive: Planted ~1,500 trees in and around company premises, contributing to carbon sequestration.

These initiatives align with the company's vision of "Produce Green to Live Green" and contribute towards India's clean energy and net-zero transition goals.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	As of the current reporting period, the company has not yet compiled detailed data on waste management in the prescribed format. The company is in the process of developing systems to monitor, record, and report waste generation, handling, and disposal practices to ensure accurate and comprehensive disclosures in future reports.	
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)		
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
<b>Total (A+B + C + D + E + F + G+ H)</b>		
<b>Parameter</b>		
<b>Waste intensity per rupee of turnover</b> (Total waste generated/ Revenue from operations)	-	-
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-

Parameter	FY 2024-25	FY 2023-24
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	-	-

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

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

Servotech Renewable Power System Limited adopts responsible waste management practices focused on compliance, environmental safety, and sustainability. The company manages waste generated from its operations including e-waste, battery waste, and manufacturing by-products by following all applicable regulations such as India's E-Waste Management and Battery Waste Management Rules. Servotech participates in the Extended Producer Responsibility (EPR) system, ensuring collection, safe disposal, and recycling of electrical and battery waste through registered recyclers and annual compliance reporting.

To reduce the usage of hazardous and toxic chemicals in its products and processes, the company prioritizes the use of eco-friendly materials and designs products to minimize environmental impact. Servotech avoids or substitutes hazardous substances wherever feasible and encourages suppliers to adopt similar standards. The company implements careful segregation, storage, and disposal protocols for any hazardous waste, working only with certified handlers and recyclers for its safe treatment. Regular awareness programs and routine audits reinforce these practices, ensuring the company meets legal standards and its own sustainability goals.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Nil			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Assessed for current year					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

## Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

- (i) Name of the area – No
- (ii) Nature of operations – NA
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	The Company does not have any manufacturing facilities or plants located in areas identified as water-stressed. Accordingly, data on water withdrawal, consumption, and discharge specific to such regions is not applicable for the current reporting period.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kiloliters)</b>		
Total volume of water consumption (in kiloliters)		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

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

## 2. Please provide details of total Scope 3 emissions &amp; its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY'2023-2024
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	-	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	-	-	-
<b>Total Scope 3 emission intensity</b>	-	-	-

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

3. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
4. If the entity provided below taken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar Power Adoption	Installation of 236.5 kW rooftop solar power plant at office & basement areas.	Reduced grid electricity consumption by ~₹6 lakh annually; avoided CO <sub>2</sub> emissions.
2	Plantation Drive	Plantation of ~1500 plants within company premises.	Contributed to carbon sequestration, improved local air quality, and supported biodiversity.
3	EV Fleet Conversion	Conversion of all official and commercial vehicles into EV.	Reduced fossil fuel consumption; ~₹12-15 lakh annual cost savings; lower tailpipe GHG emissions.
4	Solarisation Projects	Executed 150+ solar PSU projects and powered over 2,00,000 homes with solar	Expanded access to renewable energy; reduced fossil fuel reliance on a community scale.

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

Servotech Renewable Power System Limited maintains robust business continuity and disaster management practices to ensure operational resilience. The company's strategy focuses on minimizing disruptions from unforeseen events through well-defined risk management, resilience planning, and employee safety measures. Key elements include maintaining an uninterrupted supply chain, investing in technology for remote work, regular safety audits, and compliance with legal and regulatory requirements.

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

No Significant adverse impact raised in current financial year.

## 7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

Not assessed for current year.

## 8. How Many green credits have been generated or produced

a By the listed entity	Nil
b By the top ten (in terms of value of purchase and sales respectively) value chain partners	NA

## 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. – Nil
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
Nil		

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

Name of the authority	Brief of the case	Corrective action taken
There are no cases of anti-competitive conduct on the Company in FY 2024-25		

### Leadership Indicators

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available
NA					

## PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

### Essential Indicators

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

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

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

S. No.	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 INR)
NA						

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

Servotech Renewable Power System Limited has set up clear channels for community members to share concerns or feedback, including direct contact with the CSR Committee via email or written complaints. The company reviews all community grievances, investigates issues, and takes corrective action if needed. Community feedback and resolutions are reported to senior management and the Board, ensuring transparency and accountability in handling such matters.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	38%	34%
Sourced directly from within the district and neighbouring districts.	83%	79%

Note: The Company actively promotes local sourcing and supports Micro, Small, and Medium Enterprises (MSMEs) through its procurement practices. Batteries, packaging materials, solar hardware, and fabrication work are awarded to MSME vendors to encourage inclusive growth and strengthen domestic supply chains.

Additionally, all electric vehicle (EV) chargers, LED lights, cables, stabilizers, and raw materials are procured from Indian suppliers approved by the Bureau of Indian Standards (BIS) and the National Institute of Solar Energy (NISE), ensuring quality, compliance, and support for indigenous manufacturing.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25	PY 2023-24
<b>Rural</b>		
% of Job creation in Rural areas	0	-
<b>Semi-urban</b>		
% of Job creation in Semi-urban areas	84.34%	-
<b>Urban</b>		
% of Job creation in Urban areas	0	-
<b>Metropolitan</b>		
% of Job creation in Metropolitan areas	15.66%	-

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

### Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	

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

S. No.	State	Aspirational District	Amount spent (In INR)
		NA	

**3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?**

Yes, Servotech Renewable Power Systems Ltd. has adopted a Preferential Procurement Policy aimed at encouraging inclusivity and supporting equitable growth in its supply chain.

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

Women-led MSMEs Bid preference or margin support of up to 15% during tender evaluation for qualifying vendors.

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

11% of vendors by number and 7% by procurement value were from marginalized/vulnerable segments.

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge:**

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

**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the Case	Corrective action taken
	-	

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
	Please refer AnnexureC of the Board's Report forming part of Annual Report regarding CSR activities undertaken by the Company.		

## 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.**

Servotech Renewable Power System Limited has established multiple mechanisms to receive and respond to consumer complaints and feedback, ensuring transparency and prompt grievance redressal. Consumers can reach out directly via dedicated email addresses (such as [customercare@servotechindia.com](mailto:customercare@servotechindia.com) and investor. [relations@servotechindia.com](mailto:relations@servotechindia.com)) and official contact numbers for specific queries, service requests, or complaints. The company's website provides a "Contact Us" section allowing customers to submit remarks or concerns, and also lists direct lines for sales and service support. For investor and shareholder grievances, the contact details of the Company Secretary are provided for prompt resolution. All formal complaints and feedback are recorded, acknowledged, and directed to the relevant department or committee for timely investigation and appropriate action.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Relevant details are not available for current financial year
Safe and responsible usage	
Recycling and/or safe disposal	

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

Number of consumer complaints in respect of the following:	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil		Nil	Nil	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

S. No.	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced recalls	Nil	-

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

Yes, Servotech Renewable Power System Limited has a framework and policy regarding cyber security and data privacy. The company's official Privacy Policy states its commitment to protecting the privacy and security of personal data, and explicitly mentions the adoption of appropriate technologies and procedures that align with international standards for data security. This policy is regularly reviewed and updated as needed to address evolving business and regulatory requirements. The Privacy Policy outlines the measures taken for information security, cookies management, procedures for protecting user data, and adherence to relevant laws. You can access Servotech's Privacy Policy here: <https://www.servotech.in/privacy-policy>

**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.**

No such incident.

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

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	Nil
b. Percentage of data breaches involving personally identifiable information of customer	NA
c. Impact, if any, of the data breaches	NA



## Leadership Indicators

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

Information about Servotech Renewable Power System Limited's products and services is available through these official channels:

- Main website: <https://www.servotech.in>
- Online store: <https://shop.servotech.in>

Product-specific pages:

- Solar products: <https://www.servotech.in/solar-products>
- Power backup solutions: <https://www.servotech.in/power-backup>

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

Servotech Renewable Power System Limited takes multiple steps to inform and educate consumers about the safe and responsible usage of its products and services. The company runs nationwide educational campaigns and television commercials, such as the "Bijli Ki Smart Bachat" campaign, aimed at helping consumers understand the benefits of solar energy and safe product adoption, especially for new users in rural and urban markets. These campaigns are broadcast across traditional and digital media, including national TV and online platforms, to reach a broad audience and simplify the concepts of installation, safe operation, and cost-saving benefits of solar technology.

Additionally, Servotech actively collaborates with electricity distribution companies (DISCOMs) under government schemes like the PM Surya Ghar Muft Bijli Yojana, which includes consumer awareness programs and support for compliance with safety standards when installing solar solutions. Product manuals, website FAQs, blog posts, and real-time customer support further provide guidance on safe setup, usage, and maintenance. Features such as safety indicators, clear LCD displays, and in-built protective mechanisms in their products are also explained in user materials for ease of understanding and responsible handling.

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

Servotech Renewable Power System Limited has established clear mechanisms to inform consumers about any risk of disruption or discontinuation of its essential services. The company communicates such information through multiple official channels, including direct emails, phone notifications, updates on their official website, and social media announcements. For widespread or critical disruptions, notices are published in the "News & Announcements" section of their website and through press releases to keep customers promptly informed. Additionally, customer support teams and helplines are available to provide real-time updates and guidance during any service interruptions, ensuring consumers have access to essential information and assistance in a timely manner.

### 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/No)

The Company complies with all applicable regulations regarding product information disclosure. It provides comprehensive details such as specifications, usage instructions, safety precautions, and environmental impact on labels, packaging, and documentation to support informed customer decisions. Committed to transparency and continuous improvement, the Company actively gathers feedback through surveys and maintains open communication to enhance customer satisfaction and trust.