



05th August, 2025

To,

BSE Limited

Phiroze Jeejeebhoy Towers, 1st Floor,
Dalal Street, Mumbai – 400 001

BSE Scrip Code: 512463

To,

National Stock Exchange of India Limited

Exchange Plaza, Bandra Kurla Complex,
Bandra (East), Mumbai - 400 051

NSE Symbol: LLOYDSENT

Sub: Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2024-25

Ref: Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosures Requirements) Regulations, 2015 (“SEBI Listing Regulations”)

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we enclosed herewith Business Responsibility and Sustainability Report (“BRSR”) of Lloyds Enterprises Limited (“the **Company**”) for the Financial Year 2024-25, which part of Annual Report of the Company for the Financial Year ended 2024-25.

The copy of the same is also available on the website of the company at www.lloydsenterprises.in/index.php/annual-reports/

We request you to please take on record the above-mentioned information for your reference and further needful.

Thanking You,

Yours Faithfully,

For Lloyds Enterprises Limited

Pranjal Mahapure

Company Secretary & Compliance Officer

ACS69408

Encl: as above

LLOYDS ENTERPRISES LIMITED

Registered Address: A-2, 2nd Floor, Madhu Estate, Pandurang Budhkar Marg, Lower Parel, Mumbai – 400013

Tel: 022 - 6291 8111 Email: lloydsenterprises@lloyds.in www.lloydsenterprises.in

(CIN) L27100MH1986PLC041252

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

[As per Regulation 34(2)(f) of SEBI (LODR) Regulations, 2018 and its amendments thereof]

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27100MH1986PLC041252
2	Name of the Listed Entity	Lloyds Enterprises Limited
3	Year of incorporation	1986
4	Registered office address	A2, 2 nd Floor, Madhu Estate, Pandurang Budhkar Marg, Lower Parel, Mumbai - 400013
5	Corporate address	A2, 2 nd Floor, Madhu Estate, Pandurang Budhkar Marg, Lower Parel, Mumbai – 400013
6	E-mail id	lloydspartnerprises@lloyds.in
7	Telephone:	022-62918111
8	Website:	www.lloydspartnerprises.in
9	Financial year for which reporting is being done:	April 01, 2024 - March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	1) BSE Limited (BSE) 2) National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 127.21 Crores
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. Pranjal Mahapure, / Mr. Viresh Sohoni 022-62918111, lloydspartnerprises@lloyds.in
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

II. Products/services

14. 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	Trading of iron and steel	Wholesale Trading	94.67%
2	Other Activities	Profit and loss on sale of shares	5.33%

15. 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	Iron Ore Pellets	46620	93.66%
2	Prime PPGL Coils	46620	6.18%
3	Profile Sheet	46620	0.16%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	-	2	2
International	-	-	-

Section A: General Disclosures

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	2
International (No. of Countries)	-

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

NIL

c. A brief on types of customers

Lloyds Enterprises Limited (“the Company/LEL”) majorly deals with companies, manufacturers and distributors of steel and iron, and their products.

IV. Employees

18. Details as of the end of the 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)	14	10	71.43%	4	28.57%
2	Other than Permanent (E)	3	1	33.33%	2	66.67%
3	Total employees (D + E)	17	11	64.71%	6	35.29%
Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	-	-	-	-	-

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)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	-	-	-	-	-
Differently abled workers						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	-	-	-	-	-

19. Participation / Inclusion / Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	3	1	33.33%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-2025 (Turnover rate in Current Financial Year)			FY 2023-2024 (Turnover rate in Previous Financial Year)			FY 2022-2023 (Turnover rate in the year prior to the Previous Financial Year)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.09%	-	9.09%	-	16.67%	16.67%	20%	-	20%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

21. (a) Names of Holding / Subsidiary / Associate Companies / Joint Ventures

Sr. 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 in column A, participate in the Business Responsibility Initiatives of the listed entity? (Yes/No)
1	Lloyds Engineering Works Limited	Subsidiary	41.22%	Yes
2	Lloyds Realty Developers Limited	Subsidiary	60.38%	No
3	Indrajit Properties Private Limited	Subsidiary	77.39%	No
4	Cunni Realty and Developers Private Limited	Associate	24.14%	No
5	Adithyapower Refractories and Insulation Private Limited	Associate	26%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes

(ii) Turnover (2024-25): ₹ 593.38 Crores

(iii) Net worth (2024-25): ₹ 4,657.66 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received.	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-2025 (Current Financial Year)			FY 2023-2024 (Previous Financial Year)		
	(If yes, then provide web-link for the grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	-	-	Nil	-	-	Nil
Investors -other than stakeholders	No	-	-	Nil	-	-	Nil
Shareholders	Yes. The Company has established several avenues for addressing shareholder grievances on the website, including various online links and the option to email concerns directly. They can access the same at https://www.lloydsenterprises.in/index.php/investor-contact/	-	-	Nil	-	-	Nil
Employees and workers	Yes, the employees can raise their concerns under the Vigil Mechanism Policy given at https://www.lloydsenterprises.in/wp-content/uploads/2024/05/10.-Whistle-Blower-and-Vigil-Mechanism-Policy.pdf	-	-	Nil	-	-	Nil
Customers	No	-	-	Nil	-	-	Nil
Value Chain Partners	No	-	-	Nil	-	-	Nil
Others (please specify)	No	-	-	Nil	-	-	Nil

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

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the 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 Issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
1	Innovation and Digitization	Opportunity	Innovation is what keeps businesses moving forward, helping them stay ahead in a changing market.	Not Applicable	Positive
2	Sustained Economic Growth	Risk	Sustained economic growth in the country may affect the business of the Company and sector overall. However, the Company is taking proper steps to mitigate the business risk.	Not Applicable	Positive
3	Human Capital	Opportunity and Risk	Opportunity: Human capital stands as a vital strategic resource for our company, and we consistently invest in nurturing their growth and development. By aligning our human capital with the company's growth strategy, we aim to achieve synergy and drive success. Risk: As the market demand for skilled talent remains high, our company maintains a commitment to investing in both upskilling new employees and reskilling existing ones. Simultaneously, we prioritize the automation and streamlining of our processes to enhance employee experience and engagement levels.	Not Applicable	Positive: Retention of key talent through various human resources proposition increases productivity. Negative: High attrition possibilities lead to wage inflation and loss in continuity.
4	Corporate Governance	Risk	Corporate Governance is vital for promoting transparency, accountability and trust attracting investment and reducing risk thereby driving organizational resilience, growth, and long-term success. Poor corporate governance practices can lead to a lack of transparency in decision-making processes, inadequate accountability of management to shareholders, and insufficient oversight of financial reporting.	Lloyds Enterprises Limited drives to follow the best practices related to corporate governance and ethics. The company ensures transparency through regulatory and voluntary disclosures. We have robust internal system and undertake consultation with external consultants to track all regulatory updates, compliance changes.	Positive: Undertaking consultation with external consultants to track the compliances/regulatory updates. Negative: Significant fines and penalties imposed by regulatory authorities can trigger extensive legal disputes and litigation, leading to considerable legal fees and settlement costs. Furthermore, the resultant loss of business opportunities and diminished customer trust can adversely affect revenue and profitability.

Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Policy and management processes									
a. Whether your entity'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. Web Link of the Policies, if available	Corporate Policies- Lloyds Enterprises Limited								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	-	-	-	-	-	-	-
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Based on the information collected and collated the Company will be conducting a detailed exercise to identify goals and target for short term, medium term and long term. Also the Company is diligently implementing various initiatives to foster inclusive and sustainable growth.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	-	-	-	-	-	-	-	-	-
Governance, leadership, and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG - related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company is committed to conducting beneficial, fair business practices to all stakeholders including communities at large. We provide employees and business associates with working conditions that are clean, safe, healthy and fair. We are committed to supporting community initiatives that enhance education, rural development, and empower women, alongside promoting accessibility in public infrastructure for those with reduced mobility. Our goal is to foster resilience within our business and among stakeholders. We actively monitor our activities for their environmental and social impacts, ensuring that we deliver value to all stakeholders.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The implementation of business responsibility policies is the responsibility of Compliance team. The oversight for these efforts is provided by the Board of Directors.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability - related issues? (Yes / No). If yes, provide details.	Yes, the Board of Directors and top management of the Company continuously assess different facets of its social, environmental, governance, and economic responsibilities. The CSR Committee (formed under Section 135 of the Companies Act, 2013) also reviews the performance of CSR Programmes and initiatives of the Company. The initiatives on social issues are under the control of the CSR Committee.								

10. Details of Review of NGRBCs by the Company: -

Subject for Review	Indicate whether the 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	Director									Periodically / Need basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Director									Ongoing Basis								

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
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No, however, the Senior Management and Board Committees of the Company periodically examine the corporate charters and policies.

12. If answer to question (1) 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 Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

Principle 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

ESSENTIAL INDICATOR

1. Percentage coverage by training and awareness programs 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	Throughout the year, the Board of Directors of the Company, has dedicated time to address a wide range of topics pertaining to: ➤ Business Overview ➤ CSR strategy framework ➤ Updates on Subsidiaries/Associates ➤ Statutory Compliance; ➤ Regulatory updates at Board and Audit Committee Meetings ➤ Investor Grievances, etc	100%
Key Managerial Personnel	2	The Key Managerial Personnel are regularly provided with updates on matters pertaining to business operations, regulatory changes.	100%
Employees other than BOD and KMPs	4	The Company conducts orientation programmes after the appointment of new employees. During the year, the Company had conducted training and awareness programmes on topics such as protection of women from sexual harassment act, safety awareness etc.	100%
Workers	NOT APPLICABLE		

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors / KMP's) 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					
	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	-	-	-	-	-
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	-	-	-	-
Punishment	-	-	-	-
No fines, penalties, punishments, awards, compounding fees, or settlement amounts were paid in proceedings by the entity, directors, or Key Managerial Personnel with regulators, law enforcement agencies, or judicial institutions during the Financial Year under review.				

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

Sr. No.	Case Details	Name of Regulatory Enforcement Agencies/ Judicial Institutions
Not Applicable		

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

The Company and its subsidiaries maintain a strict stance against unethical business practices, expressly prohibiting bribery and corruption across all commercial activities. We set clear standards for ethical business behavior, emphasizing accountability and transparency in our business practices. The Policy is available at the website of the Company at <https://www.lloydsenterprises.in/index.php/corporate-policies/>

To ensure adherence to these standards, we have established a Whistle-Blower Policy – Vigil Mechanism (Policy) governing our operations. This policy underscores the importance of ethical conduct and transparency in discharging duties. The Company also has policies which address issues such as Unpublished Price Sensitive Information (UPSI), providing avenues for whistle-blowers to report concerns and complaints to the respective persons.

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 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
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	Nil	Nil

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

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured):

Particulars	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Number of days of accounts payables	-	-

9. Openness of business:

Details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:

Parameter	Metrics	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Concentration of Purchases	(a) Purchases from trading houses as % of total purchases	NA	NA
	(b) Number of trading houses where purchases are made from	NA	NA
	(c) Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	(a) Sales to dealers / distributors as % of total sales	NA	NA
	(b) Number of dealers / distributors to whom sales are made	NA	NA
	(c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	(a) Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	(b) Sales (Sales to related parties / Total Sales)	0.06%	NIL
	(c) Loans & advances (Loans & advances given to related parties / Total loans & advances)	78.87%	18.78%
	(d) Investments (Investments in related parties / Total Investments made)	94.42%	90.62%

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
-	-	-

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

Yes, the Company follows a strict "Code of Conduct for Board of Directors," in line with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Companies Act, 2013. The Company receives an annual declaration from its Board of Directors, Key Managerial Personnel for the entities they are interested in, which can arise a conflict of interest, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with respective entities.

Principle 2

Businesses should provide goods and services in a manner that is sustainable and safe.

ESSENTIAL INDICATOR

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.**

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
CAPEX	-	-	-

2. **a. Does the entity have procedures in place for sustainable sourcing?**
No. The Company is into service-oriented business and it does not manufacture any goods, therefore, consumption of resources is limited to running of operations and sourcing of inputs is not relevant to our core activities.
- b. If yes, what percentage of inputs were sourced sustainably?**
Not Applicable
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.**
Not Applicable
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.**
Not Applicable

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
-	-	-	-	-	-

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

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

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
-	-	-

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 Current Financial Year			FY 2023-24 Previous Financial Year		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

NOT APPLICABLE

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

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

ESSENTIAL INDICATOR

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

% of employees covered by											
Category	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	10	10	100%	10	100%	0	-	10	100%	-	-
Female	4	4	100%	4	100%	4	100%	-	-	-	-
Total	14	14	100%	14	100%	4	28.57%	10	71.42%	-	-
		Other Than Permanent employees									
Male	1	1	100%	1	100%	-	-	-	-	-	-
Female	2	2	100%	2	100%	-	-	-	-	-	-
Total	3	3	100%	3	100%	-	-	-	-	-	-

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

% of workers covered by											
Category	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 workers									
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
		Other Than Permanent workers									
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Particular	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	-	-

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	No. of employees covered as % 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 % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	-	Yes	100%	-	Yes
Gratuity	100%	-	Yes	100%	-	Yes
ESI	-	-	-	-	-	-
Others –please specify	-	-	-	-	-	-

3. Accessibility of workplaces.

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

Yes, the Company has put in place the requisite facilities (ramps, wheelchairs etc.,) for people with disability.

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

Yes, the Company has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. Equal opportunity is covered as part of our Human Rights policy. All of the Company's employees are given equal chances to succeed. The Company does not discriminate based on any ground protected by applicable law, including race, caste, religion, color, marital status, gender, sexual orientation, age, nationality, ethnic origin, or disability. The Human Rights policy is available on the website <https://www.lloydsenterprises.in/index.php/corporate-policies/>.

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	-	-	Not Applicable	
Female	-	-		
Total	-	-		

*There were no instances of parental leave among employees.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes, through its Whistle Blower Mechanism, the Company provides a grievance redressal mechanism and encourages its employees to bring to attention any instances of unethical behavior, incidents, frauds or violation. Additionally, the Company practices an open-door approach through which the Employees can raise their grievances with their immediate senior(s) or the Human Resource Department.
Other than Permanent Employees	Yes, the non-permanent employees communicate their grievances through their respective supervisors. The grievances are further communicated to the Company for necessary action and resolution of the grievances. Additionally, they can also report on any instances of unethical behavior, incident or violations through the Company's Whistle blower Mechanism. The Company has also placed "Suggestion Box" at its facilities which can be used by the employees to raise their grievances.

Provide details of grievance mechanism system

The Company has consistently favored open and honest communication. Employees are encouraged to discuss their worries with the Senior Management, HR, or their respective heads. The Company's Whistleblower Policy offers a formal forum for expressing complaints about different issues. Through a particular module, employees are informed of the specifics of the Whistle blower Policy and the grievance procedure. As part of the staff orientation program, new hires are also made aware of the whistle-blower mechanism.

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total employees /workers in respective category (A)	No. of employees / Workers in respective category, who are a 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	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	On health and safety measures (B)		On skill Upgradation (C)		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	10	10	100%	10	100%	6	6	100%	6	100%
Female	4	4	100%	4	100%	3	3	100%	3	100%
Total	14	14	100%	14	100%	9	9	100%	9	100%
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	10	10	100%	6	6	100%
Female	4	4	100%	3	3	100%
Total	14	14	100%	9	9	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

Note: All employees of the Company undergo performance appraisal process as determined by the Company and in accordance with their career progression plan.

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, an occupational health and safety management system has been implemented by the entity. Due to the nature of business, there are inherently no occupational health and safety risks associated with the work. The company has taken a step towards healthier future by participating health check up drive. Further weekly General Physical consultation conducted by the company for the employees.

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

Given the nature of business, traditional occupational health and safety risks are minimal. However, in the light of the pandemic, the Company recognizes the risk of infections in the office and has implemented necessary precautions.

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

Given the nature of business, this is not directly applicable as there are no workers employed by the Company.

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

Yes, all employees of the Company are covered under the Company's health/accidental/term life insurance policy.

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

Safety Incident/Number	Category	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	Not Applicable	
Total recordable work-related injuries	Employees	-	-
	Workers	Not Applicable	
No. of fatalities	Employees	-	-
	Workers	Not Applicable	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	Not Applicable	

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

The measures taken by the Company to ensure a safe and healthy workplace are as follows:

1. Employee Health and Safety Training

All employees are given regular training on workplace safety and emergency response. New joiners are also briefed on safety protocols during induction to ensure awareness from day one. Regular health screenings are conducted to monitor employees' well-being and ensure early detection of any potential health issues.

2. Cleanliness and Hygiene Maintenance

The workplace is maintained in a clean and sanitary condition with regular housekeeping schedules. Common areas such as restrooms, cafeterias, and workstations are disinfected routinely to prevent the spread of infections and promote overall employee well-being.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	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	-	-	Nil	-	-	Nil
Health & Safety	-	-	Nil	-	-	Nil

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	-
Working Conditions	-

Note: No Assessments have been done by the entity, statutory authorities or third parties.

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.

Not Applicable

LEADERSHIP INDICATORS

- Does the entity extend any life insurance or any compensatory package in the event of death of
 - Employees (Y/N): *Yes*
 - Workers (Y/N): *Not Applicable*
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
Not Applicable
- Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been 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 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	-	-	-	-
Workers	Not Applicable			

- 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)
No. The Company briefs the employees the benefits available post retirements.
- 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	Not Applicable
Working Conditions	

- 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.
Not Applicable

Principle 4

Businesses should respect the interests of and be responsive to all its Stakeholders.

ESSENTIAL INDICATOR

- Describe the processes for identifying Key Stakeholder groups of the Entity.

Stakeholders play a vital role in shaping the direction, reputation, and growth of the Company. LEL's stakeholders are determined based on the significance of their impact on the business and the impact of business on them. Stakeholder Relationship Committee conducts regular review of stakeholders ensuring its alignment with Company strategy and relevance in dynamic stakeholder landscapes. We acknowledge that stakeholders have the potential to impact our organization, and their perspectives and concerns are crucial to our decision-making processes and overall success.

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

Sr. No.	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
1.	Shareholders and Investors	No	- Annual General Meetings/ Extra-Ordinary General Meetings - Annual Reports - Email Broadcasts and Intimations - Earning Updates - Website	Frequently or as and when required	- To answer investor queries on financial performance - To present business performance highlights to investors - To discuss publicly available Company information to shareholders and investors - To stay abreast of developments in the Company
2.	Government and Regulatory Bodies	No	- Meeting with key regulatory bodies - Phone, Emails and Letters; - Regulatory Fillings	Ongoing	- Seeking clarifications and relaxations - Communicating challenges - Providing required assistance w.r.t. regulatory inspections and queries
3.	Business Partners and Vendors	No	- One-to-one meetings - Telephonic and e-mail communications - Phones, Emails	Ongoing	Engaging to deliberate and decide on our offerings and other relevant details
4.	Employees	No	- Programmes/ trainings to ensure well-being of employees - Induction Programmes and exit interview - Regular performance review and feedback	Regularly	- Feedback and grievance redressal - Employee Engagement (fun at work/ motivation/ happiness/ passion/ wellbeing/Birthday celebrations/games)

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.

We communicate with our stakeholders mainly through the annual report, websites and the annual general meeting (AGM). The Company has established a Stakeholders Relationship and Investor Grievance Committee to address the stakeholders Grievances. The respective chairperson of these committee report these developments to the Board for its considerations and information.

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.

No

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

Not Applicable

Principle 5

Businesses should respect and promote human rights.

ESSENTIAL INDICATOR

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 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of Employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	14	14	100%	6	6	100%
Other than permanent	3	3	100%	3	3	100%
Total Employees	17	17	100%	9	9	100%
Workers						
Permanent						
Other than permanent						
Total Workers						

Not Applicable

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 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	14	-	-	14	100%	9	-	-	9	100%
Male	10	-	-	10	100%	6	-	-	6	100%
Female	4	-	-	4	100%	3	-	-	3	100%
Other	-	-	-	-	-	-	-	-	-	-
Other than Permanent	3	-	-	3	100%	2	1	50%	1	50%
Male	1	-	-	1	100%	1	1	100%	-	-
Female	2	-	-	2	100%	1	-	-	1	100%
Other	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	Not Applicable									
Male										
Female										
Other										
Other than Permanent										
Male										
Female										
Other										

Not Applicable

3. Details of Remuneration / Salary / Wages, in the following format

a. Median remuneration/ wages

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Median Remuneration/ Salary / Wages of respective category	Number	Median Remuneration/ Salary / Wages of respective category
Board of Directors (BoD)	8	90,00,012	7	38,66,266
Key Managerial Personnel	2	17,63,166	2	4,90,805
Employees other than BoD and KMP	15	3,65,136	6	4,02,663

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Gross wages paid to females as % of total wages		Gross wages paid to females as % of total wages	
Workers	-	-	-	-

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. According to the Company's Human Rights Policy, the Head of Human Resources is responsible for addressing any human rights issues that may arise.

Additionally, a dedicated email address is available for submitting complaints related to the Policy on Prevention of Sexual Harassment at the Workplace. This ensures that employees have a confidential and accessible way to report concerns.

5. Describe the internal mechanisms in place to redress grievances related to Human Rights issues.

We have established several internal mechanisms to address grievances related to human rights issues. Our suggestion scheme invites employees to share ideas for improving the workplace and company processes. Additionally, our vigil mechanism policy address workplace grievances, including human rights concerns, ensuring prompt and effective resolution. These systems collectively ensure that all employees are treated with respect and dignity, and that their concerns are addressed fairly, transparently, and without discrimination.

The Company strongly believes that resolving employee grievances effectively is crucial for maintaining a healthy work environment and fostering employee satisfaction.

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

Category	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	-	-	Nil	-	-	Nil
Discrimination at workplace	-	-	Nil	-	-	Nil
Child Labour	-	-	Nil	-	-	Nil
Forced Labour/ Involuntary Labour	-	-	Nil	-	-	Nil
Wages	-	-	Nil	-	-	Nil

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company is dedicated to providing equal opportunities for all individuals and strictly prohibits discrimination or harassment based on race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identity and expression (including transgender identity), political opinion, medical condition, and language as protected by applicable laws.

The Company is committed to upholding a robust Human Rights and POSH (Prevention of Sexual Harassment) policy framework aimed at fostering a safe, respectful and inclusive workplace environment. Additionally, the Company's POSH policy aligns with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, ensuring that every employee has the right to work in an environment free from all forms of harassment. Additionally, The Company promotes an open culture of communication devoid of any bullying or harassment. Our Whistleblower Policy provides guidelines and mechanisms for the protection of complainants/whistleblowers.

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

Yes, human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

10. Assessments for the year:

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

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

Not Applicable.

LEADERSHIP INDICATORS

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

LEL conducts its business operations in an ethical manner and ensures that human rights are well upheld throughout its operations. As a testament to the strong ethical practices followed by LEL, the Company has not received any grievances or complaints related to human rights issues.

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

The human rights due diligence process at LEL rigorously identifies, assesses, and mitigates human rights risks at office, reinforcing ethical business practices.

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

Yes

4. Details on assessment of value chain partners:

	% of Value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
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 assessment at Qs. 4 above.

NIL

Principle 6

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

ESSENTIAL INDICATOR

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
From Renewable Sources (GJ)		
Total electricity consumption (A)	221.99	100.41
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable source (A+B+C)	221.99	100.41
From Non-Renewable Sources (GJ)		
Total electricity consumption (D)	-	-
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non renewable sources (D+E+F)	-	-
Total Energy consumed (A+B+C+D+E+F)	221.99	100.41
Energy Intensity per Rupee of turnover (Total energy Consumed/Revenue from operations)	-	-
Energy Intensity per Rupee of turnover adjusted for purchasing power parity (PPP) (Total Energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy Intensity in terms of physical output -Production in mass	-	-
Energy Intensity (optional)	-	-

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

No

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

Lloyds Enterprises Limited does not have any sites/facilities/ offices which are identified as designated consumers under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
Others	-	-
Total volume of water withdrawal (In kilolitres) (i + ii + iii + iv + v)	-	-
Total volume of water consumption (In kilolitres)	-	-
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	-	-
Water intensity per rupee of turnover Adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output- Production in mass	-	-
Water intensity (optional)	-	-

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 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No Treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No Treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

Not Applicable.

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

No. Considering the nature of business, Zero Liquid Discharge Treatment does not apply to the Company.

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

Parameter	Please specify unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
NOx	NA	-	-
SOx	NA	-	-
Particulate matter (PM)	NA	-	-
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others please Specify- CO	NA	-	-

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.

Not Applicable.

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

As the Company is into Service oriented business, the prescribed table does not apply to the Company.

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	NA	-	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	NA	-	-
Total Scope 1 and Scope 2 emissions per Rupee of turnover	NA	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	-	-

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.

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

While Lloyds Enterprises Limited does not have any initiatives specifically aimed at reducing greenhouse gas emissions, the Company primarily operates in the trading market, resulting in no to minimal emissions.

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	-	-
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)	-	-
Total (A+B + C + D + E + F + G + H)	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste	-	-
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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 establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

We strive to reduce waste and recycle as much as possible. Our waste primarily comprises food, waste, paper, plastic, etc.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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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 (Yes / No)	Results communicated in public domain. (Yes / No)	Relevant Web link
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Not Applicable

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:

Sr. 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
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Not Applicable

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: NA

(ii) Nature of operations: NA

(iii) Water withdrawal, consumption and discharge in the following format:

Parameters	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – Please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – Please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – Please specify level of treatment	-	-

Parameters	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – Please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – Please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

No.

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

Parameter	Unit	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission 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.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Our Company does not have any significant direct & indirect impact on ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative taken	Details of the Initiative (Web-link, if any, may be provided along-with summary)	Outcome of the Initiative
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Not Applicable

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

No.

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

Not Applicable.

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

Not Applicable.

Principle 7

Businesses, when engaging in influencing public and regulatory policies, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATOR

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 entity is a member of/ affiliated to.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
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Not Applicable

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
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Not Applicable

LEADERSHIP INDICATORS

Sr. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by the Board (Annually/ Half yearly/ Quarterly/ Others – Please specify)	Web Link, if available
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Not Applicable

Principle 8

Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATOR

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 the 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
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Nil

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

Sr. No.	Name of 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)
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Nil

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

The Company has an investor relations officer for addressing community grievances effectively.

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

	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	-	-
Sourced directly from within the district and neighboring districts	59337.50 Lakhs (100%)	31671.81 Lakhs (100%)

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

Parameter	FY 2024-2025 (Current Financial Year)	FY 2023-2024 (Previous Financial Year)
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
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount spent (in INR)
Not Applicable			

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

No

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

Not Applicable

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

Not Applicable

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/ No)	Basis of calculating benefit share
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Not Applicable

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:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner.

ESSENTIAL INDICATOR

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

The Company has clear systems in place to handle the customer complaints and feedback. Customers can reach out through email, phones. Once the complaint received its recorded and resolved and updates shared with customer. Company does not receive any complaints during the year.

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	Not applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-2025 (Current Financial Year)		Remarks	FY 2023-2024 (Previous Financial Year)		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
Advertising	-	-	Nil	-	-	Nil
Cybersecurity	-	-	Nil	-	-	Nil
Delivery of essential services	-	-	Nil	-	-	Nil
Restrictive Trade Practices	-	-	Nil	-	-	Nil
Unfair Trade Practices	-	-	Nil	-	-	Nil
Other	-	-	Nil	-	-	Nil

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes, the Company has in place policy such as Data Privacy Policy, to ensure sufficient safeguards are in place to prevent any data leakage. The Policy is available at the website of the Company at <https://www.lloydsenterprises.in/index.php/corporate-policies/>

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

No penalties/regulatory action has been levied or taken on the above-mentioned parameters.

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

(a) Number of instances of data breaches:

0

(b) Percentage of data breaches involving personally identifiable information of customers.

Not applicable

(c) Impact, if any, of the data breaches

Not Applicable

LEADERSHIP INDICATORS

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

Not Applicable

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

Not Applicable

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

Not Applicable

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 a whole? (Yes/No)

Not Applicable