



2021-2022

April - March

SUSTAINABILITY REPORT



Table of Contents

BOARD OF DIRECTORS' MESSAGE

Chairman's Message.....	3
CEO's Message.....	4

ABOUT US

Who we are.....	5
Historical Milestones.....	10
Our Locations.....	12
Our Process and Technology.....	15
Governance Structure.....	19
Ethics and Integrity.....	20

OUR COMMITMENT TO SUSTAINABILITY

Sustainability.....	22
Materiality Assessment... ..	23
Stakeholder Engagement.....	26

OPERATIONAL EXCELLENCE

Economic Performance.....	29
Products and Markets Served.....	30
Supplier Collaboration & Performance Award.....	32
Commitment to Quality.....	33
Additive Manufacturing & Engineering Centre.....	36
Responsible Procurement.....	37
Biodiversity Policy.....	39
Investing In Our Communities.....	40

ENVIRONMENTAL STEWARDSHIP

Environmental Stewardship.....	45
Material Usage & Production Material Efficiency.....	46
Energy Use.....	47
Emissions.....	49
Total Water Use.....	52

A WORLD-CLASS WORKFORCE

A Tenured Workforce.....	53
Skill Development.....	54
Occupational Health & Safety.....	56
Employee Wellness & Support.....	57

REPORT PARAMETERS AND GRI INDEX

Report Parameters.....	58
GRI Content Index.....	59

BOARD OF DIRECTOR'S MESSAGE

Chairman's Message

Dear stakeholders,

We all are going through a difficult time. The covid-19 pandemic has made human race to think and re-structure its involvement with nature. The climate change is a reality and there is no better time than now to act to prevent global warming. Sustainable manufacturing is the one and only solution to tackle all these problems and handover the earth as it is to next generation.

The financial year 2021-22 was a great comeback for Peekay like all other firms after the pandemic. We have performed well by adapting to the changes of the market. By moving to advanced manufacturing technologies, Peekay has converted the challenges to opportunities.

To meet the new requirements of supply chain, Peekay has developed new manufacturing centers like its Additive manufacturing center, Bangalore, added manufacturing space to existing units and streamlined the resources to develop new products and services such as valves assembly, multistage pump casting etc. The financial year opened with an uncertainty of pandemic, but towards the end, it has picked up the pace and given excellent opportunities for financial year 2022-23.

During this period, Peekay has performed well related to environmental social governance (ESG). Peekay has started accounting the carbon footprint, verified it according to ISO14064-1 and started responding CDP. The optimization of water and energy consumption to reduce the intensity has been initiated by projects like moving to LEDs, reuse of heat, STP optimization and reuse of water, reduction of tapping points, elimination of leakages etc. Peekay has ensured safety and wellbeing of all its employees and their families during the pandemic.

Our road map for a sustainable tomorrow is based on our Sustainability policies which focuses on innovation, optimization of resource consumption and energy efficiency.

This is the first sustainability report of Peekay and I thank you for your interest in reading the report. We have collected and disclosed all the key information related to our operations which helps the reader to assess the aspects and impacts, risks and opportunities, and the challenges and successes experienced in improving the sustainability performance.

P.K. Ahammed
Chairman

CEO'S Message

Dear stake holders,

Sustainable operation is important for balance of all aspects of business. We all are responsible to take care of our environment and people living around us. Though Covid-19 has taken human race to a period of uncertainty, it also helped us to believe in the power of humanity and how important it is for our survival. Climate change is a critical problem, and it has started to affect the biodiversity and supply chain management. We have introduced the Energy & Carbon policy and Bio-diversity policy signed by top management to tackle the risks of climate change and convert them to opportunities.

The one and only way to prevent climate change is to reduce greenhouse gas (GHG) emissions (carbon footprint) intensity of products. We have adopted a methodology which aligns with the strategies of the stakeholders. We are reducing our intensity figure by switching to greener technologies (Innovation), reducing resource consumption (Optimization), reducing energy consumption (Efficiency) and investing in green concepts such as planting more trees, reducing freshwater consumption etc. We believe quality and sustainability should go hand in hand. Our foundries utilize simulation software like Magmasoft, Pro-Cast to simulate the mould filling and solidification processes to optimize the product quality and cost. Reduction in defects will improve the quality and rework of products. As the rework of castings reduces, the intensity figure of castings will be reduced. Our R&D team is working on developing fewer emission process routes by replacing gas cutting and reducing fettling operations.

We have unveiled all-new 3D printing facility at Bengaluru. This new facility will enable us to manufacture any intricate design with ease and efficiency using 3D sand printing. It also underscores our unique position as a global manufacturer of industrial components to all the OEMs globally. Our engineering team has the experience and the tools to support an integrated product development approach, from design-to-manufacturing to final component. This gives us great advantage in reducing lead times, simplifying production of highly engineered products, and exploring new design possibilities. The additive manufacturing technologies will optimize the resource consumption and offer efficient usage of energy than conventional moulding methods. The facility is Indian Green Building Council (IGBC) gold rated and designed for minimal usage of freshwater consumption and non-renewable power.

We have invested to convert all lights to LEDs, changed fuel for heat treatment from diesel to LPG, optimizing use of scrap etc. We have set a target to reduce our absolute emissions (scope 1 and 2) by 40%, from a baseline of 2019, by 2030. I would like to guarantee all the stake holders of Peekay that the management has a clear vision on risks of climate change and has taken necessary measures to tackle same.

Shanavas K E
CEO/JMD

Board of Directors' Message

ABOUT US



2020-21 Sales

₹ 4,005
Million

Who we are

Peekay Steel Castings (P) Ltd is the flag ship company of the Peekay group. The Peekay Group was established in the year 1942 by Haji P.K. Moidu, a legend of his own time for his uncommon vision. The strong foundation laid down by his extraordinary business acumen and uncompromising integrity has given the group a strong set of values and fundamentals. After the blazing success of the past 80 years, the group has held those values closer than ever and has focused more on its business objectives, surpassing conventional paradigms and setting new benchmarks.

Today, under the leadership of Mr.P.K.Ahammed, the group has become one of the most respected Indian family business houses with an annual turnover exceeding 150 million US dollars. The group's strong vision has given it the right direction and an ever increasing urge to grow. The Peekay group plays a vital role in the industrial development of the state and its activities include steel, flour mills, real estate, construction, plantations, education, health care, charitable institutions, etc.

Peekay Steel Castings Pvt. Ltd. is a fast-growing, technologically advanced company that manufactures and supplies steel castings to all major global OEMs in the Oil, Gas, Power, Transportation, Earth-moving, and Engineering sectors. We are capable of producing castings up to an 15-ton single piece cast weight. We produce fully machined, ready-to-assembly components in different sizes and weights according to customer requirements. We currently serve many countries, including Germany, France, the United States, the United Kingdom, Austria, Italy, Belgium, Netherlands, Czech Republic, Singapore, Japan, , South Korea, and Malaysia.

We have diversified our market share into different industrial segments such as Oil and Gas, Earth Moving Equipment, Mining Equipment, Hydro Power, Gas/Steam Power Boilers/Turbines, Locomotives, and other engineering sectors.

Our foundries in Calicut and Coimbatore can make 14,400MT of steel castings each year. At different stages, they use cutting-edge technology like the AOD/Metal Refining Converter, Automatic Moulding Loop Line, Continuous Casting Machine, Leco Gas Analyzer, and others to make sure that the steel castings are of the highest quality.

We are an approved supplier of castings for nuclear power plants. We have the distinction of being the only foundry in India holding all major global certifications and accolades under one umbrella. Our foundries are committed to our quality policy and objectives. We consistently and diligently manufacture products that exceed the expectations of our customers, to remain a leader in the casting market by excellence in total quality performance. The foundries have formulated a quality systems and assurance programme to bring about improvements in all areas of operation, including:

1. Continuous effort to improve product quality
2. Training and motivation of employees
3. Improve professionalism and competence
4. Reduce rejections, rework, and wastage and conserve energy.

Considering current market conditions and the future outlook for steel casting demand, we are aggressively going ahead with its futuristic plan to be a One-Stop Supplier for all global OEMS with ready-to-assemble casting, forging, and rolling products. We have stepped into smart manufacturing by embracing Industry 4.0 principles. Automation and digitization in manufacturing and quality control have enabled us to increase productivity, minimise energy losses, go paperless and ramp up our green credentials. In fact, technology is always getting better, which helps us to make big improvements and give our customers more value.

In FY 2021–22, we produced 11,552.17 tonnes of steel. Our castings are made with a system of sand moulds by a staff of about 1300 people who put their decades of experience to work for our customers every day.

We deliver a unique combination of stability and innovation, knowledge and collaboration, and the understanding that our clients and workers depend on us to uphold higher standards. We are very proud of our technical skills and process control. Because we have a lot of experience and use technology consistently throughout our value chain, we are able to make unique castings for our customers.

We have been on a road toward sustainability for almost a decade. Not only are we committed to being the lowest-cost producer, but also to doing so in the most environmentally friendly manner. To reach our goal, we've built a comprehensive sustainability framework, made sure our processes meet global standards, hired top-of-the-line technology, and are always looking for ways to get better.

This year, we focused on highlighting our responsible operations towards the environment, our communities, our employees, and our business partners—a report of our efforts toward a sustainable future. Our company is working on incorporating a broader ESG perspective into its core business processes.



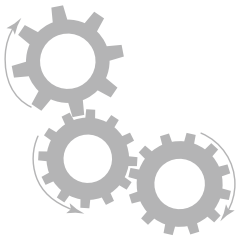
Purpose

Peekay Steel aim to develop as a self-sustainable organization which creates value to all its stakeholders including customers, suppliers, shareholders and the society at a large. The company believes in creating a unique way of life touching the lives of people.



Vision

Peekay Steel is fueled by a grand vision to be an engineering and manufacturing conglomerate that will become the one-stop solutions provider to its customers in terms of machined castings, forgings, additive manufacturing, fabrications, assemblies, and testing.



Strategy

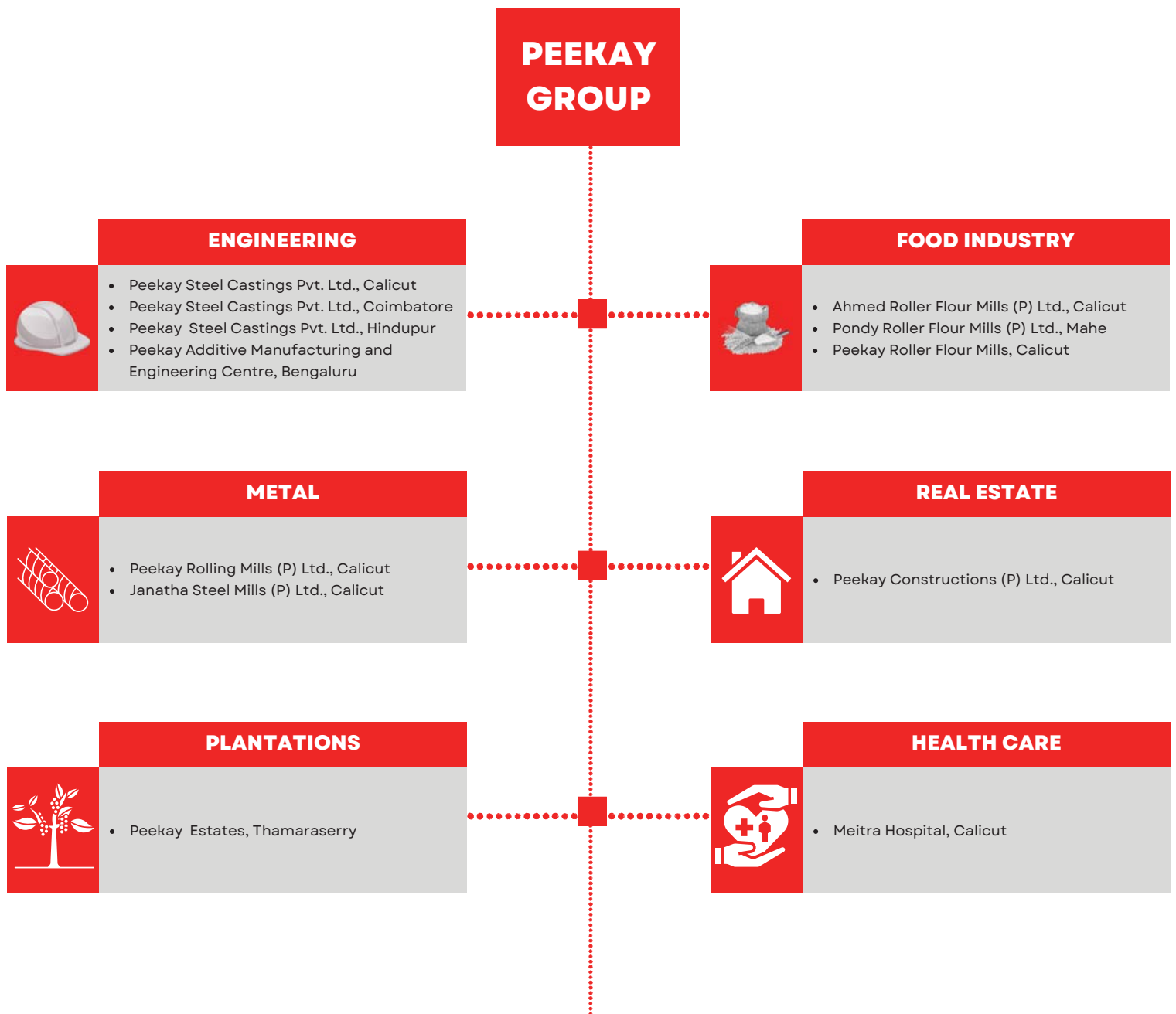
To enhance productivity from the current baseline on a continuous basis, Peekay Steel invests to upgrade technologies and meet customer expectations. The company has embraced modern manufacturing concepts like Industry 4.0, IoT, TPM, and Lean Manufacturing. In other words, Peekay has a decidedly future-oriented strategy.



Core Values - VOICE

Vision
Ownership
Innovation
Communication
Efficiency

Peekay Steel is the flagship company of Peekay Group, which has business interests in fields as varied as steel rolling mills, flour mills, real estate, construction, plantations, and medical care. The annual turnover of Peekay Group is pegged at \$150 million.





Bengaluru



Hindupur



Calicut



Coimbatore



Total Sales

INR 40,00,000,000 +



Total production

11,500 + MT



Total Number of Plants

4



Number of Employees

1300 +



International Market Research Company Technavio rated Peekay Steel Castings Private Limited as one of the 6 prime foundries in the world. Also, rated as one among 5 prime foundries in Asia Pacific & 4 prime supplier to Europe.

Historical Milestones

1942: Late Haji P.K. Moidu started a trading company in Calicut, marking the establishment of the Peekay Group.

1971: Mr. P.K. Ahammed, the present Chairman of Peekay Group, assumed the stewardship of the group when his father, Haji P.K. Moidu, expired

1972: Mr. P.K. Ahammed became a Director of Janatha Steel Mills Pvt. Ltd.,

1982: Ahammed Roller Flour Mills (P) Ltd was established in Kozhikode. It was the first roller flour mill to be established in Kerala after the License Raj Regime.

1984: Pandy Roller Flour Mills (P) was established in Mahe, in the Union Territory of Pondicherry.

1986: Janatha Steel Mills Pvt Ltd., was taken over by Peekay Group marking the entry of Peekay Group in Steel Industry. Janatha Steel Mills Pvt Ltd., which was at that time struggling for existence, was manufacturing bars & rods and flats. Steel Sector was almost non-existent in Kerala in those days.

1988: Peekay Roller Flour Mills was established in Kozhikode.

1991: Taking advantage of the industrial policy announcement made in 1991 by the Kerala Government, Peekay Steel Castings (P) Ltd was established for the manufacture of steel billets.

1992: Peekay Steel Castings started commercial production.

1995: Peekay Rolling Mills Pvt. Ltd. commenced commercial production of steel bars and rods. It was the first rolling mill in Kerala to produce 8mm CTD bars.

1996: Peekay Rolling Mills (P) Ltd completed backward integration for the production of M.S. Billets and commenced production in December 1996.

1998-99: Peekay Group diversified the production of steel castings for export.

1999-2000: Peekay Steel Castings (P) Ltd., commenced manufacture and export of steel castings.

2011-12: Peekay Rolling Mills (P) Ltd installed a continuous casting machine, as part of technology upgradation, to produce M.S. billets.

2013-14: Machine Shop upgraded with imported CNC machines.

2015-16: Peekay Steel Castings was further modernised by installing a Thermal Sand Reclamation Plant imported from the U.K., thus ensuring almost 100% sand reclamation at a lower cost with high safety and lower emissions, ensuring clean air leaving the furnace.

2016-17: Meitra Hospital was soft launched in December 2016 by the Chairman, marking Peekay's entry into the healthcare sector. (18/06/2016) (Joint Venture of KEF Group, Peekay Group, and Doctor's Group).



Hindupur Facility - 2017

2017-18: Peekay Steel Castings (P) Ltd., established its third manufacturing facility (Machine Shop Facility) at Hindupur, Anandapur District, Andhra Pradesh.



Hindupur Facility - Current

2020-21: The first Cameron 8" Class 300 Valve was assembled at our Hindupur Plant in Anandapur District, Andhra Pradesh (marking our entry into the Valve Assembly Business).

2021-22: The ground breaking ceremony of the Peekay Additive Manufacturing & Engineering Centre.

Our Locations

We employ a staff of more than 1300. Our plant employs locally and delivers globally, serving a wide range of market sectors worldwide. We operate foundries in Calicut, and Coimbatore. We are rated among the world's top five foundries catering to the oil and gas sector. The highly ambitious Hindupur project holds tremendous scope for achieving highly advanced production capabilities. It is instrumental in realising Peekay's mission of expansion, modernization, and diversification. Our Calicut foundry has a 1,80,0000 litre water quenching facility and a covered pattern warehouse with a storage area of 250,000 sq. ft. for patterns or tools.



Sand Castings

Production Range: 1000 to 18000 kg/Piece

Casting Capacity : 1200 MT per month

Markets served: Oil & Gas, power, mining, chemicals, transportation, and other engineering sectors

Shell Moulding Castings

Production Range: 1 to 40 kg

Casting Capacity: 35 MT per month

The foundry produces high-integrity steel castings to various national and international standards and specifications. The product line also includes nickel-based alloys, duplex and super duplex stainless steel alloys for industries such as oil and gas, power generation, and mining. The foundry is housed in a built-up area of 32,500 square metres on land of 24 acres at Kozhikode. We have also established another work (Peekay Steel Castings (P) Ltd - Works II) at Kallai, Kozhikode, which includes different post-pouring activities like cutting, heat treatment, NDT, welding, fettling and final inspection activities. Calicut Works II is operated under the same management system for the same products as Calicut Works I.

PLANT 1

Calicut, KL

800 + Employees

About Us



Sand Castings

Production Range: 40 to 1000 kg/Piece

Casting Capacity: 600 MT per month

Markets served: Oil & Gas, power, mining, chemicals, transportation, and other engineering sectors.

PLANT 2

Coimbatore, TN

350 + Employees



Finish Machining, Painting, Coating , Sub-Assembly in contract manufacturing route, and Fabrication

Machining Range: 1000 to 15,000 kg/Piece

Markets served: Oil & Gas, power, mining, chemicals, transportation, and other engineering sectors.

PLANT 3

Hindupur, AP

150 + Employees

About Us

We have also established our third unit (Peekay Steel Castings (P) Ltd – Unit 3) at Hindupur, Andhra Pradesh as a part of green field expansion in line with the vision of the Peekay Group of Companies. The first phase includes a fully equipped state-of-the-art machine shop, including a hydro testing facility to cater to the various stringent requirements of the customers. Further phases of expansion activities are planned, including additional machining facilities, steel castings and forgings manufacturing as an integrated manufacturing plant.



India's Largest Additive Manufacturing and Engineering Centre

Machine Name : VX4000

Manufacturer : Voxeljet Germany

Technology : Binder Jetting

Print Head : VPM-XVI, 200 dpi

Size : 4,000mm x 2,000mm

This new facility will enable Peekay to manufacture any intricate design with ease and efficiency using 3D sand printing. It also underscores Peekay's unique position as a global manufacturer of industrial components for all OEMs globally. Peekay employs the most modern technologies and uses state-of-the-art equipment in all our plants to improve productivity and quality. We have also implemented industry 4.0 principles in our plants in Hindupur and Bengaluru.

The Bengaluru 3D printing facility enables Peekay to collaborate and co-engineer with customers in the early stages of design; develop intricate parts; and deliver products quickly for aftermarket/MRO (Maintenance, Repair, and Overhaul) business. The new technological developments at Peekay Steel are a proof of its commitment towards superior quality, cost effectiveness, productivity, and customer satisfaction.

PLANT 4

Bengaluru, KA

10 + Employees

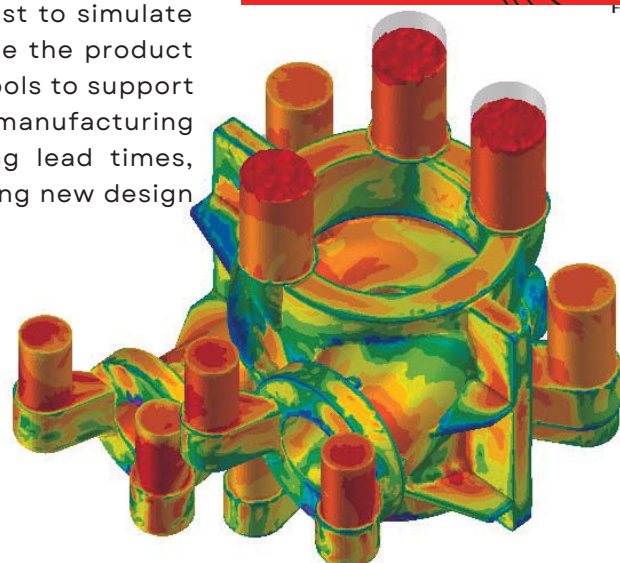
Our Process and Technology

Our foundries utilize simulation software like Magmasoft, Pro-Cast to simulate the mould filling and solidification processes in order to optimize the product quality and cost. Our engineering team has the experience and tools to support an integrated product development approach, from design-to-manufacturing to final component. This gives us great advantage in reducing lead times, simplifying production of highly engineered products and exploring new design possibilities.

Our process begins with a blend of raw materials composed of a customised mix of metals, selected ferro-alloys, and recycled scrap steel. The mixture varies based upon the needs of our customers and the type of casting that is produced. The manufacturing facility includes induction melting furnaces and AOD (Argon Oxygen Decarburization) metal refining for the production of high quality steel castings, including special grades like Martensitic steel, Duplex and Super Duplex stainless steel castings, and Nickel based alloys. The material range includes a wide variety of carbon steels, alloy steels, stainless steels and Inconel grades. The melting and pouring temperatures vary from 1450 °C to 1620 °C.

The moulding process carried out is a no-bake process (Alkaline Phenolic No Bake/Alphaset) equipped with a continuous sand mixing and reclamation tower. For mould making, the raw materials used are silica sand and chromite sand. About 80 percent of the reclaimed sand is recycled for reuse by mixing it with fresh sand. The castings poured in sand moulds are taken out at specific temperatures decided for each casting. The extra parts like runners and risers are removed by using gas cutting either soon after knockout or after heat treatment, based on the material and specifications. The castings are subjected to heat treatment in LPG gas fired furnaces. The temperature and time of heat treatment vary based on the material and casting design. Furthermore, the castings will be ground to finish for NDT tests to find the defects, and the defects will be excavated by gouging and repaired by arc welding processes.

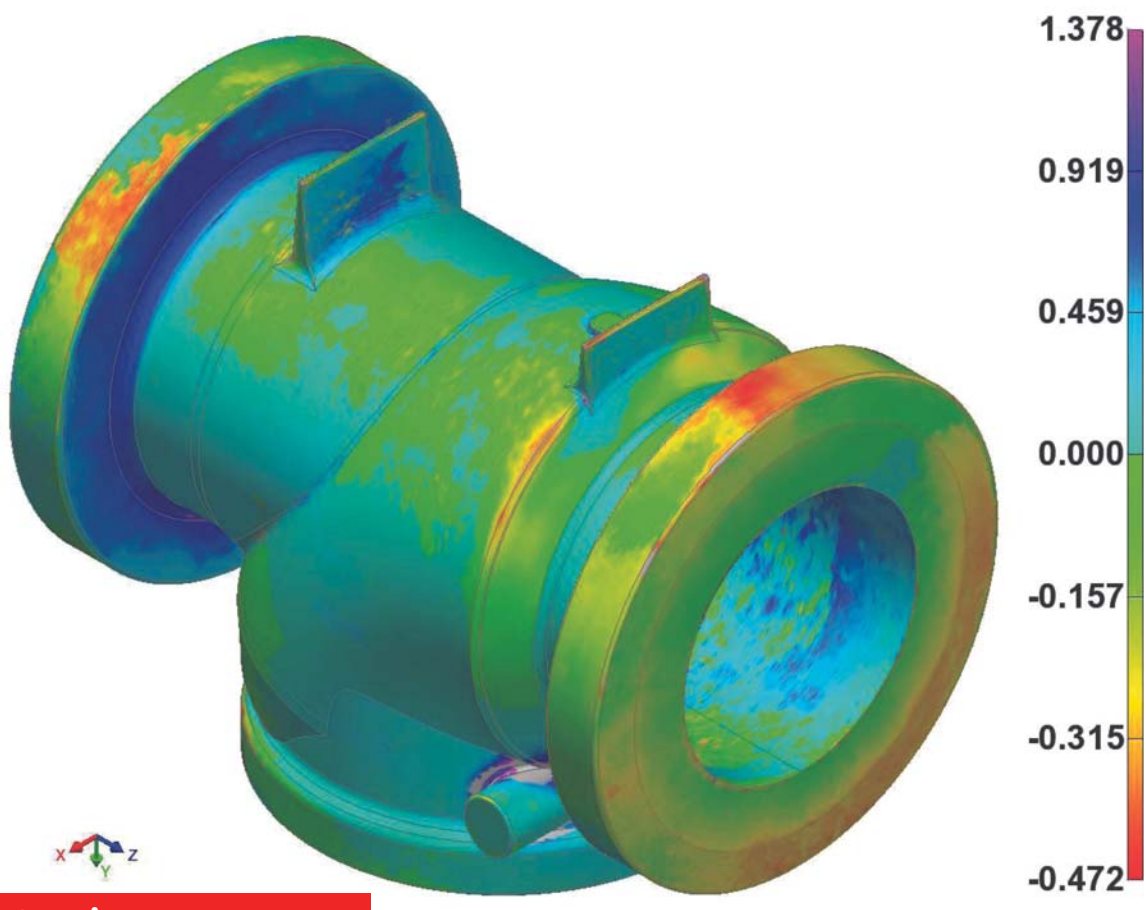
When it comes to quality testing of castings, we strictly adhere to global standards. The foundries have acquired the latest automated testing equipment like the Leco Gas Analyzer, spectrometers, metallurgical microscopes, and mechanical testing equipment. Our engineers and technicians routinely perform testing for radioactivity, residual magnetism, and corrosion. After we integrated customer requirements early-on in our foundry engineering and quality management system, our ISO 9712 level II and III inspectors will cover all levels of surface inspection (visual, magnetoscopic and liquid penetrant testing) as well as volume inspection (ultrasonic and radiographic testing).



About Us



Radiography



3D Scan image

Fully Equipped machine shop at Kozhikode and Hindupur is capable of meeting various requirements of proof & final machining of castings. At present, our factories at Hindupur, Calicut and Coimbatore have the capacity to machine 500 MT, 250 MT and 150 MT of products per month respectively.

About Us



We are equipped with various CNC machines and other sophisticated equipment - (1) Vertical turning Centre with Live Spindle and ATC, (2) T Type Horizontal Boring Machine with ATC, (3) Vertical Turning Lathe, (4) T Type Twin pallet Horizontal Boring Machine with ATC, (5) Trevisan DS 600 and have 3 Dimensional Inspection Capability.



CNC HBM Dual Pallet



CNC VTC Machine



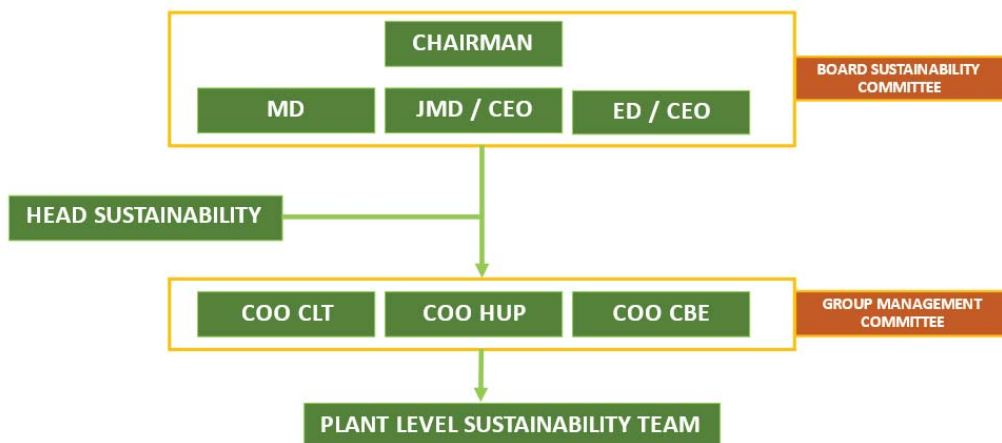
Trevisan DS 600

Governance Structure

Peekay's governance framework ensures accountability, fairness, and transparency in our relationship with our stakeholders. The sustainability programme is overseen by a board-level sustainability committee consisting of 3 director board members, the COOs of each plant (3 members), and the head of the sustainability drive. There are business unit-level Sustainability Committees to manage the programme at each location. The committee sits once every quarter and reports regularly to the board of directors, the Peekay group. The sustainability strategy and reports will be submitted to the Board of Directors by the Sustainability Committee during the business overview meetings. The head of the sustainability drive will assess and identify the risks and opportunities and develop strategies accordingly. The CEO of the company will work with the head of the sustainability drive to develop a group-level action plan and manage the sustainability drive. Respective plant COOs will be responsible for the implementation of the action plan.

The primary responsibilities of the board-level sustainability committee are as given below.

1. Examining and recommending changes to governance structures related to the sustainability drive.
2. Advise the Board on sustainability policies and management systems.
3. Ensuring the successful implementation of the sustainability initiative is a must.
4. Budget allocation recommendations to the Board for the Sustainability Drive
5. Suggest initiatives required to develop a sustainability culture through the involvement of all levels of employees.
6. Assessing emerging sustainability and climate risks and advising the board to ensure the group's long-term growth



"We believe in creating long term value for all our stakeholders, which is driven by our core values and philosophies, and we continued to make progress on this over the year. We also aim to expand, diversify, and reach new horizons of growth.."

- Board of Directors

Ethics and Integrity

Our Code of Conduct and compliance policies express our dedication to business ethics and integrity and guide us in facing the demands of a global market while adhering to our social responsibility ideals. Peekay Steel Castings (P) Ltd will conduct its business honestly and ethically wherever it operates in the world. We will constantly improve the quality of our services, products, and operations and will create a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment. Peekay Steel Castings (P) Ltd believes that illegal or unethical conduct on the part of officers, employees, or affiliates is not in the company's best interest. Peekay Steel Castings (P) Ltd will not compromise its principles for short-term advantage. The ethical performance of this company is the sum of the ethics of the men and women who work here. Thus, we are all expected to adhere to high standards of personal integrity.

In addition to the company's economic performance, our Code of Conduct underlines our dedication to the aims of sustainable development and covers social benefits, resource consumption, employment, and advanced training. Peekay's Executive Board and Managing Board are accountable for the values specified in our code of conduct, including:

- Equal Employment Opportunities
- Employee Relations
- Working Hours and Leave
- Environment, Health and Safety
- Quality Policy
- Wage and Salaries
- Benefits and Services
- Forced and Child Labour
- Harassments

We are committed to ensuring that our customers and suppliers are aware of these principles, and we urge our customers and suppliers to incorporate these ideas into their own company policies. The Code of Conduct and Employee Handbook at Peekay Steel Castings Pvt. Ltd. is available upon request.

Officers and employees of Peekay Steel Castings (P) Ltd must never permit their personal interests to conflict, or appear to conflict, with the interests of the company, its clients or affiliates. Officers and employees must be particularly careful to avoid representing Peekay Steel Castings (P) Ltd. in any transaction with others with whom they have any outside business affiliation or relationship. Officers and employees should avoid using their company contacts to advance their private business or personal interests at the expense of the company, its clients or affiliates.

Bribes, kickbacks, or other similar remuneration or consideration are not permitted to be offered to any individual or organisation in order to attract or influence business activity. Officers and employees should avoid gifts, fees, or excessive entertainment in order to attract or influence business activity.

All officers and employees of Peekay Steel Castings (P) Ltd will ensure their compliance with all statutory requirements and laws of the country.

Officers and employees of Peekay Steel Castings (P) Ltd will often come into contact with, or have possession of, proprietary, confidential, or business-sensitive information and must take appropriate steps to ensure that such information is strictly safeguarded. This information—whether it is on behalf of our company or any of our clients or affiliates—could include strategic business plans, operating results, marketing strategies, customer lists, personnel records, upcoming acquisitions and divestitures, new investments, and manufacturing costs; processes and methods; proprietary, confidential, and sensitive business information about this company, other companies, individuals, and entities should be treated with sensitivity and discretion and only be disseminated on a need-to-know basis.

Until the material information has been publicly released by the company, an employee must not disclose it to anyone except those within the company whose positions require use of the information.

Officers and employees will seek to report all information accurately and honestly, and as otherwise required by statutory or applicable reporting requirements.

Officers and employees will refrain from gathering competitor's intelligence by illegitimate means and refrain from acting on knowledge which has been gathered in such a manner. Officers and employees of Peekay Steel Castings (P) Ltd will seek to avoid exaggerating or disparaging comparisons of the services and competence of their competitors.

Officers and employees will obey all Equal Employment Opportunity laws and act with respect and responsibility towards others in all of their dealings.

Officers and employees will remain personally balanced so that their personal life will not interfere with their ability to deliver quality products or services to the company and its criteria. Officers and employees agree to disclose unethical, dishonest, fraudulent and illegal behavior or the violation of company policies and procedures by any employee/ person directly to management.

Violations of the Code of Ethics by anyone are to be reported to the Head of HR Department who will ensure further action. An Employee who is alleged to have breached any of the code of conduct, rules or policies shall be entitled to disciplinary action. The Management shall establish a Board of Inquiry to determine the actual breach(es) and the Board of Inquiry may recommend to Management to impose specific disciplinary action. The Management shall decide and appropriate disciplinary action to be imposed unto the Employee. Disciplinary actions may range from verbal reprimand to immediate dismissal depending on the severity of the breach committed. Peekay Steel Castings (P) Ltd believes that good ethics is good business.

OUR COMMITMENT TO SUSTAINABILITY



Sustainability

Sustainability is one of the visions of the Peekay group. We are working as one of the key recyclers of a major solid waste stream that is steel scrap. The foundry recycles various forms of steel scrap and manufactures new value-added engineering goods. It reduces the environmental impact of making new castings as it eliminates the processes required for manufacturing fresh metals and alloys. The foundry operation requires large quantities of energy, especially for the melting of metals, alloys, and scrap. Water is another major requirement. The dust generated during foundry operations can impact the atmosphere's air quality. Some of the operations are noisy, and the quantity of waste generated in the moulding process will be very high.

But, Peekay Steel Casting's policy is to address these impacts by incorporating globally accepted best practises into our process, innovation, and optimised consumption of resources and energy as explained in the coming sections of the report. To manage such efforts, Peekay has formed a board-level sustainability committee in 2021.

The Sustainability Committee has a well-defined governance structure and it manages the sustainability programme to identify risks and opportunities for the business, identify key stakeholders, and develop objectives and goals to achieve the sustainability vision.

The sustainability strategy:

1. Raising Social Responsibility and Corporate Ethics Awareness
2. Collaboration with Business Partners that is mutually beneficial
3. Transparency with society and business partners at all levels of business
4. Carbon footprint reduction aligns with global climate change prevention goals and environmental protection.
5. Ensuring employee and societal health, safety, and well-being

Materiality Assessment

The Sustainability Committee conducted a materiality assessment to identify the risks and opportunities for Peekay and its stakeholders. We evaluated all of the aspects using the six evaluation criteria given below and scored the aspects by their average weighted materiality score.

- **Financial Implications**
- **Legal/Regulatory/Policy Implications**
- **Established Industry Norms**
- **Relevance to Stakeholders**
- **Opportunity for Innovation**
- **Forward-Looking Adjustment for Future Risk/Opportunity**

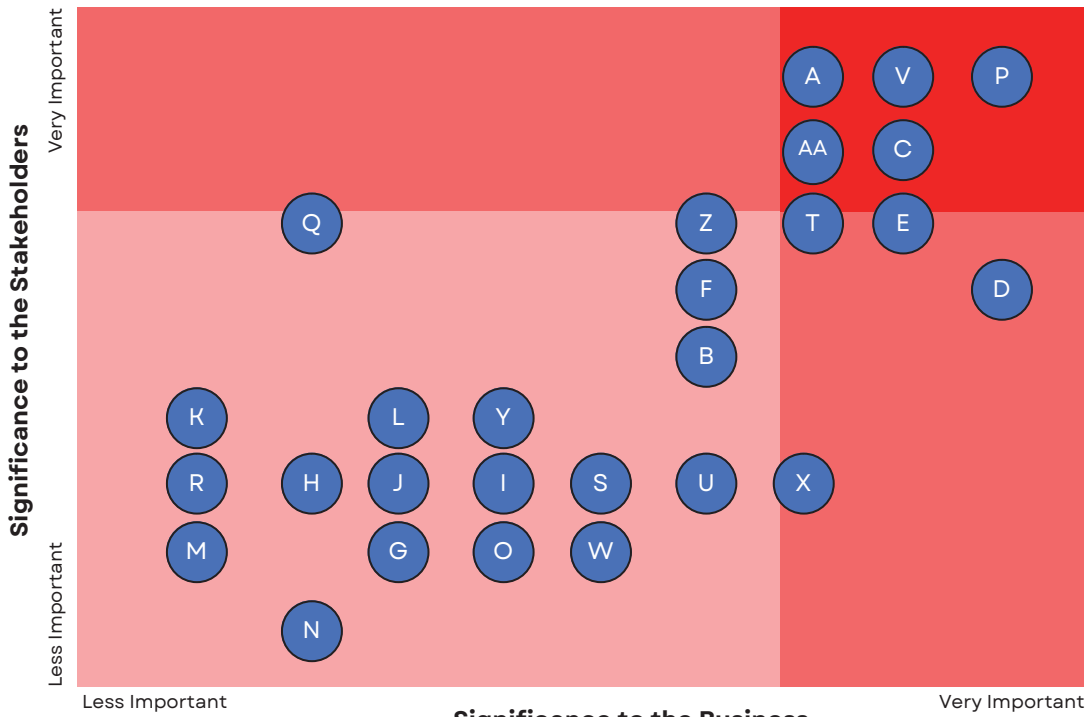
The score will be used to evaluate targets for disclosure and performance improvements. Evaluation criteria for the material aspects are according to the Sustainability Accounting Standards Board's (SASB) materiality assessment criteria (www.sasb.org). The assessment process provides an opportunity to periodically evaluate areas and helps to identify key areas which are of greatest concern to stakeholders and have the greatest impact on business.

What is materiality assessment?

A materiality assessment is an exercise designed to gather insight on the relative importance of specific economic, environmental, social, and governance issues within the organization's boundary for a given time period.

An organization should report sustainability issues that cause the most impact within these areas, as well as those considered most important by its internal and external stakeholders. The materiality assessment is the process of determining these material issues and their impact on internal and external stakeholders.

Materiality Assessment



Significance to the Business

Material Aspects (GRI G4)

GHG Emissions	A
Air Quality	B
Energy Management	C
Wastewater Management	D
Water Management	E
Waste & Hazardous Materials Management	F
Ecological Impacts	G
Human Rights & Community Relations	H
Customer Privacy	I
Data Security	J
Access & Affordability	K
Product Quality & Safety	L
Customer Welfare	M
Selling Practices & Product Labeling	N
Labor Practices	O
Employee Health & Safety	P
Employee Engagement, Diversity & Inclusion	Q
Product Design & Lifecycle Management	R
Business Model Resilience	S
Supply Chain Management	T
Materials Sourcing & Efficiency	U
Physical Impacts of Climate Change	V
Business Ethics	W
Competitive Behavior	X
Management of the Legal & Regulatory Environment	Y
Critical Incident Risk Management	Z
Systemic Risk Management	AA

Our Commitment to Sustainability

Based on our materiality assessment, we identified the following material aspects for our business, which form the basis for our report content and performance metrics:

Environmental

- GHG Emissions
- Air Quality
- Energy Management
- Water & Wastewater Management
- Waste & Hazardous Materials Management
- Ecological Impacts

Social

- Human Rights & Community Relations
- Customer Privacy
- Data Security
- Access & Affordability
- Product Quality & Safety
- Customer Welfare
- Selling Practices & Product Labeling
- Labor Practices
- Employee Health & Safety
- Employee Engagement, Diversity & Inclusion

Economical

- Product Design & Lifecycle Management
- Business Model Resilience
- Supply Chain Management
- Materials Sourcing & Efficiency
- Physical Impacts of Climate Change
- Business Ethics
- Competitive Behavior
- Management of the Legal & Regulatory Environment
- Critical Incident Risk Management
- Systemic Risk Management

High	Medium	Low
<ul style="list-style-type: none"> • GHG Emissions • Energy Management • Water Management • Employee Health & Safety • Physical Impacts of Climate Change • Systemic Risk Management 	<ul style="list-style-type: none"> • Air Quality • Wastewater Management • Waste & Hazardous Materials Management • Supply Chain Management • Critical Incident Risk Management 	<ul style="list-style-type: none"> • Ecological Impacts • Human Rights & Community Relations • Customer Privacy • Data Security • Access & Affordability • Product Quality & Safety • Customer Welfare • Selling Practices & Product Labeling • Labor Practices • Employee Engagement, Diversity & Inclusion • Product Design & Lifecycle Management • Business Model Resilience • Materials Sourcing & Efficiency • Business Ethics • Competitive Behavior • Management of the Legal & Regulatory Environment

Stakeholder Engagement

The Sustainability Committee followed a systematic process to enlist and prioritize stakeholders, and evaluate the significance of aspects against criteria that supported the business mission and objectives. Evaluation Criteria for mapping and assessing stakeholder prioritization were:

- Influence on the decision making
- Credibility
- Willingness to contribute
- Proximity and Duration of Relationships
- Contribution Value

Our stakeholder evaluation included benchmarking of key customers and competitors to better understand issues of importance and industry norms. Our participation in industry trade groups such as the Institute of Indian Foundrymen (IIF), Confederation of Indian Industries (CII), National Safety Council of India (NSCI) and Quality Circle Forum of India (QCFI) allows us to promote the discussion and advancement of environmental topics including energy use and carbon-related emissions. For example, Peekay Steel Castings participated in the presentations and competitions for green foundry awards and the carbon emission awareness seminar organized by Schlumberger. We are also involved in the efforts of our customers like Metso and Emerson, to explore ideas on how foundries can operate in a more sustainable manner in the future. We recognize additional opportunities in stakeholder engagement and will continue our efforts to better understand and incorporate our stakeholders' views into our sustainability initiatives and reporting.

The Sustainability Committee identified opportunities with employees and their families, customers, and our suppliers as primary areas of focus, and we continue our engagement strategies to solicit views from these stakeholder groups, as shown in the following table:

Stakeholder groups	Engagement strategies
Current Employees	<ul style="list-style-type: none"> • Employee engagement surveys • Key group and lead group meetings • Monthly review meeting • E portal • Employee wellness program • Kaizen program • Behavior-based safety, including safety suggestion and near-miss reporting • Festival celebrations
Employees' Families and Dependents, and Retirees	<ul style="list-style-type: none"> • Company functions (sports, festivals, etc.) • Student awards for educational excellence • Internship programs • Hiring back retirees on contract
Prospective Employees	<ul style="list-style-type: none"> • Job fairs • Institute-industry interaction projects • Plant tours and visits from educational institutions • Investment in local industry training institutes

Stakeholder groups	Engagement strategies
Customers	<ul style="list-style-type: none"> • Voice-of-the-Customer surveys • Interacting in special functions • In-house visits • Value analysis/Value engineering and other collaborations • Trade show participation • Code of conduct and compliance policies published
Suppliers	<ul style="list-style-type: none"> • Code of conduct and compliance policies published • Supplier assessments

Using our materiality assessment and our stakeholder mapping results, our committee established comprehensive performance improvement objectives and targets for our company. Our management approach and performance indicators for 2021-22 are outlined in the following sections of this report.

	Objectives	Targets
Indirect Economic Impacts	To make a positive impact on the standard of living of the place which we operate.	<ul style="list-style-type: none"> • We are already providing support to educational opportunities to local citizens, including direct funding to schools. Students from local industrial training institute are being offered internships. Further the company is thinking to offer scholarships and employment opportunities for the students. • Provide competitive compensation, which supports the employees' families and in turn other community businesses (as compared to available external compensation reports).
Materials	Develop and promote the reduction in the use of (formerly) non-recyclable raw materials and reducing use of fuels with higher GHG emissions.	<ul style="list-style-type: none"> • To attain good quality sand by thermal reclamation system and improve the reclamation efficiency of sand system. Also to determine the reduction opportunities for new clay and sand via reclamation system technologies. • Optimising the ferro-alloy consumption by better scrap usage and chemistry optimization by keeping the requirements in view.
Energy	Reduce the energy consumption.	<ul style="list-style-type: none"> • Improve the energy efficiency to 2.35 MWh/ton by 2025-26 from a baseline of 2.68 MWh/ton in FY 2018-19.
Emissions	Promote alternative processes for pollution control, material optimization and low emission fuels for pollution control.	<ul style="list-style-type: none"> • Reducing absolute scope 1 and scope 2 emissions by 40% by FY 2030-31 with respect to 2019 baseline.
Effluents and Waste	Reduce the waste from sand, slag and other consumables.	<ul style="list-style-type: none"> • Increasing the moulding sand saving by using thermal reclamation plant from 150 tons per month to 175 tons per month
Water	Facilitate reduction in water use and waste water disposal.	<ul style="list-style-type: none"> • 100% waste water is being recycled. Reuse of recycled water to be increased to 75%.

	Objectives	Targets
Environmental Compliance	Identify and maintain compliance to legal and other requirements to which the organization subscribes and that are applicable to the environmental aspects of its activities, products, and services.	<ul style="list-style-type: none"> Maintain the organizational commitment to ongoing compliance with no receipt of violations, fines, or sanctions.
Supplier Environmental Assessment	Educate the major suppliers on environmental compliance and promote environmental sustainability throughout the supply chain.	<ul style="list-style-type: none"> Communicating to the significant suppliers to educate them and encouraging them to make environmental policies.
Training and Education	Create and support career development opportunities for employees' personal growth.	<ul style="list-style-type: none"> Achieve and maintain leadership training to 60 percent of the employees in leadership positions by 2025. Maintains a 50 percent or greater total promotion rate for management level positions from internal employees.



Rainwater harvesting facility at Peekay Calicut which is having a capacity of 1183 Cub.M

OPERATIONAL EXCELLENCE



Economic Performance

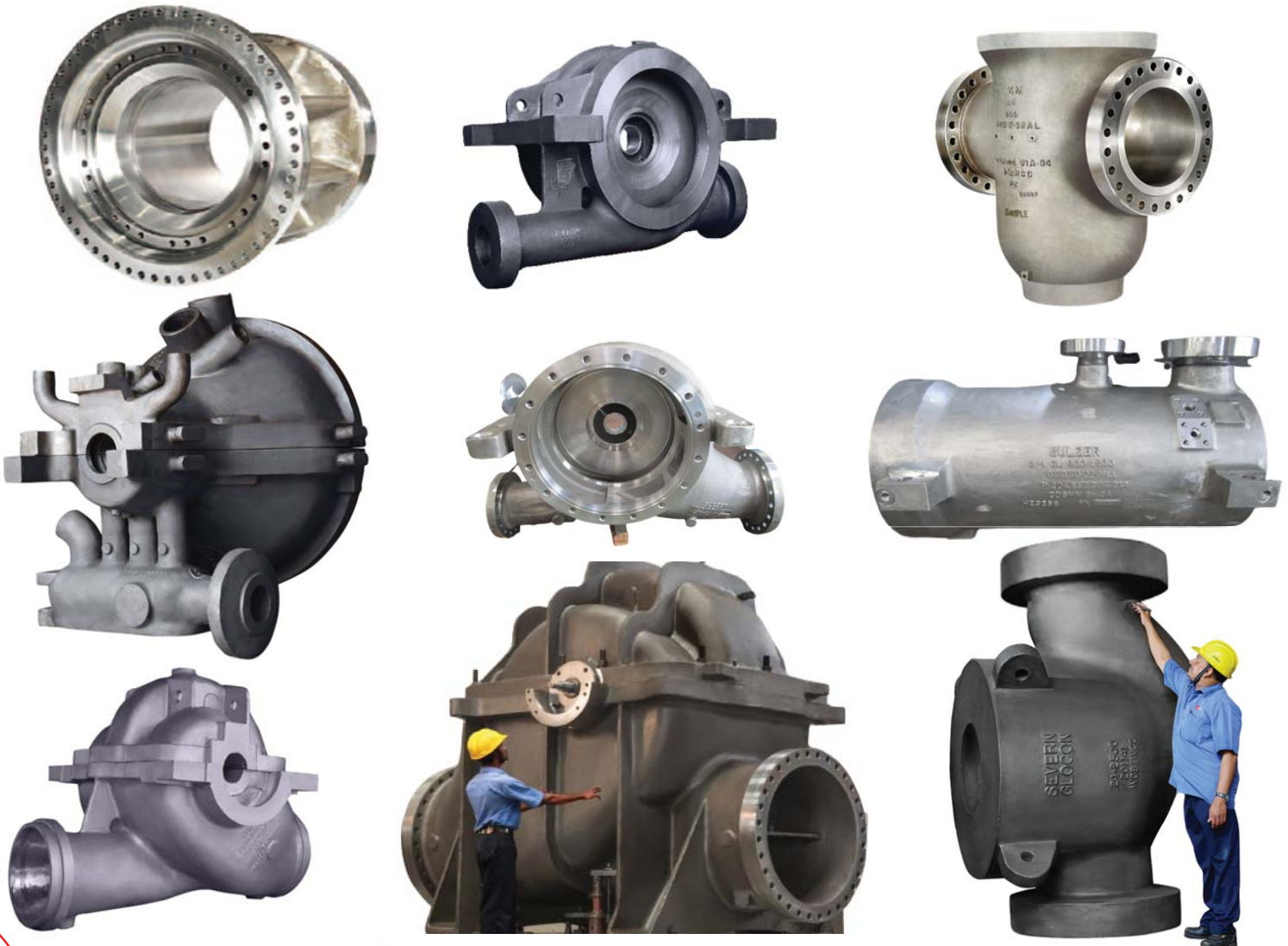
Peekay steel castings aims to create a positive economic impact on the communities in which we operate. We do this by providing and supporting the healthcare for the society around us, special care activities for differently abled and by supporting the educational opportunities to local citizens through direct funding of schools, internships, student employment opportunities, trainings, scholarships, and other means.

As a responsible employers in the societies in which we operate, we provide competitive compensation, which supports the families of employees as well as local community businesses. The substantial amount of purchase made from local suppliers, the amount paid by the organization for local accommodation and merchandises etc. are strong contributors to the local economy. Apart from the purchases and paid services from the local market the large number of employment force of approximately 1300+ living near the company provide a major positive effect to the local economy.

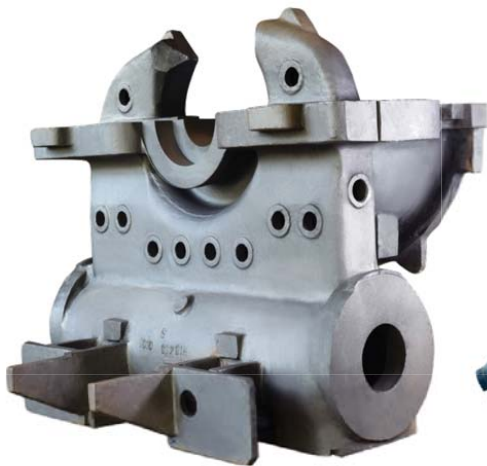
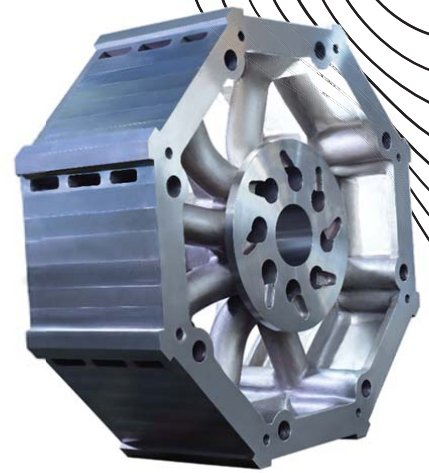


Products And Markets Served

Since its inception in the late 1990s, Peekay Steel has built a reputation as a dependable steelmaker with customers in the United States, Europe, the Middle East, and the Far East. Peekay Steel has the ability to co-engineer and manufacture steel castings from 1 kg to 18,000 kg, from the early design phase to the finished component. We supply critical components to Oil & Gas, Power Generation, Mining, Logistics, and Earth Moving projects, not only in overseas nations but also in India, Peekay's home country. Of late, the company is in overdrive mode and is entering into the manufacturing of a wide spectrum of engineering products that require precise manufacturing processes. We are highly diversified, producing more than 80,000 pieces annually. Our products include ball valves, gate valves, globe valves, swing check valves, butterfly valves, safety relief valves, knife gate valves, angular valves, twin seals, multiport, flanges, flywheels, BOPs, elbows, steam turbines, gas turbines, hydro turbine blades, compressor casings, single volute pumps, double volute pumps, barrels, frame structures, L.S. & H.S. carriers, dipper lips, wheel hubs, crusher main frames, aggregate bowls, aggregate head, to name a few. The highly advanced factory at Hindupur manufactures ready-to-assembly machined castings, forgings, and fabrications of steel or special alloys. In the near future, Peekay will step into the manufacturing of sophisticated products made of various metals like iron, aluminium, and titanium too.



Operational Excellence



Operational Excellence

Supplier Collaboration & Performance Award

Peekay Steel Castings Pvt. Ltd., was recognized with the most prestigious Supplier Collaboration & Performance Award from M/s. Schlumberger Limited, United States in a glittering ceremony held at Hyatt Regency, Houston on 6th of May 2022. Peekay Steel is one of the strategic suppliers of Schlumberger catering to its demand for turnkey projects for Oil & Gas segment. This award was a recognition for our collaborative performance with exceptional quality and on-time delivery results as well as excellent Supplier Development progress with multiple SLB Business Lines through Peekay's Advanced Industry 4.0 Manufacturing Capabilities and adoption of 3D printing technology to reduce product development lead time. Peekay Steel is an exemplary performer helping Schlumberger in achieving its business objectives. Peekay Steel is an active SIP25 (25 shortlisted Suppliers in its Supplier Innovation Program) participant, out of SIP200 suppliers worldwide. Mr. Sabeeh M (Chief Operating Officer) and Mr. Biju Purushan (Sr. Manager Business Development) received the Award from Mr. Valerian Pfrimmer (Global Procurement Manager) & Mrs. Gwen Boyault, VP Planning & Supply Chain in the august presence of Mr. Oliver Le Peuch (CEO) of Schlumberger.

"It's an honor to be recognized for our continued commitment towards quality, on-time delivery, and exceptional service," said Sabeeh M, Peekay Steel's Calicut Foundry COO.



Commitment to Quality

Peekay Steel Castings Pvt Ltd shall consistently and diligently manufacture products exceeding the expectations of our customers, to remain a leader in the casting market by excellence in total quality performance. The foundry is committed to its quality policy and objectives. To achieve this, the foundry has formulated a quality systems and assurance programme to bring about improvements in all areas of operation, including continuous effort to improve product quality; training and motivation of employees; improvement in professionalism and competence; reductions in rejections, rework and wastage; and energy conservation.



NABL Accredited LAB

We ensure that customer requirements and expectations are clearly defined, understood, and achievable at all levels of the organization. We maintain ISO 9001, ISO 14001, ISO 45001, ISO 14064-1, PED 2014/68/EU, AD 2000 - Merkblatt W0, IBR 1950, well-known foundry, Lloyds Register Asia certifications, Foundry approval by BV marine, Approval of manufacturer by DNV, Transportation and Power generation (TPG) accreditation by the Performance Review Institute (PRI), NORSOK M 650 Qualification for Type 22Cr Duplex SS (CD3MN), Type 25Cr Duplex SS (CE3MN, CD3MWCuN), ABS, etc.

We are committed to achieving customer satisfaction consistently and will accomplish this by understanding and mitigating risks and opportunities that may affect the conformity of products and services and to ensure statutory and regulatory requirements are identified and achieved according to the applicable clauses of the QMS Manual and Quality System procedures.

Quality Objectives have been established at all corresponding levels and processes throughout the organization to implement the quality policy, meet and exceed requirements for product and processes, and to improve the QMS and its performance.

The objectives include the following aspects,

- i. Turnover & profitability,
- ii. Sales targets & production efficiency targets,
- iii. Rejection and rework & cost of quality targets,
- iv. Staffing breakdown (Manpower output).
- v. Process optimization Energy Efficiency,
- vi. Improve Yield%,
- vii. Reduce Rejection (Internal & Customer Rejection),
- viii. Reduce Rework,
- ix. Improve On Time Delivery,
- x. To reduce customer complaints on continual basis,
- xi. To Enhance Customer satisfaction,
- xii. To reduce breakdown Maintenance on continual basis by improved preventive maintenance,
- xiii. Improve Employee Productivity,
- xiv. Inventory reduction,
- xv. Performance of External Provider.

The above objectives have been made Specific and measurable for respective processes at the management review meeting. Data analysis for the objectives reviewed and target is fixed in the Management Review Meeting as well as individual department wise goals review meeting.

Objectives are managed as Organizational Goals and Departmental Goals and updated and reviewed periodically to take any actions to meet the same. Peekay ensures that we have the ability to meet the requirements for products and services to be offered to customers. Management conducts a contract / product review prior to committing to supply products and services to a customer. The review process at a minimum includes,

- I. Requirements specified by the customer, including the requirements for delivery and post-delivery activities;
- II. Requirements not stated by the customer, but necessary for the intended use, when known;
- III. Requirements specified by the organization;
- IV. Statutory and regulatory requirements applicable to the products and services;
- V. Contract or order requirements differing from those previously expressed
- VI. Contract review shall be recorded and if the organization cannot meet any of the product requirements same shall be notified to customer before sending quotations. A similar review shall be performed on receipt of order to ensure that the requirements are as agreed.
- VII. All the requirements and products specifications within the capability of the company shall be incorporated in the works order which forms basic document for manufacture of product along with quality plan as required.

VIII.The quality plan shall include verification, validation, monitoring, measurement, inspection and testing activities specific to the products and the criteria for acceptance of product.

IX.When customer modifies any requirements the same shall be reviewed by the company and incorporated in the works order by way of order amendment.

X.The organization shall retain documented information, as applicable on the results of the review and any new requirements for the products and services.

Peekay Steel strictly adheres to the highest internal and global standards. The foundries laboratory is NABL accredited (ISC/IEC 17025) and its equipped with calibrated Leco Gas Analyser, Mass Spectrometers, Metallurgical Microscopes and mechanical testing equipment.

PK engaging qualified SNT TC 1A and ISO 9712 level II & III inspectors will cover all aspects of surface inspection (visual, magnetoscopic and liquid penetrant testing), dimensional as well as volume inspection (ultrasonic and radio graphic testing).

Peekay does not carry out any design activity for its products. Castings are manufactured as per the design, drawings, 3D models provided by the customers. Hence this is excluded (not applicable), This exclusion will not affect the company's ability or responsibility to provide products that meet customer and applicable regulatory requirements.



Ultrasonic Testing

Additive Manufacturing & Engineering Centre

Peekay Steel Castings Pvt Ltd has unveiled its all new 3D printing facility at Airport Road, Bengaluru. This new facility will enable Peekay to manufacture any intricate design with ease and efficiency using 3D sand printing. It also underscores Peekay's unique position as a global manufacturer of industrial components to all the OEMs globally. Our engineering team has the experience and the tools to support an integrated product development approach, from design-to-manufacturing to final component. This gives us great advantage in reducing lead times, simplifying production of highly engineered products and exploring new design possibilities.



Manufacturing with the aid of 3D printing brings a whole host of advantages like:

- Lesser lead times
- Greater quality
- Transforms complexity to simplicity
- Lesser carbon footprint
- Better surface finish
- Reduce First Piece Qualification (FPQ) time from 16 weeks to 8 weeks.

The 3D printing facility at Bengaluru will enable us to collaborate with customers and co-engineer with them in early stages of design, develop intricate parts, deliver products quickly for after market / MRO (Maintenance, Repair, and Overhaul) business. The new technological developments at Peekay Steel are a proof of our commitment towards superior quality, cost effectiveness, productivity and customer satisfaction.

India's Largest Additive Manufacturing and Engineering Centre

Machine Name : VX4000

Manufacturer : Voxeljet Germany

Technology : Binder Jetting

Print Head : VPM-XVI, 200 dpi

Size : 4,000mm x 2,000mm

Responsible Procurement

The objective of Peekay's procurement strategy is to acquire high-quality goods and services at competitive prices through improved purchasing procedures and by interacting with all suppliers with trust, respect, ethics, honesty, and integrity. Peekay cherishes the ties it has cultivated with its strategic suppliers, many of which date back at least 30 years. Aside from maintaining strong ethical standards and procedures, we also work hard to keep our company's environmental and social hazards under control. Our goal is to guarantee that all of our choices take environmental, social, and ethical factors into account by working closely with our third-party partners.

Every aspect of our company's operations is guided by our commitment to operating in a responsible manner and functioning as a decent corporate citizen. We require our suppliers, consultants, advisers, and other business partners to adhere to the same ethical and legal standards that we do while adhering to all of our values and responsible management philosophy. The raw resources we use are sourced from all around the world. The procurement, order fulfilment, and new product delivery procedures and teams are all part of Peekay's supply chain management framework. Procurement teams are in charge of logistics, supplier growth, and supplier quality. For the company to get materials, goods, or services from a supplier or subcontractor, the supplier or subcontractor must be approved by the company. An approved suppliers/sub-contractors list is maintained by the Purchase Manager. The approved supplier/sub-contractors are selected and approved based on the following methods.

A-An ISO 9001 Certified Company

B-A company that has supplied materials or products for a long period

C-Based on sample approval.

D-Based on Supplier Evaluation.

Verification of a supplier's materials and/or products is arranged either by the company or a third party. An inspection will be carried out by prior arrangement with the supplier, at which time the customer is requested to visit if required. An inspection report will be supplied indicating details of the verification carried out. When materials and/or products/services have been sub-contracted, the customer shall be requested to visit the sub-contractor (if required) to inspect the facilities to ensure that the materials and/or products/services conform to specified requirements. The Company is always responsible for subcontracted materials and/or products/services until they are processed or delivered to the customer. Any defective materials and/or products shall be subject to the procedure for the control of non-conforming output. For evaluating supplier performance, the Supplier History and Status of Purchase Orders are available in ERP.

Supplier Re-evaluation is performed once every three years to continue their service. If any material is rejected subsequently two times, then the purchase department asks the vendor to take immediate corrective action and the next batch is being considered as a sample. If they are found to be failing to meet the requirements, the vendor will be disqualified for supply of that item. Also, if a supplier gets a delivery rating of less than 70% for an item five times in a row, the purchase department will let the supplier know and ask them to improve the delivery right away. Based on the action plan, the next five deliveries will be monitored for improvement in delivery. If they are failing to improve the

delivery rating above 70%, then purchase will look for an alternate supplier. In certain cases, specific materials approved by customers, like welding electrodes, may not be possible to procure from another manufacturer/supplier unless we get confirmation from our customers. Such cases shall be mutually discussed with the supplier in advance so as to improve the delivery. Suppliers /Sub-Contractors who supply material/Providing services critical to product are rated once in three months for quality and delivery. The rating details are as follow:

Quality Rating, QR = (Qty ordered or send for service / Qty Accepted) x 100%

Delivery Rating, DR:

On/ In time delivery	: 100%
3 - 5 days delay	: 90%
6 - 10 days delay	: 80%
11 - 15 days delay	: 70%
Above 15 days delay	: 50%

The supply chain management team is also in charge of overseeing the operations that reduce the cost of the items that are purchased. This includes the implementation of alternative melt materials, supplier-consigned stocks, just-in-time deliveries, and strategic-sourcing efforts. In addition, we work to reduce the likelihood of adverse outcomes by employing a variety of strategies for tracking incoming supplies that have extended lead and logistical durations for each product. Transportation options for arriving products include trucks, rail, and sea vessel transit, among others. Various logistical methods are utilised. We have also built alternative supply sources on a local and regional level, where it was possible to do so, so that they may be used as potential backup supplies in the event that they are required.

In addition to controlling the risks that are linked to our supply chain, another main purpose of our company is to ensure environmental compliance, as well as encourage environmental stewardship and social responsibility across the supply chain. Our sustainability commitments and our approach to responsible buying require us to:

- Achieve value for money while enabling good environmental and social consequences through partnering with third parties that provide quality, cost-effective, and responsible products/services.
- Identify and mitigate third-party risks during the selection process, taking into account reputational, financial, governance, economic, social, and environmental concerns;
- Collaborate with third parties to promote environmentally friendly products and technology that are sustainable.
- Where appropriate, keep an eye on the performance of high-risk third parties.

Biodiversity Policy

Peekay value biodiversity as the rich variety of all living organisms and recognize that preserving it is essential for survival. In line with sustainability program, we strive to operate responsibly and protect biodiversity wherever operates. we commit to implement all applicable rules and regulations under Biodiversity act 2002 and Biodiversity rules 2004. We focus to minimize environmental footprint, preserve natural habitats, and protect and restore ecosystems through nature-based projects. We accomplish this through the biodiversity policy signed by top management of Peekay, world best environmental practices throughout our existing operations, volunteer efforts by our employees, and CSR funds to support environmental efforts by various organizations.

Peekay steel castings Private Limited recognizes that conserving biodiversity is in long term interest of businesses and society at large. Towards this, the organization shall work to identify and implement necessary actions within our operational boundary, supply-chains and with stakeholders. We shall implement a management system that is align with the provisions of the Convention on Biological Diversity (CBD, 1992).

Peekay steel Castings Pvt Ltd endeavors to:

- Maintain legal compliance to biodiversity-related laws and regulations (Biological diversity act 2002)
- Identifying and assessing the risks to biodiversity from existing and planned activities
- Achieve No-Net Loss at operations by implementing the mitigation hierarchy by avoiding, minimizing and restoring the direct impacts and offsetting the residual impacts;
- Avoid operating in critical ecologically sensitive areas;
- Develop and implement Biodiversity Management Plans in our areas of operation;
- Identify, engage and collaborate with key biodiversity stakeholders to ensure inclusive biodiversity management;
- Provide necessary resources to manage biodiversity at our sites; and
- Monitor, review and assess biodiversity performance against measurable targets.



Investing In Our Communities

Peekay Steel in its commitment to the welfare of the society, has always been in the fore front in undertaking many laudable Community Development initiatives benefitting the society in which it operates. Before Corporate Social Responsibility (CSR) found a place in corporate lexicon, it was already woven into the Company's value systems. The Company's Community Development initiatives in Health Care, Education, Sports & Games and Social development of the Society is spread beyond the borders of the place in which it operates. We continue to support the communities in which we do business in a variety of ways. Peekay Steel always places People Before Business and are always with the nation.



Mr. K.E Moidu, Managing Director of Peekay Steel Castings (P) Ltd handing over a cheque of INR 50,00,000 for the Chief Ministers' Distress Relief Fund to Mr. Pinarayi Vijayan, Hon'ble Chief Minister of Kerala.



Mr.K.E Moidu, Managing Director, Peekay Steel Castings(P)Ltd, handing over a Cheque of INR 50,00,000, being the contribution to Chief Minister's Covid Relief Fund to Mr.T.K.Ramakrishnan, Hon'ble Labour Minister of Kerala

With a view to providing proper health care and dialysis facilities at a very low cost to the poor local residents of our adjoining areas, Peekay Steel is funding the running of a medical centre and a dialysis centre in collaboration with CICS and MEITRA Hospital. Outpatient treatment in general medicine, dermatology, paediatrics, and diabetes is available in the medical centre. A well-equipped dental care unit, a high-tech clinical laboratory, and an ambulance service are also provided in the Medical Centre.



When the COVID-19 second wave created havoc in the state and patients were gasping for oxygen, Peekay Steels, with its policy of placing "people before business", donated its 13 KL oxygen tank, costing about INR 25,00,000 to the Principal, Medical College Hospital, Kozhikode, to support the oxygen challenge faced by them. The Oxygen Tank is a sophisticated cryogenic tank where liquid oxygen is stored at minus 196 degrees centigrade under vacuum and pressure. The huge oxygen tank along with the vaporisation equipment has been translocated to the Medical College, Calicut on 09-05-2021.



Mr.K.E.Moidu, Managing Director of Peekay Steels, presenting the documents for donating the oxygen tank to the District Collector of Kozhikode in order for the tank to be relocated to the Medical College Hospital of Kozhikode.



Peekay Steel sponsored a project, namely "Punarjani", evolved jointly by the National Health Mission and the Health Department to revamp and rejuvenate the Regional Hospital Equipment Repairing Unit at Malaparamba. Peekay Steels provided all the required tools, equipment, and furniture to the unit at a total cost of INR 2,25,000. As the name of the project (Punarjani) indicates, the rebirth of this repairing unit will result in the rebirth of hundreds of damaged medical equipment costing lakhs of rupees lying unutilised in hundreds of government hospitals in 5 districts of Northern Kerala. Mr.P.A. Mohammed Riyas, Hon'ble Minister for Public Works(PWD) & Tourism, inaugurated this laudable project on 27-02-2022, in the presence of Mr.Thottathil Ravindran, M.L.A.



Regarded as one of the best healthcare providers, Iqraa International Hospital & Research Centre has been providing a remarkable service ever since its inception. Equipped with advanced medical equipment and technologies, it has been constantly achieving milestones in the medical field.

It is because of the untiring efforts of the dedicated stalwarts of this healthcare facility, such as the doctors, nurses, and support staff, that it has been able to grow and make new advancements every day. The ultimate objective of this healthcare complex stands to be better patient care. The establishment enjoys good connectivity with the rest of the city because of its prominent location.

Peekay Steel Castings (P) Ltd. donated INR 10,00,000 to Iqraa International Hospital & Research Centre in the year 2019-20 to enhance its facilities .

A most modern physics block, at an expense of INR 4,26,28,000, has been built by Peekay Steel and handed over to Farook College, Calicut. Farook College is a government-aided, autonomous arts and science college located in Feroke, near Calicut, Kerala. It is the largest residential post-graduate aided institution in Kerala affiliated to the University of Calicut; it was granted autonomous college status in 2015.



Peekay Steel Castings (P) Ltd is the Industry Partner (IP) of Government ITI , Kozhikode . Govt.ITI Kozhikode, is one of the Largest and best it is in Kerala. A New Canteen Building has been built by Peekay Steel Castings (P)Ltd at a cost of INR 27,00,000. The Dining Hall of the new canteen can accommodate more than 100 trainees at one time and the canteen is provided with a most modern hygienic Kitchen.



Peekay Steel Sponsored the revival of the Sait Nagjee International Foot Ball Tournament paying a sponsorship fee of INR 75,00,000. It certainly was a bright beginning to a Tournament that, for decades, was the biggest annual event in the sporting calendar of a Football Crazy Malabar. It has been 21 years since the last edition of the Tournament was held. Eight International Teams from countries like Argentina, Brazil, England, Germany, Ukrain, Ireland etc participated in the Tournament.

The IIM Kozhikode Calicut Marathon is sponsored annually by Peekay Steel with a donation of INR 350,000. The Calicut Mini Marathon, which began in 2010 with the intention of creating a forum for civic involvement and raising awareness about social concerns, has now become one of Kerala's largest athletic events. The Calicut Mini Marathon was the nation's first and largest student-organized marathon. Throughout the years, the marathon has sponsored several

humanitarian initiatives with themes such as "Compassionate Kozhikode," "Transforming Lives," "Empowering Women," "War on Waste," "Gift a Life," "Run for Road Safety," and "Run for Healthy Living." This programme is distinctive in that it utilises the marathon as a platform to raise public awareness of the chosen topic.



Mr.K.E.Moidu, Managing Director, Peekay Steel Castings (P) Ltd, flagging off the Calicut Mini Marathon organized in association with IIM Kozhikode.



Mr.Thoufeeq Ahammed Moidu, Director, Peekay Steel Castings (P)Ltd, flagging off the Half Marathon,at Kozhikode, Beach.



Mr.Sabeeh, COO(Foundry) handing over a Cheque of INR 5,00,000 to the District Collector, being the Contribution, to the Chief Minister's Covid Relief Fund



Handing over Financial Aid to the President of Areecode Grama Panchayath for setting up of a Covid First Line Treatment Centre



On 01-06-2021, Peekay Steel donated PPE Kits, Gloves, Masks and Sanitizers to the Revenue Officer, Calicut Corporation, for the use of Health volunteers for their Covid containment activities



Every Year Peekay Steel Provides Scholarships, Books Educational Aids to Needy Students Directly/ Through Social & Cultural organisations



FIASTO All India Basket Ball Tournament



T-15 Inter Club Tennis Tournament



Operational Excellence

ENVIRONMENTAL STEWARDSHIP



Environmental Stewardship

Environmental, Health, and Safety (EHS) is the responsibility of everyone at Peekay. Continual improvement in EHS performance is integral part our culture. We are certified to ISO 45001, ISO14064-1 Verified and ISO 14001. Peekay has awarded with Green Foundry of the Year 2021 Award of IIF and Recognition award Emerson for GHG emission reduction initiatives.



Award for Best Projects on Environmental Protection and commitment towards GHG Emissions

Environmental Stewardship

Material Usage & Production Material Efficiency

14010.65 Tons of material melted in financial year 2021-22. 95.37 percent of the materials used in melting process came from recycled materials such as scrap and foundry return. The foundry return is the removed runner, riser, and machined chips of castings. One of the major goals of FY 2021-22 was to optimize the melt system consumption by improving the yield, increasing the foundry return and reducing the Pure Nickel metal consumption to reduce the money spent on raw materials while also reducing energy consumption and associated greenhouse gas emissions. We continuously look for opportunities to incorporate recycled materials mainly various types of scrap into our melting system so that landfilling of solid waste across the globe can be reduced.

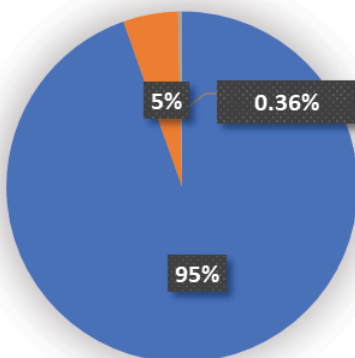
To support the implementation of Nickel consumption reduction the achieved mechanical properties and Ni levels used from the past were reviewed. Based on the review scraps closer to the Ni level required was purchased and pure Ni addition was optimized. In case of Ni equivalent requirements and PREN requirements Nitrogen content was increased by 0.04 to reduce the molybdenum and Ni content addition. The yield improvements in the casting was also made possible by methoding optimization with the effective use of Magma software. The change in runner system and optimized risering saved. The sand used to make the molds is another significant material used in foundries. Peekay is trying to reuse the molding sand up to practically possible limits using the thermal reclamation plant installed at our facility. By using less sand in our process, we can reduce the amount of sand that must be landfilled. On an average 150MT of mould sand is saved per month by this process.

The liquid oxygen for foundry operation is one of the major consumptions. The reason mainly is wastage during evaporation and transportation from vessel to user end. We have tried to reduce the wastages by keeping all the line above ground, periodic maintenance with leakage testing, ensuring accuracy of meters etc.

KEY INPUT MATERIALS USED IN 2020-21

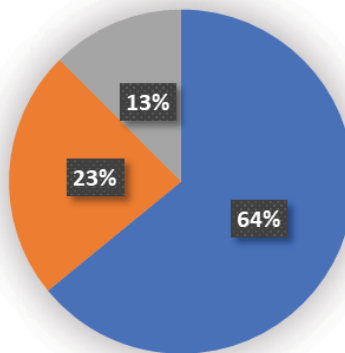
TOTAL TONS USED
Rounded Value

Material



■ Liquid oxygen ■ RS ■ Others

Others



■ RM ■ Arc operation materials ■ Moulding materials

Energy Use

A foundry is an energy-intensive business. It will be the primary impact on the environment of our business. It takes a large amount of energy to melt metals and run the operations, including LPG, electricity, and diesel, and we are committed to managing energy usage efficiently. The energy and carbon policy of Peekay is committed to improving energy efficiency through innovation and process optimization. Energy savings have a direct effect on our bottom line, and we have set a target of improving energy efficiency to 2.35 MWh/ton by 2025-26 from a baseline of 2.68 MWh/ton in FY 2018-19. By the year FY 2021-22, 54.54% was achieved.

This improvement was achieved through a number of energy-use-reduction strategies. Recent project examples include lighting replacements from metal halogens to LED lights; compressed air distribution and air treatment upgrades, optimization of heat treatment furnace operation; re-use of heat treatment furnace exhaust; etc. We continue to reduce our energy footprint in a planned and systematic way through a number of targeted initiatives:

- Reduction of re-works by optimizing the designs and operational parameters
- Investing in renewable energy such as wind and solar
- Optimization of heat treatment operations
- Re-use of waste energy
- Identifying and arresting leakage of energy
- Innovation and adaptation to new technologies

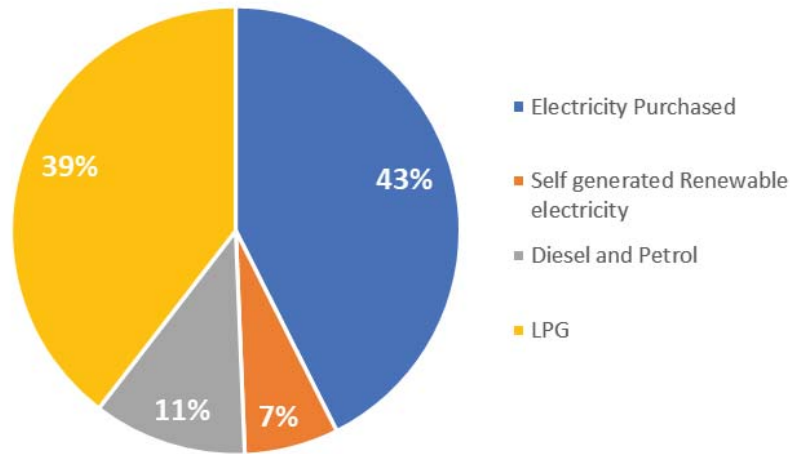
As part of our continual improvement culture, we continued to increase the efficiency of our production processes to reduce our environmental footprint. At our Kozhikode plant, we have re-routed all our compressed air lines from underground to walls to identify and arrest the leaks immediately. A periodic leakage identification drive has been implemented.

The exhaust of a heat treatment furnace is being used to treat the waste dye penetrant water at Peekay. It is saving almost 960 units of power during the monsoon. Expanded energy awareness programmes have been conducted for our employees, especially focusing on the reduction of compressed air usage and air conditioner usage.

Moving forward in financial year 2022-23, additional focus will be on compressed air user optimization, investments in solar power, and optimization of LPG consumption. In FY 2021-22, we used 26566.35 megawatt hours (MWh) of electricity. Our combined energy consumption from LPG, diesel, petrol, and electricity was 55605.98.

After changing the heat treatment fuel from diesel to LPG and metal halogen lights to LED lights, the energy consumption has been reduced significantly. We also track our energy consumption per ton of castings. It is helping us to track the energy efficiency. For Peekay Kozhikode the energy intensity for FY 2021-22 was 2.53 MWh/ton comparing with 2.68 of FY 2018-19.

ENERGY CONSUMPTION BY TYPE, FY21-22



Energy and Carbon Policy

Peekay steel Castings Pvt Ltd acknowledges the global concern on climate change and recognizes that concentrated and sustained action is required to reduce the impact of greenhouse gas effect.

The company is committed to this effort through its own energy and carbon program that forms an integral part of our vision for sustainable development and green manufacturing.

Peekay steel Castings Pvt Ltd endeavors to:

- Adopting globally accepted and economically viable best practices on carbon and energy management and minimizing greenhouse gas emissions throughout the manufacturing process;
- Maintain legal compliance to energy consumption and carbon emission;
- Raise awareness to encourage efficient use of energy resources, with a focus on reducing energy intensity and carbon footprint of manufacturing;
- Reporting carbon emissions in compliance with the internationally recognized protocols and work closely with stakeholders to reduce energy consumption and carbon intensity;
- Invest in clean energy wherever possible;
- Communicate our commitment and achievements actively to stakeholders, and work closely with policymakers to encourage implementation of our policy;
- Consider carbon emissions for our project and R&D investments in line with our energy and carbon commitments;
- Work with our employees, and other stakeholders to demonstrate our commitment to greenhouse gas emission reduction principles and practices.

Peekay steel Castings Pvt Ltd sign this policy, which is implemented throughout the businesses. The implementation of this policy will be reviewed periodically and revised accordingly. The best practices will be shared throughout the group.

We will also review the policy periodically for its sustainability and will be updated as required.

Emissions

Air Emissions

Foundry operations generate dust, sand and other particles resulting from the moulding process, if not handled scientifically, could cause atmospheric pollution. Air filtration systems and advanced baghouse technologies are used with sufficient dust collection devices to achieve effective air pollution prevention systems. The system is developed according to requirements of Kerala State Pollution Control Board (KSPCB). The emission is periodically tested according to KSPCB through approved lab and the result is submitted to KSPCB monthly.

A dedicated fume extraction system is available at melting platform to treat the fumes generated during melting of scraps in induction furnaces. The system is driven by 75 HP motor which creates a negative draft to pull all the fumes into the system. The system consists of a strong filtration (Bag filters) system, which removes hazardous particles and dust from air. The foundry is using high quality scraps only, which will generate very low amount of fumes generally. But the strong bag filtration system will treat the fume properly and will leave quality air to atmosphere.

The dust generated at moulding department is very high due to handling of sand. Similarly dust at shake out area and thermal reclamation plant also will be high. Dedicated dust collects are provided in these areas to reduce the exposure. 125 HP motor driven dust collectors are provided. The outlet of the collectors are having sets of filter bags which will remove dust from air. The air will go outside through the chimney connected to it and the dust will be collected at the bottom collection container. It will be removed from the container according to procedure.

GHG Emissions

GHG emissions are divided into three categories:

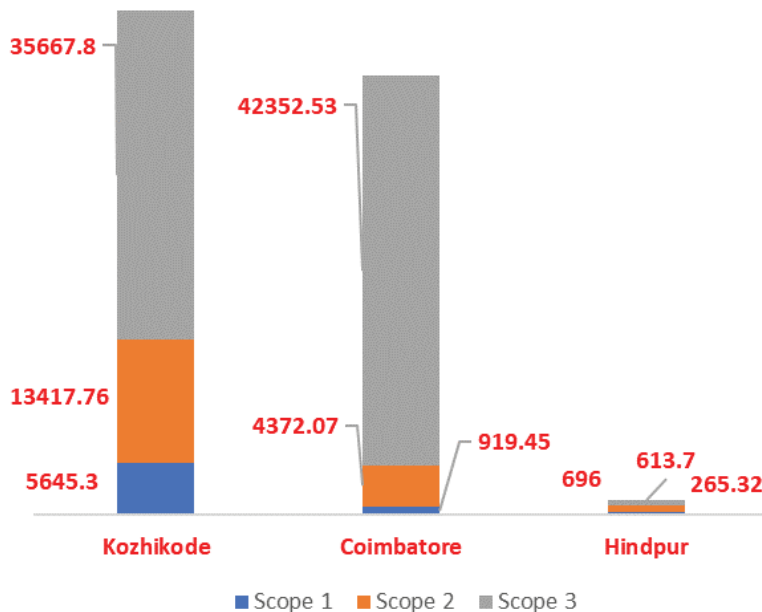
- Scope 1 Emissions and are those which are produced directly by the activities of the business by its own facilities, such as the combustion of natural gas for heating, or emissions arising directly from manufacturing and/or production processes, as well as fuels used to power company vehicles.
- Scope 2 emissions are associated with the business use of electricity, which was generated elsewhere from the burning of fossil fuels (e.g. coal, natural gas);
- Scope 3 emissions are the emissions incurred by third parties (not electricity) involved in servicing the business needs, such as waste, business travel and accommodation, paper and water use. Scope 3 emissions also include the carbon emissions arising from processes associated with the broader 'life cycle' of the production chain, both upstream activities and downstream.

Currently we are tracking Scope 1 and Scope 2 emissions completely. In scope 3, currently we are measuring category 4 - Indirect GHG emissions from products used by an organization only. Scope 1 emissions include use of LPG, diesel, petrol, CO2 for welding and refrigerants at our locations. Scope 2 emissions are the result of purchased energy utilized at our plants. In FY 2021-22, our total GHG emissions (Scope 1 and 2) were 25316.09 tons of carbon dioxide equivalent (CO2e).

In FY 2021-22, our total scope 3 GHG emissions were 78,634.03 tons of carbon dioxide equivalent (CO₂e). The Total CO₂ Emissions graph shows the breakdown of our emissions by facility. The majority of our Scope 1 emissions come from the use of LPG for fettling and heat treatment applications.

Emissions, as well as our climate change risks/opportunities and management strategies, are reported to CDP (formerly the Carbon Disclosure Project), the largest database of primary corporate climate change information in the world.

Total CO₂e Emissions



In addition to our absolute GHG emissions, we also track our GHG emissions intensity figure based on tons of iron melted and tons of product shipped. The intensity figure based on tons of steel melted is 4.09 and tons of product shipped is 8.78 for FY 2021-22.

Although we do not currently track the GHG emissions related to the employee commutation, upstream and downstream transport of goods coming under scope 3. We recognize that transportation is a significant issue for us due to the size and weight of our products. As our customers expecting efforts to reduce the carbon footprint of our castings, Peekay is investing in renewable energy and purchasing a percentage of power from renewable sources.

Peekay has purchased 277 MWh of renewable power via IEX in FY 2021-22 saved 218.83 tons of CO₂e



WIND ENERGY

Peekay has invested in wind energy and generating 4249205 units annually.

- Peekay is having 2 windmill units
- 779 g of CO2 saved per unit of electricity generated when compared to purchasing from power grid
- 3310.13 tons of CO2e saved annually



EMISSION REDUCTION TARGETS



Absolute TCO2e of Scope 1 and 2

Peekay has set a target to reduce absolute scope 1 and scope 2 emissions by 40% by FY 2030-31 with respect to 2019 baseline.

Total Water Use

Basically, Foundry consumed large amounts of water including non-contact cooling water used to cool running machinery and induction melting process. Peekay is following a closed loop system for induction furnace colling which reduced water consumption significantly. The wastewater generated will be collected at sewage treatment plant and it will be treated. A percentage of treated or recycled water will be reused inside the plant for production and domestic purposes.

FY 2021-22 WATER CONSUMPTION RECORD	
Fresh water from Kerala Water Authority consumed	63121 KL
Percentage of recycled waste water consumed	41.25%
Percentage of recycled water out of total consumption	29.20%

Environmental Compliance

Peekay has committed to identifying and maintaining compliance to legal and other requirements to which our organization subscribes and that are applicable to the environmental aspects of our activities, products, and services. Our commitment is reflected in our EHS Policy and incorporated into our sustainability targets and objectives. FY2021-22 resulted in no fines or sanctions associated with environmental noncompliance events.



Sewage Treatment Plant at Peekay Calicut Unit

A WORLD-CLASS WORKFORCE

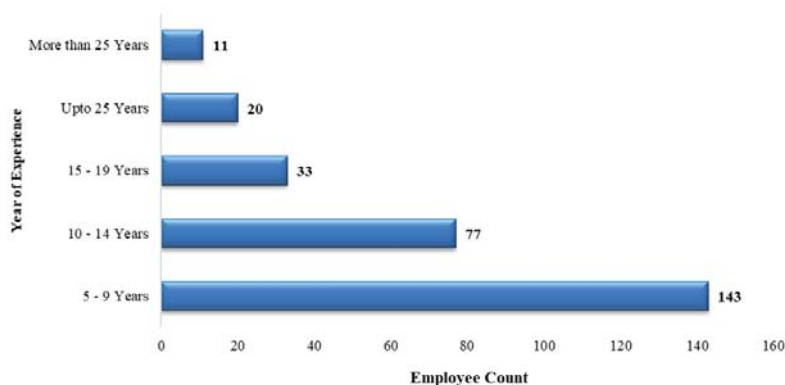


A Tenured Workforce

Employees at Peekay Steel Foundry have long been given the opportunity to reach their full potential. This gives us a skilled workforce so we can produce innovative, best-in-class products while also advancing our sustainability programme with the same kind of innovation.

We are happy to be an employer of choice, and we believe in taking care of our employees and providing possibilities for personal growth. Consumers have access to the industry's most competent production crew. From operations to administration, we are committed to providing chances for progress for all of our workers. Many of our team members began in basic foundry jobs and have now developed into a range of vocations.

More than half of Peekay Foundry employees have been with the company longer than five years, which is largely due to the opportunity for professional and personal growth. The skilled workforce and the apparent direct employee/management relationship at the manufacturing facilities are two factors that greatly contribute to the success of the organisation. The following graphs illustrate the typical length of service for employees who have been with Peekay Foundry for more than five years, ten years, fifteen years, twenty years, and those who have been with us for at least twenty-five years and more.



A World-Class Workforce

Skill Development

Peekay is committed to the development and growth of our stakeholders. As a growing professional organization, by religiously upholding the inherited family values, we have developed bespoke learning and development philosophy and methodology for all levels of employees.

We strongly believe well trained work force is the key element to take Peekay to the world favorite partner in casting & Foundry. The training manual focuses on training systems, structure, a simple yet data driven reporting structure, corporate training programs, additional responsibility for Sr. Specialist- L & D, departmental training coordinators, trainers, and department heads towards achieving quality and standardization - all non-negotiables which we require our commitment on.

Learning, unlearning and re learning are the responsibility of all the employees. The training team will continue to support the organization to achieve higher level of knowledge, skill and attitude of our people at all our divisions. Our key role in the company is to create performers, by identifying potential in our employees and guiding them to develop their potential. We recognize the importance of ensuring that the skills and competencies of our employees are continually upgraded and stay relevant to the needs and requirements of the business and changing business scenarios.

For this purpose, PEEKAY has designed and implemented such training systems that encompass the following:

- Identification of individual training needs through a system of detailed skill and competency profiling for each job that shall be carried out against the ideal levels of skills and competencies required for the job.
- Design of training modules to address the skill and competencies gap determined on the basis of skills profiling to enhance the individual as well as the organization's performance to the desired level of excellence.
- Mechanisms that shall continuously seek feedback from trainers and participants in enhancing the quality and assessing the effectiveness of training provided to our employees and take corrective actions accordingly.

FY 2021-22 TRAINING DETAILS

Total Annual Training Manhours	2240
Total Annual Training Mandays	280
Total Employees	400
Avg Training Manhours Per Employee	5.6



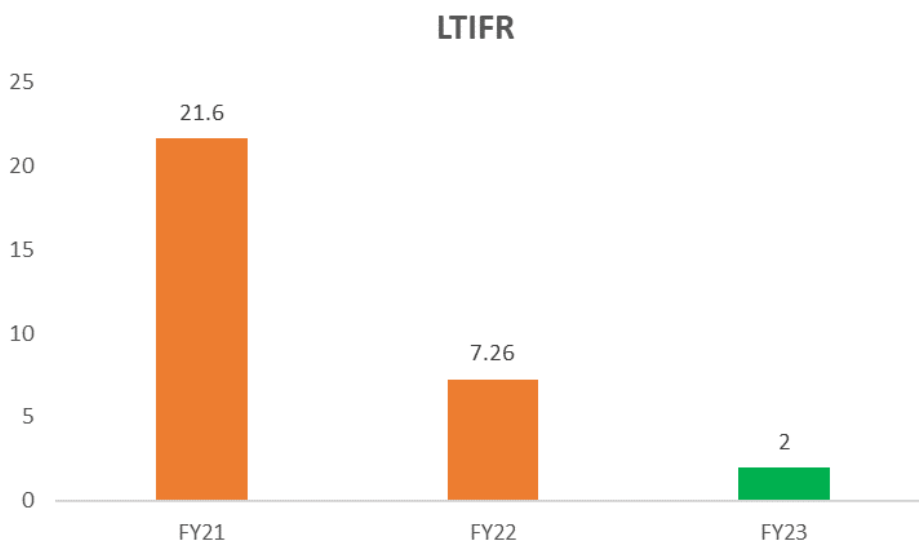
Occupational Health & Safety

Providing a preventive health and safety policy in the workplace is fundamental responsibilities of management. Our safety management system relies on risk identification and mitigation, supervisor accountability, employee safety teams, workplace hazard assessments, equipment maintenance, and ongoing training to create a safe workplace for our employees and visitors.

Peekay is committed to all persons working under its control, including its contractors, having a high level of safety awareness. We achieve this through a variety of mechanisms, including onsite and classroom training for our employees, review of work instructions and training specific to those instructions (i.e., lock out/tag out, work at height, and material handling), bulletin boards, signage, and near-miss reporting. We also recognize the importance in active employee engagement in the safety program. The safety committee has been formed with equal participation from employees, contractors, and management. The committee meets monthly. Employees participate in reporting safety suggestions and near misses, our behavior-based safety (BBS) program, and in several safety groups that include safe maintenance, incident review, EOT safety, ergonomics, and emergency response.

We know that leading metrics are critical to monitor for improved safety performance. We have updated our suggestion/near-miss reporting database into a combined form to encourage continued reporting and better track the information and solutions to closure. We also continue company-wide serious incident review, including “near-miss” situations to reduce the risk of potential serious incidents.

We also track lagging indicator metric to evaluate our safety performance: Lost time injury frequency rate (LTIFR), which describes the number of OSHA recordable injuries and illnesses resulting in days away from work, restricted work activity, and/or job transfer experienced during the year. We have maintained our goal to reduce our LTIFR to 2.0 or less. We did not suffer any fatalities during FY 21-22.



Employee Wellness & Support

The company gives great importance for conducting employee wellness program. The company takes utmost care for the health and fitness of its employees and would go to any extent for keeping the wellness of the employees.

Major programs

ESI Benefits

The company provides ESI benefits for the eligible employees. The company has a department and staff to exclusively take care if the ESI treatment and compensation for the employees.

Eligible employees are entitled to the following benefits though ESIC.

- Medical benefit.
- Sickness benefit.
- Maternity benefit
- Dependants benefits
- Disablement benefits

Health Awareness Sessions

The company conducts various health awareness sessions and webinars at frequent intervals in coordination with leading medical consultants and hospitals.

Mediclaim Policy

Moreover provides Mediclaim policy to those employees and their eligible dependents whose salary is above Rs.20000/-

Medical Examination

The company conducts a periodical medical examination for all its employees once in a year in coordination with CICS hospital. Moreover conducts pre employment medical examination, Annual medical examinations for the existing employees including contract employees, Audiometric tests and eye tests whenever the management determines that they are necessary, for the wellness of employees, for the preventive medical care of employees and safe operation of the company.

Fitness Centre

The company has a spacious and well equipped fitness centre with all the amenities for the employees.

Nutritious Food

The company is providing healthy and nutritious food to all its employees.

REPORT PARAMETERS AND GRI INDEX

Report Parameters

This report describes our activities during our 2021-22 fiscal year, covering the time period from April 1, 2021 through March 31, 2022. We intend to report on an annual basis with our fiscal year calendar.

The evaluation of topics to report to stakeholders in this Sustainability Report is focused on material aspects that align with the company's business objectives and our stakeholder needs and interests. We are reporting in accordance with the Core requirements of the Global Reporting Initiative (GRI) G4 reporting framework (www.globalreporting.org). See also our GRI Content Index.

We have chosen not to externally assure this report but may elect to do so in future years. This report covers all of Peekay Steel Castings Private Limited's manufacturing facilities. We encourage comments and feedback on our report.

GRI Content Index

Topic	Metric	Code	Location in the report
General Disclosures: Organization And Its Reporting Practices	Organizational details	GRI 2-1	About us, page 5
	Entities included in the organization's sustainability reporting	GRI 2-2	About us, page 5 Report Parameters, page 58
	Reporting period, frequency, and contact point	GRI 2-3	About us, page 5 Report Parameters, page 58
	External Assurance	GRI 2-5	The report is not externally assured.
General Disclosures: Activities And Workers	Activities, value chain, and other business relationships	GRI 2-6	About us, page 5
	Employees	GRI 2-7	About us, page 5
General Disclosures: Governance	Governance structure and composition	GRI 2-9	About us: Governance structure, page 19
	Role of the highest governance body in sustainability reporting	GRI 2-14	About us: Governance structure, page 19
General Disclosures: Strategy, Policies And Practices	Statement on sustainable development strategy	GRI 2-22	Chairman's Message, page 3 CEO's Message, page 4
	Policy commitments	GRI 2-23	Ethics and Integrity, page 20 Sustainability, page 22
	Embedding policy commitments	GRI 2-24	Our Commitment to Sustainability, page 22 Biodiversity Policy, page 39 Investing In Our Communities, page 40
	Compliance with laws and regulations	GRI 2-27	Ethics and Integrity, page 20 Environmental Stewardship, page 45
General Disclosures: Governance	Governance structure and composition	GRI 2-9	About us: Governance structure, page 19
	Role of the highest governance body in sustainability reporting	GRI 2-14	About us: Governance structure, page 19

Topic	Metric	Code	Location in the report
General Disclosures: Strategy, Policies And Practices	Statement on sustainable development strategy	GRI 2-22	Chairman's Message, page 3 CEO's Message, page 4
	Policy commitments	GRI 2-23	Ethics and Integrity, page 20 Sustainability, page 22
	Embedding policy commitments	GRI 2-24	Our Commitment to Sustainability, page 22 Biodiversity Policy, page 39 Investing In Our Communities, page 40
	Compliance with laws and regulations	GRI 2-27	Ethics and Integrity, page 20 Environmental Stewardship, page 45
General Disclosures: Stakeholder Engagement Energy Management	Approach to stakeholder engagement	GRI 2-29	Stakeholder Engagement, page 26
	Total energy consumed (GJ)	GRI 302-1	Energy Use, page 47
Emissions	Direct (Scope 1) GHG emissions	GRI 305-1	Emissions, page 49
	Energy indirect (Scope 2) GHG emissions	GRI 305-2	Emissions, page 49
	Indirect (Scope 3) GHG emissions	GRI 305-3	Emissions, page 49
Employment	New employee hires and employee turnover	GRI 401-1	A Tenured Workforce, page 53
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GRI 401-2	Employee Wellness & Support, page 57
Employee Health And Safety	Occupational health and safety management system	GRI 403-1 GRI 403-2 GRI 403-5 GRI 403-6 GRI 403-9 GRI 403-10	Occupational Health & Safety, page 56 Skill development, page 54
Diversity And Equal Opportunity	Diversity of governance bodies and employees	GRI 405-1	A Tenured Workforce, page 53
Local Communities	Operations with local community engagement, impact assessments, and development programs	GRI 413-1	Investing In Our Communities, page 40
Anti-Corruption	Communication and training about anti-corruption policies and procedures	GRI 205-2	Ethics and Integrity, page 20 Responsible Procurement, page 37
Anti-Competitive Behavior	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 206-1	Ethics and Integrity, page 20 Responsible Procurement, page 37



PEEKAY STEEL CASTINGS PVT. LTD

Regd. Office & Works: Nallalam, Calicut-673027, Kerala, India,
Tel: +91 495 2421701, 703, 704, 707, Mob: +91 9847403234, Fax: +91 495 2420724
Email: sales@peekaysteels.com, info@peekaysteels.com

Unit II: 4/242, Chinnamaddampalayam, Bilichi Post, Coimbatore-641019, Tamilnadu, India,
Tel: +91 4254 271610, Email: info@pkcbe.co.in, sales@pkcbe.co.in

Unit III: Plot No. 40, IP Gollapuram, Hindupur - 515211, Andrapradesh, India.
Tel: +91 9207515551

Unit IV: Survey No. part of 55 & 58, Bengaluru International Airport Road,
Devanahalli Taluk, Bengaluru- 560300, Karnataka, India,
Tel: +91 80 69046600, Email: fazjad.m@peekaysteels.com