



#engineeringpossibilities™



- Established in 1971.
- **Hydraulic & Pneumatic Linkages (A1)**
- **Electrical Linkages/Connectors (A2)**
- **Rod Ends, Clevis & Ball Joints (A3)**
- **Precision Customized Electromechanical Parts (A4)**
- **Electromechanical Assemblies (A5)**
- Vast production and assembly area of 70,000 square feet.
- Machining Infrastructure of 30 +CNC, VMC, VTL and other associated machinery.







## Managing Director's Message

Sustainability is not a buzz-word, it is an important pre-requisite to derisking the business environment any business functions in. Climate risk is an investment risk. Strategic focus and action on issues that impact ESG are enablers to a sustainable business model ; improving employee morale, energizing stakeholders and enthusing customers.

“Be the Change you wish to SEE”





# Our Sustainability Strategy

## Environmental Sustainability :

At SEE, our strategy to combat climate change and transition to a low-carbon economy involves striving to reduce our carbon footprint. We will take on initiatives to monitor and minimize our impact on the environment, conserving natural resources and responsibly managing waste. Our environmental performance is evaluated based on these efforts to reduce our carbon footprint and minimize our environmental impact.





# Environmental Sustainability:

1. Energy Consumption & GHG Emission: Optimize energy use to enhance cost-effectiveness, productivity, and working conditions at SEE. Reduce greenhouse gas intensity, contribute to sustainability, and minimize energy-related waste through solar power generation.

2. Waste Management: Manage all hazardous waste activities under SEE's control to minimize harm to human health and the environment.

3. Water Management: Prioritize ground-water recharge for effective water resource conservation. **Net ZERO TARGET - 2028**

4. Local and Accidental Pollution: Committed to ensuring minimal environmental impact at SEE

5. Reduce, Reuse, Recycle!



# Environmental Sustainability:

Water fixtures installed to control the flow-rates to utilize the water efficiently.

Solar Panels – Installed 50kW Rooftop Solar plant contributing to 8% of total electricity consumption.

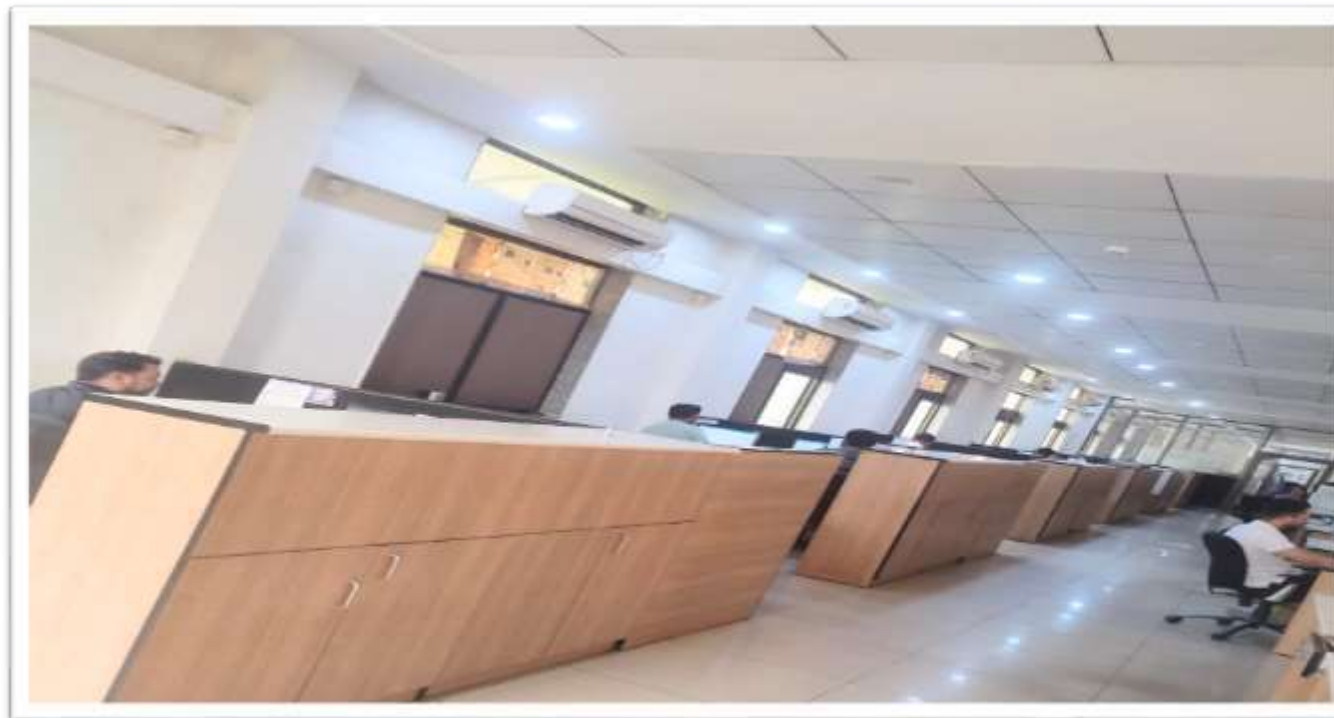
Only PUC certified vehicles are allowed in company premises to ensure gas emissions are under permissible limit.



Energy Efficient DGU Façade – Use of natural lighting resulting in energy efficiency which reduces total energy consumption and restrict heat ingress during summer months. Reduced light pollution from exterior and façade lighting to increase night sky access and enhance nocturnal environment.

All the Lighting designed & installed is the energy efficient & environment friendly - LED Based Solutions only.





# Environmental Sustainability:

Deployment of Light weight Weather Sheds specifically designed to cut glare & Heat from the West.

Ensured connectivity between the interior and exterior environment, by providing good day lighting. - 87% of daylight having more than 60 lux.

Air Quality Testing carried out to ensure the particulate remains within the specified Pollution Control Board Norms. ( $< 100 \mu\text{g}/\text{m}^3$ )

Fresh air ventilation in factory is vital since it has both process heat loads and normal loads. Having adequate fresh air will impact the indoor air conditions and quality. The opening areas in naturally ventilated buildings is more than 4%.





# Environmental Sustainability:

Developed Water Harvesting system with a cumulative capacity of 16,500 litres/hr. to recharge Ground Water. (4 Ground Water recharge wells.)

Using of SPLIT- Unit ACs for Energy management & Localized /spatial usage & to reduce energy waste through Central AC / HVAC Systems



GHG intensity reduced up to 29% in FY 2022-2023.

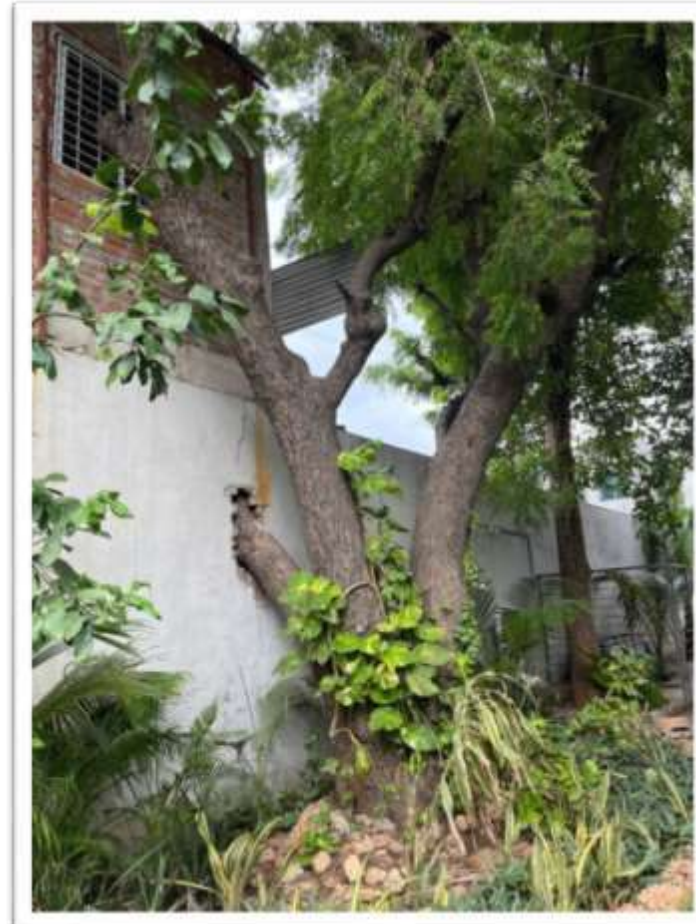
Installed Diesel generator sets which are certified by Central Pollution Control Board (CPCB 2) for emissions and noise compliance to minimize the impact on environment.

Usage of single use plastic has been discontinued.

Separate hazard storage facility to ensure it doesn't contaminate the environment.



# Environmental Sustainability:



Use of Engineered AAC Blocks in the Building & Interiors - Green Material.

Locally available & waste material is used in building i.e. Natural stones in flooring, engineered wood, use of recycled Aluminum, wall murals from waste to encourage the use of salvaged building materials and products to reduce the demand for virgin materials thereby minimizing the impacts associated with extraction and processing of virgin materials.

Construction without disturbing existing trees and the addition of green cover.



# Environmental Sustainability:



Master Planning to retain full green cover and further augment additional greenery/ Tall Vegetation on the West to reduce heat ingress -Upper level Green Court above entrance Porch- Community space on the terrace of the corporate block to add more green on top of the building.

Sparrow conservation - Built 6 nests at various locations in the premises of company.

Composting to return organic matter and nutrients to the soil in a form readily useable to plants.







# Our Sustainability Strategy

## Social Responsibility

A deep commitment to social responsibility is at the core of who we are as a company. We firmly believe that people are at the heart of our business, and we take great pride in fostering an outstanding work culture. Our aim is to be an optimal employer to our workforce and a valued partner to our communities.



# Social Responsibility



1. Labor & Human Rights: Strong commitment to sustainability and social responsibility in our operations.

2. Labor Practices: Assess company policies on labor, including adherence to labor laws, working conditions, working hours, equal opportunity, wages, health and safety, and social dialogue & well-being.

3. Human Rights: Prioritize respect for human rights, prevent discrimination, and promote diversity, equality, and inclusion.

4. Career & Development: Emphasize defined plans for all employees to improve skills for organizational development.

5. Community Engagement (CSR): Evaluate company engagement with local communities, support community development, including preservation and restoration of heritage sites.

6. Education and Healthcare for the Girl Child: Value initiatives providing education and healthcare opportunities for the girl child.





# Social Responsibility

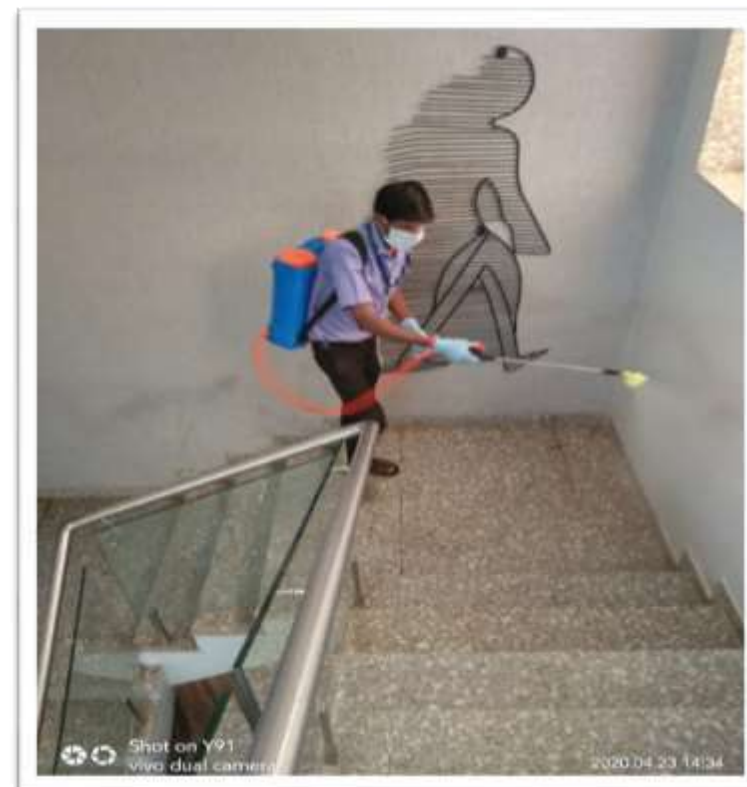


Annual medical check-up of all the employees working in the organization to ensure their well being.

Accidental Insurance coverage for all the employees.

Frequent sanitization of workplace to promote good health.

Fit Feet challenge introduced to encourage employees to stay fit by walking, running and cycling. Rewards & recognition to encourage more participation to promote good health.



Vadodara Marathon - SEE participated in Vadodara Marathon 2023 as a part of fitness drive.

Provided facilities of Library, Garden and common hall for the workmen to minimize work related fatigue.

Entire premises has been declared as 'No Tobacco Zone' to discourage adverse impacts on health & promoting good well being.

Rest rooms have been redesigned to ensure that the factory building is user-friendly for differently abled personnel.



# Social Responsibility

## Savera Project:

Empower future generation, Sponsored education of 50 girl child and paved the way for their dreams to flourish. It will break barriers and provide girls with the tools to build a brighter tomorrow. It is an investment in gender parity, creating a more just and prosperous world.

Investing in our employee's child education is an investment in a brighter collective future, fostering growth and loyalty within our workforce. By providing education aid to appx.72 children of the employees, we empower families and strengthen our commitment to both education and employee well-being.

## Adopted 3 Anganwadis near by Vadodara City:

An Anganwadi is a rural child care center in India. It is a government initiative aimed at providing early childhood education, nutrition, and health services in rural and slum areas.

By adopting three Anganwadi centers, we are shaping a better future for 88 young students. It will uplift the entire community through education and holistic care.







# Our Sustainability Strategy

## Governance

We consider good governance as essential for creating and preserving value for our stakeholders. This involves a strong commitment to corporate governance that complies with all applicable laws, rules, regulations, and policies while unwaveringly adhering to our core values.





# Governance:

1. IT/Data Privacy: Assessing a company's policies and procedures related to data privacy, security, and corporate communication.
2. Integrity & Anti-corruption: policies and procedures related to integrity, bribery, corruption and fraud
3. Fair Practices: Committed to fair practices, including Conflict of Interest avoidance, adherence to the No Gift Policy, and compliance with the prohibition of forced labor, child labor, and human trafficking.
4. Corporate Governance: Building and strengthening transparency and trust within the organization. Employees encouraged to report any malpractices (with evidence) to the management without fear of retaliation through our Whistle Blower program.
5. Code of Conduct & Workplace Guidelines: Our comprehensive guidelines ensure a safe, respectful, and professional working environment for all employees, with a strong emphasis on the prevention of Sexual Harassment (POSH) at the workplace.





# Governance:

Our workforce comprises of 7% of women as of date.

POSH training sessions have been conducted to prevent sexual harassment of employees in the workplace by promoting a safe and respectful work environment.

We prioritize gender pay equality. We believe in compensating employees based on merit, regardless of gender, fostering an environment that values fairness and empowers all individuals.

Company provides, equal employment opportunity & remuneration without discrimination on the basis of age, sex, race, disability, marital status or religion in accordance with applicable local, state and national laws and regulations.

Organization manages employees by involving communication, consistency and mutual respect. Effective team management strategies includes relationship-building and using leadership skills to create a positive work environment that motivates employees to become members of a fully engaged workforce.

We take pride in our diverse workforce that includes individuals from various backgrounds, and 7% from minority groups.



# GHG Intensity Reduction

Sr. No.	Description	Trend of Emissions - Year wise			
		2020 (Baseline)	2021	2022	<u>Target - 2028</u>
1	Financial year (YYYY)				
1.1	Scope 1 (CO2e in MT) (Fuel consumption)	3.76	3.451	6.259	2.444
1.2	Scope 2 (CO2e in MT) (Electricity)	523.0	516.0	509.0	372.0*
1.3	Turnover (USD in thousands)	4,818	6,123	6,625	12,039
2	GHG Intensity (CO2e in MT/USD in thousands)	0.11	0.08	0.08	0.03
2.1	GHG Intensity % reduction	-	22	29	72

\*Scope-2 - reduction of carbon emission in 2028 w.r.t 2020. (excluding installation of new machines & expansion of the facility)



## Target - 2028

Description	FY 21-22	FY 22-23	Baseline - Average (FY 21-22 & FY 22-23)	<b>Target - 2028</b>	Reduction in CO2e (metric tons)
Fuel consumption (DG set) (Scope - 1) (ltrs)	1,376	2,451	1,914	Reduction by 50 % <b>957</b>	2.44
Electricity Power Consumption (Scope - 2) (kWh)	6,89,864	7,16,918	Projected* - 2028 18,39,614	Reduction by 10 % <b>16,59,614</b>	128
Solar Energy generation (kWh)	65,019	64,802	64,911	Increase to 4x <b>2,45,000</b>	-
Hazardous Waste - Cotton (kg)	1,189	1,210	1,200	Reduction by 15 % <b>1,020</b>	0.13
Hazardous Waste - Oil (ltrs)	2,450	2,687	2,569	Reduction by 30 % <b>1,795</b>	0.54
Plastic - Recycled (kg)	-	200	100	Increase to 30x <b>3,000</b>	17.4

\*Projected consumption of electricity is based on addition of 4 new machines every year.





#engineeringpossibilities™

## Target - 2028

Description	FY 21-22	FY 22-23	Baseline - Average (FY 21-22 & FY 22-23)	<u>Target - 2028</u>	Reduction in CO2e (metric tons)
Printing & Stationary Paper A4 Size (boxes) 1 Box =500 pages	700	750	725	Reduction by 90 % <b>72</b>	1.46
Women workforce (nos.)	16	17	16	Increase from 6% to 10% - <b>35</b>	-
Car pooling of total employees (nos.)	-	-	0	Increase to 14% <b>48</b>	-
Encouragement for usage of EV Vehicles (nos.)	-	-	0	Increase to 10% <b>35</b>	-
Packaging from reused wooden boxes (nos.)	-	-	0	Increase to 25% <b>95</b>	-
Air Conditioners with HCFC based refrigerants (nos.)	38	38	38	Reduction by 100 % <b>0</b>	-
Application of high-SRI (Solar Reflective Index) coating system on roof (%)	-	-	0	<b>100 %</b> (* considering solar panel roof top)	-
Ground Water Consumption (kilolitres)	-	4,916	Groundwater Recharge <b>4,204</b>	Reduction by 15 % <b>4,178 (Net Zero)</b>	-