



# **INTEGRA Engineering India Limited**

**“Mobilizing Towards a Better Planet “**

**FY 2022-2023**

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# CEO's Message

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Dear Stake Holders,

It gives me great pride and pleasure to present INTEGRA's sustainability report. Over the past years, we have strengthened our sustainability commitments and demonstrated progress toward our goals, and I am pleased to share our progress with you in this report. We adopt new technologies to continuously improve our processes and reduce our impact on the world around us.

Being a part of a global family of INTEGRA Group companies, INTEGRA Engineering India Ltd is already having a wider awareness regarding sustainable operations. So, INTEGRA Engineering India Ltd is committed to continuously improving the environment, health, and safety of our processes, products, and services.

The SDGs framework is ideally suited for corporates to integrate the goals into their overall business strategies by examining SDGs from a business risk perspective, determining which SDGs are relevant to the company's core business, and identifying the SDGs that are relevant to the company's CSR activities.

Women empowerment, controlling CO<sub>2</sub> emissions, and improved resource management are a few steps and goals toward our path to a sustainable journey. Obtaining certifications like 14001 & 45001 strengthens our stand for the goals.

I invite you to learn more about our sustainability program, progress, and aspirations for the future through this report and our website. We're clear on our purpose as a company and are committed to progress, partnership, and transparency.

I am immensely proud of the dedication and passion of our people to fulfill our purpose each and every day. I would also like to thank our various stakeholders for their engagement and contributions to helping our sustainability vision become a reality. We continue to learn and improve, and this engagement is critical to our success as we work purposefully to deliver our strategy.

We are mobilizing towards a better planet.

Thanks.

Bhavin Kariya

CEO



**Bhavin Kariya**  
CEO

## About INTEGRA Engineering India Limited

INTEGRA Engineering India Limited (INTEGRA) was initially founded in the 1980s and has shown substantial growth during the past years. It is a Bombay Stock Exchange publicly listed company and a subsidiary of Integra Holding AG, Switzerland. Integra Holding AG is a Swiss management holding company with shareholdings in markets across the world.



### REGISTERED OFFICE & WORKS (For Railway Panels and Metro Interiors)

INTEGRA Engineering India Limited.  
Post Box No. 55, HALOL - 389 350,  
Dist. Panchmahals, Gujarat, INDIA

### WORKS (For Railway Controlling Systems)

INTEGRA Engineering India Limited.  
HALOL - Champaner Road, P.O. Chandrapura, Halol  
- 391 520. Dist. Panchmahals, Gujarat, INDIA

INTEGRA Group Companies across the Globe :

**INTEGRA**  
HOLDING

**INTEGRA**  
ENGINEERING

**INTEGRA**  
BIOSCIENCES

**INTEGRA**  
METERING

**INTEGRA**  
IMMOBILIEN

**SIGNAL**  
AN INTEGRA COMPANY

**SITEK**  
AN INTEGRA COMPANY

**AQUAMETRO**  
OIL & MARINE

## Business Overview

INTEGRA provides a range of solutions for the railway industry. Our expertise comprises the design and manufacturing of sheet metal and wiring as well as electro-mechanical solutions. Integra is a trusted partner and manufacturer of components of propulsion systems for locomotives (WAG/WAP – 6000 / 9000/ 12000 HP). We moreover manufacture a broad range of interior parts for the metro and semi-high speed train segments. In addition, INTEGRA is a reputed supplier of railway control systems such as M2M / M2C relays, FACS, and LED Signals.

The available infrastructure and wide range of machinery, as well as the acumen of our highly skilled professional team in design and development, manufacturing, inspection, and testing, make us your reliable partner for rolling stock components. Our clients include OEMs such as Alstom, Siemens Mobility, Medha Servo, CAF Powe & amp; Automation, CG Power, BHEL, Hind Rectifier, and Sepsa Medha for the domestic and export market.

INTEGRA strives for excellence in quality and holds various certifications including manufacturing standards EN 15085 CL-1, DIN 6701, RDSO, IP 65 & 55, CE marking, and Quality Standard ISO 9001:2015, Safety ISO 14001:2015 and occupational health and safety standard ISO 45001:2018.

## Key Financial Figures in MINR: FY 22-23

### Revenue



1216.45

### Order Booking



1248.47

### Order Backlog



523.28

## Business with core values and ethics

Integrity || New Ideas || Team Work || Excellence || Goal Orientation || Reliability || Aspiration

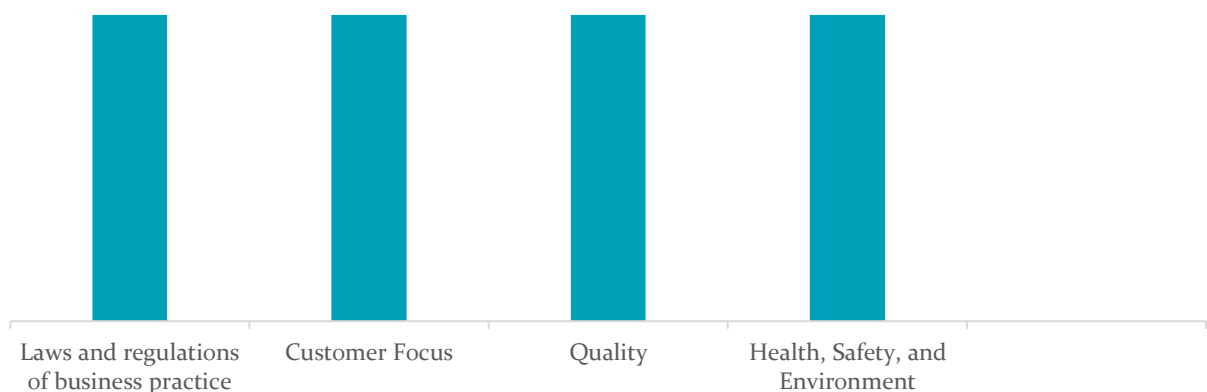
Based on the principles of reliability, accuracy, transparency, and added values, we ensure all stakeholders while respecting the applicable “ Code of Conduct” and Business integrity.

INTEGRA aims to operate in line with our culture as well as relevant laws and regulations applicable from time to time. Our ability to create value is dependent on applying high ethical standards, based on mutual trust to build long-standing relationships with our employees, business partners, and customers.

Our Compliance Officer and Human Resources team are responsible for regular reviews to ensure compliance with the Code of Conduct and further focus on addressing any conflicts of interest.

With a robust and effective code of conduct in place, it has become imperative for all of us to monitor its effectiveness and address all grievances effectively through a “Whistleblower” Policy.

### INTEGRA's Pillars for Strong Mansion of Sustainability



## Certifications

In order to have efficient and effective systems in place, INTEGRA has obtained various certificates.

These certificates include accreditations for Quality management systems, Environmental management systems, and Occupational health and management systems. While to have more control over processes, we have certification for welding – EN 15085-2 Level CL2, Adhesive Bonding Work – DIN 6701, CE marking etc..



## Attentiveness to External Initiatives

Based on our magnitude, global presence, and unique ability, we can devote resources and expertise to solving sustainable challenges. Examples of externally developed principles and initiatives that we support include :

UN Global Compact: From 2021 onwards, INTEGRA has committed to aligning its operations and strategies with the ten principles of the UN Global Compact, which includes areas like human rights, labor, environment, and anti-corruption. The publication of this Sustainability Report is one way we fulfill this commitment.

Transparency through ECOVADIS: INTEGRA continues to engage with numerous frameworks that foster corporate transparency around environmental and social issues. We have also initiated participation in ECOVADIS platforms to convey and strengthen our sustainability initiatives.

## Sustainable Development Goals

INTEGRA Engineering India Ltd is committed to the United Nations Sustainable Development Goals (SDGs). Sustainability 2030 is our approach to sustainability.

Although we value all SDGs we focus on those that are most relevant.

We at INTEGRA are taking strong and dedicated efforts to contribute to SDG in a working culture that directly and indirectly impacts the Environment, Health & Safety of communities and surroundings.



**INTEGRA** Engineering India Ltd is committed to the United Nations Sustainable Development Goals (SDGs). Sustainability 2030 is our approach to sustainability. INTEGRA is acting with full dedication to “Environment”, “Health & Safety”, “Human rights and labor Practices”, “Ethics” & “Supplier Sustainability”.

We have already started our journey towards the 2030 goals. Our actions, targets, and achievements till today are briefly explained in our SDG report.

Through training and awareness programs across all stakeholders, INTEGRA is gearing up to be a frontrunner in this global motive of people-friendly and environment-friendly operations.



Here is a brief pictorial view of our actions and intentions to fulfill the Sustainable Development Goals (SDGs).

From empowering the local youth & students of surrounding rural areas to conducting regular health checkups to enhancing women's employment to Improving water treatment plants to opting for technological innovations to renovating infrastructures of girls' school in neighborhood – INTEGRA is active in various areas to achieve the targeted goals.



## Sustainable Performance

Our employees' creativity and initiative are crucial to achieving flawless operations in the constantly changing business environment and consistently deliver projects in an efficient manner on schedule. At INTEGRA, we work hard to provide a supportive work environment that fosters lifelong learning, advocates inclusivity and equality, and guarantees a safe and healthy workplace.

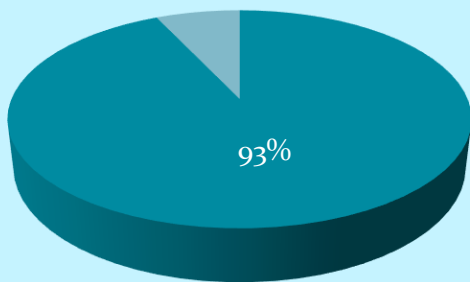
## Integrity & Compliance



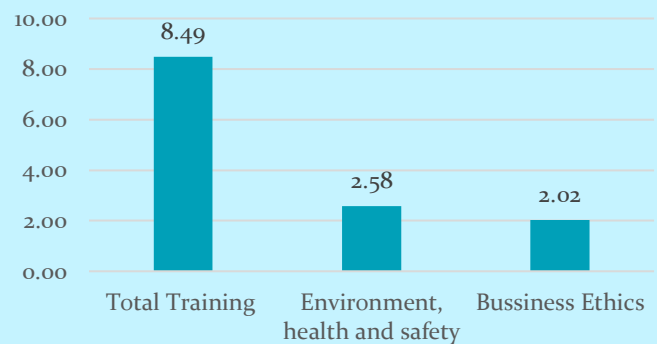
Our Company Operate Zero Tolerance approach focuses on building a strong culture of business ethics and compliance.

Our Employee and Business Code of Conduct ethics Guidelines are conclusive for all employees

Employees trained in Business Conduct Guidelines



Average Training Hours per Employee FY 22-23



## Human Rights & Ethics

We recognize our responsibility in respecting human rights and treating people with dignity and respecting employees as key resource and develop them as assets of the organization.

*Ethics and Human Rights* care are centric to our conviction framework. We recognize our duty in regarding human rights and treating individuals with nobility and respect. We secure the rights of our group individuals by putting in approaches, procedures, and control instruments over our operations, creating effective and compelling moral administration systems. As an organization, we are unequivocally against child work, constrained work, and obligatory work of any kind; we have created an exacting set of approaches and systems to empower the recognizable

proof and disposal of any such conceivable dangers, hence enabling us to construct *ethical Business*.

**HR Policy:** INTEGRA values its employees as a key resource and develops them as assets of the organization. We shall all value our individual abilities and differences and embrace a diversified environment. We shall, both as individuals and as a company, treat all colleagues and employees fairly, and hereby contribute to the sustainable development of the individual and our business.

Our Employee *code of conduct* guides team members in exhibiting ethical and acceptable behavior as required by INTEGRA.

We have zero-tolerance framework for child labor, forced labor, compulsory labor, sexual harassment, or unethical behavior of any type. Our policies which are strategized to protect human rights and build ethical systems, include:

**Grievance Mechanism:** The Company is committed to adhering to the highest standards of ethical, moral, and legal conduct of business operations. To maintain these standards, the Company encourages its employees who have concerns about suspected misconduct, to come forward and express these concerns without fear of punishment or unfair treatment. If any employee has questions or needs guidance or has any issue related to a violation suspected, then they can reach : - The compliance Officer and Human Resources Department.

**Sexual Harassment Policy:** This policy has been formulated keeping in view the provisions under The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013(hereinafter referred to as SHWW Act) and its Rules. The said policy is to define the guidelines and the process to be followed in order to provide protection against sexual harassment of women at the workplace and for the prevention and redressal of complaints of sexual harassment in addition to the matters connected therewith or incidental thereto. For any doubt or further clarification, reference be made to the SHWW Act and its Rules. ICC – Internal Complaint Committee The purpose of this body would be to address the complaints of sexual harassment and assist the victims to protect their dignity in the workplace.

**Whistleblower Policy:** Our whistle-blower approach gives a straightforward, two-way stage for representatives to communicate their concerns or grievances with respect to unsatisfactory, improper, or unethical practices inside INTEGRA. Through this policy, employees are given the opportunity to communicate their concerns without informing their immediate supervisors. Our Compliance officer and HR department is dependable for observing, accepting and recording complaints that are : -

Ethics Dashboard FY 22-23	
Total Number of Whistle Blowing Cases	0
Total Number of Incidents of Corruption and Bribery	0
Total Number of Incidents of Sexual Harassment recorded under ICC	0
Total Number of Incidents of Discrimination during the reporting period	0
Total Number of Child / Force Labour Cases	0
Total Number of Human Trafficking Cases	0

### Fulfilling Our Human Capital

We cultivate a culture of greatness inside the organization by advertising a fabulous benefits bundle to our group of individuals. With a firm conviction in recognizing a person's capabilities, our rewards program incorporates perspectives such as competitive pay bundles, and advantage programs as well as advantages.

Our benefits motivation could be a major portion of our individual management methodology, profitable to both our commerce development, as well as the development of our group individuals. The motivation makes a difference in expanding worker maintenance and diminishing turnover rates, moreover, moving forward the quality of work given by our group.

#### **Our benefits bundle comprises the following key focus components.**

**Medical Benefits Scheme :** ( Group Medclaim Policy & Group Accident Policy ) - The scheme covers all INTEGRA Employees,

**Maternity Scheme:** To provide full support to our women team members, we offer maternity benefits (6-month leave) as per the Maternity benefit act 1961.

**Paternity Scheme:** One day of Paternity leave will be given to male employees subject to a maximum of up to two children.

**Long Service Award:** Employees completing 5 or 10 years of service be presented with awards by Management followed by 5000 INR for 5 Years & 10,000 INR for 10 Years.

**Attendance Awards:** Employee who has full attendance of twelve months in a calendar year i.e., with any Casual Leave, Sick leave and Privilege Leave not exceeding ten days would be eligible for management award of Rs. 5,000/-



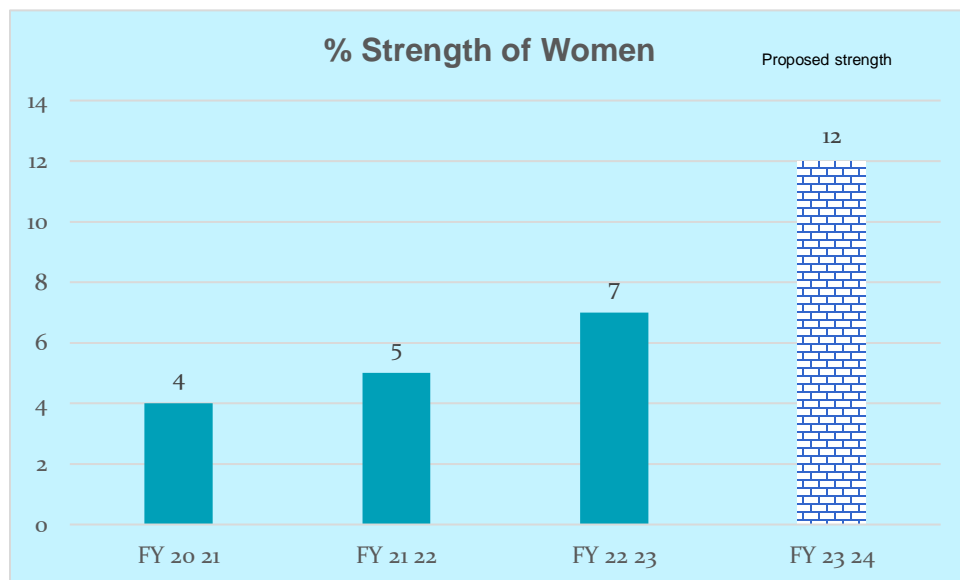
**EHS Safety Recognition Award:** This award honors suppliers who have excelled in developing and supporting the working environment, health, and safety culture.

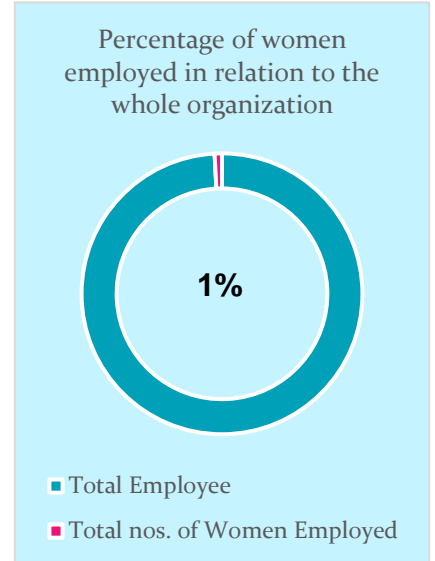
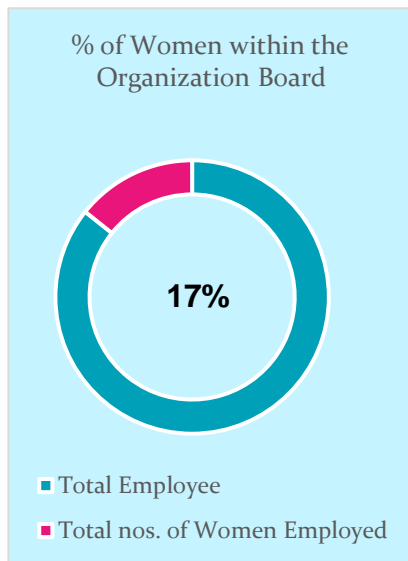
Monitoring working conditions, and fostering industrial harmony through infrastructure for health, labor relations, and insurance against disease and accidents are all part of INTEGRA's commitment to the welfare of its employees.

- We foster a healthy work environment by improving the physical and emotional health of employees.
- When needed, we offer loans to employees.
- Coverage in Employees' Provident Fund Scheme.
- Payment of Bonus.
- Payment of gratuity.
- First aid appliances & occupational health center ( OHC ) with paramedical staff availability in working shifts and visit of Doctor every week & availability of Emergency Vehicle.
- Medi-claim Insurance Scheme & Personal Health Care (Regular medical check-ups).



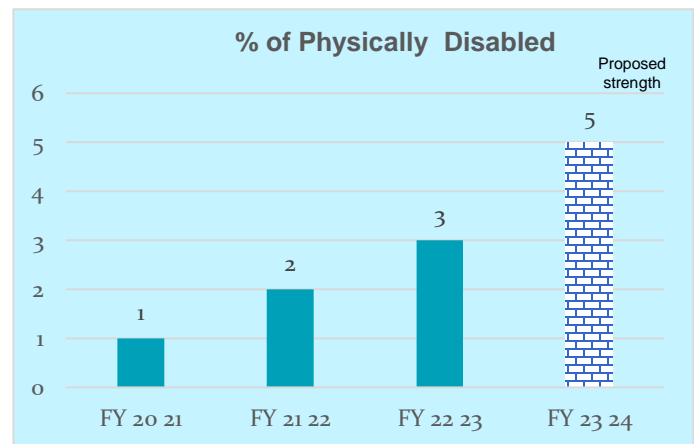
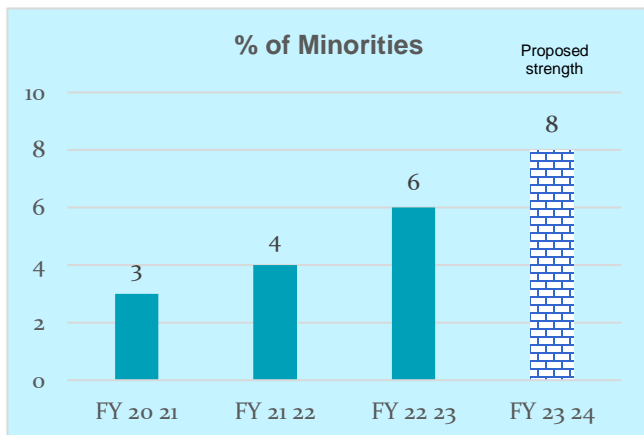
- Suggestion scheme and awards.
- Subsidize Hygiene Food facilities.
- Adequate Latrines and Urinals and Safe hygienic drinking water.
- Employee Assistance Programs & knowledge upgradation and enhancement: Various assistance programs are arranged like external counseling services so that employees or members can get counseling on various matters spoken English & personality development course and certificate courses. etc.
- Free transportation facility for employees in all shifts.
- Productivity-linked incentive schemes for all employees
- Uniform, Safety shoes, subsidize helmets to employees.
- Arrangement of Annual Day celebration, Festival celebrations, Sport Day celebrations ( INTEGRA Premium League ) Volley Ball league, and Employee Birthday celebration.





**Average unadjusted Gender pay gap = Rs. - 38.09**

The pay gap is higher on female side because the quantum of workmen is more in male gender and the female employees are in staff / managerial cadre, getting higher pay.

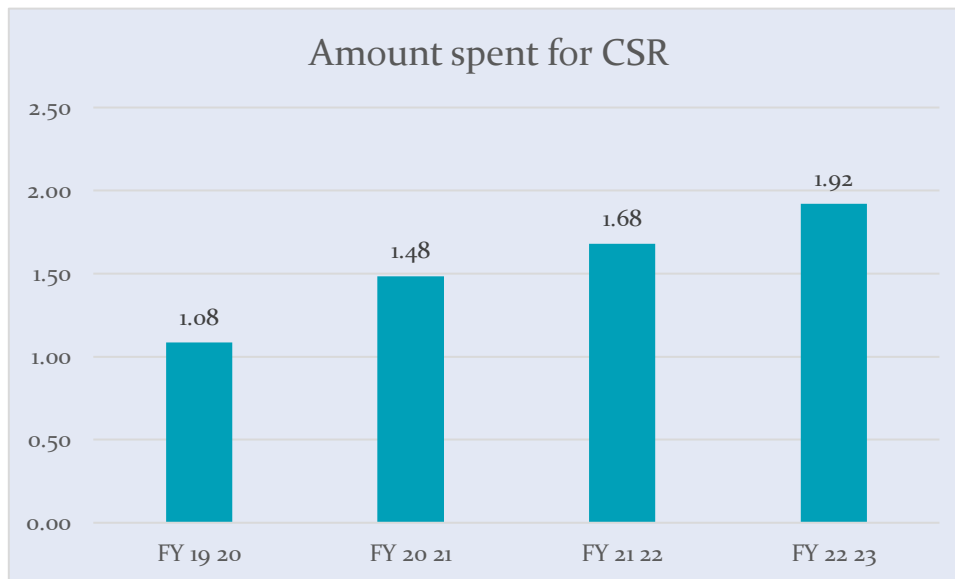


## Societal engagement

The company do hereby believe in giving back to society and ensuring its surroundings are benefited through Corporate Social Responsibility (CSR) activities as mentioned in the Companies Act, 2013.

Compliance with acts, rules, and regulations is done in true spirit by the people working in the company. Categorically Schedule VII of the Companies Act, 2013 elaborates the list of activities that can be considered as CSR, but the company has been specifically prioritizing on:

(i) Eradicating hunger, poverty, and malnutrition, promoting health care including preventive health care and sanitation including contribution to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water and (ii) Promoting education, including special education and employment enhancing vocation skills, especially among children, women, elderly, and the differently abled and livelihood enhancement projects.







**Some of our Societal engagements**

## Water Treatment Plants

Our sustainable waste management plan includes effluent management as a key component. In line with our mission to create a water-positive business, we make a persistent effort to reduce effluents and increase recycling and reusing at our facilities.

### ETP (Effluent Treatment Plant)

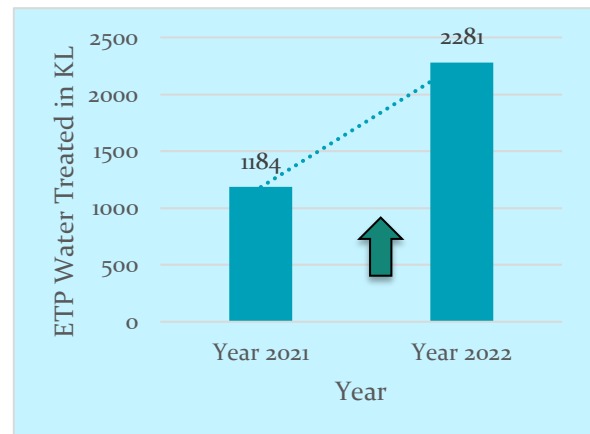
To identify weaknesses in the system, we continuously monitor, assess, and manage our effluent performance. We have lessened the impact of our effluent on nearby water resources. For the purpose of treating the wastewater produced at our operations, we have an internal effluent treatment plant (ETP). After being generated by the ETP, the biological and chemical sludge is then disposed of in authorized landfills. (M/s BEIL infrastructure Limited (formerly known as Bharuch Enviro infrastructure Limited)).

The capacity of our ETP is 7000 KL/Year

We have treated 2281 KL in year 2022 of Effluent and discharged it into a common Effluent Treatment Facility which was 52 % higher than the previous year 2021 with treated effluent quantity of 1184 KL



**New ETP Plant Installed in Year 2022**



### **STP (Sewage Treatment Plant)**

Similarly, sewage waste water is treated by fully automatic Sewage Treatment Plant. This wastewater is reused in our industrial process and gardening ,This led to a reduction in water consumption of 689 KL in 2022.



All the parameters of treated water are maintained, monitored and measured regularly to comply with all the statutory norms laid down by the Pollution control Authorities ( GPCB ). Level of all the possible pollutants ( COD, BOD, TDS, Sulphates, chlorides, fluoride, etc... ) are maintained below permissible limits by proper treatment of waste waters ( both Industrial as well as domestic ) An additional, special test of Fecal coliform is performed regularly to check the suitability of treated water for other living beings (frogs, fish, etc.. )

### **Water Conservation – Milestone Achiever**

To promote sustainable management of water and harness the power of rain, we have initiated rainwater harvesting water wells.

#### **Advantages of Rain harvesting**

- Increase water Bed level.
- Improves the quality and quantity of groundwater.
- Reduces Flooding and Erosion.
- Harvesting rainwater can help the environment in several ways.
- Reduces Water Loads
- Reduces Demand on Ground Water.
- Can Improve Plant Growth





### **Rain water Harvesting**

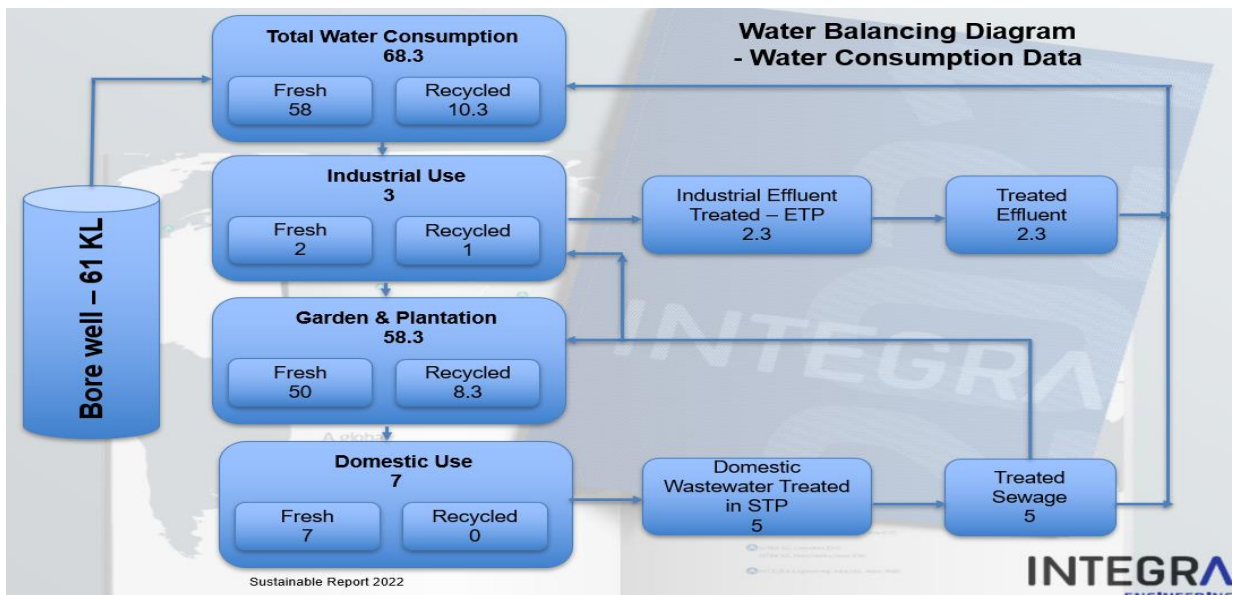
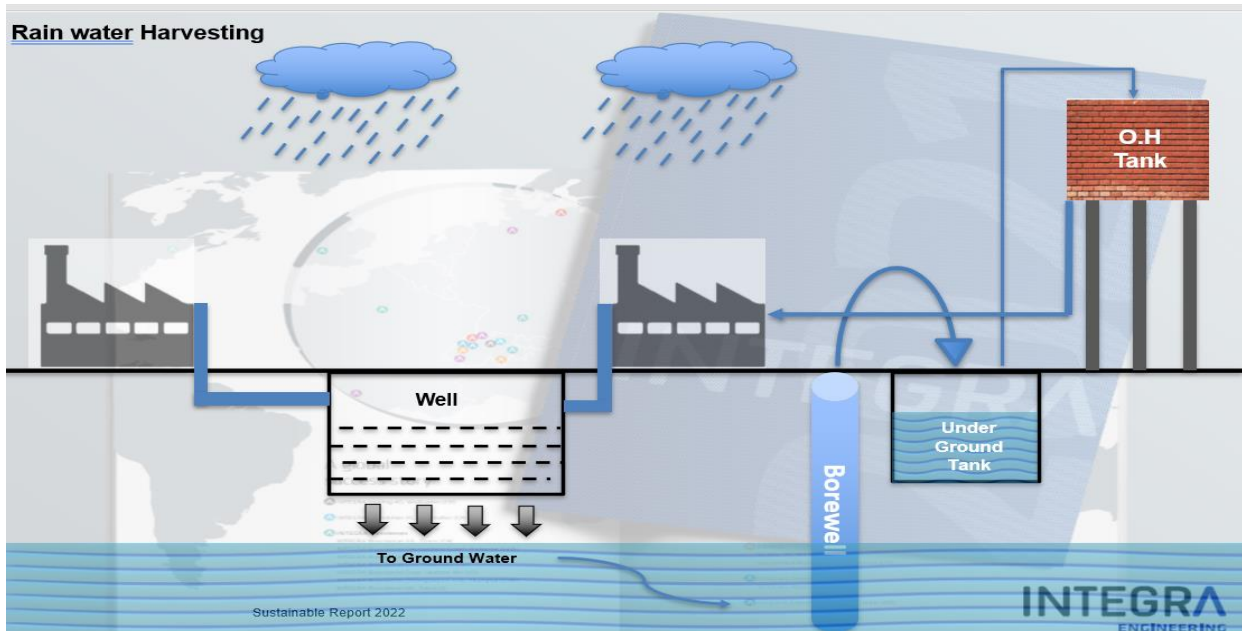
As per the Ground Water brochure of Panchmahal district, Govt. of India, Ministry of Water Resources, Central Ground Water Board, West Central Region, Ahmedabad (April 2014) from CGWB website, net utilizable Recharge in Halol taluka is 67.38 MCM/Yr. & gross ground water draft is 28.22 MCM/Yr. leaving groundwater balance for future development to be only 39.16 MCM/Yr. The level of groundwater development in Halol Taluka as a whole is 44.09% (<70%) showing sufficient groundwater potential that still needs to get recharged by fresh rainwater looking to the future. As a result, the taluka as a whole now falls in Safe Zone

Even though the site is in safe zone recharge is being practiced by recharging in 1 No of the Recharge Structure.

Estimation of Quantum of runoff available through Rainwater harvesting (within premises) sheet					
Sr No	Particulars	Area (Sqm) (To be filled)	Rain fall (m) (To be filled)	Runoff Coefficient*	Quantum of Run off available (Cum/Year)
	1	2	3	4	5 (2*3*4)
1	Roof Top of building/Shed/	19025.6	0.908	0.85	14683.96
2	Road/Paved area	5179.628	0.908	0.65	3057.016
3	Open Land	31790.46	0.908	0.2	5773.148
4	Green Belt	19406	0.908	0.15	2643.097
5	Total (sqm)	75401.688		Total Quantum of available runoff (cum/y)	26157
* Ref: Manual of Artificial Recharge of Ground Water, (CGWB,2007)					

1	Total Quantum of available runoff	26157
2	Total Rainy Days	35
3	Recharge Rate of rainwater infiltration (m <sup>3</sup> /day)	389.63
4	Recharge Rate of rainwater infiltration (LPS)	4.5
5	Recharge through 1 No of Borewell / Year	13,607

## Water : Harvesting, preserving, and utilizing



## Environment, Health & Safety

INTEGRA is mobilizing a complete awareness for environmental preservation among its employees as well as all stakeholders. Continuously analyzing, understanding, and reducing the environmental impact of its operation is one of the strings of objectives of the company.

Striving for operational and environmental excellence for sustainable operations, Integra has set “SMART” objectives. With regular environmental monitoring and a strong drive for training and more and more professionals in EHS awareness, INTEGRA is becoming more and more committed to its Environmental goals. “ Safety is our first priority “Is our commitment statement for providing a safe and healthy workplace across all operations and locations.

We ensure that every task, job or assignment is performed in a safe manner. Implementation of an Effective safety system is extended to all stakeholders ( Contractors, Suppliers, Customers...) working at our premises, and also, we encourage our suppliers to establish safety management at their premises.

Obtaining ISO 45001 certification has strengthened INTEGRA’s approach towards EHS

Safety Dash Board	Year 22-23
Near Miss	73
First Aid Cases	12
Lost Time Injury ( LTI ) Frequency Rate	0
Lost Time Injury ( LTI ) Service Rate	0
Number of Employees trained	576
Training Hours	2.58

For both employees and contractors, INTEGRA maintains a high priority on health and safety. Integra has reached the landmark of ZERO reportable accidents by continuously conducting awareness seminars, training programs, motivational activities, and an improved induction training program for visitors and newcomers.

“ Safety is our first priority “Is our commitment statement to providing a safe and healthy workplace across all operations and locations.

- Environment, health and safety management system certified to ISO 45001 strengthened INTEGRA’s approach towards EHS
- The main approach we take to employee health and safety is prevention.
- Across the organization, a strong Zero Harm culture promotes responsible health and safety practices.
- Providing a safe and healthy working environment for all employees, partners, contractors, and suppliers is one of our key objectives. Having a sound occupational health and safety (OHS) approach is also vital to achieving the two SDGs

## **Waste Management**

Waste management is a very responsible component. we have developed a robust waste management system to meet the sustainability challenges.

Waste Reduction is a key aspect of our Business value chain. Following the concepts of “ Reduce, Reuse, and Recycle “, we go beyond compliance in ensuring effective waste management. The waste generated from our facilities is well within the permissible limits required by local, regional, and national norms.

Our waste management strategy includes collection, segregation, management, and Disposal of the waste, for that we have availed a trusted experience partner who compiles all legal norms and contributes towards a sustainable environment.

Every Month we receive a certificate from “ Recycling Hub Compliance and Services “ for our contribution toward a cleaner and greener environment by saving the Number of Trees, Gallons of Oil, Hours of Electricity, and Gallons of water.





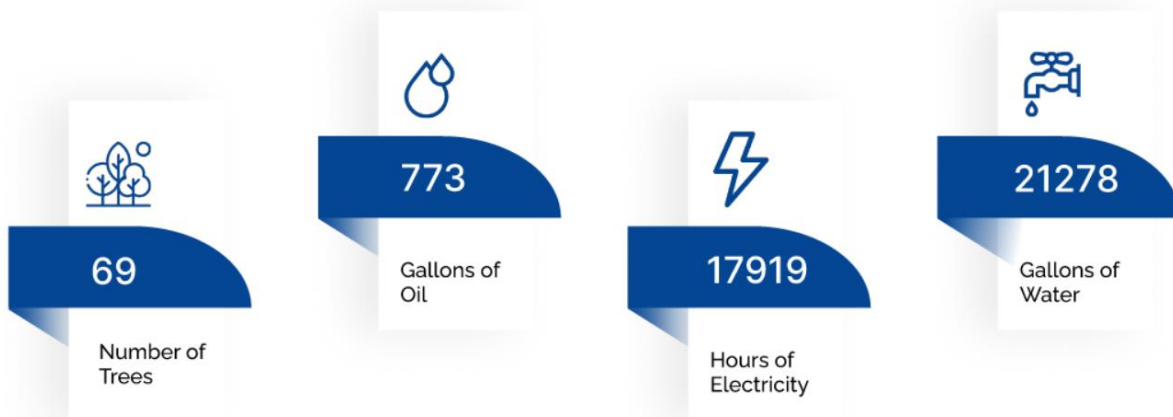
Both hazardous and non-hazardous waste are handled diligently and responsibly at INTEGRA, we continually report on waste and spills as mandated by ISO 14001 and ISO 45001. Periodic internal and external assessments are conducted to ensure compliance with applicable regulations

#### **Our waste management measures –**

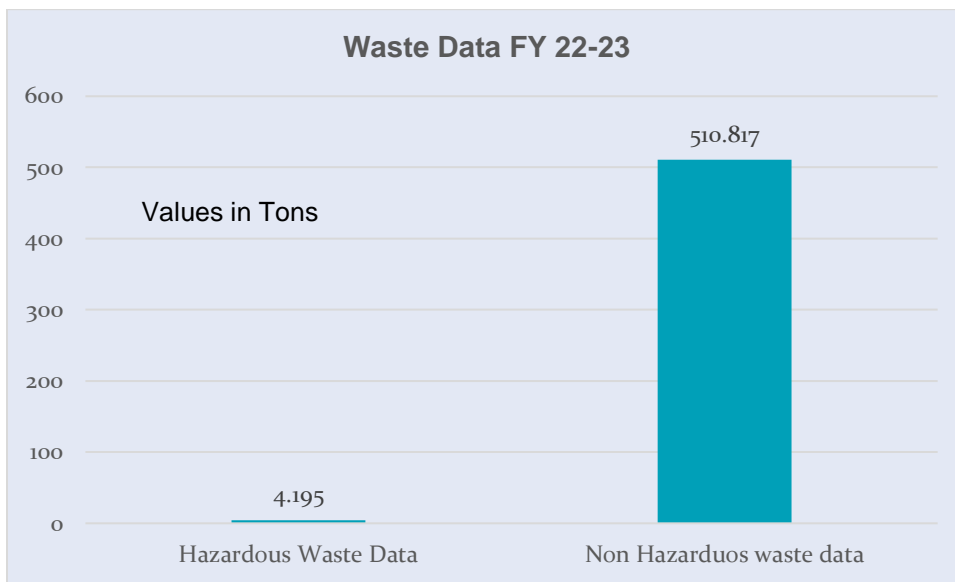
- Hazardous waste – such as used oil, oil-soaked cotton waste, used chemical/paint/oil containers, batteries, paint residues, and ETP sludge – is disposed of through Government-approved recyclers/re-refiners/re-processors. - Hazardous waste is transported as per the statutory requirements.
- Electronic waste (e-waste) is disposed of through authorized vendors as per the statutory requirements.
- Biomedical waste generated at dispensaries and health centers is disposed of as per statutory requirements, and responsible disposal is ensured.

*"Fact and Figures – Environmental Saving – A Continuous Journey"*

Conserved By Us...



Data are given by M/s Aztec recycling hub Pvt Ltd against hazardous waste recycled in FY 22 – 23.



**100% of Recycle of Hazardous Waste**

## Key Result achievement indicators FY 22-23 on SDGs

### 1. Atmospheric pollutants and other environmental nuisances

- A. Reduction in GHG emissions
- B. Mitigation of effects of GHG emissions
- C. Reduction in carbon emissions
- D. Reduction/Prevention in noise & vibrations
- E. Reduction in dust
- F. Preventive measures and monitoring the pollutants



#### ➤ Reduction in GHG emissions

INTEGRA is providing Environment Management Solutions to Reduce GHG-Carbon emissions and their subsequence effects.

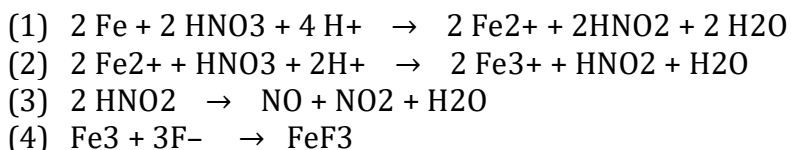
The adverse manifestations of global warming are becoming undeniably apparent in many ways in different places around the globe. So curtailing greenhouse gas emissions has become an urgent concern.

Why: Greenhouse gases trap heat and make the planet warmer. Human activities are responsible for almost all the increase in greenhouse gases in the atmosphere over the last more than 150 years.

INTEGRA is having an acid pickling plant with nitric and hydrofluoric acid, for stainless steel products.

Nitric acid is an oxidizing acid by itself not being suitable to pickle stainless steel – it is used in combination with hydrofluoric acid. This combination allows good control

of pickling rates by varying the ratio of the two acids. The nitric acid dissolves oxides and metal from the surface, while the hydrofluoric acid forms stable complexes with the metal ions as per the following equation.



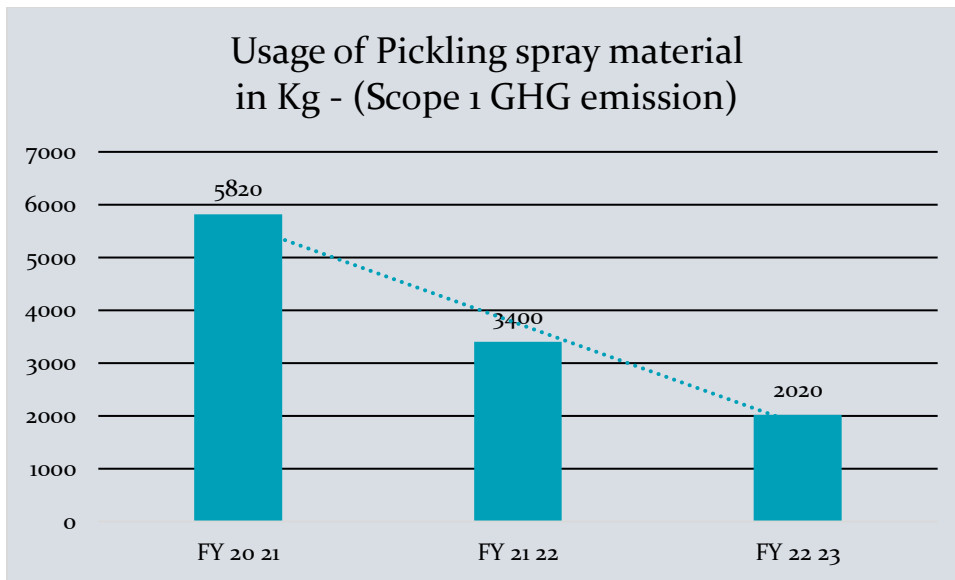
The Fe and Cr are dissolved by the nitric acid from steel's surface. In the next step, metals are oxidized from two valent to three valent states.

In this way, parts of the acids are transformed into chromium-, nickel- and iron salts during the pickling process. After pickling the acid needs to be disposed of leaving behind hazardous waste.

In 2020 INTEGRA opted for doing acid- pickling process by dipping the products in tanks instead of using the spray method. So, by use of appropriate substitutes & less hazardous substances in tanks instead of spray we have got a substantial reduction in fumes of HNO<sub>3</sub> & HF acids. These fumes may contain NO<sub>x</sub> or GHG.

There are obvious benefits of dipping over the spray method.

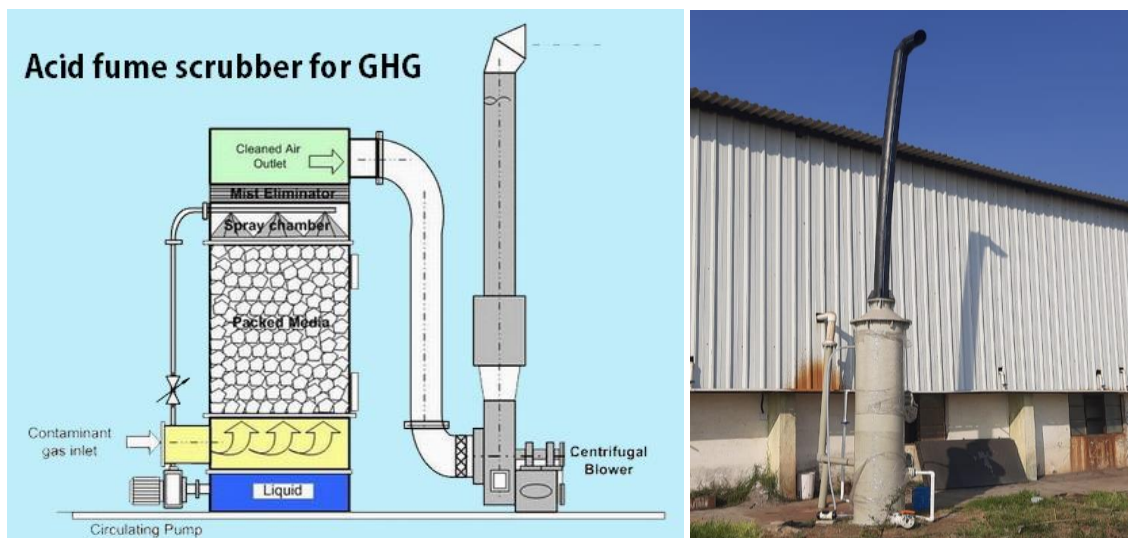
Sr No	Spray pickling	Dipping pickling	Benefits
1	Improper use of material leading to waster	Proper use and application	Saving of chemical
2	Heavy generation of toxic fumes	Very less generation of toxic fumes	Less hazard to operator
3	No proper mechanism is possible to extract hazardous fumes	Can use proper mechanism to scrub hazardous fumes	Scrubber use to mitigate atmosphere contamination
4	Water contamination with highly acidic chemicals up to 2 pH	Less Acid contamination up to 4 pH	Improve Biodiversity
5	Excessive quantity of wastewater	Very less quantity of wastewater	Improved Biodiversity



INTEGRA's GHG emissions target is "ZERO" by the year 2030, by completely switching over to dipping pickling from spray pickling.

#### ➤ Mitigation of effects of GHG emissions

Being vigilant about the adverse effects of Greenhouse gases, INTEGRA has actively taken actions to curb the emission of fumes of Hydro Fluoric acid and Nitric acid by installing a scrubber.



The scrubber for acid pickling fumes and VOC, SO<sub>2</sub>, and NO<sub>x</sub> is custom-designed to provide removal efficiencies up to 95%.

## ➤ Reduction of CO<sub>2</sub> ( carbon )emission

Diesel Forklift to Electric Forklift: Switching over to Electrical Forklift has been INTEGRA's one more step towards battling the demon of carbon emission. After using a Diesel forklift for several years, Integra opted for 3 tons Electric forklift in 2020 and then one more EV forklift in December 2022 for its material handling requirements.

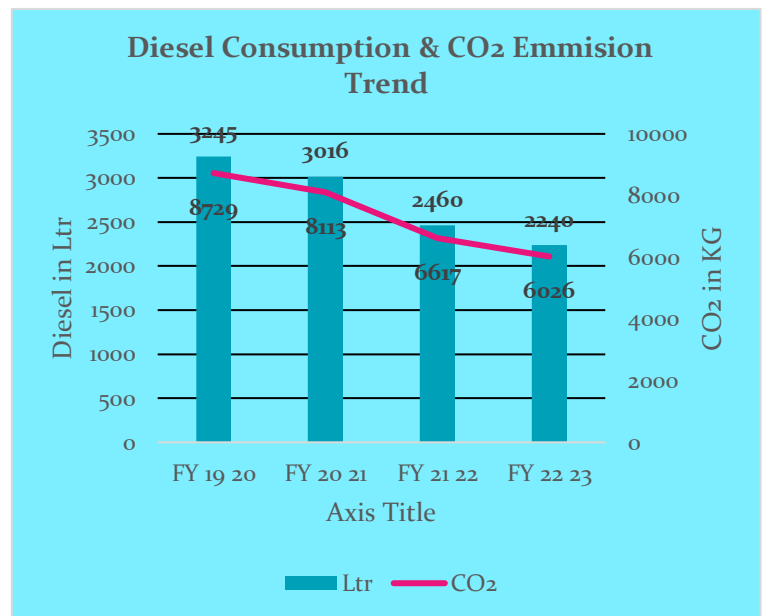
*One Liter of diesel fuel emits 2.69 Kg of CO<sub>2</sub> when combusted*

Diesel Forklift



As per a study, The CO<sub>2</sub> emissions of a diesel forklift truck over five years is approximately 36 tons. Over the same time period, an electrical forklift will emit only 0.99 tons of CO<sub>2</sub> – a huge difference.

EV Forklift



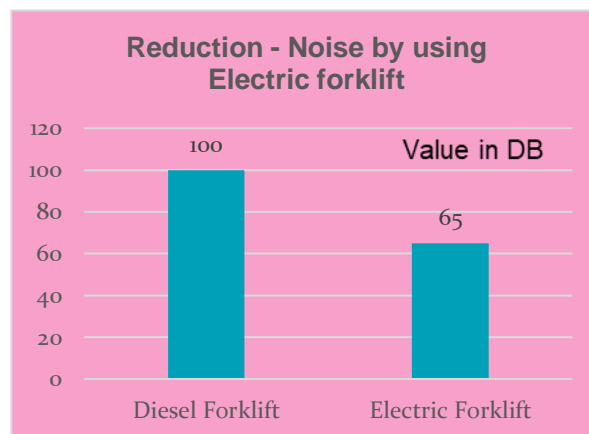
***INTEGRA's CO<sub>2</sub> emissions target is : "ZERO" by 2030***

### ➤ Reduction/Prevention of noise & vibrations

Sound is what the human ear hears; noise is simply an unwanted sound ( physical stress ). Sound is produced by vibrating objects and reaches the listener's ear as pressure waves in the air or other media. Sound is technically a variation in pressure in the region adjacent to the ear. When the amount of sound becomes uncomfortable or annoying or stressful, it means that the variations in air pressure near the ear have reached too high an amplitude. The human ear has such a wide dynamic range that the decibel (dB) scale was devised to express sound levels. The dB scale is logarithmic because the ratio between the softest sound the ear can detect and the loudest sound it can experience without damage is roughly a million to one or 1:106. By using a base-10

#### a) Using Electric forklift.

Apart from the carbon emission, continual awareness for curbing workplace hazards has also made us take decisions for EV forklift options. Workplace noise is another concern in industries and the significant reduction in noise levels by using EVs is giving our workmen a clearer, cozier and more peaceful environment to work within. ( Average Noise level of a diesel forklift is 100dB, while that of an Electric forklift is less than 65 dB )



It is not only noise, but the vibration that the driver is dealing with is also a concern. And as per research, there is a drop in vibration exposure by 60% and a drop in noise levels by 11% vis-à-vis, a Diesel Forklift, and an Electric Forklift. This reduction in noise, dust, and vibrations has meant that operators are now working in a safer environment as they are able to hear what's going on much more clearly.

#### b) Noise reduction in generators, compressors, and machinery

Like many types of rotating machinery, engine-powered generator, and air compressors produce noise and vibrations and act as generation sources for noise.

### **Noise reduction in Generators :**

Sources of generator set noise :

- Engine noise – This is mainly caused by mechanical and combustion forces and typically ranges from 100 dB(A) to 121 dB(A), measured at one meter, depending on the size of the engine.
  - Cooling fan noise – This results from the sound of air being moved at high speed across the engine and through the radiator. Its level ranges from 100 dB(A) to 105 (A) dB at one meter.
  - Alternator noise – This is caused by cooling air and brush friction and ranges from approximately 80 dB(A) to 90 dB(A) at one meter.
  - Induction noise – This is caused by fluctuations in current in the alternator windings that give rise to mechanical noise that ranges from 80 dB(A) to 90 dB(A) at one meter.
  - Engine exhaust – Without an exhaust silencer, this ranges from 120 dB(A) to 130 dB(A) or more and is usually reduced by a minimum of 15 dB(A) with a standard silencer.
  - Structural/mechanical noise – This is caused by mechanical vibration of various structural parameters.
- INTEGRA is using the DG set ( Sudhir Cummins ). which uses following sound attenuation techniques to reduce generator noise :



Noiseless Generator

- A. reduce the sound level of the source;
- B. use acoustic barriers
- C. use acoustic insulation
- D. use isolation mounts
- E. use cooling air attenuation
- F. use exhaust silencers



### **Noise reduction in Air Compressors :**

The screw compressors INTEGRA is using ( Kaeser ) are equipped with sound insulation Panels lined with laminated mineral wool. Due to this, the sound generated by the rotary mechanics is restricted and absorbed in the enclosures only.

While the vibrations are dampened by Double insulated anti-vibration machine mounts using rubber-bonded metal elements.

Location of DG sets and Compressors to mitigate the effects of noise generation:

Even after considerable noise attenuation for DG sets and Air compressors, INTEGRA has taken additional measures to isolate the noise-generating mechanism from the main workplace.

The DG set is located away from the shopfloor and the air compressors are kept inside dedicated rooms so the noise does not reach the workplace surroundings.

Noise reduction in Machinery through effective and timely maintenance:

The Turret punching machine from Amada is one of the major noise generation machines.

Regular calibration of tools and periodic maintenance as per FM/11 and FM/11A, of moving and reciprocating parts like: rotary turret, hammer, indexing device, etc contribute to the reduction in the noise generation.

### **➤ Reduction in Physical stress**

INTEGRA has implemented various ergonomic solutions to reduce human efforts and stress at work place. Major steps in this direction are :

- A. Providing work benches to welding operators - Having more than 75 welding stations. INTEGRA decided to facilitate the welders with more comfortable set up for their work to reduce.
- B. Automatic arrival retrieval system ( V-Store ) is a solutions for those working in stores department. INTEGRA has to such V store to reduced material handling time and physical stress of store personnel

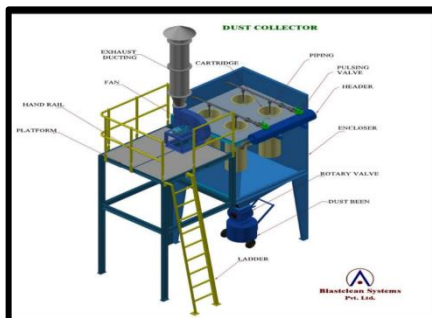


Ergonomic solutions for stress relieving at Workplaces

### ➤ Reduction in dust

Dust emitting from paint process can be a toxic air pollutant at sufficient concentrations, for sufficient durations which can lead to serious health effects. By implementing pollution prevention safeguards, INTEGRA takes care of the health of employees, customers, and other stakeholders by using materials, processes, or practices that can reduce or eliminate air pollution at the source. Pollution prevention practices also save money on waste disposal, materials usage, and the cost of air pollution controls.

Dust Collectors: Cyclone dust collectors are installed in paint preparation booths & Powder coating booths, where the dust is collected to prevent air contamination.



INTEGRA also uses a localized dust collector for online extraction of the remnants of paint dust. This device is efficient and takes care of the health of grinding and painting operators who are exposed to the dust.

➤ **Preventive measures and monitoring the pollutants**

By performing regular preventive maintenance of DG sets, Forklifts, Compressors, punching machines as per schedule (Annex/ 11), INTEGRA demonstrates its vigilance towards controlling the environment pollutants.

While curbing and controlling the pollutant emission, INTEGRA monitors and measures all such pollutants regularly.

**Key Result achievement indicators FY 22-23 on SDGs**

**2. Biodiversity & Waste Management**

- A. Tree plantation
- B. Energy conservation
- C. Reduction in air-water contamination at generation level
- D. Reuse of waste material



Mankind has no right to make other species extinct or encroach in their comfort and well being.

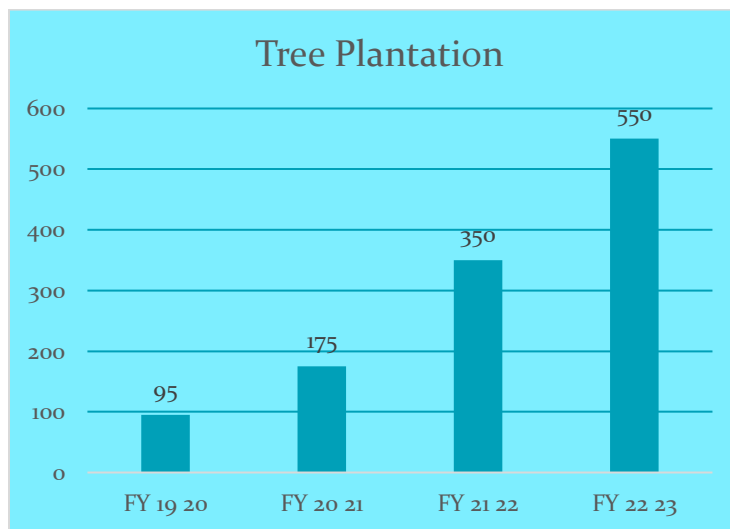
To adequately preserve the ecosystem and achieve a harmonized society with nature so that we may continue to enjoy nature's benefits, we have established targets to minimize our impact on natural capital as part of our long-term environmental targets.

We classify the emission of greenhouse gases and chemical substances into the atmosphere and the generation of waste materials in the course of our business activities as negative impact activities. Providing products and services that contribute to ecosystem preservation and undertaking activities to preserve biodiversity and ecosystems are categorized as positive impact activities. We are working to quantify and minimize the gap between positive and negative impacts by 2050.

#### ➤ **Tree plantation**

Trees represent life, growth, peace and nature. They produce oxygen, clean soil, prevent drought, control flood related disasters, prevent soil erosion, improve physiological, mental and spiritual health, and also reduce carbon footprints. Keeping this in mind we give priority to this case.

### **"MY EARTH – MY DUTY"**



#### **Key Advantages of Tree Plantation**

- Rise in Oxygen level
- Increase in the forest cover
- Biodiversity growth
- Absorption of CO<sub>2</sub> and other toxic gases
- Reduction of soil erosion
- Increase in the groundwater level

*“Trees are my guru. They continue to give unconditionally even when you pelt them with stones to take their fruit, and even if you cut them down. Trees give life. Let’s reciprocate that. Plant more trees.”* This philosophy by India’s former President and renowned scientist, Dr. Abdul Kalam is successfully adopted by INTEGRA.

#### **Tree Plantation gallery**



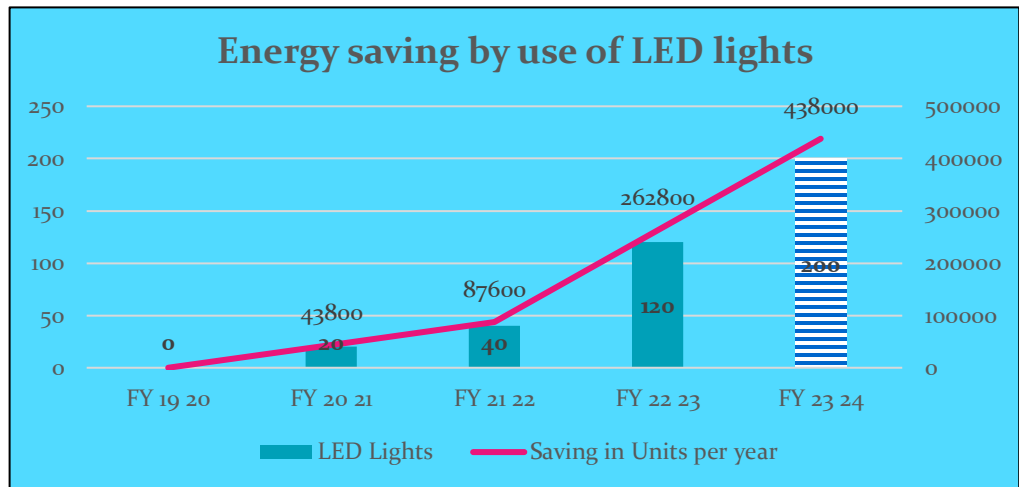
#### **➤ Energy conservation**

Environmental protection is directly proportionate to Energy conservation practices. Hence INTEGRA thrives to contribute extensively in this regard.

Due to development and growth, it becomes increasingly challenging to cope with the balance of energy consumption vis-à-vis conservation.

INTEGRA plans and implements the measures and monitors the effectiveness of the steps.

- a) Use of LED lights :Having a total of 19000 sq. mtr of workplace area, and 75000 sq. mtr of total area, illumination is a big challenge for INTEGRA. Replacing conventional overhead flood lights with LED lights in a phased manner, significant energy saving is achieved. This is achieved by achieving improvement in the LUX level in any area.



- b) Renewable energy (Solar rooftop): The next big step is replacing the total energy requirement of plants with renewable energy. INTEGRA has applied for approximately 650 kVA of rooftop Solar systems. This value is INTEGRA's actual projected demand, which suffices that the operations will be solely on renewable ( Solar ) energy eradicating the need for conventional energy.
- c) Using the latest technology: Retrofitting old machinery with new technology reaps multiple benefits, viz increase in productivity, quality, and saving of energy. INTEGRA retrofitted the old NC machine with new technology saving energy and thus, operation costs. Similarly opting for welding machines that drag less power for the same productivity is a successful step towards energy conservation.





d) Batch size optimization for Powder coating: Pipe natural gas (PNG) is used in ovens for powder coating and paint baking processes for baking processed parts. For efficient use of gas, we have started larger batch production and optimized the usage of gas, thus saving the energy.

e) Awareness program: Apart from taking such regular major steps, INTEGRA conducts awareness programs for educating the employees to save energy by switching the power off for air conditioners, lights, fans, etc when not in use, switching off the hydraulic motors of machines when not in use.

➤ Reduction in air-water contamination at generation level

In 2020 INTEGRA opted for doing acid- pickling process by dipping the products in tanks instead of using the spray method. This has resulted in a substantial reduction in wastewater/contaminated water.

INTEGRA purchased new spray paint booth systems in August 2022, with dry filter technology. Now there is no contamination of water because of paint process & Saving of water and reduction in Hazardous waste by using dry filter technology. Also the paint booth is designed in such a way that the stck wont pollute the air due to the efficient blowing system.



**New Spray paint booth with dry filter technology  
( Zero water contamination )**

Saving of water and reduction in Hazardous waste by using dry filter technology with less pollutants in air.

➤ Reduction in Air Contamination.

Dust Collectors: Cyclone dust collectors are installed in paint preparation booths & Powder coating booths, where the dust is collected to prevent air contamination.

INTEGRA also uses a localized dust collector for online extraction of the remnants of paint dust. This device is efficient and takes care of the health of grinding and painting operators who are exposed to the dust.

➤ Wastewater management

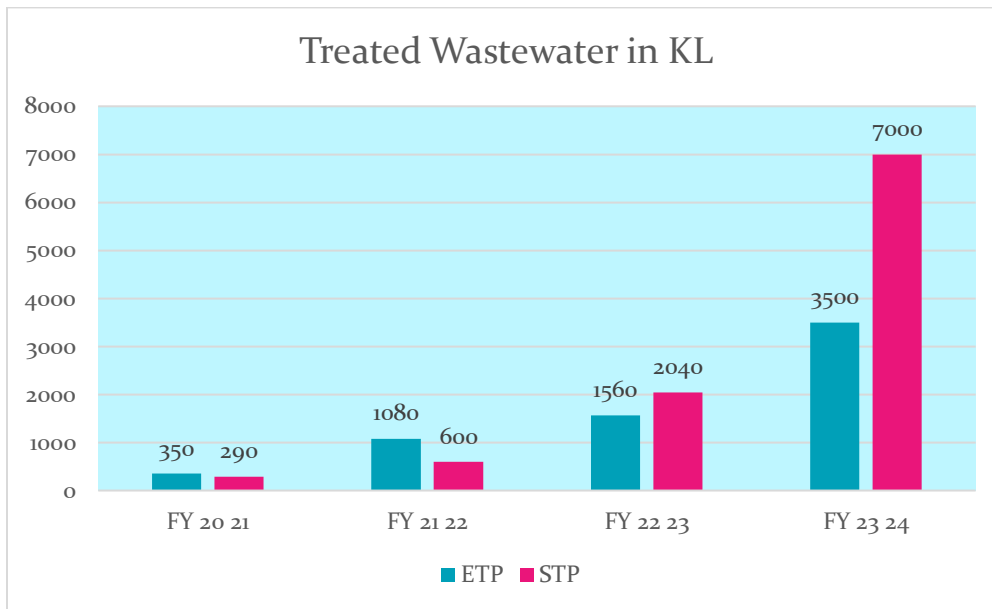
In FY 22-23 INTEGRA enhanced its wastewater management technology with upgradation of ETP & Sewage water treatment facilities.

ETP: By installing a new Effluent treatment plant in Oct'22, we now process 10KL of industrial wastewater daily.

STP: By installing a new sewage water treatment plant in Jan'22, we now process 20KL of domestic wastewater daily. This wastewater is reused in our industrial process and gardening.

All the parameters of treated water are maintained, monitored and measured regularly to comply with all the statutory norms laid down by the Pollution control Authorities ( GPCB ). Level of all the possible pollutants ( COD, BOD, TDS, Sulphates, chlorides, fluoride, etc... ) are maintained below permissible limits by proper treatment of waste waters ( both Industrial as well as domestic ) An additional, special test of Fecal coliform is performed regularly to check the suitability of treated water for other living beings (frogs, fish, etc.. )



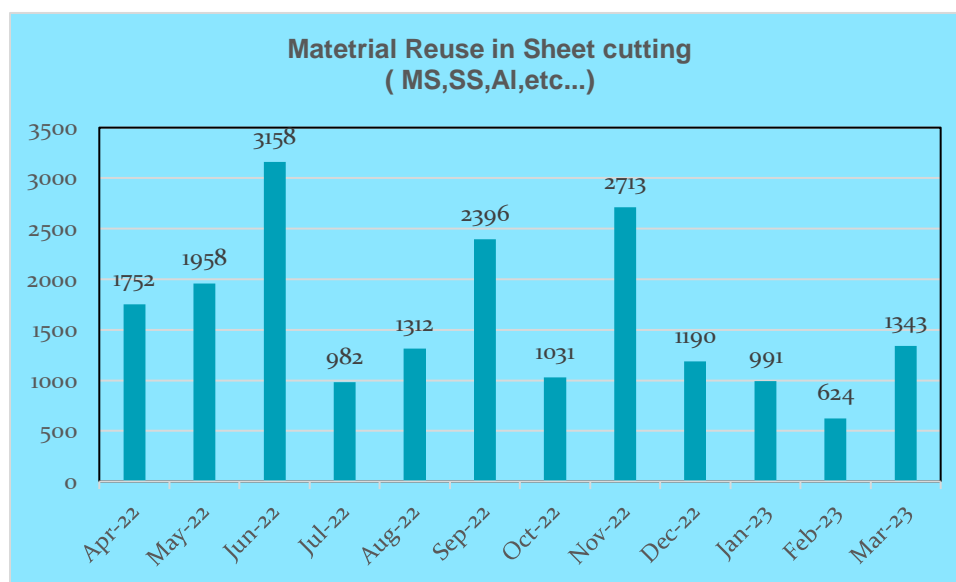


#### ➤ Reuse of waste material

##### Reuse of Non-Hazardous material

Reusing metallic waste: INTEGRA has a very efficient sheet-cutting software ( nesting software ) that prepares the cutting programs to achieve almost 90% sheet utilization. This naturally saves wastage at product generation level.

Furthermore, INTEGRA has a dedicated material store called off-cut store. The remaining ( wastage ) material after entire sheet cutting is stored and again re-used for appropriate small parts, thus further enhancing the material saving.



## Reuse of Hazardous material

Powder coating powder: By collecting the powder from the catcher bucket after completion of each batch of a different shed, we filter the lot with 10-micron filter to retract the powder for the next batch. This adds to raw material saving without compromising the quality of a product.

For each new batch of new color, clean the catcher bucket completely to avoid any contamination.

### *Recycling or dispose of hazardous waste :*

Other hazardous waste is either recycled or disposed through Pollution Control Board approved and authorized vendors. Used empty discarded containers are recycled through M/s Aztec Recycling Hub Pvt Ltd, Ahmedabad, Gujarat. While the Incineration (cotton waste) & Solid waste (sludge) generated are disposed through M/s BEIL infrastructure Limited (formerly known as Bharuch Enviro infrastructure Limited).



## Key Result achievement indicators FY 22-23 on SDGs

### 3. Cultural diversity

- A. Gender Equality in INTEGRA
- B. Safe, secure environment for all Genders in INTEGRA
- C. Inclusion of Minorities & Physically Challenged in INTEGRA
- D. Women's career development programme



#### *Why Cultural Diversity?*

The business scenario now is simply set on a global stage. Technology is just one factor that's making our world smaller and giving companies of all sizes the freedom to recruit the best people, wherever they are- whoever they are.

Diversity at workplaces is now an in-thing. Inclusion of team members and stakeholders - without considering race, ethnicity, age, ability, language, nationality, socioeconomic status, gender, religion, political views or sexual orientation – is getting popular each day.

This philosophy and culture is having their obvious advantages and there is extensive research into its positive effects and the importance of business inclusivity. Workplace diversity and inclusion allow businesses to build teams that bring different viewpoints and talents to the mix, increasing innovation and driving higher revenues.

Following are a few diverse cultures that can prevail in society and in businesses.

- Gender – women make up a bigger percentage of the workforce than ever before. But there is still a gap in terms of fair pay and the percentage of women in leadership roles.
- Race and ethnicity – as ethnic and racial identities evolve, standardised forms with ethnic groups fail to hit the mark. Opening the conversation with employees and candidates on race and ethnicity goes a step towards improving cultural diversity.
- Age – both younger and older workers can be discriminated against in terms of preconceptions. Through steps like opening apprenticeships to all ages and providing cross-generation mentoring programmes, these prejudices can be addressed.
- Workers with disabilities – disabilities can cover many differences, from the ability to form social relationships to physical disabilities. Part of this can be helped with a neurodiversity programme, as well as fighting against negative perceptions.
- Mental health – focusing on mental health along with workplace wellness support can combat a variety of issues, from absenteeism to behavioural problems.
- Neurodiversity – recognising and providing a supportive environment for those with neurological differences that include dyslexia, autism and Tourette's helps organisations to celebrate differences and the benefits they can offer in well-matched job types.
- Thought style – different personalities and thought styles can enhance creativity if the individual and the role are well-matched. In contrast, it can cause stress if ill-matched.
- Obvious benefits of cultural diversity are: it develops and maximizes skillsets, improves the recruitment process, helps in retaining the talent, improves the creativity of the team, can help increase employee engagement, and will improve the company's reputation.

INTEGRA's all-inclusive philosophy considers fair and equal chance to all.

INTEGRA's Seven point action plan to achieve substantial cultural diversity.

- Increasing women employees in the organization.
  - Established policies to empower employees irrespective of gender, age, disability, race, and religion.
  - Encouraging employment of female employees.
  - Bias-free employment and opportunities for especially challenged, and/or minorities.
  - Erasing animosity arising out of discrimination.
  - Extensive career planning for women employees. Plan & promote the growth of female employees by forming a dedicated HR team for the same.
  - Focus on the career & personal advancement of women employees together with the company's success and growth plan.
- **Gender Equality in INTEGRA**

INTEGRA also endorses workplace diversity affirmatively. We strongly believe in gender equality and so in 2022, there is a substantial rise in women's employment. Having both women and men in the teams means we benefit from the different points of view and approaches that come from different life experiences.



**Corinne Ruckstuhl ( Chairperson ) with Dhvani Raval, Meghnaben Vaghela, Aparajita Rastogi, Krishna Chavda, Harneetkaur Anand at INTEGRA Halol.**

➤ **Safe, secure workplace environment for all Genders in INTEGRA**

In INTEGRA, a Sexual harassment policy (ANX/EHS/021) has been formulated keeping in view the provisions under The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and its Rules.

Implementation of the above policy is done by operations of the Internal complaint committee (ICC)/ Sexual harassment committee. This assures a safe-smooth-sanguine workplace for all-especially women.

No discrimination based on professional development and promotion processes is tolerated.

There exists a full proof grievance mechanism to allow victims to raise their voice.

Dashboard Grievance mechanism ( FY 22-23 )	
Total Number of Whistle-Blowing Cases	0
Total Number of Incidents of Sexual Harassment recorded under ICC	0
Total Number of Incidents of Discrimination during the reporting period	0

A dedicated HR and management team ensures the effective implementation of policies. An internal complaints committee exists to deal with cases of sexual harassment at the workplace if any.

In our CSR activities also, we have taken up beneficial activities for girl child and girl students wherein we are re-constructing, renovating, and repairing the Primary boarding school for girls in at nearby rural area.





➤ **Inclusion of Minorities & Physically Challenged in INTEGRA**

And so, also, the inclusion of minority employees and those who are physically challenged has been strengthened. We are committed to creating a safe workplace where everyone is treated with compassion and respect. We conduct our business in an ethical manner where our workforce is appreciated and valued.

➤ **Women's career development programme**

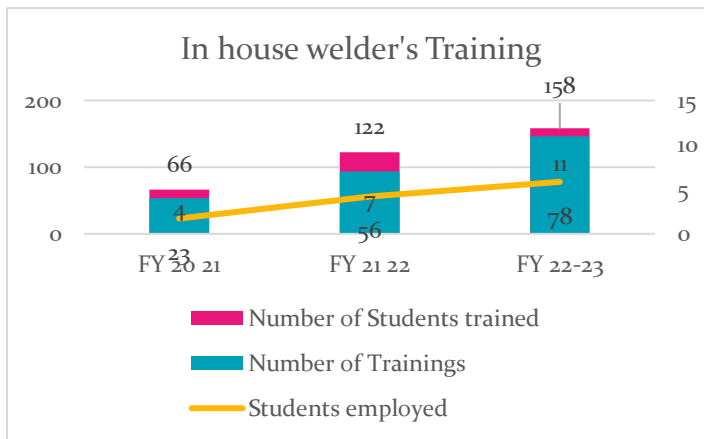
HR department is proactively arranging career development programmes for women. Every year at least 6 training programs are planned dedicatedly for women employees. Mentorship in the form of a flexible work-from-home policy is adopted for women employees.

Also, maternity policy cum procedure ( EHS/CP/012 ) is in force for the benefit of pregnant women.

## Key Result achievement indicators FY 22-23 on SDGs

### 4. In-house Welders training for local youth

For the benefit of the skilled/semi-skilled youth from neighboring villages, INTEGRRA started coaching them for enhancing their welding skills. Year by year the number of training and students increase. INTEGRRA also employs the students from this session. This way the village youth is benefitted for both, skill development and employment.

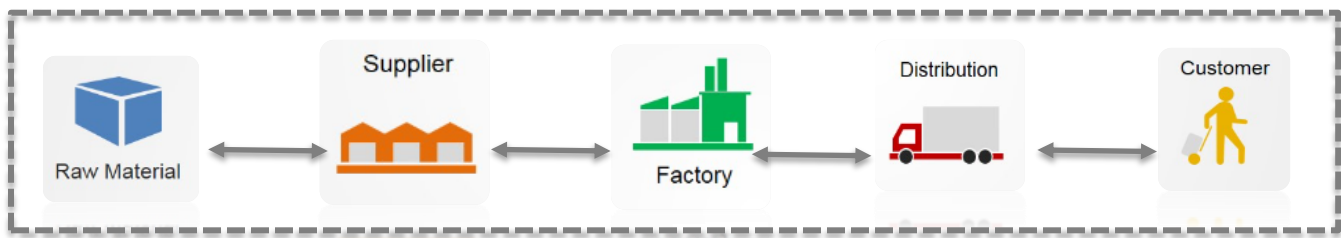


## Key Result achievement indicators FY 22-23 on SDGs

### 5. Suppliers Sustainability



Sustainable business requires a sustainable supply chain. *Supply chain sustainability* is an important aspect of our business at INTEGRA. Sustainable business requires a sustainable supply chain, we encourage our suppliers to conduct their business in a sustainable and of our sustainability agenda, thus maximizing impact, We hold our suppliers accountable for maintaining maximum upstream sustainability standards. To ensure collective and holistic sustainable growth across the value chain, we have developed robust relationships with our suppliers to collectively reach our sustainable supply chain goals. We set strict regulations to ensure supplier sustainability while onboarding them



We work in partnership with our suppliers to uphold international standards for social and environmental responsibility. As part of our commitment to ethical and sustainable business, we developed the INTEGRA Social Accountability 'Policy.

By anchoring sustainability criteria in the selection, qualification, assessment, and development of our suppliers, we are contributing to the UN SDGs.

Conclusive Code of Conduct for Suppliers – All suppliers must sign and adhere to the supplier code of conduct which require compliance with national law and cover important topics :

#### Human Rights & Ethical Labour Practices

- Prohibition of Child Labour
- Prohibition of Forced Labour
- Wages and Hours
- Discrimination
- Fair practices
- Environment & Health and Safety
- Providing a safe and healthy environment
- Protecting environment

By putting that in our supply chain program, we have developed procurement guidelines that require us to audit new suppliers based on the environment, to look after. we have defended social and environmental responsibility by developing sustainable business vision strategies and policies.

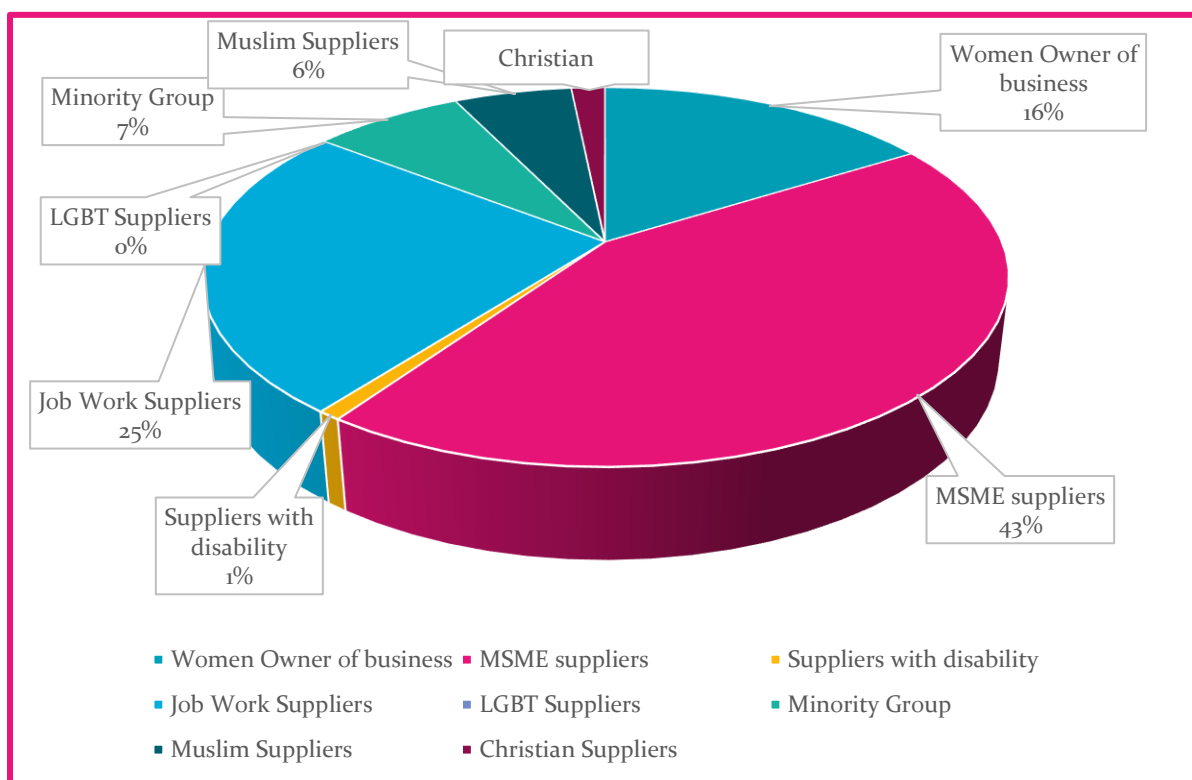
We have developed a key policy to ensure sustainable procurement. *"Sustainable Procurement Policy"* These policies highlight our expectations on critical sustainability performance parameters such as health and safety, human rights, integrity, and environmental sustainability to name a few. Guidelines were developed according to international benchmarks and best practices.

To align our commitment to sustainability, we have developed a sustainable sourcing policy that is an extension of our values. this applies to all suppliers. We expect our suppliers to act in accordance with the principles set out in this policy while complying with all applicable laws and regulations.

This policy goes beyond legal compliance requirements by identifying and defining best practices around the world based on internationally recognized standards. This policy outlines our expectations regarding human rights aspects such as ethics, business integrity, human rights, health and safety, environment, community, product and service quality, collective bargaining, child labor, forced labor, and other elements. doing. We regularly review and improve our procurement policy to ensure it helps us move closer to our vision.

Sustainable Procurement	FY 22-23
Supplier Code of Conduct signed by Manufacturer of Key Raw material Suppliers	100%
Suppliers contracted with clauses of environment, labor and human rights requirements	100%
Key Raw Material suppliers covered by CSR Audit on site and Engaged corrective action	10%
Training provided to Buyers on Sustainable procurement	100%

### Suppliers Diversity status



Percentage Number of suppliers for which information regarding conflict of minerals is available : 2% = ( 3 out of 169 )

## Key Result achievement indicators FY 22-23 on SDGs

### 6. Good Health and well being



Health & well being of employees and all stakeholders is of cardinal importance in INTEGRA's culture. Hence, regular health checkups, blood donation camps, improving sanitization facilities of neighborhood rural schools for girls, improve hygiene in canteen food are various actions we have taken.

Safety Dash Board	Year 22-23
Near Miss	73
First Aid Cases	12
Lost Time Injury ( LTI ) Frequency Rate	0
Lost Time Injury ( LTI ) Service Rate	0
Number of Employees trained	576
Training Hours	2.58



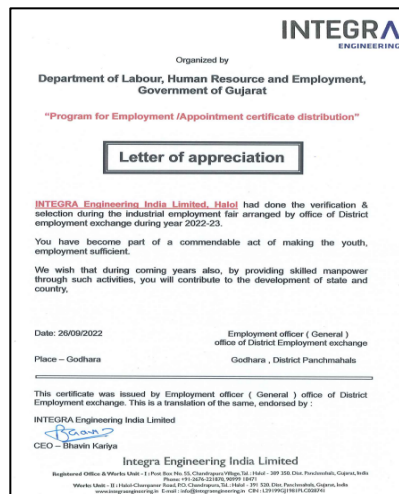


## AWARDS AND RECOGNITIONS

Integra Engineering India Limited has received a Certificate of Excellence from one of its customers "Plasser India" for our outstanding contribution to developing a new product (Fabrication) and delivering quality products as per the specifications received from Plasser India.



The government of Gujarat and the Employment Department awarded to Integra Engineering team for recruitment, skills development, and apprenticeship to the youth Year 22-23.



## **INTEGRA Engineering India Limited**

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