



**Micron Instruments**

**Sustainability Report**

**Reporting Year 2022-23**



# About the Report

We are happy to announce a significant milestone in our company's journey – the commencement of our sustainable reporting initiative. As we embark on this exciting endeavour, we are laying the foundation for a more environmentally conscious, socially responsible, and economically viable future.

This report marks the first step in our commitment to transparency and accountability. It will document our efforts to integrate sustainability into every aspect of our operations, from manufacturing processes to community engagement.

At **Micron Instruments**, we recognize that sustainability is not just a buzzword; it's a fundamental shift in the way we approach business. Our report will highlight how we're aligning our practices with global sustainability goals and local community needs. We will detail our initiatives aimed at reducing our environmental footprint, supporting social well-being, and contributing positively to the economies in which we operate.

As we move forward, let's remember that sustainability is not achieved overnight. It's a continuous process of improvement and learning. We invite you to engage with the report, ask questions, provide feedback, and share your own insights. Our collective efforts will make a difference.





**Vikram Sahgal**  
**Chairman & Managing Director**

# Message from our leaders

We embark on a significant journey at Micron, one that embodies our dedication to a sustainable future for our company and our planet. Our approach to organizational Environmental, Social, and Governance (ESG) goals reflects our commitment to a positive impact on the world around us.

Our path forward is rooted in a holistic perspective, where we prioritize ESG principles in every facet of our operations. Guided by the principles of reduce, reuse, and recycle, we will optimize resource utilization and drive comprehensive change. Strengthening our corporate governance ensures smooth operations and strict compliance. We have instated policies safeguarding human rights, combating corruption, and promoting ethical taxation to fortify our governance framework.

Looking ahead, every capital expenditure and investment will undergo rigorous ESG scrutiny, affirming our commitment to responsible practices. Our focus encompasses carbon footprint reduction, workplace safety, robust stakeholder engagement, waste recycling, water conservation, and seamless integration of ESG into our Corporate Social Responsibility (CSR) initiatives.

At Micron, CSR is a vehicle to exemplify our dedication to social betterment. Over the fiscal years 2021-22 and 2022-23, we allocated and utilized 6.0 Million Rupees and 8.8 Million Rupees respectively for CSR endeavours.

Our drive to enhance product efficiency, eradicate harmful emissions, and streamline operations and supply chains will yield positive outcomes for both the environment and our business. To spearhead these aspirations, we have formed an ESG committee. This committee holds the responsibility of shaping, executing, and evaluating our progress towards ESG targets. By doing so, we align with the realms of environment, energy, health, safety, CSR, and corporate governance, generating sustainable value for all stakeholders.

As an organization, we are resolute in our commitment to achieving carbon neutrality by 2040. We will achieve this milestone through the adoption of cleaner technologies, renewable energy sources, and heightened energy efficiency across our operations. Our journey should lead us to a 50% reduction in carbon footprint by 2035.



# Message from our leaders



**Arjun Sahgal**

**Director/ Chairman, ESG Committee**

Micron is committed to promoting sustainability. Our initiatives to increase product efficiency, eliminate harmful emissions and optimise operations and supply chain efficiency have had a positive impact on both the environment and our business. We are planning several other sustainability initiatives include rain water harvesting, reuse of effluent treated water, sourcing renewable power. Despite the unprecedented challenges posed by the global economy, geopolitical tensions and tough market conditions, we have remained committed to our values and goals, delivering strong financial results, expanding our operations and making significant strides in sustainability, CSR and innovation.

As we look to the future, our primary focus remains on driving growth, delivering value to our stakeholders, and contributing to the greater good of both the community and the environment. Our goals include achieving a 50% reduction in carbon emissions by 2035, accomplishing zero water discharge by 2026, attaining zero waste to landfill status by 2026 and maintaining Zero Safety incidents.

We extend our sincere gratitude for your continued support and eagerly anticipate another year of success.

In closing, I wish to express my deep appreciation to our shareholders, customers, suppliers, and employees for their unwavering support throughout our sustainability journey. Your trust in Micron is invaluable.

# Message from our leaders

The ESG initiatives at Micron Instruments reflect our dedication to making a positive impact on the world around us. Our vision is centred around actively contributing to the social and economic growth of our communities, aligned with the United Nations Sustainable Development Goals.

I would further like to emphasise the urgent need for decarbonisation, in line to the chairman stated note.

As the ESG committee member, I am working closely with ESG auditors to understand, evaluate, and set policies and procedures to achieve our decarbonisation targets.

In order to achieve our stated target of a 50% reduction in carbon emissions, we are in the process of deploying methods such as:

- **The cradle to grave approach**, known as the "lifecycle approach, which is a concept that involves considering the entire lifecycle of a product or process
- **Electrification:** We are preparing to shifting from fossil-fuel-powered vehicles, machinery, and appliances to electric alternatives, wherever possible to reduce emissions
- **Carbon Offsetting and Credits:** Invest in carbon offset projects or purchase carbon credits to compensate for emissions that cannot be eliminated immediately.

As our CSR initiative, I am excited to announce our focus on several key areas that align with our core values and beliefs. These initiatives show our responsibility towards society and the environment, and they exemplify our dedication to giving back to the communities that support us. Our key areas of focus encompass Education, Healthcare, and Sustainable Livelihoods. However, our commitment extends even further.

- Education is the corner stone of shaping an individual's future. We sponsor underprivileged girl children in a top-class academic institution for better future opportunities.
- Taking care of the environment is important to us. Through tree planting, we are making efforts to have a healthier planet for the future. We want to make sure our world is clean and green.

Our newly created foundation, Vispala Apang Sahaayata Samooh (VASS), will be working towards the following objectives:

- For Whole and partially disabled amputees, we intend to provide assistance such as wheelchairs, prosthetics, psychiatric assistance, mental wellbeing, health and nutrition, vocational training etc.
- To create awareness about the needs and support systems for amputee, s including social rehabilitation, mental support, financial help and "return to work protocols". Special needs of this subgroup of disabled population will be identified and attended to.
- To provide primary health care to slum dwellers at a nominal cost when required, with particular attention to the child health care, adolescent girls, women, senior citizen and to create health awareness among the underprivileged children, girls and women Special focus will be to identify those with amputations, due to any cause and to rehabilitate them adequately into society

All these initiatives are aimed at bringing positive change to our world. I'm proud to lead these efforts, and I invite all our stakeholders to join us in making a difference. Together, we can create a brighter future



Vasudha Sahgal

Director/ Chairperson CSR Committee

## About us

### 60 YEARS OF EXCELLENCE IN PRECISION ENGINEERING

Micron Instruments is a light Engineering company with over 60 years of experience in the Defence, Aerospace, and Healthcare Industries. For over 50 years, Micron's expertise has been in the development and manufacture of high precision defence ammunition and allied military products. Micron has supplied more than 2.5 million Fuzes, Safety & Arming Devices, worldwide.

Micron specialises in complete mechanical manufacture covering tool design and product development, individual piece part manufacture through to the assembly of complex mechanical systems. Our main D&A customers include the Indian Ministry of Defence, Indian Ordnance factories, Indian defence public sector undertakings as well International Defence & Aerospace OEMs and MOD's. Some of our renowned customers include BAE systems, Thales, Nexter, MAXAM, Moog Inc. amongst others. In the Healthcare sector, Micron is a preferred supplier of high precision mechanical components for medical equipment. Our main customers include GE Healthcare, USA, Kyocera, Japan

## Our Vision

Our vision is to become a leading global player in making and providing specialized engineering products while staying committed to sustainable development. We aim to exceed the expectations of our customers around the world.

We promise to maintain the highest quality standards for our products. We endeavour to ensure that our customers can rely on our products for creation of safe and dependable platforms and equipment.

## Certification

### AS 9100 Rev D

(QMS Certification for Aerospace Parts)

### ISO 9001:2015

(Quality Management System Certification)

### ISO 14001:2015

(Environment Management System Certification)

### ISO 45001:2018

(Occupational health and safety management system Certification)

### JOSCAR COMPLIANCE

(Aerospace, defence and security industry accreditation system )

### CYBER ESSEANTAILS CERTIFIED

(Cyber Security Certification)

# Our SDGs Priority



- Transforming towards renewable energy
- Investing in Energy Efficiency Technology



Invest in technology to enhance manufacturing processes, increase efficiency, and reduce waste in the company operations.

Develop sustainable supply chain management systems to minimize negative environmental impacts.



Minimize the environmental impact of land use associated with the company's operations, and actively work to protect local ecosystems and biodiversity.



Ensure safe working conditions for all employees and provide opportunities for skill development and career advancement.

Promote diversity, equity, and inclusion within the workforce



Health & safety impact assessment of Operations

Implement resource-efficient production techniques to minimize waste generation and optimize the use of raw materials.



Establish and promote a comprehensive occupational health and safety program to ensure the well-being of all employees.

Provide regular health check-ups to employees working in the manufacturing environment.

Implement measures to reduce exposure to hazardous substances and ensure proper ventilation and personal protective equipment to safeguard



Implement water management practices to reduce water consumption

Progressive Toward Zero Liquid Discharge at all Operational Site

Rainwater harvesting

Access to safe and clean drinking water



Installed 465 kW of solar plant

Set targets to reduce greenhouse gas emissions in manufacturing processes.

Implement measures to monitor and report on the company's carbon footprint, and work towards achieving carbon neutrality



Implement policies and practices that ensure equal opportunities for all genders within the company, including leadership positions and technical roles.

Establish a safe and inclusive workplace environment that prevents discrimination, harassment, and bias based on gender.



Develop training programs and workshops that provide skill development opportunities to employees, enhancing their expertise and contributing to personal growth.

Partner with local educational institutions to offer internships and apprenticeships, for students interested in mechanical engineering and manufacturing fields.

Support educational initiatives in the local community, such as providing scholarships for Girls and funding school infrastructure improvements,



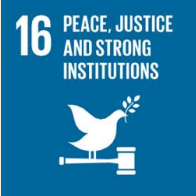
Implement a transparent and fair compensation structure that minimizes income disparities among different levels of employees.

Establish diversity and inclusion initiatives to ensure that underrepresented groups have equal access to employment opportunities and career advancement



Implement sustainable transportation initiatives for employees, such as Bus transportation support, and promoting cycling and walking.

Adopt eco-friendly practices in manufacturing facilities, reducing pollution and minimizing disruption to the local



Implement ethical business practices, promoting transparency, integrity, and fairness in all interactions, both internally and externally.

Establish a code of conduct that outlines zero tolerance for corruption, bribery, and unethical behavior within the company's operations



Implement responsible waste management practices to prevent the release of harmful pollutants into water systems.

Monitor and reduce the company's water usage and ensure that any water discharged from manufacturing



# SUSTAINABILITY STRATEGY

We at Micron Instruments are committed to strengthening our sustainability approach. By aligning our operations with environmentally responsible practices, resource efficiency, and ethical considerations, we aim to contribute not only to a more sustainable world but also to secure our own future growth and success in a competitive business environment.

## Environment



- 50% reduction in Carbon footprint in operations by 2035 (2020 BL)
- Energy Efficiency 2%/Annum YoY till 2030 (2020 BL)
- To become Zero Liquid Discharge facility by 2026
- 30% absolute reduction in freshwater consumption by 2026 (2020 BL)
- 50% use of environmentally friendly materials in products packaging
- Increase the percentage of renewable energy use of total energy use to 25% by 2025
- Reduce 35% of the total weight of hazardous waste by 2025
- To become Zero waste to landfill status by 2026

## Social



- Achieve 100% of employees participated in the health safety awareness training by financial year ending March 2024.
- Increase 85% of employees received health check-up by financial year ending March 2024
- Increase the percentage of suppliers who have completed CSR assessment by 50% by financial year ending March 2024
- 75% In Employee Satisfaction rating by 2025

## Governance



- 100% of employees trained on Business ethics policy
- Increase the percentage of female employees within the total workforce to 10% by year 2024
- Ensure information security risk assessment is conducted at 100% of operational sites by financial year ending March-2024
- Maintain 0 case of information breaches by financial year ending March-2024

# Stakeholder Engagement and Materiality Analysis

## Stakeholder Engagement

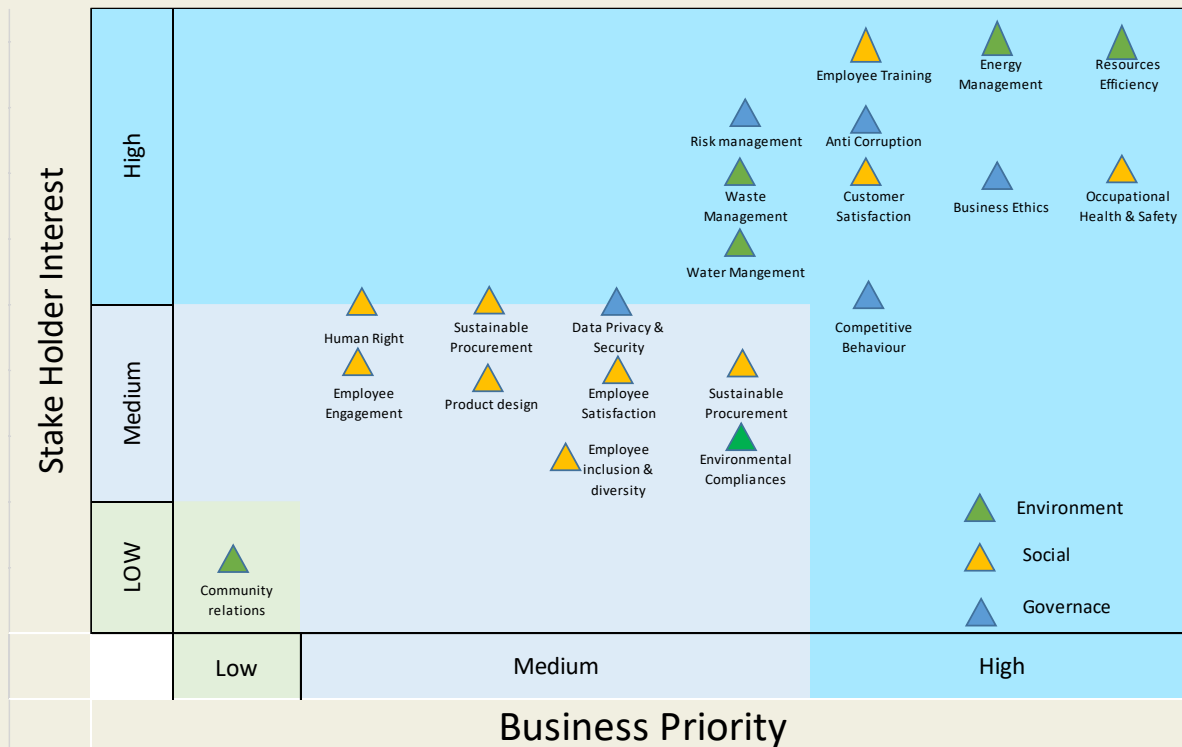
Stakeholder Group	Engagement Objectives	Engagement Methods	Frequency	Responsible Department
Employees	Ensure health & safety, gather feedback, promote well-being	Joint Management & Employee meetings, surveys, suggestion boxes	Quarterly	Human Resource & Admin
Customers	Understand needs, gather feedback, address concerns	Customer surveys, feedback forums, Customer Score Card	Quarterly	Sales & Marketing
Suppliers	Ensure sustainability, assess ethical practices	Supplier ESG & CSR surveys, audits, supplier meetings	Annually	Procurement
Local Communities	Address concerns, contribute positively to the community	Community meetings, local projects, open forums	As needed	Human Resource & Admin
Regulatory Bodies	Ensure compliance, address regulatory concerns	Regulatory submissions, communication channels	Ongoing	Legal & Compliance
NGOs and Advocacy	Collaborate on sustainability initiatives, address concerns	Partnerships, working groups, public consultations	As needed	Sustainability
Industry Associations	Share insights, contribute to industry initiatives	Association meetings, workshops, collaborative projects	As needed	Corporate Department

Engaging stakeholders helps us understand their concerns and work towards solutions. At Micron Instruments, our comprehensive stakeholder engagement policy stands as the cornerstone for all such interactions.

The initial and pivotal step involves the identification of stakeholders within specific groups pertinent to our business. These encompass a diverse array of parties, including shareholders, employees, customers, suppliers, regulatory bodies, industry associations, local communities, and (NGOs)

Stakeholder engagement serves as a two-way channel – not only do we share our progress and plans, but we also gain a wealth of knowledge about areas requiring attention. This process ultimately facilitates a more harmonious alignment between our operations and stakeholder expectations, contributing to the sustainable growth of our organization and the well-being of the broader community we serve.

# Micron Materiality Matrix



At Micron Instruments we are committed to proactive assessment and identification of material issues that possess the potential to significantly influence not only our company but also our stakeholders and the value we collectively create.

This proactive approach empowers us to formulate optimal solutions for addressing sustainability challenges, thereby ensuring the sustainable generation of long-term value. We have analysed multiple material issues across E, S, and G to create a matrix, outlining each issue’s importance to the organization as well as stakeholders and the outcomes which may positively or negatively impact our operations.

Furthermore, we're working together with everyone involved in our company to share ideas and have open discussions. We've started a project within our organization that brings everyone together. This teamwork has helped us identify a wide range of important topics that relate to our main business activities.

As we move forward with this effort to actively recognize important issues and involve everyone, we're ready to guide Bharat Forge toward a future where we're responsible and strong. We want to make sure that sustainable practices are part of everything we do in our business.

## Material Issues: Description and its impacts

GRI Aspect	Material issue identified	Description	Potential Impacts
Energy Management	• Resource Efficiency	Efficient use of resources to reduce waste	Cost savings, reduced environmental footprint
	• Energy Efficiency	Implementing measures to optimize energy use.	Reduced operational costs, decreased emissions.
	• Renewable Energy	Transitioning to sustainable energy sources.	Reduced carbon footprint, increased resilience.
Waste Management	• Waste Reduction	Minimizing waste generation through source reduction.	Less landfill waste, resource conservation
	• Recycling	Reusing materials to reduce waste and resource use.	Lower demand for raw materials, reduced pollution.
	• Water Conservation	Efficient use of water resources to reduce waste	Lower water consumption
Climate Change	• Mitigation	Reducing greenhouse gas emissions.	Mitigated climate impacts, regulatory compliance.
	• Carbon Offsetting	Compensating for emissions through offset project	Enhanced carbon neutrality, ecosystem support.
Environmental Compliance	• Regulatory Compliance	Meeting legal requirements for environmental protection.	Avoidance of fines, positive reputation.
	• Environmental Auditing	Evaluating organizational compliance with environmental standards	Improved environmental performance, risk reduction.
Occupational Health & Safety	• Employee Well-being	Ensuring a safe and healthy work environment.	Reduced accidents, improved morale.
	• Work-related Injuries	Preventing injuries and promoting safety.	Reduced absenteeism, enhanced productivity.
	• Mental Health	Addressing mental well-being of employees.	Improved job satisfaction, lower turnover.



GRI Aspect	Material issue identified	Description	Potential Impacts
Responsible Procurement	• Supply Chain Ethics	Ensuring ethical practices in the supply chain.	Reduced reputational risk, improved trust.
	• On-Time Delivery	Meeting customer needs promptly and effectively	Increased customer retention
Labour Relations	• Employee Representation	Ensuring fair representation and communication	Improved communication, reduced conflicts.
Product Quality & Safety	• Product Safety	Ensuring products are safe for consumers	Consumer trust, regulatory compliance
	• Quality Control	Maintaining consistent product quality.	Reduced returns, positive brand perception
Human Rights	• Non-Discrimination	Promoting equal treatment and diversity.	Inclusive workplace, positive image.
	• Labor Rights	Upholding fair working conditions and wages.	Ethical reputation, reduced turnover.
	• Supply Chain Human Right	Addressing human rights issues in the supply chain.	Ethical sourcing, mitigated risks
Training & Skill Development	• Employee Training	Enhancing employee skills and knowledge.	Improved performance, innovation.
	• Professional Growth	Providing opportunities for career development.	Higher motivation, reduced turnover.
Employee Engagement	• Communication	Open and transparent communication.	Stronger teamwork, increased morale.
	• Participation	Involving employees in decision-making processes.	Higher job satisfaction, innovation.
Diversity and Inclusion	• Inclusive Culture	Promoting diversity and a sense of belonging.	Enhanced creativity, broader perspectives.
	• Equal Opportunities	Providing equal growth opportunities for all.	Increased morale, reduced bias.

GRI Aspect	Material issue identified	Description	Potential Impacts
Responsible Procurement	• Supply Chain Ethics	Ensuring ethical practices in the supply chain.	Reduced reputational risk, improved trust.
	• Supplier Audits	Evaluating suppliers' adherence to standards.	Ethical sourcing, reduced supply chain risk.
Risk Management	• Risk Identification	Identifying and assessing potential risks.	Improved decision-making, risk mitigation.
	• Risk Mitigation	Implementing strategies to minimize identified risks.	Business continuity, reduced losses.
Technology & Innovation	• Research and Development	Advancing technology and innovation.	Enhanced products, market competitiveness.
	• Technological Disruption	Navigating the impact of technological changes.	Adaptation to industry shifts, growth.
Anti-Corruption	• Corruption Prevention	Preventing bribery and corrupt practices.	Ethical business conduct, legal compliance.
	• Whistleblower Protection	Ensuring mechanisms for reporting unethical behaviour.	Enhanced accountability, reduced corruption.
Data Privacy & Security	• Data Protection	Safeguarding sensitive information and privacy.	Compliance with data protection laws, trust.
	• Cybersecurity	Protecting digital systems from cyber threats.	Reduced risk of data breaches, brand trust.
Stakeholder Engagement	• Communication	Engaging with stakeholders to share information.	Improved relationships, trust, collaboration.
	• Collaboration	Collaborating with stakeholders on initiatives.	Enhanced project outcomes, shared resources.

# **CORPORATE GOVERNANCE**

## **Board of Directors**

<b>Name of Director</b>	<b>Category</b>
Vikram Sahgal	Managing Director
Arjun Sahgal	Executive Director
Vasudha Sahgal	Executive Director
Bela Sahgal	Whole Time Director
Shivani Sahgal	Whole Time Director

## **Committees of the Board of Directors**

Micron Instruments Board assigns various responsibilities to distinct committees, each formed to address specific concerns and oversee activities falling within their designated areas of focus. These committees play a important role in offering recommendations and suggestions to ensure that the Board is well-informed and adequately prepared to fulfil its responsibilities.

- AUDIT COMMITTEE
- CORPORATE SOCIAL RESPONSIBILITY COMMITTEE
- ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) COMMITTEE
- ETHICS AND COMPLIANCE COMMITTEE

Below is the comprehensive explanation of the functions and responsibilities of each committee

**Audit Committee:** The Audit Committee is a subset of the board of directors responsible for overseeing the financial reporting process of a company. Its primary role is to ensure the accuracy, transparency, and integrity of financial statements. This committee works closely with external auditors to review internal controls, assess the adequacy of financial disclosures, and monitor compliance with relevant regulations

**Corporate Social Responsibility Committee:** The Corporate Social Responsibility (CSR) Committee is tasked with overseeing the company's efforts to integrate ethical, social, and environmental considerations into its business practices. This committee ensures that the company operates in a sustainable and socially responsible manner, taking into account the impact of its operations on various stakeholders, including employees, communities, and the environment. It oversees initiatives related to philanthropy, community engagement, employee well-being, and environmental sustainability

**Environmental, Social and Governance (ESG) Committee:** The Environmental, Social, and Governance (ESG) Committee focuses on evaluating the company's performance in key areas beyond traditional financial metrics. ESG factors encompass a wide range of concerns, including environmental impact, social responsibility, and corporate governance practices. This committee assesses how the company manages risks related to these factors, its impact on the environment, its treatment of employees and stakeholders, and the overall effectiveness of its governance structure

**Ethics and Compliance Committee:** The Ethics and Compliance Committee is responsible for upholding the highest ethical standards within the organization and ensuring compliance with laws, regulations, and internal policies. This committee monitors the company's conduct to prevent unethical behaviour, fraud, and legal violations. It establishes codes of conduct, whistleblowing mechanisms, and processes for reporting and addressing ethical concerns. By fostering a culture of integrity, the committee helps maintain the organization's reputation and legal standing.



## **CORPORATE POLICIES AND CODE OF CONDUCT**

Miron Instruments Code of Conduct is a set of guidelines and principles that outline the ethical standards and behavioural expectations for all employees and stakeholders within the organization. It serves as a framework for promoting integrity, transparency, and responsible behaviour in all business activities. The code typically covers various aspects, including interactions with colleagues, customers, partners, compliance with laws and regulations, handling confidential information, conflicts of interest, and the company's commitment to social responsibility. Micron and its employees must, at all times, comply with all applicable laws and regulations. The Organization will not condone the activities of employees who achieve results through violation of the law or unethical business dealings. This includes any payments for illegal acts, indirect contributions, rebates, and bribery. The Organization does not permit any activity that fails to stand the closest possible public scrutiny.

All business conduct should be well above the minimum standards required by law. Accordingly, employees must ensure that their actions cannot be interpreted as being, in any way, in contravention of the laws and regulations governing the Organization's operations.

Employees uncertain about the application or interpretation of any legal requirements should refer the matter to their supervisor, who, if necessary, should seek appropriate legal advice.

### Corporate Policies

The corporate policies at our company are listed below:

- CODE OF CONDUCT
- ENVIRONMENTAL POLICY
- BUSINESS ETHICS POLICY
- LABOUR POLICY
- QUALITY POLICY
- HEALTH & SAFETY POLICY
- SUPPLIER CODE OF CONDUCT
- ANTI-CORRUPTION AND BRIBERY POLICY
- SUSTAINABLE PROCUREMENT POLICY
- CSR POLICY
- WHISTLE BLOWER POLICY

## **FINANCIAL OVERVIEW**

We are happy and proud that with the combined and continuous effort of the entire team at Micron we have been able to achieve a steady and impressive growth both in our top line as well as profitability. We are hopeful that with the sustained efforts of the entire Micron family we will be able to achieve this growth in future years also. Our order book is healthy and many programmes are in final stage of acceptance & Qualification. These will result in future orders and growth of the company. We have always followed the philosophy of being on top of the game as far as technological competence is concerned and to this end we continue to make fresh investments yearly in state of art plant and machinery.

Our new Journey of embracing upon sustainable developments and continuing our CSR initiatives will also be our major focus areas in the coming years

	<b>FY 2022-23</b>	<b>FY 2021-22</b>	<b>FY 2020-21</b>
	<b>(Rs in lacs)</b>	<b>(Rs in lacs)</b>	<b>(Rs in lacs)</b>
<b>Income</b>			
Revenue from operations	17175.63	16603.01	14833.12
Other Income	332.79	554.40	549.04
<b>Total Income</b>	<b>17508.42</b>	<b>17157.41</b>	<b>15382.16</b>
<b>Expenses</b>			
Operating Expenses	7540.95	7028.24	5967.70
Employee Benefits Expense	2588.99	2297.37	1977.12
Finance Costs	36.82	58.76	70.88
Depreciation and amortisation Expense	278.78	278.48	241.31
Other Expenses	2032.02	1636.24	1602.16
Provision for Taxes	1350.00	1475.25	1477.44
<b>Total Expenses</b>	<b>13827.56</b>	<b>12774.34</b>	<b>11336.61</b>

# Human Resource Management

At Micron Instruments, we believe that our success is driven by the talent and dedication of our exceptional team. We strive to create an inclusive and empowering work environment that encourages innovation, collaboration, and personal growth. We are committed to encourage an inclusive and diverse workplace. We believe in treating all individuals with respect and dignity, and we value the unique perspectives and contributions that each person brings.

## Diversity and Equal Opportunity

We provide equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, colour, religion, gender, national origin, age, disability, marital status, sexual orientation, or any other characteristic protected by applicable laws.

This commitment to non-discrimination applies to all aspects of employment, including recruitment, hiring, training, promotion, compensation, benefits, and termination. We are dedicated to ensuring that our workplace is free from any form of discrimination or harassment.

We strive to create an environment where all employees can thrive and reach their full potential, regardless of their backgrounds or identities. We encourage individuals from diverse backgrounds to apply and join our team, as we believe that a diverse workforce leads to greater innovation and success

	Unit	FY2022-23	FY2022-23
Total employees	%		
	#	<b>693</b>	<b>645</b>
Male employees	%	95.09%	89.61%
	#	<b>659</b>	<b>578</b>
Female employees	%	4.91%	4.65%
	#	<b>34</b>	<b>30</b>
Female employees in executive position	%	4%	4%
Female employees in BOD	%	60%	60%
Employees with disabilities within the organization	%	0.29%	0.31%
Employees with disabilities in executive position	%	0%	0%
Employees from minority groups within the organization	%	5.48%	5.27%
Employees from minority groups in executive position	%	8%	4%

# Our Human Resource Values

Micron Instruments is committed to providing benefits and opportunities to support employees' physical, financial, and social well-being

## Benefits

- Privilege Leave
- Casual Leave
- Sick Leave
- Relocation/Joining Leave
- Maternity Leave
- Compensatory Leave

## Financial Benefits

- Loan to employee as per company's policy
- Good Work Award

## Superannuation

Superannuation is a fund received by an employee at retirement as a pension.

## Gratuity

Gratuity is a financial component to the employee in recognition of his/her services. It is paid Company when an employee leaves the job after serving the organization for a minimum

## Health and Wellness Benefits

- Medical & Accident insurance coverage for employees and immediate family
- Regular Health camps

## Family wellness Benefits

- Loan to employee as per company's policy
- Good Work Award

## Privilege Leave Benefit

Privilege leaves are available to every employee in our organization. Every Year the employee is credited with the earned leaves

## Provident Fund

Employees' provident fund is a welfare scheme for our employees. Under this Scheme, both employees and the Company contribute to the Fund. PF is paid to employee at time of retirement or exit from employment



## **EMPLOYEE HEALTH & SAFETY**

At Micron Instruments, our commitment remains steadfast in ensuring the welfare of individuals and creating a safe environment for our employees and contracted workforce. Our methodology centers on a three-pronged strategy involving proactive safety leadership, the infusion of worldwide best practices, and a meticulously designed implementation structure. This integration has allowed us to cultivate a safety culture that places paramount importance on the overarching objective of attaining "Zero Accidents".

Parameter	FY2021-22	FY2022-23
Total no. of lost time accidents (Reportable Accidents)	01	0
Total no. of fatal accidents	01	0
Total no. of man-days lost	193	0
Total no. of Minor Injuries (Near-misses)	0	0
Lost Time Injury Frequency Rate (LTIFR)	0.74	0
Lost Time Injury Severity Rate (LTISR)	0.14	0
Total Man-hours worked	1347932	1429288

# Health and Safety Training

## No of Employee Trained of Health & Safety

Parameter	FY2021-22	FY2022-23
Training on health & Safety (Staff)	126	149
Training on health & Safety (Permanent Employee)	38	32
Training on health & Safety (Contractual Employee)	151	326
Total	315	507

# Workplace Safety

## Occupational Health & Safety Management System

Our Occupational Health and Safety Management System (OHSMS) engage to manage health and safety risks and improve overall occupational health and safety performance of our employees. We are providing regular occupational health and

safety training to the employees and workers.

## Work Place Safety Management System

PPE

Waste Management

Safety Signs & Color Code

Walkways

Housekeeping

Mobile Work Equipment

Electrical Protection

## Fire Control System

Fire Alarm system

Fire Fighting Equipment

, Evacuation Routes,

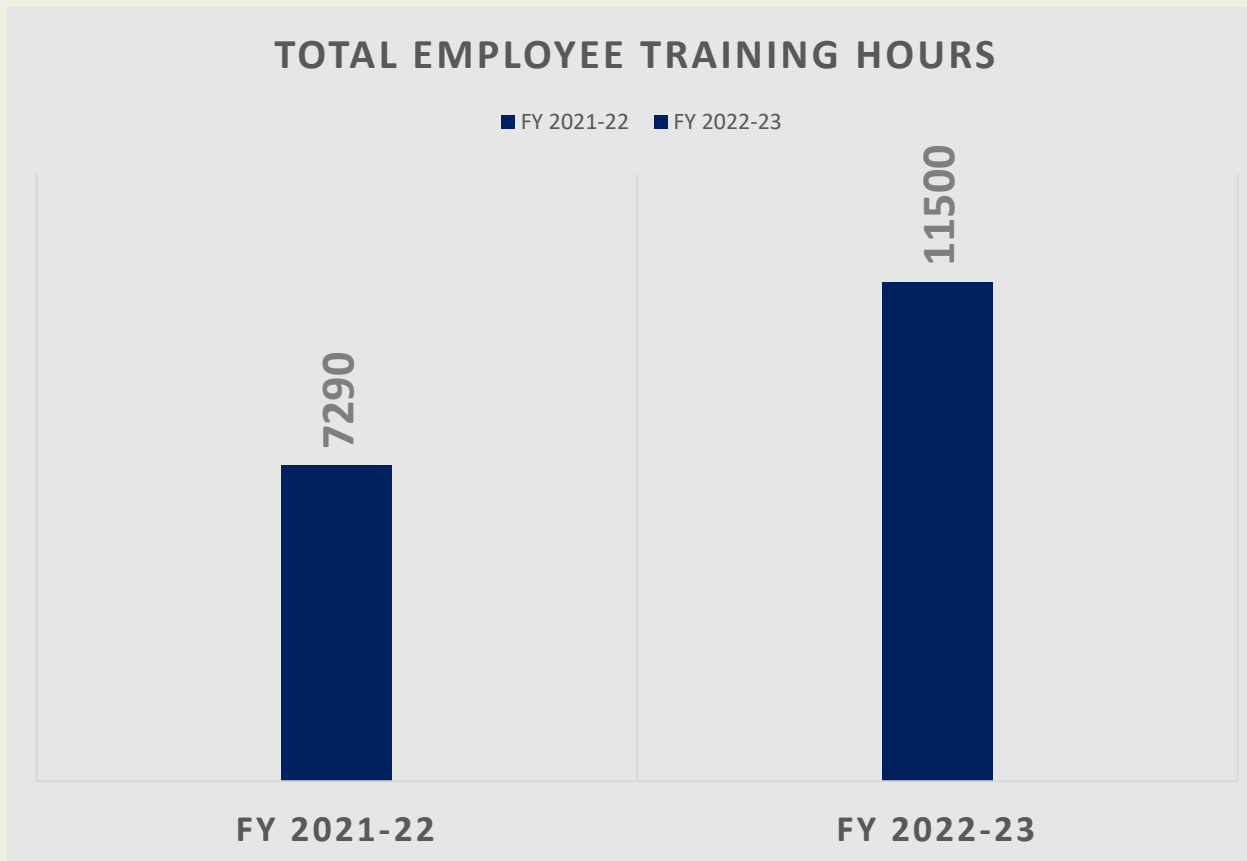
## Certification

ISO 9001

AS 9100

ISO 45001

# Employee Training & Development



Micron Instruments is committed to provide an environment that empowers our employees to engage in continuous learning and acquire essential skills through our Employee Training & Development programs. Our primary goal is to facilitate ongoing professional growth, closely aligned with the unique roles and responsibilities of each employee



# **ENVIRONMENTAL MANAGEMENT SYSTEM**

The Environmental Policy of MICRON INSTRUMENTS PRIVATE LIMITED recognizes the importance of environmental sustainability in all aspects of our business. We are committed to minimizing our impact on the environment, reducing carbon emissions / pollutants from our operation and promoting sustainable practices in our operational sites. The policy is in accordance with the ISO 14001, including compliance of the statutory and legal requirements.

## **Energy Efficiency**

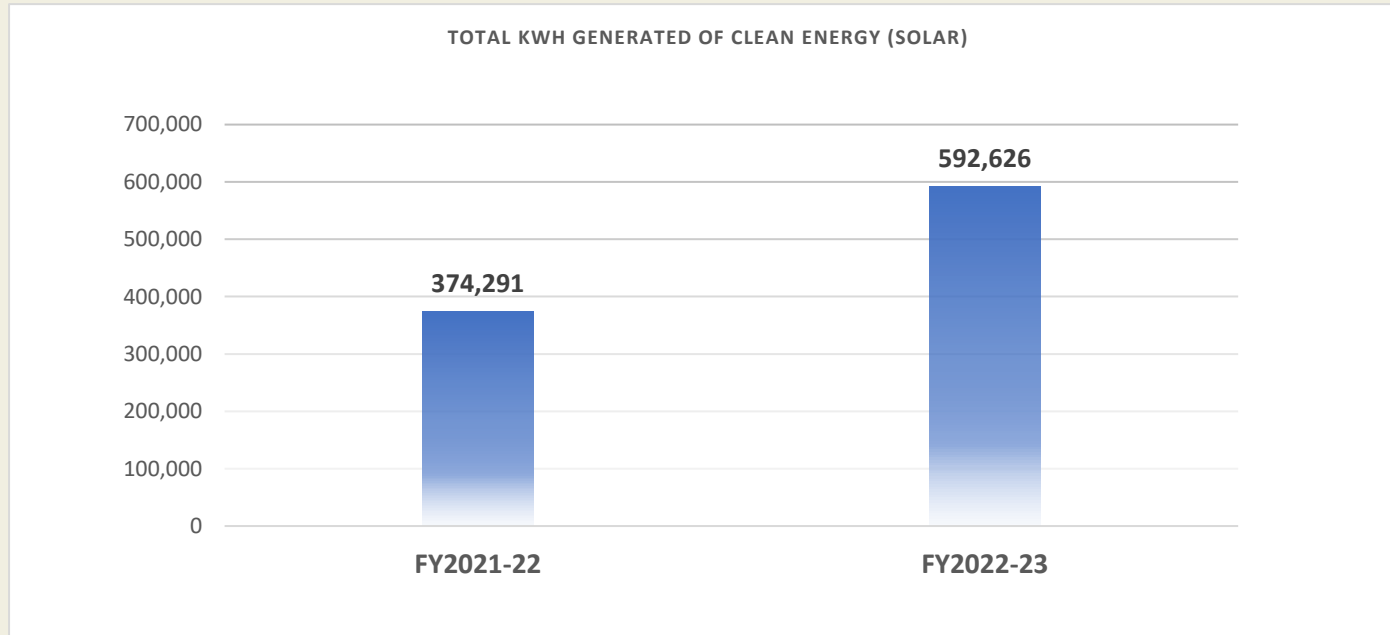
We understand the role that technological innovation plays in handling the challenges posed by the climate change agenda. Innovation not only grants us a competitive edge but also empowers us to elevate our technological capabilities, resulting in process upgrades that ultimately aid in curtailing energy consumption.

We are committed to investing in energy-efficient technologies and clean energy sources, with the aim of significantly reducing our carbon footprint.

## **Renewal Energy generation (Solar Energy)**

In pursuit of sustainable practices, Micron Instruments has made significant strides in renewable energy generation, particularly through the installation of a 456 KW solar generating system at its manufacturing facility in Haryana. This forward-thinking initiative has yielded remarkable environmental and operational benefits. The solar generating system harnesses the power of the sun to produce an estimated 0.60-million-kilowatt hours of clean energy annually. This clean energy source is seamlessly integrated into Micron's operations, directly contributing to the power needs of Micron Instruments. By utilizing this locally generated clean energy, the company has effectively reduced its reliance on electricity from the national grid.

In the financial year 2022-23, Micron Instruments generated an impressive 0.592-million-kilowatt hours of clean energy through its solar system. This substantial increase of 58.33% compared to the previous year's output showcases the company's commitment to embracing renewable energy solutions and reducing its carbon footprint.



# GHG EMISSION

During the financial year 2022-23, Micron Instruments reported a total of 6914.48 metric tons of carbon dioxide equivalent (CO<sub>2</sub>e) in greenhouse gas emissions. Notably, this represents a significant increase of 21% compared to the previous year. The rise in emissions can be primarily attributed to heightened operational requirements, particularly an increase in water consumption. By conducting a comprehensive greenhouse gas inventory and assessing the company's carbon footprint, this report underscores our dedication to promoting environmental transparency and sustainable practices

## Carbon Intensity:

The carbon footprint of Micron Instruments was calculated at 4.02 metric tons of CO<sub>2</sub>e per million Indian rupees of revenue for the financial year 2022-23. This metric reflects a noteworthy increase of 21% compared to the previous year, primarily due to heightened water consumption necessitated by increased operational demands.

Micron Instruments tCO <sub>2</sub> e Emission			
Year	FY2021-2022	FY2022-2023	
Scope-01	84.48	124.90	
Scope-02	1342.038	1356.63	
Scope-03	4072.73	5618.56	
Carbon Offset	N/A	N/A	
Scope 2 renewable tariffs	N/A	185.6	
Total Net Emission	<b>5499.24</b>	<b>6914.48</b>	

# Reducing our emissions

Micron Instruments is steadfast in its commitment to proactively mitigate its environmental impact. Our ongoing efforts to reduce emissions are a testament to our dedication to sustainable practices and the preservation of our planet.

## **Energy Efficiency Enhancements:**

We have implemented a series of energy efficiency enhancements across our operational facilities. These measures encompass optimized equipment usage, lighting upgrades, and the adoption of energy-saving technologies. By maximizing energy efficiency, we aim to minimize our carbon footprint and contribute to a more sustainable energy landscape.

## **Renewable Energy Integration:**

The installation of a 456 KW solar generating system at our Haryana manufacturing facility marks a pivotal step in our journey toward renewable energy integration. This solar system not only generates clean energy but also significantly reduces our reliance on conventional grid electricity. The substantial increase of 58.33% in clean energy generation in the Year 2022-23 showcases our determination to harness renewable sources for a greener future.

## **Operational Optimization:**

We continuously explore innovative approaches to streamline our operational processes. By optimizing transportation routes, employing eco-friendly packaging solutions, and implementing waste reduction initiatives, we strive to minimize emissions associated with our day-to-day activities.

## **Collaboration and Innovation:**

Collaboration and innovation are at the heart of our emission reduction strategy. We actively engage our employees, stakeholders, and industry partners to collectively identify and implement environmentally conscious solutions. Our commitment to innovation drives us to seek out new technologies and practices that further diminish our carbon footprint.

## Monitoring and Reporting:

We maintain a vigilant monitoring and reporting system to track our emissions and gauge the effectiveness of our reduction initiatives. This data-driven approach empowers us to make informed decisions and continually refine our strategies for greater impact.

Micron Instruments remains resolute in its pursuit of emission reduction. Through a combination of energy efficiency enhancements, renewable energy integration, operational optimization, collaboration, and diligent monitoring, we are dedicated to realizing a more sustainable future. By actively reducing our emissions, we contribute not only to our own environmental responsibility but also to the global efforts to combat climate change.

## Air Emissions

In regard to air emissions, our company closely monitors and manages emissions of sulfur oxides (SOx), nitrogen oxides (NOx) and particulate matter (PM10). These pollutants, originating from various operational processes, can have significant environmental impacts, including air quality degradation and contribution to acid rain and smog formation. Our commitment involves the utilization of technologies and rigorous control protocols to significantly curtail SOx, NOx, and PM10 emissions, ensuring that the results consistently meet legal compliance standards

Parameter	Unit	FY 2022-23	FY 2021-22
Average concentration of Air Pollutant -Sulphur Dioxide(SO <sub>2</sub> )	µg/m <sup>3</sup>	10.71	11.15
Average concentration of Air Pollutant -Nitrogen Dioxide(NO <sub>2</sub> )	µg/m <sup>3</sup>	18.92	14.43
Average concentration of Air Pollutant - Particulate Matter (PM10)	µg/m <sup>3</sup>	82.45	81.40

# WATER MANAGEMENT

We understand effective water management as a impotent environmental consideration for both the company and its stakeholders. Water is a vital resource used primarily in our surface treatment processes and manufacturing operations Our core objective is to enhance water efficiency across all operational procedures.

Moreover, we are dedicated to decreasing water requirements and wastewater volumes while upholding rigorous water quality standards Our operations team conducts periodic site audits to evaluate water management practices during operations.

Additionally, we've organized awareness sessions for our operations team members, focusing on enhancing their understanding of Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) operations.

we have initiated several measures to significantly decrease our water footprint, progressively moving toward achieving a Zero Discharge Facility. This commitment exemplifies our unwavering resolve to sustainable water management practices.

Parameter	Unit	FY 2022-23	FY 2021-22
Total water consumption	megalitres (ML)	19.89	10.09
Total wastewater discharge	megalitres (ML)	6.81	6.44
Average concentration of Total Suspended Solids	mg/L	16.67	36.25
Average concentration of heavy metals (copper, iron, zinc, nickle)	mg/L	0.72	4.93
Average concentration of Ammonical	mg/L	0.85	5.00
Average concentration of BOD	mg/L	25.83	60.25
Average concentration of COD	mg/L	98.67	193.75
Average concentration of Oil and Grease	mg/L	3.60	1.15
Average concentration of Total Phosphate	mg/L	0.30	1.38
Total pollutants emitted to water	kg	1041.26	1955.94



# WASTE MANAGEMENT

In our efforts to be eco-friendly, we take waste management seriously in our company. We work hard to sort, recycle, and dispose of waste in responsible ways. This helps keep the environment clean and reduces our impact on nature.

We follow strict rules to manage waste properly, which not only helps to keep pollution in check but also saves valuable resources and lessens the burden on landfills.

Our waste management actions are in line with the United Nations' goal for responsible production and consumption. By doing this, we're contributing to a healthier planet. We're always looking for new and better ways to handle waste, and we're committed to making a positive difference in the world around us.

We have started mapping waste generation and disposal methods for all our sites to understand our waste profile. Our waste management approach revolves around the 4R principles: **Reduce, Reuse, Recycle, and Responsibly Dispose.**



## WASTE MANAGEMENT & SORTING



Three Separate bins to be used for waste sorting /collection in the shop floor as follows: -

- **BLUE Bins :-** For Dry waste i.e. paper, cotton cloth clothes etc.
- **GREEN Bins :-** Plastic waste i.e. plastic sheet, plastic box or other plastic waste.
- **RED Bins :-** For Industrial Hazardous waste i.e. used oil soaked clothes/ rags, etc.
- **Yellow Bins :** For food waste.

# Waste Disposal

To ensure responsible waste management and mitigate potential harm, we have implemented a comprehensive disposal system. Given the diverse waste produced from our industrial processes, proper handling is imperative. While certain operational needs prevent us from using all generated metal scrap, it's noteworthy that 96% of our metal waste finds renewed purpose through collaboration with third-party contractors. These materials are repurposed for the production of various items like sanitary ware and household goods.

In the fiscal year 2022-23, a remarkable 96% of our total waste was effectively recycled through the efforts of third-party contractors. We diligently categorize waste into hazardous and non-hazardous classifications, and we make a concerted effort to either reuse or recycle waste originating from our industrial activities. This approach underlines our commitment to both environmental sustainability and responsible resource utilization.

Parameter	Unit	FY 2022-23	FY 2021-22
Total weight of waste generated	tonnes	286.19	353.66
Total weight of hazardous waste	tonnes	4.65	7.14
Total weight of non-hazardous waste	tonnes	281.54	346.51
Total weight of waste sent to third party collectors for recycling	tonnes	275.83	310.74
Percentage of waste recovered externally	%	0.96	0.88

# Sustainable Procurement

Embarking on a journey of sustainable procurement, our company has taken a significant step towards responsible and ethical sourcing. With a commitment to minimizing environmental impact and promoting social well-being, we've initiated practices that prioritize sustainable suppliers and products.

We are committed to conducting our business with integrity, transparency, and respect for human rights and the environment. We are cognisant of the impact we create in our value chain and strive to sharing our sustainability commitment with our suppliers, who form an integral part of our community at large.

As sustainability has been taken into consideration by most industries as one of the key business strategies, more and more companies are now embracing sustainability as one of their business approaches. Introducing sustainable procurement not only allows us to gain international consensus on the sustainable development of supply chain, and also to reduce the negative impacts throughout our value chain. We can deliver better environmental, social and economic outcomes through a sustainable supply chain, while raising the consumer confidence through sustainable products and services. We are committed to reducing negative social and environmental impacts in our supply chain. We support the integration of sustainability in our supply chain to increase its contribution to sustainable development.

Our sustainable procurement policy outlines the overall principles and the responsibilities of the Company to achieve our sustainability strategy in sustainable procurement. It aims to standardize the process of sustainable procurement in the company and act as a source of information and guidance for relevant stakeholders, especially those who are responsible for dealing with procurement on a daily basis. It helps them to recognise and understand their responsibilities, as well as when dealing with suppliers.

The policy is implemented in conjunction with Micron's CSR policies, which provides a high level of guidance to the sustainability practices in supply chain management.

## **Supplier Code of Conduct**

We have established a set of essential benchmarks for ethical business conduct that we insist our business partners uphold when conducting business with us. Our supplier code of conduct places a primary emphasis on key areas, including Labor and Human Rights, Health, Safety & Environment, Business Integrity, Prevention of Unethical Practices, Data Protection, Legal Compliance, and Governance with a Zero Tolerance approach.

Through collaborative efforts, we actively guide our suppliers in embracing sustainable practices that closely align with our Code of Conduct, thereby contributing to more responsible and conscientious operations. In the fiscal year 2023, we introduced an updated version of the Micron Instruments Supplier Code of Conduct, one that takes into thoughtful consideration the principles of sustainability. All new suppliers are required to wholeheartedly adhere to this revised code.

Moreover, we are presently engaged in securing commitments from our existing suppliers to adopt this new Supplier Code of Conduct. We anticipate completing this process by the end of the fiscal year 2024.

# COMMUNITY DEVELOPMENT (CSR)

Our CSR initiatives at Micron Instruments reflect our dedication to making a positive impact on the world around us. Our vision is centred around actively contributing to the social and economic growth of the communities in which we operate, Aligned with the United Nations Sustainable Development Goals.

## Key Highlights of CSR Initiatives

- **Healthcare for Amputees and Disabled:**
- **Affordable Healthcare for Slum Dwellers:**
- **Contributing to a healthier planet through tree planting initiatives.**
- **Supporting Free Medical Care Hospitals**
- **Empowering Girl Education**
- **Supporting Organ Donation Foundation**

**8.8 million Rupees**

Total Expenditure allocated on CSR projects in  
the FY 2022-23



# Conclusion

In conclusion, Micron Instruments takes great pride in presenting our inaugural SDG (Sustainable Development Goals) report, marking the beginning of our journey towards sustainable development. We recognize the critical role that businesses play in shaping a better future for our planet and communities. As we embark on this path, we are committed to transparency, accountability, and measurable progress in our pursuit of the SDGs.

Our first SDG report showcases our efforts in aligning our core values with the global sustainability agenda. We have initiated impactful projects in education, healthcare, and sustainable livelihoods, demonstrating our dedication to improving lives while safeguarding the environment. By focusing on these key areas, we aim to make a positive difference in the lives of those we touch and contribute to the larger goal of sustainable global development.

We are excited about the possibilities that lie ahead as we engage in meaningful partnerships, innovate for sustainability, and continuously improve our practices. This report is just the beginning of our journey, and we are committed to providing regular updates on our progress, challenges, and achievements as we work towards a more equitable, resilient, and prosperous future.

Together, with the collaboration of our stakeholders, employees, partners, and customers, we are confident that our efforts will help pave the way for a brighter and more sustainable world.

**Thank you for joining us on this journey towards a better tomorrow.**