



Micron Instruments

Sustainability Report

Reporting Year 2023-24



ESG 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 endeavor, 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 are 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.

Micron aims to have short term, medium term & long-term goals within its whole business ecosystem to sustainably maintain resources and relationships.



Message from our leaders



Vikram Sahgal
Chairman Managing
Director

At Micron, we continue our transformative journey deeply rooted in our unwavering commitment to sustainability, building upon the foundation laid in our inaugural ESG reporting. Our dedication to Environmental, Social, and Governance (ESG) principles remains steadfast as we strive to foster positive change within our organization and beyond.

In this second year, we are advancing our holistic approach by embedding ESG values even more deeply into every aspect of our operations. From further reducing our carbon footprint and optimizing resource utilization to strengthening corporate governance and promoting human rights, we are committed to driving impactful and lasting change. Guided by the principles of reduce, reuse, and recycle, we have enhanced our strategies to conserve resources and improve efficiency.

Our fiscal commitment to Corporate Social Responsibility (CSR) continues to grow, with allocations of 6.0 million rupees in 2021-22, 8.8 million rupees in 2022-23, and 10.16 million rupees in 2023-24, underscoring our resolve to contribute to social betterment. As we move forward, every investment and capital expenditure will undergo rigorous ESG evaluation to ensure alignment with our sustainability goals.

We remain committed to achieving carbon neutrality by 2040, with an interim goal of reducing our carbon footprint by 50% by 2035. This aspiration will be achieved through ongoing adoption of renewable energy, cleaner technologies, and heightened energy efficiency across our operations.

Micron's vision for a sustainable future is stronger than ever in this second year of ESG reporting. Together, we will shape a better world—one that thrives on ethical governance, environmental stewardship, and social upliftment.



Message from our leaders



Arjun Sahgal
Director /Chairman ,ESG
Committee

At Micron, sustainability is more than a goal—it is a cornerstone of our values and vision. Our commitment to fostering a sustainable future has driven us to enhance product efficiency, eliminate harmful emissions, and optimize supply chains. These initiatives have yielded significant benefits for both the environment and our business operations.

We continue to advance our sustainability journey through impactful initiatives, including rainwater harvesting, reusing treated effluent water, and sourcing renewable energy. Despite the challenges presented by a volatile global economy, geopolitical tensions, and tough market conditions, we have stayed steadfast in our values. This dedication has allowed us to achieve strong financial results, expand our operations, and make meaningful progress in sustainability, Corporate Social Responsibility (CSR), and innovation.

Looking ahead, our goals are ambitious yet essential for our shared future. By 2035, we aim to reduce carbon emissions by 50%. Additionally, we are committed to achieving zero water discharge and zero waste to landfill by 2026, while upholding a strong focus on maintaining zero safety incidents. These milestones reflect our dedication to responsible growth, environmental preservation, and community welfare.

I extend my heartfelt gratitude to our shareholders, customers, suppliers, and employees. Your unwavering trust and support fuel our success and inspire us to set new benchmarks in sustainability. Together, we will continue to build a future that drives growth, delivers value, and contributes to the greater good.



Message from our leaders



Vasudha Sahgal

**Director/ Chairperson CSR
Committee**



Micron Instruments, our dedication to Environmental, Social, and Governance (ESG) principles is central to our mission of creating positive change. Our vision aligns with the United Nations Sustainable Development Goals, driving us to foster social and economic progress in our communities while actively reducing our environmental impact.

We have set an ambitious target to cut carbon emissions by 50% by 2035. To achieve this, we are employing the following strategies:

Lifecycle Approach (Cradle to Grave): Analyzing the environmental impact at every stage of a product's lifecycle, from creation to disposal, to ensure sustainable practices.

Electrification: Replacing fossil-fuel-powered vehicles, machinery, and appliances with electric alternatives to significantly reduce emissions

Carbon Offsetting and Credits: Investing in carbon offset projects and purchasing carbon credits where immediate emissions reductions are not feasible.

Corporate Social Responsibility (CSR) initiatives are equally vital in shaping a sustainable and equitable future. Key areas of focus include:

Education: Supporting underprivileged girl children by sponsoring their education in top-tier institutions, paving the way for brighter futures

Environmental Stewardship: Launching tree-planting initiatives to contribute to a greener planet for future generations.

Through the establishment of the Vispala Apang Sahaayata Samooh (VASS) foundation, we are expanding our societal impact with specific initiatives aimed at:

Support for Amputees: Providing wheelchairs, prosthetics, mental health counseling, vocational training, and more.

Awareness and Rehabilitation: Promoting awareness about amputees' needs and offering rehabilitation, financial support, and workforce reintegration.

Primary Healthcare Services: Delivering essential healthcare to slum dwellers, focusing on children, adolescent girls, women, and senior citizens, with a particular emphasis on amputee rehabilitation. Looking Ahead I am immensely proud to lead these transformative efforts and invite all stakeholders to join us in building a sustainable and equitable future. Together, we can create lasting value for our communities and the environment we all share.



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. Company has supplied more than 2.5 million Fuzes, Safety & Arming Devices, worldwide.

Micron specializes 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



MISSION

At Micron Instruments, we are committed to ensuring client, stakeholder, and employee satisfaction by delivering on promises, enhancing our competence, and addressing societal needs through sustainability and social welfare



VISION

To be a leading global player in manufacturing specialized engineering products, exceeding customer expectations with the highest quality standards for reliable and safe platforms and equipment

Our Industry Exposure



DEFENCE



AEROSPACE



HEALTHCARE

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



OUR SDGs PRIORITY




- 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 community




- 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




- 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



- 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.




- 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



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



- Implement water management practices to reduce water consumption
- Progressive toward Zero Liquid Discharge at all sites
- Rainwater harvesting
- Access to safe and clean drinking water



- 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. 8

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.

Environmental

Responsible Management Of natural resource



De-Carbonizing Pathway

Water Scarcity & Waste Management

Biodiversity Land Use

- Achieve a 50% reduction in Scope 1 and Scope 2 carbon emissions from operations by 2035, based on 2022 baseline levels.
- 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

Caring For People And communities



Talent Management

Diversity & Integrity

Empowering Communities

- Achieve 100% of employees participated in the health safety awareness training by financial year ending March 2025.
- Increase 85% of employees received health check-up by financial year ending March 2025
- Increase the percentage of suppliers who have completed CSR assessment by 50% by financial year ending March 2025
- 75% In Employee Satisfaction rating by 2025
- Increase the percentage of female employees within the total workforce to 10% by year 2025
- 100% of employees trained on Business ethics policy

Governance

Business Operations in a fair & ethical Manner



Corporate Transparency

Risk Management

System & Procedures

- Ensure information security risk assessment is conducted at 100% of operational sites by financial year ending March-2025
- Maintain 0 case of information breaches by financial year ending March-2025

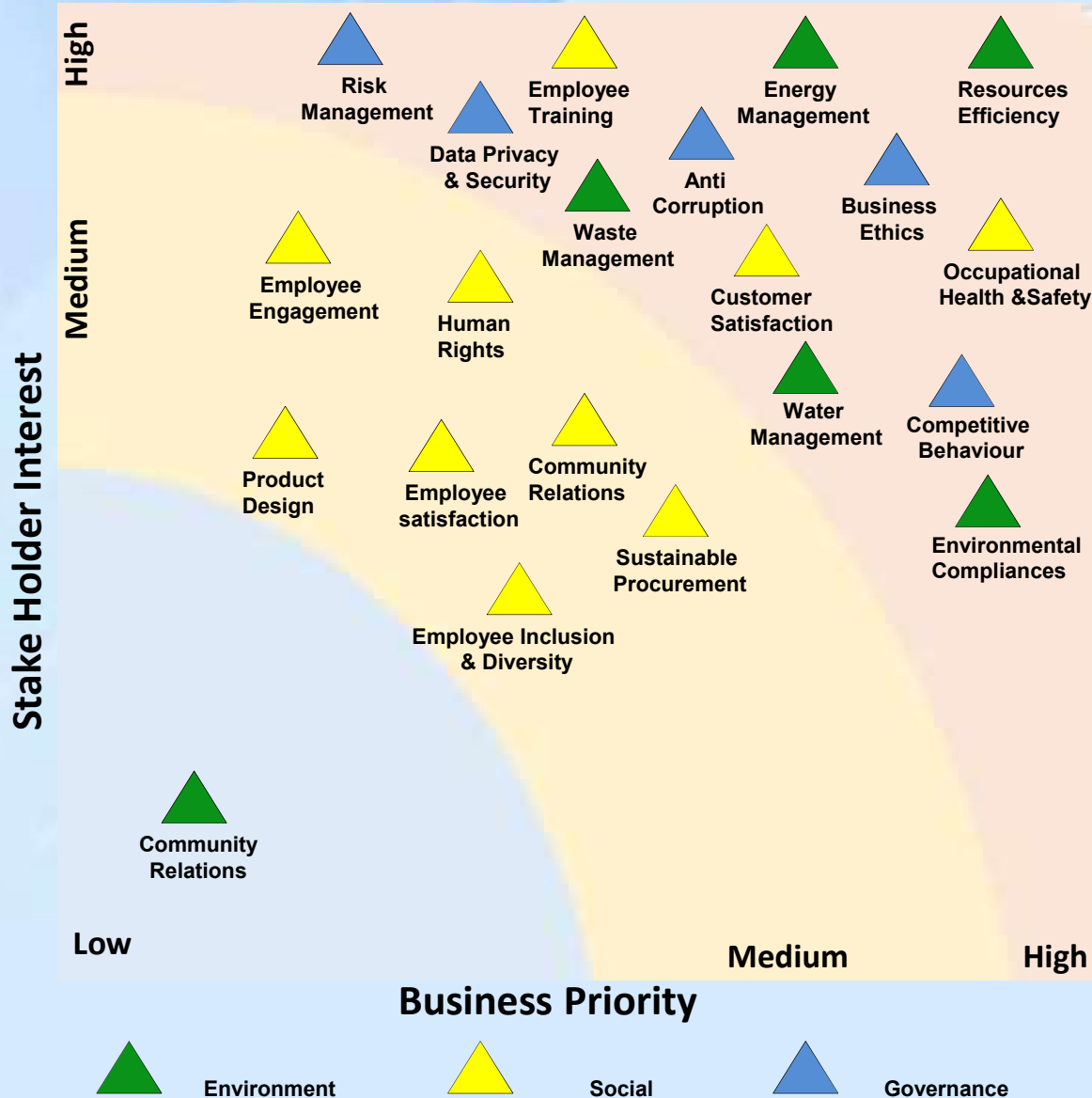
Stakeholder Engagement and Materiality Analysis

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

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

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 analyzed 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 Micron 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	MATERIAL IDENTIFICATION	DESCRIPTION	POTENTIAL IMPACT
Energy Management	<ul style="list-style-type: none"> ➤ Resource Efficiency ➤ Energy Efficiency ➤ Renewable Energy 	<p>Efficient use of resources to reduce waste</p> <p>Implementing measures to optimize energy use.</p> <p>Transitioning to sustainable energy sources.</p>	<p>Cost savings, reduced environmental footprint</p> <p>Reduced operational costs, decreased emissions.</p> <p>Reduced carbon footprint, increased resilience.</p>
Waste Management	<ul style="list-style-type: none"> ➤ Waste Reduction ➤ Recycling ➤ Water Conservation 	<p>Minimizing waste generation through source reduction.</p> <p>Reusing materials to reduce waste and resource use.</p> <p>Efficient use of water resources to reduce waste</p>	<p>Less landfill waste, resource conservation</p> <p>Lower demand for raw materials, reduced pollution.</p> <p>Lower water consumption</p>
Human Rights	<ul style="list-style-type: none"> ➤ Non-Discrimination ➤ Labor Rights ➤ Supply Chain Human Right 	<p>Promoting equal treatment and diversity.</p> <p>Upholding fair working conditions and wages.</p> <p>Addressing human rights issues in the supply chain.</p>	<p>Inclusive workplace, positive image.</p> <p>Ethical reputation, reduced turnover.</p> <p>Ethical sourcing, mitigated risks</p>
Occupational Health & Safety	<ul style="list-style-type: none"> ➤ Employee Well-being ➤ Work-related Injuries ➤ Mental Health 	<p>Ensuring a safe and healthy work environment.</p> <p>Preventing injuries and promoting safety.</p> <p>Addressing mental well-being of employees.</p>	<p>Reduced accidents, improved morale.</p> <p>Reduced absenteeism, enhanced productivity.</p> <p>Improved job satisfaction, lower turnover.</p>
Environmental Compliance	<ul style="list-style-type: none"> ➤ Regulatory Compliance ➤ Environmental Auditing 	<p>Meeting legal requirements for environmental protection.</p> <p>Evaluating organizational compliance with environmental standards</p>	<p>Avoidance of fines, positive reputation.</p> <p>Improved environmental performance, risk reduction.</p>

Material Issues: Description and its impacts

GRI	MATERIAL IDENTIFICATION	DESCRIPTION	POTENTIAL IMPACT
Climate Change	<ul style="list-style-type: none"> ➤ Mitigation ➤ Carbon Offsetting 	<p>Reducing greenhouse gas emissions.</p> <p>Compensating for emissions through offset project</p>	<p>Mitigated climate impacts, regulatory compliance.</p> <p>Enhanced carbon neutrality, ecosystem support.</p>
Responsible Procurement	<ul style="list-style-type: none"> ➤ Supply Chain Ethics ➤ On-Time Delivery 	<p>Ensuring ethical practices in the supply chain.</p> <p>Meeting customer needs promptly and effectively</p>	<p>Reduced reputational risk, improved trust.</p> <p>Increased customer retention</p>
Product Quality & Safety	<ul style="list-style-type: none"> ➤ Product Safety ➤ Quality Control 	<p>Ensuring products are safe for consumers</p> <p>Maintaining consistent product quality.</p>	<p>Consumer trust, regulatory compliance</p> <p>Reduced returns, positive brand perception</p>
Training & Skill Development	<ul style="list-style-type: none"> ➤ Employee Training ➤ Professional Growth 	<p>Enhancing employee skills and knowledge.</p> <p>Providing opportunities for career development.</p>	<p>Improved performance, innovation.</p> <p>Higher motivation, reduced turnover.</p>
Employee Engagement	<ul style="list-style-type: none"> ➤ Communication ➤ Participation 	<p>Open and transparent communication.</p> <p>Involving employees in decision-making processes.</p>	<p>Stronger teamwork, increased morale.</p> <p>Higher job satisfaction, innovation.</p>
Diversity & Inclusion	<ul style="list-style-type: none"> ➤ Inclusive Culture 	<p>Promoting diversity and a sense of belonging.</p>	<p>Enhanced creativity, broader perspectives.</p>
Labour Relation	<ul style="list-style-type: none"> ➤ Employee Representation 	<p>Ensuring fair representation and communication</p>	<p>Improved communication, reduced conflicts.</p>

CORPORATE GOVERNANCE

Board of Directors

Name of Director	Category
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

Explanation of the functions & Responsibilities

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 behavior, 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.

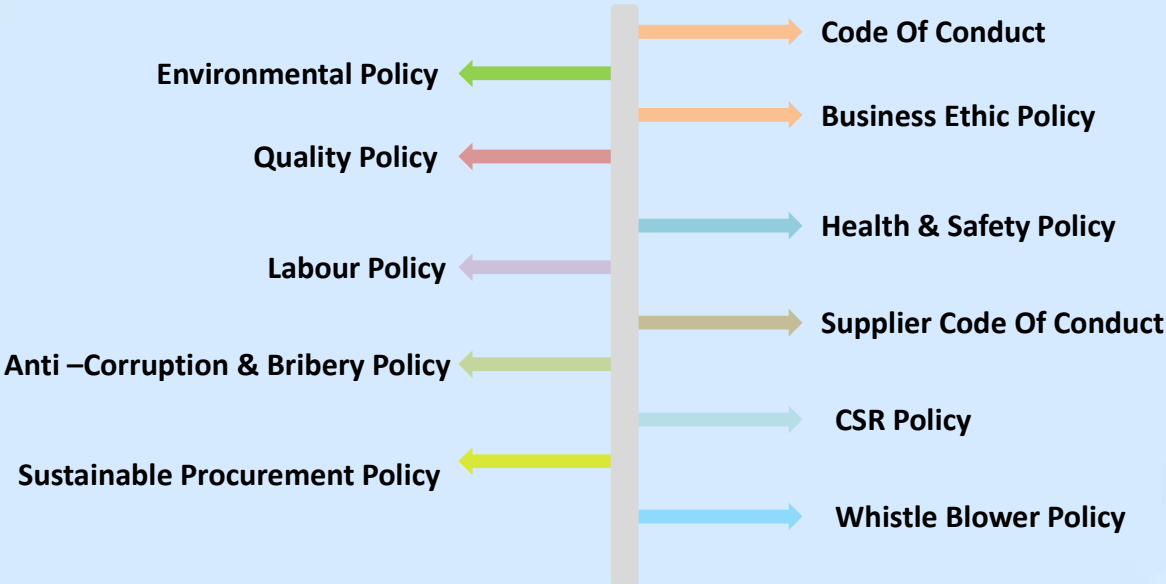
CORPORATE POLICIES AND CODE OF CONDUCT

Micron Instruments Code of Conduct is a set of guidelines and principles that outline the ethical standards and behavioral expectations for all employees and stakeholders within the organization. It serves as a framework for promoting integrity, transparency, and responsible behavior 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 at our company are as below:

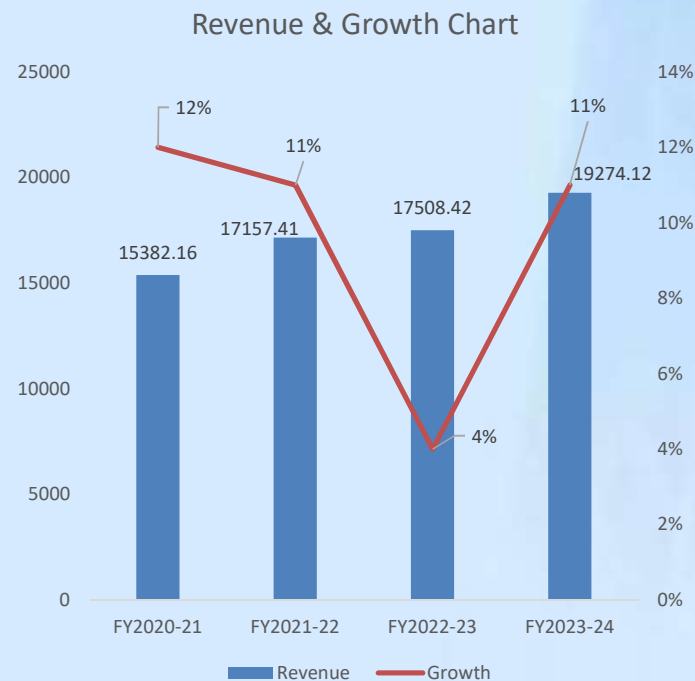


FINANCIAL OVERVIEW

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 Micron's employees, we will be able to maintain this growth in future years also. Our order book is healthy and many programs 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 in technology by continuous investments in getting the latest state of the art plant and machinery.

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

In Lacs	Year	2023-24	2022-23	2021-22	2020-21
Income	Revenue from operations	18465,74	17175,63	16603,01	14833,12
	Other Income	808,38	332,79	554,4	549,04
	Total Income	19274,12	17508,42	17157,41	15382,16
Expenses	Operating Expenses	7877,51	7540,95	7028,24	5967,7
	Employee Benefits Expense	3147,29	2588,99	2297,37	1977,12
	Finance Costs	76,61	36,82	58,76	70,88
	Depreciation and amortisation Expense	352,74	278,78	278,48	241,31
	Other Expenses	2446,25	2032,02	1636,24	1602,16
	Provision for Taxes	1349,97	1350,00	1475,25	1477,44
	Total Expenses	4034,75	13827,56	12774,34	11336,61



Our Human Resource Values



At Micron Instruments, we believe that our success is driven by the talent and dedication of our team. We strive to create an inclusive and empowering work environment that encourages innovation, collaboration, and personal growth. 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	FY 2023-24	FY 2022-23	FY 2021-22
Total employees	Nos	735	693	645
Male employees	%	91.70%	95.09	89.61%
	Nos	674	659	578
Female employees	%	8.30%	4.90%	4.65%
	Nos	61	34	30
Total number of employees at top management level	Nos	5	5	5
Female employees in executive position	%	4%	4%	4%
Female employees in BOD	%	60%	60%	60%
Employees with disabilities within the organization	%	0.41	0.29%	0.31
Employees with disabilities in executive position	%	0	0%	0
Employees from minority groups (Muslims ,Sikhs, Christians, Buddhists, Jain and Parsis) within the organization	%	6.12%	5.48%	5.27%
Employees from minority groups (Muslims ,Sikhs, Christians, Buddhists, Jain and Parsis) in executive position	%	9.50%	8%	4%
Average gross pay for men employees	INR	21,581	19,731	18,017
Average gross pay for women employees	INR	23,992	21,913	19,840
Average unadjusted gender pay gap	INR	-11%	9.96%	0.0918
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	4.5:1	--	-- 18

Human Resource Management



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

<p>Benefits </p> <ul style="list-style-type: none"> ➤ Privilege Leave ➤ Casual Leave ➤ Sick Leave ➤ Relocation/Joining Leave ➤ Maternity Leave ➤ Compensatory Leave 	<p>Superannuation </p> <p>Superannuation is a fund received by an employee at retirement as a pension.</p>	<p>Financial Benefits </p> <ul style="list-style-type: none"> ➤ Loan to employee as per company's policy Good Work Award 	<p>Privilege Leave Benefit </p> <ul style="list-style-type: none"> ➤ Privilege leaves are available to every employee in our organization. ➤ Every Year the employee is credited with the earned leaves
<p>Health & Wellness Benefits </p> <ul style="list-style-type: none"> ➤ Medical & Accident insurance coverage for employees and immediate family Regular Health camps 	<p>Family wellness Benefits </p> <ul style="list-style-type: none"> ➤ Loan to employee as per company's policy Good Work Award 	<p>Gratuity </p> <p>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</p>	<p>Provident Fund </p> <ul style="list-style-type: none"> ➤ 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	FY 2023-24	FY 2022-23	FY 2021-22
Total no. of lost time accidents (Reportable Accidents)	0	0	01
Total no. of fatal accidents	0	0	01
Total no. of man-days lost	0	0	193
Total No. Of Minor Injury (Near Miss)	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0.74
Lost Time Injury Severity Rate (LTISR)	0	0	0.14
Total Man-hours worked	1.5 Mn	1.4 Mn	1.3 Mn

Health and Safety Training

No. of Employee Trained of Health & Safety

Parameter	FY 2023-24	FY 2022-23	FY 2021-22
Training on health & Safety (Staff)	180	149	126
Training on health & Safety (Permanent Employee)	51	32	38
Training on health & Safety (Contractual Employee)	356	326	151
Total	587	507	315

Workplace Safety

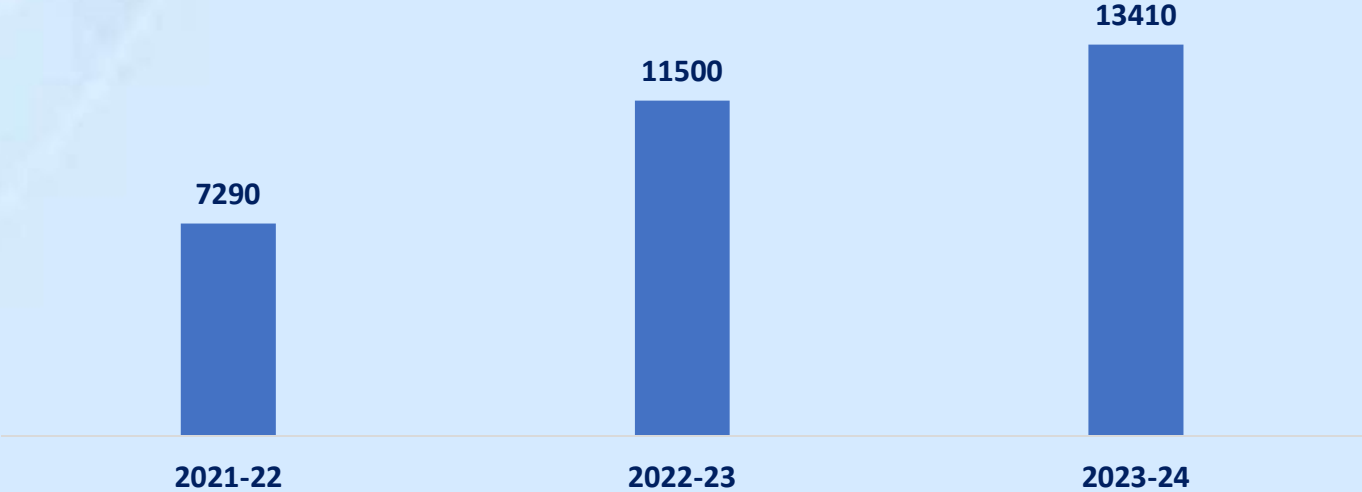
At Micron Instruments, workplace safety is our top priority. We are dedicated to fostering a secure environment for employees and contractors through proactive leadership, the adoption of global best practices, and a structured implementation framework. Our commitment drives a safety-first culture aimed at achieving our ultimate goal: "Zero Accidents."

Occupational Health & Safety Management System	Work Place Safety Management System	Certification	Fire Control System
<p>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.</p>	<ul style="list-style-type: none"> ➤ PPE ➤ Waste Management ➤ Safety Signs & Colour Code ➤ Walkways ➤ Housekeeping ➤ Mobile Work Equipment ➤ Electrical Protection 	<ul style="list-style-type: none"> ➤ ISO 9001 ➤ AS 9100 ➤ ISO 45001 ➤ ISO 14001 ➤ Cyber Essential 	<ul style="list-style-type: none"> ➤ Fire Alarm system ➤ Fire Fighting Equipment ➤ Evacuation Routes

Employee Training & Development

At Micron Instruments, we are committed to fostering an environment that empowers our employees to engage in continuous learning and skill acquisition. Through our comprehensive Employee Training & Development programs, we provide the resources necessary to enhance professional growth. Our primary objective is to align this growth with the unique roles and responsibilities of each employee, ensuring their success within the organization while supporting their personal and professional development. We recognize that by investing in our people, we strengthen the foundation of our business and contribute to the long-term success of both our employees and the company.

Training Hours



ENVIRONMENTAL MANAGEMENT SYSTEM

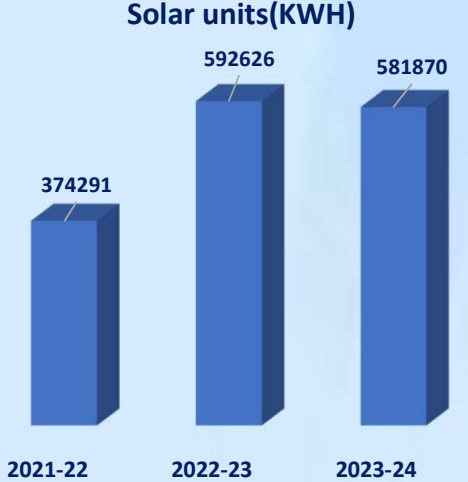
The Environmental Policy of MICRON INSTRUMENTS PRIVATE LIMITED recognizes the importance of environmental sustainability in all aspects of our business. We are committed to minimizing our impact on the environment, reducing carbon emissions / pollutants from our operation and promoting sustainable practices 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 2023-24, Micron Instruments generated an impressive 0.571-million-kilowatt hours of clean energy through its solar system. This substantial same as 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 2023-24, Micron Instruments reported a total of 8790.95 metric tons of carbon dioxide equivalent (CO₂e) in greenhouse gas emissions. Notably, this represents a significant increase of 24% 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

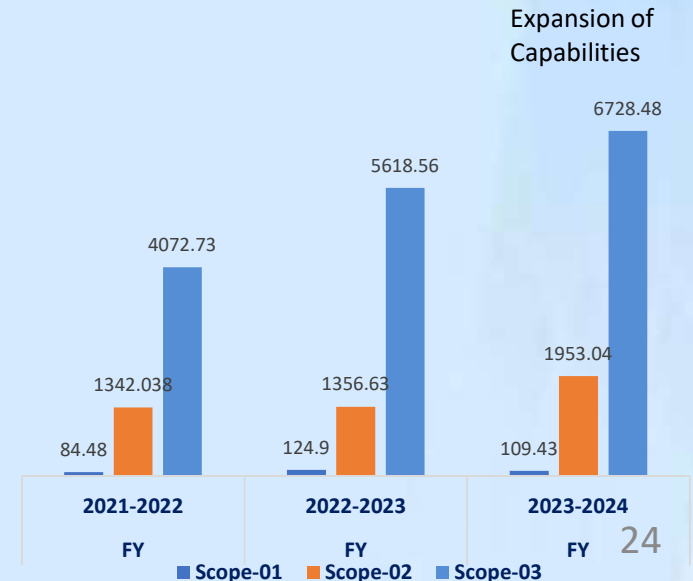
Carbon Intensity:

The carbon footprint of Micron Instruments was calculated at 4.02 metric tons of CO₂e per million Indian rupees of revenue for the financial year 2023-24. This metric reflects a noteworthy increase of 24% compared to the previous year, primarily due to heightened water consumption necessitated by increased operational demands.



Micron Instruments tCO ₂ e Emission			
Year	FY 2023-2024	FY 2022-2023	FY 2021-2022
Scope-01	109.4	124.9	84.5
Scope-02	1953	1356	1342
Scope-03	6728	5618	4072
Carbon Offset	N/A	N/A	N/A
Scope 2 renewable tariffs	183.5	185.6	N/A
Total Net Emission	8607	6914	5499

tCo₂e Emission



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 57.33% of clean energy in 2023-24 as compared to 2021-22 which 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.

Reducing our emissions

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 continue to 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 2023-24	FY 2022-23	FY 2021-22
Average concentration of Air Pollutant -Sulphur Dioxide(SO ₂)	µg/m ³	21.6	10.71	11.15
Average concentration of Air Pollutant -Nitrogen Dioxide(NO ₂)	µg/m ³	29.33	18.92	14.43
Average concentration of Air Pollutant - Particulate Matter (PM10)	µg/m ³	157.33	82.45	81.40
Total Weight Of air Pollutant	Kg	0.000000346	--	--

WATER MANAGEMENT

We understand effective water management as an important 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 2023-24	FY 2022-23	FY 2021-22
Total water consumption	ML	22.32	19.89	10.09
Total wastewater discharge	ML	8.68	6.81	6.44
Average concentration of Total Suspended Solids	mg/L	17.00	16.67	36.25
Average concentration of heavy metals (copper, iron, zinc, nickle)	mg/L	0.70	0.72	4.93
Average concentration of Ammonical	mg/L	5.4	0.85	5.00
Average concentration of BOD	mg/L	35	25.83	60.25
Average concentration of COD	mg/L	192.0	98.67	193.75
Average concentration of Oil and Grease	mg/L	4.0	3.60	1.15
Average concentration of Total Phosphate	mg/L	1.20	0.30	1.38
Total pollutants emitted to water	kg	1417.3	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 are contributing to a healthier planet. We're always looking for new and better ways to handle waste and are 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.**



Three Separate Bins to use for waste Sorting/Collection in the shop floor as follows:

BLUE BINS:>

For Dry Waste i.e., Paper, cotton, cloths etc.

GREEN BINS:>

Plastic Waste i.e. Plastic sheet, plastic box, other plastic waste.

RED BINS:>

For Industrial Hazardous Waste i.e. Used oil soaked cloths/Rag. 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 98% 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 2023-24, a remarkable 98% 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 2023-24	FY 2022-23	FY 2021-22
Total weight of waste generated	tonnes	354.5	286.19	353.66
Total weight of hazardous waste	tonnes	2.2	4.65	7.14
Total weight of non-hazardous waste	tonnes	352.3	281.54	346.51
Total weight of waste sent to third party collectors for recycling	tonnes	348.8	275.83	310.74
Percentage of waste recovered externally	%	1.0	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 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 based on conjunction with Micron's CSR policies, which provides a high level of guidance to the sustainability practices in supply chain management.



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

10.16 million Rupees
Total Expenditure allocated on
CSR projects in the FY 2023-24



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 FY 2024 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 2025.



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.