

Annexure – 7 TO THE DIRECTORS’ REPORT

BUSINESS RESPONSIBILITY REPORT

For the Financial Year 2021-22

[See Regulation 34(2)(f)]

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1. **Corporate Identity Number (CIN) of the Company** L29309TG1991PLC013203
2. **Name of the Company** Astra Microwave Products Limited
3. **Registered address** Astra Towers, Survey No:12 (Part), Opp. CII Green Building, Hitech City, Kondapur, Hyderabad, Telangana-500 084, India.
4. **Website** www.astramp.com
5. **E-mail id** info@astramp.com
6. **Financial Year reported** 2021 - 22
7. **Sector(s) that the Company is engaged in (industrial activity code-wise)**

NIC Code	Description
3652	RF and Microwave
8. **List three key products/services that the Company manufactures/provides (as in balance sheet):**
 1. Radar, Sub-Systems and Systems
 2. Space On-board and ground Sub-systems
 3. Defence Communication Electronics
9. **Total number of locations where business activity is undertaken by the Company**
 - (a) **Number of International Locations:** Nil
 - (b) **Number of National Locations:** Eight Locations:

<p>Unit 1: Plot No 12, ANRICH Industrial Estate, Bollaram, Medak District, Telangana – 502325</p>	<p>Unit 2: Plot No 56A, 56B, 57A, ANRICH Industrial Estate, Bollaram, Medak District, Telangana – 502325</p>
<p>Unit 3: Survey No.1\1, Imarath Kancha, Raviryala Village, Hardware Technology Park, Maheshwaram Mandal, Ranga Reddy, Telangana- 500 005.</p>	<p>Unit 4: Plot No.18,19, 20, 21 Part, Hardware Technology Park, Imarath Kancha, Raviryala Village, Maheshwaram Mandal, Ranga Reddy, Telangana- 500 005.</p>
<p>Ecity: S.Y. No. 114 /1 Plot No. S-2/9 and 10, E-City, Raviryala, Srinagar V, Maheshwaram M, Ranga Reddy, Telangana- 501359.</p>	<p>EOU: Plot Nos. 18,19, 20, 21 Part, Hardware Technology Park, Survey No.1\1, Imarath Kancha, Raviryala Village, Maheshwaram Mandal, Ranga Reddy, Telangana- 500 005.</p>
<p>Bengaluru Office: Plot No. 51 P, Bengaluru Aerospace Park Industrial Area, Survey Nos. Parts of 36 to 40, Jala Hobli, Yelahanka Taluk, Bengaluru North, Bengaluru Urban – 562 149, Karnataka.</p>	<p>Ahmedabad Office: A102, Elanza Crest, Beside Sigma House, Sindhubhavan Road, Bodakdev, Ahmedabad-380054, Gujarat.</p>
<p>Regional/Marketing Offices at: Hyderabad.</p>	

10. Markets served by the Company –Local/ State/ National/ International:

Local	State	National	International
✓	✓	✓	✓

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1. **Paid up Capital (Rs. INR) :** 1,732.23 Lacs
2. **Total Turnover (Rs. INR) :** 74,225.96 Lacs
3. **Total profit after taxes (Rs. INR) :** 4,028.62 Lacs
1. **Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%):**
2% of the average net profit of the company made during the three immediately preceding Financial Years. The Company's total spending on CSR for the year ended March 31, 2022 was Rs.74, 33, 614/- which is 2% of the PAT.
2. **List of activities in which expenditure in 4 above has been incurred:-**
Promoting Health Care including preventive health care, Promoting Education, and Promoting Research & Development.

SECTION C: OTHER DETAILS

1. **Does the Company have any Subsidiary Company/ Companies?**
Yes. Astra has 3 subsidiary companies.
2. **Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s):**
The parent company undertakes majority of the BR initiatives.
3. **Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]:** No

SECTION D: BR INFORMATION
1. Details of Director/Directors responsible for BR

(a) Details of the Director/Director responsible for implementation of the BR policy/policies

1. DIN Number : 00003828
2. Name : S. Gurunatha Reddy
3. Designation : Managing Director
4. Tel. No. : 040-46618000
5. Email Id : secretarial@astramwp.com

(b) Details of the BR head : same as above

S. No.	Particulars	Details
1	DIN Number (if applicable)	00003828
2	Name	S. Gurunatha Reddy
3	Designation	Managing Director
4	Telephone number	040-46618000
5	e-mail id	secretarial@astramwp.com

2. Principle-wise (as per NVGs) BR Policy/policies

(a) Details of compliance (Reply in Y/N)

S. No.	Questions	Ethics	Product Life Cycle Sustainability	Employee well being	Stakeholders Engagement	Human Rights	Environment	Policy Advocacy	Community Development (CSR)	Customer Relations
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy/ policies for	Yes								
2	Has the policy being formulated in consultation with the relevant stakeholders?	Yes								
3	Does the policy conform to any national / international standards? If yes, specify? (50 words)	Company Policies are in line with the best practices.								
4	Has the policy being approved by the Board? Is yes, has it been signed by MD/ Owner/ CEO/ appropriate Board Director?	Yes, the policies are approved by the Board and signed by the Managing Director.								
5	Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Yes								
6	Indicate the link for the policy to be viewed online?	Policies can be viewed on http://www.astramwp.com								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Yes								
8	Does the company have in-house structure to implement the policy/ policies.	Yes								
9	Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies?	Yes, the company provides the redressal mechanism for all kinds of grievances								
10	Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	No								

- (b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options)

S. No.	Questions	Ethics	Product Life Cycle Sustainability	Employee well being	Stakeholders Engagement	Human Rights	Environment	Policy Advocacy	Community Development (CSR)	Customer Relations
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The company has not understood the Principles	---	---	---	---	---	---	---	---	---
2	The company is not at a stagewhere it finds itself in a position to formulate and implement the policies on specified principles	---	---	---	---	---	---	---	---	---
3	The company does not have financial or manpower resources available for the task	---	---	---	---	---	---	---	---	---
4	It is planned to be done within next 6 Months	---	---	---	---	---	---	---	---	---
5	It is planned to be done within the next 1 year	---	---	---	---	---	---	---	---	---
6	Any other reason (please specify)	---	---	---	---	---	---	---	---	---

3. Governance related to BR

- (a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year:
Annually
- (b) Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?

Business Responsibility Report forms as part of the Company's Annual Report and can be viewed on the website of the Company, <https://www.astramp.com>.

SECTION E: PRINCIPLE-WISE PERFORMANCE

PRINCIPLE 1 - ETHICS

1. Does the policy relating to ethics, bribery and corruption cover only the company?

Yes/ No. Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs/Others?

The Company is committed to build a strong ethical organization. As a result, the Company has adopted a Code of Conduct policy which is applicable to all designated employees of the Company including the board members. The policy lays emphasis on the honesty, integrity and ethical conduct of the employees and has been communicated to the employees, across all the locations.

2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.

We did not receive any significant stakeholder complaints during the financial year.

PRINCIPLE 2 - PRODUCT LIFE CYCLE SUSTAINABILITY

1. **List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities:** Not applicable
2. **For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):**
 - (a) Reduction during sourcing/production/ distribution achieved since the previous year throughout the value chain?: **Not applicable**
 - (b) Reduction during usage by consumers (energy, water) has been achieved since the previous year?:
Not applicable
3. **Does the company have procedures in place for sustainable sourcing (including transportation)?**
 - (a) If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so: **Not applicable**
4. **Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?**
 - (a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors?:
Yes, where ever possible.
5. **Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.**

The Company does not recycle its products as most of the products are used in strategic/national security applications. Products are not returned to the company once it is handed over to the customers.

PRINCIPLE 3 - EMPLOYEE WELL BEING

1. **Please indicate the Total number of employees:**
The company has **1058** employees as on 31.03.2022.
2. **Please indicate the Total number of employees hired on temporary/contractual/casual basis:**
The company has **182** contractual employees as on 31.03.2022.
3. **Please indicate the Number of permanent women employees:**
The company has **145** women employees as on 31.03.2022.
4. **Please indicate the Number of permanent employees with disabilities:**
The company has **5** permanent employees with disabilities as on 31.03.2022.
5. **Do you have an employee association that is recognized by management:** No
6. **What percentage of your permanent employees is members of this recognized employee association:** Nil
7. **Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.**

S. No.	Category	No of complaints filed during the financial year	No of complaints pending as on end of the financial year
1	Child labour/forced labour/ involuntary labour	Nil	Nil
2	Sexual harassment	Nil	Nil
3	Discriminatory employment	Nil	Nil

8. **What percentage of your under mentioned employees were given safety & skill up- gradation training in the last year?**

S. No.	Category	% of Persons trained on Safety Aspects	% of Persons trained for skill up- gradation
1	Permanent Employees	98%	72%
2	Permanent Women Employees	98%	70%
3	Casual/Temporary/Contractual Employees	98%	10%
4	Employees with Disabilities	NA	NA

PRINCIPLE 4 - STAKEHOLDERS ENGAGEMENT

1. **Has the company mapped its internal and external stakeholders? Yes/No**
No
2. **Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?:**
Not applicable
3. **Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders? If so, provide details thereof, in about 50 words or so:** Not applicable

PRINCIPLE 5 - HUMAN RIGHTS

1. Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs/Others?
All aspects of human rights are inbuilt and covered under the Company's Code of Business Conduct as well in various human resource practices/ policies.
2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?
No complaints with respect to Human Rights was reported during the Financial Year ended March 31, 2022.

PRINCIPLE 6 - ENVIRONMENT

1. **Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/ Suppliers/Contractors/NGOs/others.**
The company is committed to operate all its plants in an environmentally friendly manner while protecting health and safety of its employees.
2. **Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc:** No
3. **Does the company identify and assess potential environmental risks? Y/N:** Yes
4. **Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?**
At present the company does not have any project related to clean development mechanism.
5. **Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc:** No
6. **Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?**
The emissions/waste generated by the Company are within the permissible limits specified by Central or State Pollution Control Board (CPCB/ SPCB) for the financial year being reported.
7. **Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.**
There are no show cause/legal notices from CPCB/ SPCB which are pending as at the end of the financial year.

PRINCIPLE 7 - POLICY ADVOCACY

1. **Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:**
Yes. The Company is a member of:
 1. Electronics and Computer Software Export Promotion Council
 2. Andhra Chamber of Commerce
 3. Confederation of Indian Industry
 4. Electronics Industries Association of India
 5. ASSOCHEM

2. **Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others):** No

PRINCIPLE 8 - COMMUNITY DEVELOPMENT (CSR)

1. **Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.**

The Company has adopted CSR Policy, the key areas of focus of CSR Policy are:

Providing health care, setting up of homes for orphans and contributions to Technology incubators.

2. **Are the programmes/projects undertaken through in-house team/own foundation/external NGO/ government structures/any other organization?**

The above mentioned initiatives are implemented through implementing agency.

3. **Have you done any impact assessment of your initiative?:** No

What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?

The Company has spent an amount of Rs.75 lacs on its CSR activities during financial year ended March 31, 2022.

Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.

Please refer to Annual Report on Annexure of CSR Activities.

PRINCIPLE 9 - CUSTOMER RELATIONS

1. **What percentage of customer complaints/consumer cases are pending as on the end of financial year:** Nil

2. **Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks (additional information):** Yes

The Company displays product information on the product label as per the requirement of law.

3. **Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so:**

No.

4. **Did your company carry out any consumer survey/ consumer satisfaction trends?**

The Company has not carried out any formal consumer survey/consumer satisfaction trends. However, the Company keeps track of responses/comments from various stakeholders.

For and on behalf of the Board of Directors

Mr. S. Gurunatha Reddy
Managing Director
DIN: 00003828

Mr. M. V. Reddy
Joint Managing Director
DIN: 00421401

Place: Hyderabad
Date: July 15, 2022