



ASK AUTOMOTIVE LIMITED

(Formerly known as ASK Automotive Private Limited)

Date: July 27, 2024

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400 001
Scrip Code: 544022
ISIN No.: INE491J01022
Re.: ASK Automotive Limited

National Stock Exchange of India Limited
Exchange Plaza, C-1, Block - G, Bandra Kurla
Complex, Bandra (East), Mumbai - 400 051
Symbol: ASKAUTOLTD
ISIN No.: INE491J01022
Re.: ASK Automotive Limited

Sub: Business Responsibility and Sustainability Report – FY 2023-24

Dear Sir/Madam,

In compliance with Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations'), please find enclosed Business Responsibility and Sustainability Report for financial year 2023-24 which also forms part of the Annual Report for financial year 2023-24, submitted to the stock exchanges on July 27, 2024.

The same is also available on the website of the Company at www.askbrake.com.

Kindly take the above information on your record.

Thanking you.

Yours Faithfully,
For **ASK Automotive Limited**

Rajani Sharma
Vice President (Legal) Company Secretary
& Compliance Officer
Membership No.: ACS14391

Encl: a/a

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1	Corporate Identity Number (CIN) of the Company	L34300DL1988PLC030342
2	Name of the Company	ASK Automotive Limited
3	Year of Incorporation	1988
4	Registered Office Address	Flat No. 104, 929/1, Naiwala, Faiz Road, Karol Bagh, New Delhi, Delhi - 110005
5	Corporate Address	Plot No. 13-14, Sector-5, IMT Manesar, Gurugram, Haryana- 122050
6	Email Address	compliance@askbrake.com
7	Telephone	+91 124 439 6900
8	Website	www.askbrake.com
9	Financial Year Reported	2023-24
10	Name of the Stock Exchanges where shares are listed	BSE Limited & National Stock Exchange of India Limited
11	Paid-up Capital	39,42,85,200
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Rajani Sharma, VP (Legal), Company Secretary & Compliance Officer Contact No.: +91 124 439 6900 Email Id: compliance@askbrake.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14	Name of assurance provider	Not Applicable for the year under review
15	Type of assurance obtained	Not Applicable for the year under review

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing	Automotive Components	92

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Advanced Braking Systems	30913	39
2	Aluminium Lightweighting Precision Solutions	24320	40
3	Safety Control Cables	30913	4
4	Wheel Assembly	30913	13

III. Operations

18. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	14	1	15
International	0	0	0

19. Markets served by the Company

a. Number of locations

Location	Number
National (No. of States)	27
International (No. of Countries)	12

b. What is the contribution of exports as a percentage of the total turnover of the Company?

5.01%

c. Types of customers

The Company's customers are mainly original equipment manufacturer (OEM) for automotive components. The Company also has dealers' network for independent aftermarket for automotive components/parts in India. Additionally, the Company has overseas customers for its automotive and non-automotive components/parts.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1232	1216	98.7%	16	1.3%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	1232	1216	98.7%	16	1.3%
WORKERS						
4.	Permanent (F)	413	412	99.8%	1	0.2%
5.	Other than Permanent (G)	4697	4697	100%	0	0.0%
6.	Total workers (F+G)	5110	5109	100%	1	0.0%

b. Differently abled Employees and workers:

Sr No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	2	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	2	2	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	6	6	100	0	0
6.	Total differently abled workers (F+G)	6	6	100	0	0

21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.50%	6.25%	17.40%	19.04%	9.09%	18.90%	15.20%	10.00%	15.10%
Permanent Workers	6.00%	0	6.00%	7.90%	0	7.90%	7.60%	0	7.60%

Note: This includes employees/workmen who have left during the year.

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. Name of holding/subsidiary/associate companies/joint ventures**

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	ASK Automobiles Private Limited	Subsidiary	100	No
2	ASK Fras-Le Friction Private Limited	Joint Venture	49	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes

(ii) Turnover (in Rs. Lacs): 2,92,643.31

(iii) Net worth (in Rs. Lacs): 86,563.73

VII. Transparency and Disclosure Compliances**25. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No)(If yes, then provide weblink for grievance redressal policy)	FY 2023-24			FY 2022-23		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors and Shareholders	Weblink: - https://askbrake.com/whistleblowerpolicy	873*	0	Complaints resolved	0	0	-
Employees and workers	https://askbrake.com/contact/	0	0	-	1	0	Complaint resolved
Customers		0	0	-	0	0	-
Value Chain Partners		1	0	Complaint resolved	0	0	-
Others (Anonymous)		-	-	-	-	-	-

* Majority of complaints related to Allotment of shares / unblocking of funds in relation to IPO

26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identifiedh	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water and Energy Management	O	Better Management gives dual benefits 1) Cost Saving 2) Positive Impact on Environment	NA	Positive
2	Emission and Hazardous Waste Management	R	Emissions and Hazardous Waste discharge contributes to climate change and can lead to regulatory penalties. Failure to address emissions and Hazardous Waste discharge efficiently can harm the environment, attract legal consequences, and damage the Company's reputation.	Implementing energy-efficient technologies, and optimizing production processes to minimize hazardous waste and emissions.	Negative
3	Opportunity in Clean Technology	O	Clean technology aims to minimize environmental impact while promoting sustainability. Adopting clean tech solutions offers several benefits like cost optimisation, energy saving, less emissions and Innovation.	NA	Positive, as the cost of renewable energy is cheaper than conventional energy sources
4	Operational Efficiency	O	Increasing operational efficiency through optimum utilisation of resources, including material, and waste minimisation may improve profitability.	NA	Positive
5	Employee Well-being, Health and Safety	R	Manpower is the most critical resource for growth and sustenance of business. Inability to ensure Employee Well-being, Health and Safety may impact business operations adversely including legal and financial consequences.	Providing: <ul style="list-style-type: none"> • various welfare programs/ schemes including insurance, retirement benefits etc. • various facilities for occupational health including medical room; • training, safe equipment and safety equipment. 	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

Principle P1: Transparency & Accountability <ul style="list-style-type: none"> Code of Conduct & Ethics¹ Whistle Blower Policy² 	Principle P2: Product Responsibility <ul style="list-style-type: none"> Code of Conduct & Ethics¹ Quality Policy³ Environmental, Occupational Health and Safety (EHS) Policy⁴ 	Principle P3: Employee Development <ul style="list-style-type: none"> Code of Conduct & Ethics¹ Whistle Blower Policy² Environmental, Occupational Health and Safety (EHS) Policy⁴ HR Policy Manual is available to employees on Company's Human Resources Management System ("HRMS") under SaaS model
Principle P4: Stakeholder Engagement <ul style="list-style-type: none"> Code of Conduct & Ethics¹ Whistle Blower Policy² Corporate Social Responsibility (CSR) Policy⁵ 	Principle P5: Human Rights <ul style="list-style-type: none"> Code of Conduct & Ethics¹ Whistle Blower Policy² HR Policy Manual is available to employees on Company's Human Resources Management System ("HRMS") under SaaS model 	Principle P6: Environment Principle <ul style="list-style-type: none"> Code of Conduct & Ethics¹ Environmental, Occupational Health and Safety (EHS) Policy⁴
Principle P7: Public Advocacy <ul style="list-style-type: none"> Code of Conduct & Ethics¹ 	Principle P8: Inclusive Growth and equitable development <ul style="list-style-type: none"> Code of Conduct & Ethics¹ Corporate Social Responsibility (CSR) Policy⁵ Environmental, Occupational Health and Safety (EHS) Policy⁴ 	Principle P9: Customer Value <ul style="list-style-type: none"> Code of Conduct & Ethics¹ Whistle Blower Policy² IT Security Policy is available to employees on Company's Human Resources Management System ("HRMS") under SaaS model

¹ <https://askbrake.com/codeofconductandethics>

² <https://askbrake.com/whistleblowerpolicy>

³ <https://askbrake.com/qualitypolicy>

⁴ <https://askbrake.com/EHSpolicy>

⁵ <https://askbrake.com/CSRpolicy>

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Weblink of the policies, if available	As referred in above table								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	IATF 16949: 2016	ISO 9001: 2015	ISO 45001: 2018	-	ISO 45001: 2018	ISO 14001: 2015	-	ISO 9001: 2015	ISO 9001: 2015
	ISO 14001: 2015	IATF 16949: 2016						IATF 16949: 2016	IATF 16949: 2016
	ISO 9001: 2015	ISO 14001: 2015						ISO 14001: 2015	ISO 14001: 2015
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	There were no specific commitments, goals and targets set by the Company.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	As there were no specific commitments, goals and targets set by the Company, hence there is no performance measurement mechanism								

Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (*listed entity has flexibility regarding the placement of this disclosure*)

Our Company is acting responsibly in business and dedicatedly working towards sustainability with an aim to make significant contribution to the society and the environment. We are progressing well towards building a more sustainable future by undertaking initiatives to lower carbon emissions, reducing wastage and usage of renewable energy. We are making significant investments in our quest towards transition to renewable energy.

Employee wellbeing and safety of our workforce is also one of our top priorities. We firmly believe that providing a safe working environment and nurturing a diverse and inclusive workplace is essential for employee satisfaction and improved productivity of our employees, who continuously strive for excellence. By fostering such an environment, we cultivate a workplace and organisational culture that are poised for growth and achievement.

In addition, as a contribution towards socio economic growth of the society, our philanthropic arm AHSAAS continues to work on the ground level to support Education, Health Care, Women Safety, Nurturing the Skill development and Sports Talent in our country.

Further, to promote Ethical Conduct and Corporate responsibility, the Company has put in place sound governance policies & practices ensuring transparency and adherence to the applicable laws.

Our commitment to institutionalise these practices in future will enable us to continue to conduct business responsibly, sustainably and efficiently.

Kuldip Singh Rathee

Chairman & Managing Director

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Policy	Implementation Authority	Oversight Authority
	Code of Conduct & Ethics and Whistle Blower Policy	Chief Human Resource Officer	Ethics Committee
	Quality Policy	Corporate Quality Head	Executive Director - Operations
	Environmental, Occupational Health and Safety (EHS) Policy	EHS Head	Managing Director
	Corporate Social Responsibility (CSR) Policy	Chief Human Resource Officer	CSR Committee
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company's existing committees such as the Corporate Social Responsibility Committee, Risk Management Committee, and Stakeholders Relationship Committee etc. each serving as the principal decision-making body for sustainability issues within their respective domains.		

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Yes, the Board of Directors, Committees, and Department Heads periodically review policies relevant to their respective areas. Improvements to these policies are implemented as needed.									Need Basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, the Company ensures compliance with all relevant laws and regulations.																	

11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
	No								

12. If answer to question (1) above is 'No' i.e. not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1:

Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators ▶

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Business Operations, SEBI (Prohibition of Insider Trading) Regulations, 2015, etc.	75%
Key Managerial Personnel*	2	SEBI (Prohibition of Insider Trading) Regulations, 2015	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than Board of Directors and KMPs	164	Integrity, Transparency, Professionalism, Perseverance and Sustainability, Code of Conduct, Energy Management, Stress Management and work life Balance, Safety Related, ESC, POSH	100%
Workers	261	Integrity, Code of Conduct, Safety, Stress Management	100%

*Includes Company Secretary and Chief Financial Officer only

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

Particulars	Monetary				
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NA	NA	NA	NA
Settlement	Nil	NA	NA	NA	NA
Compounding fee	Nil	NA	NA	NA	NA

	Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	NA	NA	NA
Punishment	Nil	NA	NA	NA

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the Company have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, The Company has a Code of Conduct and Ethics, having detailed guidelines for all employees, including senior management, to act in accordance with the highest standards of integrity, honesty, fairness, and ethical conduct while working for the Company as well as when representing the Company. Anti-corruption or Anti bribery guidelines are part of Code of Conduct and Ethics. Link - <https://askbrake.com/codeofconductandethics>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Particulars	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

Benefits	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0	0	0

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflict of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	30	29

9. Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	4.09	5.38
	b. Number of trading houses where purchases are made from	498	502
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	1.64	2.52
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	10.05	10.97
	b. Number of dealers / distributors to whom sales are made	410	458
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	24.63	21.03
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.02	0.03
	b. Sales (Sales to related parties / Total Sales)	0.03	0.002
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	1.00	1.00
	d. Investments (Investments in related parties / Total Investments made)	1.00	1.00

Leadership Indicators ►

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL		

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, the Company has formulated a “Policy with respect to Obligations of Directors and Senior Management” which specifies that they must act within the boundaries of the authority conferred upon them, and to comply with the requirements of applicable laws, while discharging their duties and responsibilities. The Policy further specifies not to involve themselves in making any decision on a subject matter in which a conflict of interest arises or could arise, between their personal interest and the interest of the Company. In the event of apprehending such conflict of interest, the relevant facts shall be disclosed in writing, explaining the circumstances that create the conflicts of interest, to the Board Members for further directions in the matter.

PRINCIPLE 2:

Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators ▶

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively

Segment	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R & D	At present, no system is in place to track and monitor the impacts or improvements in environmental and social aspects of the R&D and Capital expenditure.		
Capex			

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, the Company has established Standard Operating Procedures (SOPs) for procurement processes, ensuring sustainable sourcing. These processes, inter alia, encompass criteria for supplier selection, supplier development, procurement processes and supplier assessment/evaluation. Additionally, the Company diligently evaluates Supplier Quality Management Systems on an annual basis.

b. If yes, what percentage of inputs were sourced sustainably?

42.6% of inputs are procured through sustainable sourcing practices, with a rigorous assessment process identifying these suppliers as ‘green’ in our annual supplier evaluation.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

 (a) Plastics (including packaging)	The Company has no return policy at end of life of the products/packaging (including plastic). However, the Company has process in place to dispose plastics, if any, as per applicable laws.
 (b) E-waste	Not applicable as the products of the Company don't generate any E-waste at end of life. However, the Company has process in place to dispose e-waste, if any, as per applicable laws.
 (c) Hazardous waste	The Company has no return policy at end of life of the products. However, the Company has process in place to dispose hazardous waste, if any, as per applicable laws.
 (d) other waste.	The Company has no return policy at end of life of the products. However, the Company disposes all other wastes, if any, as per applicable laws and/or best practices.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, the Company is in the process of applying for EPR registration.

Leadership Indicators ▶

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Life Cycle Assessment is not being conducted					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Nil		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
 Plastics (including packaging)	-	-	-	-	-	-
 E-waste	-	-	-	-	-	-
 Hazardous waste	-	-	-	-	-	-
 Other waste	-	-	-	-	-	-
 Battery waste	-	-	-	-	-	-
 Bio-medical waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

PRINCIPLE 3:

Business should respect and promote the wellbeing of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
 Permanent employees											
Male	1216	1216	100%	1216	100%	0	0	NA	NA	NA	NA
Female	16	16	100%	16	100%	16	100	NA	NA	NA	NA
Total	1232	1232	100%	1232	100%	16	1.30%	NA	NA	NA	NA
 Other than Permanent employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
 Permanent workers											
Male	412	412	100%	412	100%	0	0	0	0	0	0
Female	1	1	100%	1	100%	1	100%	0	0	0	0
Total	413	413	100%	413	100%	1	0.24%	0	0	0	0
 Other than Permanent workers											
Male	4697	4697	100%	4697	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	4697	4697	100%	4697	100%	0	0	0	0	0	0

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.28%	0.25%

2. Details of retirement benefits, for Current and Previous Financial Year.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.7%	100%	Y	99.7%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	9%	28%	Y	11%	40%	Y
Others- please specify	Nil	Nil	Nil	Nil	Nil	Nil

3. Accessibility of workplaces

Are the premises/offices of the Company accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the Company in this regard.

Yes

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company is committed to a policy of equal employment opportunity so as to assure that there shall be no discrimination or harassment against an Employee or applicant on the grounds of race, color, religion, sex, age, marital status, disability, national origin, or any other factor made unlawful by applicable laws and regulations.

Web-link: <https://askbrake.com/codeofconductandethics>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes. The Company has a Whistle Blower Policy which, inter alia, provides a mechanism for directors and employees (including workers whether Permanent, Contractual, or Temporary) to report unethical behaviour, suspected or actual fraud including but not limited to violation of the Code of Conduct & Ethics of the Company. The policy protects a whistle blower from any kind of discrimination, harassment, victimisation or any other unfair employment practice. The policy is available at https://askbrake.com/whistleblowerpolicy
Other than permanent workers	
Permanent employees	
Other than permanent employees	

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

Category	FY 2023-24			FY 2022-23		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	1232	0	0%	1207	0	0%
Male	1216	0	0%	1196	0	0%
Female	16	0	0%	11	0	0%
Total Permanent Workers	413	0	0%	417	0	0%
Male	412	0	0%	416	0	0%
Female	1	0	0%	1	0	0%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B / A)	No. (C)	%(C / A)		No. (E)	%(E / D)	No. (F)	%(F / D)
Employees										
Male	1216	1216	100%	1216	100%	1196	1196	100%	1196	100%
Female	16	16	100%	16	100%	11	11	100%	11	100%
Total	1232	1232	100%	1232	100%	1207	1207	100%	1207	100%
Workers										
Male	412	412	100%	412	100%	416	416	100%	416	100%
Female	1	1	100%	1	100%	1	1	100%	1	100%
Total	413	413	100%	413	100%	417	417	100%	417	100%

9. Details of performance and career development reviews of employees and workers:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	1216	1150	94.6%	1196	1030	86%
Female	16	12	75%	11	11	100%
Total	1232	1162	94.3%	1207	1041	86.25%
Workers						
Male	412	404	98%	416	415	99.8%
Female	1	1	100%	1	1	100%
Total	413	405	98%	417	416	99.8%

10. Health and Safety Management System:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, each plant/office has an Occupational Health and Safety Management System.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The Company ensures that all of its plants/offices adhere to robust Occupational Health and Safety Management Systems. Furthermore, the Company holds ISO 45001 - 2018 certification for all plants (except captive production plants). This underscores Company's dedication to safeguard its workforce and maintain the high standards of safety.

- c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)**

Yes, The Company has processes for workers to report work related hazards and to remove themselves from such risks

- d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, all the employees and workers have access to non-occupational medical and healthcare services in all the plants/offices

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.34
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company provides training to employees and workers on First aid, stress management, Fire & Safety, product & process knowledge, technical training etc. In addition, multiple safety measures are taken by the Company to ensure safe & healthy workplace, such as safety walk through, safety inspection & audit, behavioural observation, incident investigation and analysis, HIRA (Hazard Identification and Risk Assessment), compliance on statutory requirements, 5S monitoring, motivational programs for employees & workers, kaizen competition, sports activities, other activities for employee engagement. The Company complies with all applicable laws related to health & safety including the Factories Act 1948 and its rules.

13. Number of Complaints on the following made by employees and workers:

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
 Working Conditions	0	0	-	0	0	-
 Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

% of plants and offices that were assessed (by entity or statutory authorities or third parties)


Working Conditions
100%

Health & Safety
100%
15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Working conditions are assessed by third party (DQS India, Factory Health and Safety Department, and Fire Department). The Company proactively addresses safety concerns.

The Company takes multiple safety measures to ensure safe & healthy workplace, such as safety walk through, safety inspection & audit, behavioural observation, incident investigation and analysis, HIRA (Hazard Identification and Risk Assessment), compliance on statutory requirements, 5S monitoring, motivational programs for employees & workers, kaizen competition, sports activities, other activities for employee engagement.

The Company complies with all applicable laws related to health & safety including the Factories Act, 1948 and its rules.

All significant risks/concerns are identified on the basis of HIRA Register maintained by the Company. Some of the significant proactive actions taken by the Company are fortification of machines through three-tier safety interlocking system i.e. Dual Hand Control, Safety Door Interlocking and Photo sensor interlocking.

Leadership Indicators
1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, the Company extends various terminal benefits to employees and workers, including coverage under ESIC (Employee State Insurance Corporation), EDLI (Employee Deposit Linked Insurance), LWF (Labour Welfare Fund), as per applicable laws, and Term Plan Policy.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company does not track payment of statutory dues by the value chain partners except verification of statutory dues payable by manpower contractors where Company is principal employer.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
 Employees	0	0	0	0
 Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, the Company has established retainership opportunities, reviewed annually, to support continued employability and manage career transitions due to retirement or employment termination.

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed



Health and safety practices

63.2%



Working Conditions

63.2%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Nil

PRINCIPLE 4:

Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the Company.

The Company recognizes a diverse array of stakeholders who significantly shape its business. These stakeholders, both internal and external, play pivotal roles in the Company's value chain. The Key stakeholders encompass employees, investors/shareholders, suppliers, collaborators/partners (including technical partners), customers, government authorities and the broader community.

2. List stakeholder groups identified as key for the Company and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Employee Engagement Activities Grievance redressal mechanism Internal communication Notice board Training and awareness programmes Emails and meetings Social media platforms One-on-One interactions 	Regularly	<ul style="list-style-type: none"> Training and development Career growth opportunities Communication with senior leadership team Providing a safety culture and inculcating healthy and safe work practices and work conditions among employees Improving Diversity and Inclusion Incidents and grievance redressal Information on Company activities

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ investors	No	<ul style="list-style-type: none"> Investor Meets Annual General Meeting Stock Exchange Intimations Press Releases Annual Reports dedicated email id for Investors Grievances/ Communication Company's Website 	Quarterly /Half Yearly/Annually/ Need Basis	To discuss with investors about the performance of the Company, to update them about the latest development in the Company and industry and to address their queries. Key Topics:- <ul style="list-style-type: none"> Financial performance Operational performance Business Outlook CSR programs Corporate Governance Material Events
Suppliers	No	<ul style="list-style-type: none"> Suppliers' assessment Emails and meetings 	Regularly	<ul style="list-style-type: none"> Business relation continuity Price negotiations Long-term partnership
Customers	No	<ul style="list-style-type: none"> Customers and Distributors meetings Product Catalogues Customers feedback Company's website 	Regularly	<ul style="list-style-type: none"> Continuous improvement in quality, delivery and services Concerns related to product and service-related issues New business opportunities
Communities	Yes	<ul style="list-style-type: none"> Press Release Social Media CSR Programs Meeting with NGOs 	Regularly	<ul style="list-style-type: none"> Promoting employment of local youth through skill training Promoting education, health and sports
Regulatory Bodies	No	<ul style="list-style-type: none"> Emails and meetings Regulatory Filings Communications to Stock Exchanges and SEBI 	Regularly	Legal Compliances

Leadership Indicators ►

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Every department actively communicates with its relevant stakeholders to collect feedback, consultations and suggestions regarding economic, environmental and social matters. This information is then shared with Senior Management. The Senior Management keeps the Board informed about significant discussions and issues with stakeholders. Additionally, quarterly updates on progress and any stakeholder concerns are presented to the Board.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, the Company maintains a comprehensive consultation process to identify and prioritize key environmental and social topics. The Company also actively engage with its relevant stakeholders and gathers valuable feedback, consultations, and suggestions concerning environmental and social matters. Also, the Company strategically plans its CSR activities based on inputs received from various stakeholders.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

The Company, through its Corporate Social Responsibility (CSR) initiatives, actively collaborates with local communities to promote healthcare, eradicate hunger, poverty, and malnutrition, as well as to enhance education and employment opportunities. Additionally, the Company engages with stakeholder groups to address their specific needs and provides support through community development initiatives and social programs, to the extent feasible and possible.

Business should respect and promote human rights

PRINCIPLE 5:

Essential Indicators ►

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	1232	1232	100%	1207	1207	100%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	1232	1232	100%	1207	1207	100%
Workers						
Permanent	413	413	100%	417	417	100%
Other than Permanent	4697	4697	100%	4347	4347	100%
Total Workers	5110	5110	100%	4764	4764	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1232	0	0%	1232	100%	1207	0	0%	1207	100%
Male	1216	0	0%	1216	100%	1196	0	0%	1196	100%
Female	16	0	0%	16	100%	11	0	0	11	100%
Other than Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	413	0	0%	413	100%	417	0	0%	417	100%
Male	412	0	0%	412	100%	416	0	0%	416	100%
Female	1	0	0%	1	100%	1	0	0	1	100%
Other than Permanent	4697	0	0%	4697	100%	4347	0	0%	4347	100%
Male	4697	0	0%	4697	100%	4347	0	0%	4347	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%

3. Details of remuneration/salary/wages :
a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)*	4	17,25,000	2	15,87,500
Key Managerial Personnel (KMP)**	5	2,45,19,600	1	56,67,657
Employees other than BoD and KMP	1211	5,03,892	15	8,40,000
Workers	412	3,35,952	1	2,48,484

* Details mentioned are for Non-Executive Directors, they were paid only sitting fees and commission and hence annualized.

**Includes Managing Director & Executive Directors of the Company.

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages*	0.83%	0.49%

*Wages includes remuneration and salary

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company has HR Policy through which it endeavors to protect Human Rights at workplace. Additionally, there is robust Whistle Blower Mechanism to address complaints related to any matter including human rights. The Chief Human Resources Officer is the focal point for human rights related matters.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has a Grievance Redressal System including Whistle Blower Mechanism to address human rights related grievances.

6. Number of Complaints on the following made by employees and workers:

The details are provided below:

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human rights related issues	0	0	NA	0	0	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Grievance Redressal System and Whistle Blower Mechanism ensures complete protection for the complainant/whistle-blower against any unfair practice like retaliation, threat or intimidation, discrimination, reprisal, transfer, demotion, refusal of promotion, or any direct or indirect use of authority to obstruct the complainant's /whistle-blower's right to continue to perform his or her duties or functions.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, The Company is deeply committed to promoting a corporate culture that respects universally recognized human rights. This commitment is reinforced through contractual obligations wherein suppliers are required to adhere to Company's Code of Conduct & Ethics.

10. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100% (internal assessment)
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Other- please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

In internal assessments of the Company no violation observed.

Leadership Indicators ▶

1 Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

The Company's processes are adaptable to address the concerns/grievances.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Nil

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	63.2%
Wages	
Others - please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

PRINCIPLE 6:

Business should respect and make efforts to protect and restore the environment

Essential Indicators ▶

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2023-24 (GJ)	FY 2022-23 (GJ)
From renewable sources		
Total electricity consumption (A)	26195	28389
Total fuel consumption (B)	0	0
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	26195	28389
From non-renewable sources		
Total electricity consumption (D)	281529	245112
Total fuel consumption (E)	190406	150986
Energy consumption sources (F)	0	0
Total energy consumed from non- renewable sources (D+E+F)	471935	396098
Total energy consumed (A+B+C+D+E+F)	498130	424487
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/ INR in lacs)	498130/292643 =1.702	424487/255542 =1.661
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	38.12	36.82
Energy intensity in terms of physical output	-	-

Parameter	FY 2023-24 (GJ)	FY 2022-23 (GJ)
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

* PPP Conversion rate = FY2023-24: 22.40; FY2022-23: 22.17 (to be used wherever applicable) (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	107415	112794
(iii) Third party water	53185	46447
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	160600	159241
Total volume of water consumption (in kilolitres)	220885	220673
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/INR in Lacs)	220885/ 2,92,643=0.755	220673/255542=0.863
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	16.91	19.13
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

* PPP Conversion rate = FY2023-24: 22.40; FY2022-23: 22.17 (to be used wherever applicable) (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	3,108	3,152
- With treatment - please specify level of Treatment(Primary and secondary)	17,897	23,091
(v) Others	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	21,005	26,243

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

5. Has the Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, the company has taken significant strides in water management, achieving a 51% reuse of treated water within its process area. Moreover, the company has implemented an advanced three-stage water treatment facility to attain zero liquid discharge.

6. Please provide details of air emissions (other than GHG emissions) by the Company, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	ppmv	21.84	19.28
SOx	Mg/Nm ³	8.37	7.81
Particulate matter (PM)	Mg/Nm ³	74.08	72.56
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)	Mg/Nm ³	2.46	2.01
Hazardous air pollutants (HAP)	Mg/Nm ³	0	0
Others - please specify Mercury, Cadmium, Chromium etc.	Mg/Nm ³	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, ENVIROCHEM TESTING LAB & Research Centre on quarterly basis.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	12777	11808
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	55993	48750
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO ₂ / Rupee of turnover	68770/2,92,643=0.235	60558/255542=0.237
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		5.26	5.25
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

* PPP Conversion rate = FY2023-24: 22.40; FY2022-23: 22.17 (to be used wherever applicable) (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

8. Does the Company have any project related to reducing Green House Gas emission? If yes, then provide details.

Yes, the Company has undertaken strategic initiatives to mitigate its carbon footprint. Notably, the Company has shifted High-Speed Diesel (HSD) to Piped Natural Gas (PNG) for cleaner energy use. Additionally, the Company has installed rooftop solar panels to harness renewable energy.

9. Provide details related to waste management by the Company, in the following format:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	59.325	56.329
E-waste (B)	2.058	0.297
Bio-medical waste (C)	0.002	0.003
Construction and demolition waste (D)	-	-
Battery waste (E)	4.300	0.270
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	107.541	96.466
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	813.538	959.380
Total (A+B + C + D + E + F + G + H)	986.764	1112.745
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations) (metric tonnes/INR in Lacs)	986.764/2,92,643=0.0034	1112.745/2,55,542=0.0044

Parameter	FY 2023-24	FY 2022-23
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.076	0.097
Waste intensity in terms of physical output	-	-
Waste intensity (optional) - the relevant metric may be selected by the entity	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2023-24	FY 2022-23
(i) Recycled	678.530	865.710
(ii) Re-used	212.590	166.000
(iii) Other recovery operations	-	-
Total	891.120	1031.710

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2023-24	FY 2022-23
(i) Incineration	20.962	23.499
(ii) Landfilling	-	-
(iii) Other disposal operations	74.682	57.535
Total	95.644	81.035

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

10. Briefly describe the waste management practices adopted in your establishment. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company adhere to strict environment compliances and effectively dispose the waste generated through authorised dealers. The Company has effective Operational Control Procedures for each type of waste categories. Additionally, The Company has achieved a milestone by eliminating landfill disposal of hazardous waste.

The Company actively implements practices to minimize the use of hazardous and toxic chemicals in its products and processes, further contributing to a sustainable and safer operational environment.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sr.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable, none of the company's plants or offices are situated in proximity to designated ecologically sensitive zones.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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During the financial year, in accordance with applicable laws, there was no obligation to conduct Environmental Impact Assessments (EIAs)

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company diligently adheres to the legal requirements, ensuring that its operations align with prescribed standards for air quality, water management, and handling hazardous substances. By maintaining this compliance, the organization demonstrates its commitment to environmental protection and the well-being of local communities. Regular monitoring and strict adherence to these regulations contribute to the company's responsible and sustainable business practices.

Sr.No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable				

Essential Indicators ►

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area – Not applicable

(ii) Nature of operations – Not applicable

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment - please specify level of treatment	NA	NA
(v) Others	NA	NA
- With treatment - please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The Company is not capturing data for scope 3 emissions, at present.	
Total Scope 3 emissions per rupee of turnover	Kg CO ₂ / Rupee turnover		
Total Scope 3 emission intensity	Kgs		

Note: Indicate if any independent assessment, evaluation, or assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

3. With respect to the ecologically sensitive areas reported in Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Reuse the treated water in process	ETP & STP treated water recycling through UF & RO and reusing in process	51% water Reusing in process after treatment
2	Qualitative Data reporting of treated water	Online analyser installed on ETP outlet and its connected through CPCB and State pollution control board	Live quality monitoring in the plants, wherever applicable
3	Zero land fill of Hazardous waste	All the waste now sending for recycling/co-processing/ incineration	Zero landfill of waste

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, the entity has a robust business continuity and disaster management plan designed to maintain critical operations and facilitate immediate recovery in the event of a disruption.

The plan includes a thorough risk assessment to identify potential threats and vulnerabilities. It encompasses a business impact analysis to prioritize essential functions and resources. Detailed recovery strategies are outlined, specifying steps to restore operations and minimize downtime. This includes data backup protocols, ensuring that vital information is regularly copied and stored securely, both on-site and off-site.

Emergency response procedures are clearly defined, providing guidelines for immediate action during various types of incidents. This includes evacuation plans, communication protocols, and coordination with local emergency services.

Additionally, alternative site arrangements are in place to relocate operations if primary facilities are compromised. Regular training sessions and drills are conducted to ensure that employees are prepared to execute the plan effectively. The plan is reviewed and updated annually, or more frequently, if needed.

This comprehensive approach ensures that the entity is resilient, capable of maintaining essential functions, and able to recover quickly from disruptions, thereby safeguarding its assets, reputation, and operational capability.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

The Company reported no significant environmental impacts from its value chain. However, mitigation plans are in place.

7. Percentage of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

The Company has not assessed environmental impacts of its value chain partners.

PRINCIPLE 7:

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators ▶

1. a. Number of affiliations with trade and industry chambers/associations

10

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

Sr.No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	Automotive Component Manufacturers Association of India (ACMA)	National
2	Society of Indian Automobiles Manufacturers	National
3	Confederation of Indian Industries	National
4	Great Die Casting Technology Forum (GDCTech)	National
5	North America Die Casting Association (NADCA)	International
6	Institute of Directors (IOD)	National
7	IMT Industrial Association	State
8	Gurgaon Industrial Association	State
9	Haryana Environmental Management Society	State
10	National Safety Council	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, based on adverse orders from regulatory authorities.

Name of the authority	Brief of the case	Corrective action taken
Not applicable. There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.		

Leadership Indicators ▶

1. Details of public policy positions advocated by the Company:

Sr.No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/Others- please specify)	Web Link, if available
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The Company through its active participation in trade bodies and associations advocate and pursue various causes that are in the larger interests of industry, economy, society and the public.

PRINCIPLE 8:
Businesses should promote inclusive growth and equitable development
Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, in the following format:

Sr.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2023-24 (In INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

The Company conducts regular discussions and focused group sessions with the communities it impacts through CSR initiatives

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	22.83%	22.19%
Directly from Within India	97.90%	97.93%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24	FY 2022-23
Rural	30.4%	30.3%
Semi-urban	0	0
Urban	69.6%	69.7%
Metropolitan	0	0

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. Provide the following information on CSR projects undertaken by the Company in the designated aspirational districts as identified by government bodies:

Sr.No.	State	Aspirational District	Amount spent (In INR)
None of the CSR activities are undertaken in aspirational districts			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) –

No, the Company has procedures for procurement but no specific preferential procurement policy available.

- (b) From which marginalized/vulnerable groups do you procure? – Not applicable

- (c) What percentage of total procurement (by value) does it constitute? – Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge:

Sr.No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
The Company do not use intellectual properties from communities based on traditional knowledge.				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

Sr.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Promoting Health Care, Eradicating hunger, poverty and malnutrition	General Public	100%
2	Promoting Education, including special education and employment	24	100%
3	Ensuring Environmental Sustainability, Protection of Flora & Fauna, Animal Welfare	General Public	100%
4	Training to Promote Rural, Nationally recognized, Paralympic and Olympic Sports	2	100%
5	Vocational Skill Enhancement	661	100%

PRINCIPLE 9:

Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators ►

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company promptly addresses consumer complaints and grievances. The Consumers have the option to lodge complaints via telephone or email, or by sending correspondence to the Company's office at Flat 104, 929/1, Naiwala, Faiz Road, Karol Bagh, New Delhi-110005. For assistance, customers can reach the dedicated customer care team at the following number: 011-28759605, or via email at askdelhi@askbrake.com.

2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	Nil
Recycling and/or safe disposal	Nil

Note – The products carry relevant information in accordance with relevant legal provision.

3. Number of consumer complaints in respect of the following:

Number of consumer complaints in respect of the following:	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	0	Not applicable
Forced recalls	0	Not applicable

5. Does the Company have a framework/policy on cyber security and risks related to data privacy? (Yes/ No) If available, provide a web-link of the policy.

Yes, the Company has a framework/policy on cyber security and risks related to data privacy.

The policy outlines the Company's approach to information security, including the implementation of technical and organizational measures to protect against cyber threats and unauthorized access to sensitive data. Specifically, the policy covers areas such as access controls, network security, incident response, and data backup and recovery.

Furthermore, the policy emphasizes the importance of data privacy and protection of personal information in accordance with relevant data protection regulations. It includes provisions for secure handling, storage, and disposal of confidential data. The IT Security Policy is available on Company's Human Resources Management System ("HRMS") and can be accessed by employees.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

Not Applicable

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customer	0
c. Impact, if any, of the data breaches	Not Applicable

Leadership Indicators ▶
1. Channels/platforms where information on products and services of the Company can be accessed (provide web-link, if available).

The details and pertinent information of our products can be accessed on the Company's website: www.askbrake.com.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The majority of the customers are Original Equipment Manufacturers (OEMs). For aftermarket supplies, the Company conducts trainings, plant visits and workshops for its dealers. Additionally, there are regular workshops and awareness campaigns for mechanics.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Not Applicable, as the Company is not directly engaged in delivering essential services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/No)

No. The Company provides required product information as per applicable laws.