

Ref No.: EIL/SEC/2024-25/32

04.07.2024

The Calcutta Stock Exchange Limited 7 Lyons Range Kolkata - 700 001 CSE Scrip Code: 15060 & 10015060	BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Mumbai - 400 001 BSE Scrip Code: 500 086
National Stock Exchange of India Limited Exchange Plaza, 5th Floor, Plot no. C/1, G Block Bandra-Kurla Complex, Bandra (E), Mumbai - 400 051 NSE Symbol: EXIDEIND	-

Dear Sir/ Madam,

Sub: Business Responsibility and Sustainability Report for Financial Year 2023-24

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2023-24, which also forms part of the Integrated Annual Report for Financial Year 2023-24, submitted to the Exchanges vide letter no. EIL/SEC/2024-25/31 dated 4th July 2024.

This is for your information and records.

Thanking you.

For Exide Industries Limited

Jitendra Kumar
Company Secretary &
President- Legal & Corporate Affairs
ACS No. 11159

Encl: as above

Annexure III

Business Responsibility and Sustainability Report

The Business Responsibility & Sustainability Report (BRSR) is a framework developed by Securities and Exchange Board of India (SEBI) ensuring transparency and accountability in Environment Social Governance (ESG) reporting. It serves as a comprehensive framework for organizations to benchmark their sustainability efforts and demonstrate their commitment to responsible business conduct. In case of Exide, the BRSR report captures key Environment, Social, and Governance (ESG) standards and initiatives undertaken by the Company.

To enhance transparency and accountability, Exide is publishing the Business Responsibility Report (BRR) since the financial year (FY) 2014-15. Starting from FY 2021-22, the Company has further strengthened its reporting by including detailed ESG initiatives within the BRSR framework. This reporting framework enables Exide to provide stakeholders with a more

comprehensive understanding of our ESG efforts, performance, and future targets. Through this, Exide aims to provide greater transparency, engage stakeholders, and drive positive change beyond financials diversifying towards environmental and social impacts.

'Embracing sustainability is not just a corporate vision, but a regular aspect of our culture and business operations. It is ingrained in our business strategy and is central to the trust placed in our Company by customers, employees and partners alike. We endeavor to create economic value and make a positive impact in every market through resource conservation, safety enhancement and philanthropic investments'.

Managing Director & CEO



SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Company	L31402WB1947PLC014919
2. Name of the Company	Exide Industries Limited
3. Year of Incorporation	1947
4. Registered office address	Exide House, 59E Chowringhee Road, Kolkata 700020, West Bengal, India
5. Corporate office address	Exide House, 59E Chowringhee Road, Kolkata 700020, West Bengal, India
6. E-mail	exideindustriesslimited@exide.co.in
7. Telephone	033 2303 3400
8. Website	http://www.exideindustries.com/
9. Financial year for which reporting is being done	FY 2023-24
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited BSE Limited The Calcutta Stock Exchange Limited
11. Paid-up Capital	₹ 85 Crores
12. Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. Jitendra Kumar, Company Secretary & President (Legal & Corporate Affairs) 033 2302 3400 sustainability@exide.co.in
13. Reporting boundary	Standalone basis
14. Name of assurance provider	SGS India Pvt. Ltd.
15. Type of assurance obtained	Limited Assurance of BRSR Core attributes. Please refer to the external assurance statement annexed at the end of Integrated Annual Report.

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture and sales of lead acid batteries and accumulators	Electrical equipment, general purpose, special-purpose machinery & equipment and transport equipment	100.00%

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

S. No.	Product/Services	NIC Code	% of total turnover contributed
1	Lead-acid batteries and accumulators	31401	99.57%

III. Operations

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	11	29	40
2.	International	Nil	1	1

19. Markets served by the entity

a. Number of locations

S. No.	Number of Locations served	Number
1.	National (Number of states)	37 (including Union Territories)
2.	International (Number of countries)	63

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

Export contributes 7.8% of our standalone turnover for the FY 2023-24.

c. A brief on types of customers

Exide provides batteries and battery storage solutions across multiple end-user applications. Our customers include users of automotive vehicles, UPS and inverters, automotive OEMs, industrial OEMs, institutional customers, Government /Non-Government entities, Indian Navy, export dealers and distributors.

IV. Employees

20. Details as at the end of 31st March 2024:

a. Employees and workers (including differently-abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees¹						
1.	Permanent (D)	2,410	2,299	95.39%	111	4.61%
2.	Other than permanent (E)	1,808	1,769	97.84%	39	2.16%
3.	Total employees (D+E)	4,218	4,068	96.44%	150	3.56%
Workers						
4.	Permanent (F)	2,741	2,730	99.60%	11	0.40%
5.	Other than permanent (G)	12,488	12,284	98.37%	204	1.63%
6.	Total workers (F+G)	15,229	15,014	98.59%	215	1.41%

¹ Employees who are hired through third-party manpower agencies and deployed for sales, services and other back-office services are also considered here.

b. Differently-abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently-abled Employees						
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2.	Other than permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total Differently abled employees (D+E)	Nil	Nil	Nil	Nil	Nil
Differently-abled Workers						
4.	Permanent (F)	2	2	100.00%	Nil	Nil
5.	Other than permanent (G)	23	23	100.00%	Nil	Nil
6.	Total Differently abled workers (F+G)	25	25	100.00%	Nil	Nil

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	9	1	11.11%
Key Management Personnel	1	0	NA

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

Category	FY 2023-24			FY 2022-23			FY 2021-22		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	23.05%	18.69%	22.86%	22.28%	10.15%	21.78%	15.90%	12.80%	15.80%
Permanent workers	3.99%	8.70%	4.01%	3.24%	9.52%	3.26%	4.10%	Nil	4.10%

V. Holding, Subsidiary and Associate Companies (including Joint ventures)

23. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Associated Battery Manufacturers (Ceylon) Limited (ABML), Sri Lanka	Subsidiary	61.50%	Yes
2.	Chloride Batteries S.E. Asia Pte Limited (CBSEA), Singapore	Subsidiary	100.00%	Yes
3.	Chloride International Limited (CIL), India	Subsidiary	100.00%	Yes
4.	Chloride Metals Limited (CML), India	Subsidiary	100.00%	Yes
5.	CSE Solar Sunpark Maharashtra Private Ltd, India	Associate	27.20%	Yes
6.	CSE Solar Sunpark Tamil Nadu Private Ltd, India	Associate	27.20%	Yes
7.	Espex Batteries Limited (ESPEX), UK	Subsidiary	100.00%	Yes
8.	Exide Energy Solutions Limited (EESL), India	Subsidiary	100.00%	Yes
9.	Zillica Renewables Private Limited*	Associate	26.20%	Yes

Note: Pursuant to Hon'ble NCLT, Kolkata bench order dated 6th March 2024, Exide Energy Private Limited, erstwhile Wholly Owned Subsidiary of the Company is now merged with Exide Energy Solutions Limited w.e.f. 28th March 2024.

*Associate of wholly owned subsidiary CML w.e.f. 19th October 2023

VI. CSR details

24. I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

II. If yes, Turnover – (in ₹) 16,029.19 Cr (FY 2023-24)

III. Net worth – (in ₹) 13,137.24 Cr (FY 2023-24)

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGBRC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress 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. For local communities queries/complaints, a dedicated email id (csr@exide.co.in) has been provided by the Company. For more details, refer Principle 8, Q. No. 3 (Essential indicators)	Nil	Nil	NA	Nil	Nil	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress 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
Investors	Yes. For Investors queries and complaints, a dedicated email id (investor.relations@exide.co.in) has been provided by the Company	Nil	Nil	NA	Nil	Nil	NA
Shareholders ¹	Yes. For shareholders queries/complaints, a dedicated email id (cosec@exide.co.in) of the Company is provided to escalate the request in case the issue is not resolved by the Registrar & Transfer Agent (RTA).	7	Nil	NA	22	Nil	NA
Employees and workers	Yes. For employees and workers queries/complaints, a dedicated email id (grievance@exide.co.in) has been provided by the Company. For more details, refer Principle 3, Q. No. 6 (Essential indicators)	91	19	NA	90	18	NA
Customers ²	Yes. For Automotive division queries/complaints, a dedicated email id (exidecare@exide.co.in) and for industrial division (indlcare@exide.co.in) have been provided by the Company. For more details, refer Principle 9, Q. No. 1 (Essential indicators)	54	162	NA	48	158	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress 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
Value Chain Partners	Yes. Various Value chain partners (including dealers, distributors, supplier, etc.) have different grievance mechanism in place.	2	4	NA	11	2	NA
Other (please specify)	-	Nil	Nil	NA	Nil	Nil	NA

¹ Shareholder complaints reported to the stock exchanges are considered.

² Customer complaints lodged with State/National consumer forum relating to defect/deficiency in product/service are considered as complaints. Complaints at the end of close of the year includes cases pending over the past few years at various consumer forums for resolution.

The Company has a Stakeholder Engagement Policy and a strong vigil/whistleblower mechanism through its Whistle Blower policy which extends to all stakeholders.

The respective policies are available on the Company website and can be accessed through:

Stakeholder Engagement Policy - <https://docs.exideindustries.com/pdf/policies-certifications/stakeholder-engagement-policy.pdf>

Whistle Blower Policy - <https://docs.exideindustries.com/CorporateGovernance/7b3c1372-20a7-4bdd-9408-f771f86ed914.pdf>

26. Overview of the entity’s material responsible business conduct 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:

The Company has identified key ESG material parameters relevant to the business by conducting a detailed materiality assessment. Based upon the results obtained, a materiality matrix has been developed considering the importance and impact of each material parameter on the business operations and the performance of the Company. The details about the material topics, associated risks/opportunities along with risk mitigation plan and their associated financial implications are provided below:

S. No.	Material issue identified	Is it 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	Energy management & GHG Emissions	Opportunity and Risk	Opportunity: Energy conservation and switching to clean energy sources reduces operational cost and carbon footprint of the Company.	a. Installation of energy-efficient equipment and machinery across factories for energy conservation.	Conservation of energy minimizes the energy related costs.

S. No.	Material issue identified	Is it 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)
			<p>Risk:</p> <p>a. Improper energy management practices increase energy related costs.</p> <p>b. Higher carbon emission and energy consumption leads to climate change posing significant climate related physical and transition risks.</p>	<p>b. Closely monitoring and supervising the energy consumption (including energy audits) at factories and taking remedial action, wherever required.</p> <p>c. Increasing the share of renewable energy in the total energy mix.</p> <p>d. Implementation of the Energy Management System (EnMS) ISO 50001, which provides a structured framework for optimizing energy performance and promoting sustainable practices.</p>	<p>Switching to clean & eco-friendly fuels reduces the carbon footprint of the Company.</p>
2	Water Management	Opportunity and Risk	<p>Opportunity:</p> <p>a. Implementation of water conservation measures such as recycling and reuse of treated wastewater in utilities reduces the dependency on fresh water.</p> <p>b. Conservation of water in sustainable manner reduces the water related costs.</p> <p>Risk:</p> <p>a. Higher water consumption causes several operational risks and may also lead to conflict with local stakeholders due to shortage of water.</p>	<p>a. We are committed to conserve water through the 3R (Reduce, Reuse, Recycle) approach.</p> <p>b. Water used in manufacturing plants is recycled and put to various uses within facilities.</p> <p>c. Implementation of zero liquid discharge (ZLD) systems to lower water wastage.</p> <p>d. Assess the water related risks using water risk tools and take necessary actions to mitigate the identified risks.</p>	<p>Mitigation of water risks avoids business disruptions, reduce water costs and ensures continuous operations of the facilities.</p>

S. No.	Material issue identified	Is it 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)
3	Waste Management	Opportunity and Risk	<p>Opportunity: Recycling and reuse of waste for producing value added products generates additional revenue and also reduces the waste disposal costs.</p> <p>Risk: Improper waste management practices lead to environmental pollution, increase in waste disposal costs, and non-compliance to waste management regulations.</p>	<p>a. Company ensures proper management and disposal of all waste including hazardous waste, e-waste, non-hazardous waste etc.</p> <p>b. Undertaken measures to reduce hazardous and toxic chemicals in manufacturing processes through optimised product design, usage and process re-engineering.</p> <p>c. Ensure compliance with Extended Producer Responsibility (EPR) rules and guidelines for battery waste and plastic waste management.</p>	Utilisation of recycled raw materials and packaging materials reduces the dependency on natural resources, operational costs & carbon footprint of the Company.
4	Employee Health & Safety	Opportunity and Risk	<p>Opportunity:</p> <p>a. Prevention of workplace injuries & accidents helps improve workplace safety.</p> <p>b. Lower absenteeism result in productivity improvement.</p> <p>Risk:</p> <p>a. Unsafe working conditions lead to injuries, accidents, and fatalities.</p> <p>b. Adversely impacts the operations and reputation of the Company.</p> <p>c. Non-compliance with health & safety regulations may attract legal action from the regulatory agencies.</p>	<p>a. Adopted robust safety management system for identification & mitigation of workplace hazards, risks and unsafe working conditions.</p> <p>b. Ensured workplace safety by obtaining ISO 45001 (Occupational health and safety), ISO 14001 (Environmental management) certifications across all manufacturing locations, offices, and R&D facilities.</p> <p>c. We undertake regular safety audits, awareness & training programs on best health and safety practices.</p> <p>d. Appointed 'Safety Champions' across operations to promote a pervasive safety culture within the organisation.</p>	Ensuring safe workplace mitigates various health and safety related risks, thereby avoiding penalties and legal costs.

S. No.	Material issue identified	Is it 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)
5	Human Rights	Risk	<p>Risk:</p> <p>Violation of human rights related laws, policies and guidelines results in legal action by regulatory agencies. This increases legal costs and causes reputational damage.</p>	<p>a. We conduct internal human rights related due diligence to identify and mitigate human rights related risks.</p> <p>b. We undertake regular training programs for employees and workers on human rights related regulations and policies.</p> <p>c. Adhere to International Labour Organization (ILO) guidelines and conventions prohibiting any kind of discrimination in the workplace.</p>	Non-compliance can adversely impact reputation & brand value of the Company.
6	Community Relations	Opportunity	<p>Opportunity:</p> <p>Implementation of corporate social responsibility initiatives and projects helps in continuous engagement with local communities, uplifting of marginalized/ vulnerable groups, fostering harmonious relations with communities.</p>	<p>a. Implementation of corporate social responsibility (CSR) initiatives covering 5 focus areas i.e. health, education, environment, empowerment and employability.</p> <p>b. We seek regular feedback through continuous dialogue with local communities and implement need-based CSR projects.</p> <p>c. Exide has participation from employees through volunteering in CSR projects.</p>	Creates livelihood opportunities and maintains cordial relations with local communities, alleviates the marginalized/ vulnerable groups, and promotes brand value.
7	Risk Management	Opportunity and Risk	<p>Opportunity:</p> <p>Establishing a robust enterprise level risk management framework and governance mechanisms increases business resilience.</p> <p>Risk:</p> <p>Inadequate risk management systems and practices cause business disruptions.</p>	<p>a. Implemented an enterprise level robust risk management framework that takes a comprehensive and holistic approach in navigating a volatile, uncertain, complex and ambiguous (VUCA) environment.</p> <p>b. Review and update the risks for business from time to time by senior management and the risk management committee at board level.</p> <p>c. Ensure that the risk mitigation strategy is aligned with the long-term goals and targets of the Company.</p>	Implementation of effective risk mitigation measures lowers business disruptions and associated costs.



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:

Policy and Management processes

Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. (a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1. (b) Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1. (c) Web Link of the Policies, if available	The policies on the above principles can be accessed at: https://www.exideindustries.com/investors/governance-policies.aspx https://www.exideindustries.com/about/policies-certifications.aspx								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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 your entity and mapped to each principle.	ISO 14001 (Environmental Management Systems) ISO 45001 (Occupational Health & Safety Management System) ISO 9001 (Quality Management System) ISO 50001 (Energy Management System) IATF 16949 (International Automotive Task Force) ISO 27001 (Information Security Management System) ISO 17025 (International standard for general requirements for the competence of testing and calibration laboratories) ISO 31000 (Risk management) RoHS (Restriction of Hazardous Substances in Electrical and Electronic Equipment- a certification required in European Union) SMETA (Sedex Member Ethical Trade Audit)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to conduct business in a sustainable manner. The key targets and progress is available on page 10 - 13 of this Integrated Annual Report 2023-24.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.									

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)

Exide has always been at the forefront of embracing and adopting sustainable practices, as it is deeply embedded in our corporate philosophy. Our business strategy seamlessly incorporates ESG-related targets and challenges into the decision-making processes, which enables us to plan mitigation strategies for material topics under the ESG pillars.

We are committed to reducing our environmental footprint, by conserving energy, preserving water, and minimising waste. We are focusing on improving resource efficiency, responsible sourcing of materials, promoting circular economy through recycling and increasing the share of recycled materials in product development. We continuously strive to improve our product portfolio by delivering new-age eco-friendly products and solutions through sustainable innovations and deployment of advanced technologies.

Green energy accounts for 20% of our energy consumption and we are making additional investments in wind and solar projects. We contribute to circular economy as nearly three-fourth of the key raw material (lead and lead alloys) is recycled in nature. Exide has three lead and lead-alloy smelting facilities, operating under our subsidiary Chloride Metals Limited (CML). We source nearly 45% of our recycled lead from our own subsidiary, CML. Recognizing the significance of digital transformation, we have embraced technology breakthroughs and implemented digital solutions to improve process efficiency and resource optimisation. Exide has deployed electric vehicles for last-mile goods deliveries, making its value chain greener and more sustainable.

Our employees are our greatest assets, and we have always worked to create a progressive and safe work environment facilitating their growth and development. All our employees and workers are covered under accidental and health insurance. We uphold the highest health & safety standards and have obtained ISO 45001 certification to guarantee the wellbeing of employees and workers across all offices and production sites.

With a deep sense of responsibility towards inclusive growth of the Company, Corporate Social Responsibility (CSR) is rooted in the core strategy of the Company to benefit local communities. As a responsible corporate, we foster the development of local communities in the areas of health, education, environment, empowerment, and employability ensuring sustainable and long-term growth.

We have strong Enterprise Risk Management (ERM) and Governance frameworks that are built on the values of transparency, accountability, and excellence in order to run the business in a responsible and ethical manner while safeguarding and protecting the interests of all stakeholders. We enhanced our procedures, systems, practices, and internal controls to reduce strategic, reputational, ESG, compliance, operational, and financial risks. Adopted frameworks for risk management and governance are in line with the Company's sustainability vision and business plan.

With persistent and collective efforts towards sustainable development, a shared commitment is firmly ingrained in Exide's business operations and among stakeholders for reducing environmental footprint, contributing to the welfare of the society, and running the business with integrity.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Subir Chakraborty, Managing Director & CEO (DIN: 00130864)

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

A committee has been constituted, headed by Mr. Jitendra Kumar, Company Secretary & President (Legal & Corporate Affairs) to formulate, supervise and oversee matters pertaining to Sustainability. The committee comprises senior officials from various functions like manufacturing, EHS, HR, Finance, Risk management, Compliance, CSR, Energy management, TQM, and so on.

The Risk Management Committee is represented at the Board by its Chairman, Mr. Surin Kapadia, who is also an Independent Director. This committee plays a pivotal role in overseeing Environmental, Social, and Governance (ESG) progress and identifying associated risks through periodic assessments. The comprehensive representation ensures a holistic approach to sustainability matters, covering diverse aspects of the Company's operations and responsibilities.

10. Details of Review of NGRBCs by the Company

a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y

b. Frequency (Annually (A)/ Half yearly(H)/ Quarterly (Q)/ Any other – please specify)

Subject for Review	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	A	H	Q	A	A	Q	A	Q	Q
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Q	Q	Q	Q	Q	Q	Q	Q	Q

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	We maintain a robust audit program for continuous improvement. Building a culture of excellence, we conduct regular internal reviews to upgrade policies in Quality, Safety, and Sustainability. Annual audits by certification bodies ensure compliance with industry standards like ISO 9001, while external experts conduct periodic in-depth assessments for further improvement.								

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

Not applicable

Principle Wise Policies

These policies have been developed based on best practices or as per regulatory requirements. Policies may include a combination of internal policies which are accessible to all internal stakeholders and external policies which are placed on the Company's website. All policies available on Company's website can be accessed through the following weblinks:

<https://www.exideindustries.com/about/policies-certifications.aspx>

<https://www.exideindustries.com/investors/governance-policies.aspx>

S. No.	Principle Description	Reference of Exide's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Vision and Mission Statement - The essence of this principle is embedded in the Company's vision, mission and core values statements. Code of Conduct for Employees Code of Conduct for Board of Directors and Senior Management. Anti-Bribery & Anti-Corruption Policy Code of Conduct for Prevention of Insider Trading Policy on Related Party Transaction Whistle Blower Policy Policy on Determination of Materiality for Disclosures

S. No.	Principle Description	Reference of Exide's Policies
		<ul style="list-style-type: none"> ● Code of Practices and Procedures for Fair Disclosure of unpublished price sensitive information ● Nomination and Remuneration Policy ● Dividend Distribution Policy ● Familiarisation Programme for Independent Directors ● Tax Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> ● Product Responsibility Policy ● Sustainable Sourcing and Procurement Policy ● Quality Policy ● Laboratory Quality Policy ● TPM Policy ● Vendor Policy ● Supplier Code of Conduct ● Risk Management Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> ● Human Resource Policy ● Diversity, Equity & Inclusion Policy ● EHS Policy ● Sexual Harassment Avoidance Redressal Policy ● Human Rights Policy ● Whistle Blower Policy
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> ● Dividend Distribution Policy ● Risk Management Policy ● Stakeholder Engagement Policy ● CSR Policy ● Sustainability Policy
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> ● Human Rights Policy ● Code of Conduct for Employees ● Code of Conduct for Board of Directors and Senior Management. ● Sexual Harassment Avoidance Redressal Policy ● Diversity, Equity & Inclusion Policy
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> ● Sustainability Policy ● Energy Policy ● EHS Policy ● Biodiversity Policy ● CSR Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> ● Public Policy
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> ● CSR Policy ● Sustainability Policy ● Supplier Code of Conduct ● Sustainable Sourcing and Procurement Policy

S. No.	Principle Description	Reference of Exide's Policies
P9	Businesses should engage with and provide value to their consumers in a responsible manner	Vision, Mission, and Core Value Statement Data Privacy Policy Information Security Policy Product Responsibility Policy Quality Policy Social Media Policy



SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

Principle 1:

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

Exide maintains the highest level of transparency and business integrity while driving the Company's vision and conducting its business. The Company's core values set the tone of organisational culture. In consonance with these values, the Code of Conduct for Directors and senior management personnel and Code of Conduct for employees have been drawn. This code recognises the expectation of all stakeholders of the Company, including employees, customers, value chain partners, investors, regulators etc.

The Company has a vigilance system defined by the Whistle Blower Policy that allows internal and external stakeholders to report genuine concerns about unethical behaviour (whether actual or suspected), fraud, or violations of the Company's Code of Conduct. The policy is overseen by the Chairman of the Audit Committee and the Company's Whistle Officer.

Exide recognises that it is accountable to the environment it operates in. Core values include responsible corporate citizenship whereby social and ecological sustainability is actively promoted and the organisation's adverse impact on the current and future community is minimised. Exide not only meets but exceeds the expectations of local and global communities through open and inclusive stakeholder engagement.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the FY 2023-24

S. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% of persons in respective category covered by the awareness programmes
1	Board of Directors & KMP	10	4 (Wide ranging topics including industry development and its outlook, Indian and Global economy, ESG related topics, and participation in social initiatives undertaken)	100.00%

S. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% of persons in respective category covered by the awareness programmes
2	Employees, other than Board of Directors and KMPs	360	8 (Code of Conduct, Whistleblower, POSH, Anti-Bribery & Anti-Corruption, Human Rights, IT Security, Digital Personal Data Protection, ESG)	100.00%
3	Workers	600	5 (Ethics & Code of Conduct, POSH, Basic Discipline at Workplace, PF & ESI Policy, Communication, First Aid, General Health Awareness, Chemical Safety, Electrical Safety, Fire Safety, Customer Complaint Awareness, Noise & Air Pollution Control, Water Treatment Plan Operation and Maintenance, Hazardous Waste Handling, Near miss incident reporting)	100.00%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2023-24

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					
Settlement			Nil		
Compounding fee					

Non – 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)
Imprisonment					
Punishment			Nil		

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

Exide's Anti-bribery and Anti-corruption (AB&AC) policy is committed to implement and enforce adequate procedures to prevent, deter, detect, and counter bribery and corruption in any form or manner. The policy and applicable laws such as Prevention of Corruption Act, 1988 should be complied across all business operations of the Company.

This policy is available at <https://www.exideindustries.com/about/policies-certifications.aspx> . Any violation of AB&AC policy will be considered as a serious matter and shall result in disciplinary action.

All employees are familiarized with AB&AC policy and encouraged to report any non-compliance. After investigation of the complaint raised by employee, necessary action shall be taken by the Company to mitigate the risks and other consequences arising therefrom.

Complaints raised against the violation of AB&AC policy shall be reviewed/investigated by the vigilance officer (Human Resources Head designated as vigilance officer). An appropriate action shall be taken by the Managing Director & Chief Executive Officer of the Company based on the report submitted by the vigilance officer.

Detailed guidelines on the list of activities which are considered as violation of AB&AC policy such as gifts, entertainment, hospitality & donations are mentioned in the policy.

Complaints by the employees shall be raised to the respective managers and/or write an email addressing to grievance@exide.co.in.

We have established a robust vigilance and whistle-blower mechanism through the Whistle Blower policy, for reporting corruption and bribery related incidents. The policy allows disclosure of such matters to whistle officer internally, without fear of reprisal, discrimination or adverse employment consequences. The Company is also permitted to address such disclosures or complaints by taking appropriate action, including but not limited to, disciplining or terminating the services of those responsible. The guiding principles of the policy includes:

- a. Ensure that the Whistle Blower and/or the Whistle Officer is not victimized for doing so.
- b. Treat victimization as a serious matter, including initiating appropriate action on such persons.
- c. Ensure complete confidentiality.
- d. Not attempt to conceal evidence of the Protected Disclosure.
- e. Take appropriate action, if anyone destroys or conceals evidence of the Protected Disclosure made / to be made.
- f. Provide an opportunity of being heard to the person involved especially to the Subject.

And also, the Company does not tolerate any retaliation against the Whistle Blower for reporting in good faith any inquiry or concern. The Whistle blower policy is available at <https://docs.exideindustries.com/CorporateGovernance/7b3c1372-20a7-4bdd-9408-f771f86ed914.pdf>

5. No. of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption

S. No.	Segment	FY 2023-2024	FY 2022-2023
1	Directors	Nil	Nil
2	Key Managerial Personnel	Nil	Nil
3	Employee	Nil	Nil
4	Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

S. No.	Segment	FY 2023-2024		FY 2022-2023	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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 conflicts of interest.

Not Applicable

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

	FY 2023-2024	FY 2022-2023
Number of days of accounts payables	65	46

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 2023-2024	FY 2022-2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1.16%*	Nil*
	b. Number of trading houses where purchases are made from	1*	Nil*
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	1.16%*	Nil*
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	72.77%	73.84%
	b. Number of dealers / distributors to whom sales are made	9,125	10,458
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	3.77%	4.25%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	50.62%	42.05%
	b. Sales (Sales to related parties / Total Sales)	8.68%	9.96%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100.00%	Nil
	d. Investments (Investments in related parties / Total Investments made)	31.50%	20.27%

*The figure represents the procurement/sourcing for lead / lead alloys, a key raw material towards battery manufacturing from trading houses.

The majority of sourcing for EIL happens from Manufacturer / OEM / Distributors / Authorised dealers, which accounts for nearly 95% of EIL's entire spend base.



1. Awareness programmes conducted for value chain partners on any of the principles during the FY 2023-24:

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
9	5S, EHS Awareness, ISO 14001, ISO 45001, VDA-FMEA, Process Capability Index, Control Chart, ESG Awareness	70.00%

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 receives an annual declaration from all its Board members and Key Managerial Personnel (KMP) regarding their interests in entities/firms. Prior to engaging in transactions with such entities or individuals, the Company ensures necessary approvals are in place in accordance with statutory requirements and Company policies.

Furthermore, the Board committees maintain adequate representation from independent members, complying with regulatory requirements for both size and independence. Committees such as the Audit committee, Nomination and Remuneration committees exclusively consist of non-conflicted members.

Throughout the year, no material Related Party Transactions (RPTs) occurred with entities associated with directors and senior executives. Further, the Company did not engage in any related party transactions that could potentially be detrimental to the interests of minority shareholders.

Principle 2:

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

Exide uses a variety of measures and checks to ensure sustainable management and sourcing of materials and services. These include supplier evaluations and screenings, audits, risk-based due diligence analysis and additional workshops with selected service providers. The goal is to ensure compliance with social standards and environmental regulations on one hand, and greater transparency in the supply chain on the other. The energy efficiency and eco-friendly measures undertaken by the Company are also mentioned on the batteries manufactured by us. Exide has also taken up new product development initiatives with vehicle manufacturers in their bid to launch higher energy efficient vehicles.

The Company recognises the need to reduce the risk of overconsumption of raw material supplies and the resulting environmental implications. It is fully committed to the objective of increasing the mix of recycled materials for better resource utilisation, environmental impact mitigation, and contribution towards the promotion of a circular economy.

The Company has a state-of-the-art R&D centre where we focus on developing and introducing greener products and ecofriendly technologies. The manufacturing processes are revisited for energy optimisation and emission reduction. This results in the development of technologically advanced, energy efficient, affordable end-products with a longer life. The Company has introduced more environment-friendly and efficient products into emerging sectors such as ISS battery, E-rickshaw battery, lithium-ion battery and solar inverter systems as testimony of our commitment towards green innovation.

ESSENTIAL INDICATORS

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

S. No.	Segment	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
1	R&D	72.50%	60.70%	Exide's R&D team prioritizes eco-friendly production. We are constantly refining our processes, using advanced technologies to optimize energy use and reduce the environmental impact from our products.

S. No.	Segment	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
2	Capex	3.56%	8.70%	<p>We are increasing our focus in utilization of more recycled lead in our products, except in products where lead purity could be critical to the product's application area.</p> <p>We are regularly monitoring and managing our energy usage and try to minimize any associated emissions and effluents pollution through robust pollution control systems.</p> <p>Our cutting-edge, fast-track technologies deliver significantly more power-efficient and cost-effective products with extended lifespans.</p>

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

Yes, we have sustainable sourcing & procurement policy applicable to all goods, services and works committed to source raw materials in a sustainable manner. Our sustainable sourcing and procurement policy is available at <https://docs.exideindustries.com/pdf/policies-certifications/sustainable-sourcing-procurement-policy.pdf>

Our procurement and sustainable sourcing framework comprise of:

- i. Promoting ownership and empowerment of businesses from women, minority, disability, veteran and other underrepresented groups.
- ii. Preferential procurement through local sourcing of materials.
- iii. Employment equity through evaluation of demographic representation and promoting diversity.
- iv. Reduction of environmental impact by adopting resource efficiency, emission control & compliance to environmental regulations.
- v. Implementation of sustainable product sourcing by ensuring ethical sourcing of materials across the supply chain.
- vi. Encouraging eco-friendly packaging of materials minimising environmental impact.
- vii. Deploying energy efficient technologies and invest in renewable energy sources.
- viii. Implementation of waste reduction projects and increase the percentage of waste recycling.
- ix. Assessment of suppliers based on the environmental impact of their products & prefer suppliers with lesser environmental footprint.
- x. Supply Chain traceability of global products and materials ensuring ethical sourcing.
- xi. Conduct capacity building programs for disadvantaged suppliers addressing the unique needs and challenges of emerging business in diverse regions.

We have established robust monitoring mechanisms to assess the suppliers on Key Performance Indicators (KPIs) to ensure procurement through sustainable sourcing.

With the objective of increased digitisation and improving the overall vendor management system, EIL is focused on increasing deployment of e-sourcing through the SAP-ARIBA platform. To ensure compliance by vendors of recycled lead/lead alloys with the Battery Waste Management Rules 2022, EIL has been conducting workshops to guide and help them.

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

Lead is a primary raw material used in our manufacturing process. In line with Company's commitment towards sustainability, EIL uses approximately three-fourth recycled lead/lead alloys in production. As a part of strategic backward integration and to promote sustainable sourcing, we source a significant part of recycled lead through our wholly owned subsidiary Chloride Metals Limited (CML). The capacity of CML has progressively increased and a new smelting unit in Haldia (West Bengal) commenced operations in FY 2021-22. CML has commenced operations at the new facility at SUPA, Ahmednagar in Maharashtra in FY 2023-24.

Another key raw material used in battery manufacturing is plastic. We are endeavouring to increase procurement and usage of recycled plastic which stood at 5.6% in FY 2023-24.

The Company's sourcing policies and procedures aim at continuously increasing sustainable sourcing. The process includes vendor selection, vendor onboarding, contract negotiation and award, and post contract support for all supply and service contracts. The vendor evaluation criteria encompass the availability of compliance certifications such as ISO 14001, ISO 45001, etc., their compliance to ESG commitments, and other roles and responsibilities. As a part of the supplier onboarding process, we require supplier acceptance of the vendor manual.

We clearly communicate, discuss and align our expectations on a sustainable sourcing lifecycle with our vendors/ service providers.

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 wastes.

(a) Battery Waste: Exide is registered under the Battery Waste Management (Amendment) Rules, 2023 (BWMR) as a Producer and is focused on complying with targets declared under the said Rules for recycling of waste battery. The Company is operating lead recycling facilities in Karnataka, Maharashtra and West Bengal through its wholly-owned subsidiary, Chloride Metals Limited (CML). The recycled lead from these facilities is being consumed in production of batteries.

We create awareness among end customers by displaying messages on warranty cards and packaging, requesting them to deposit used batteries at designated collection centres which have been set up throughout India. We have been recycling lead by collecting scrap batteries and offering replacements to customers. The used batteries are carefully transported to designated smelting units for safe lead-recycling, ensuring zero harm to the environment.

(b) Plastics: Exide is registered under the Plastic Waste Management Rules 2016, ensuring compliance with Extended Producer Liability on plastic packaging materials used for batteries sold in the market. The Company has a partnership with a vendor for collection & recycling of plastic packaging waste, obtaining and transfer of plastic credits to M/s Exide Industries Limited ensuring compliance with Central Pollution Control Board norms.

(c) E-Waste: Under the revised E-waste Management Rules 2023, EIL has come under the ambit of the said Rules as a Producer of Inverters and UPS systems. The Company has duly registered and has initiated steps for compliance under the said Rules.

(d) Other Waste: The Effluent Treatment Plant (ETP) sludge generated from three factories in Ahmednagar, Chinchwad, and Hosur are used by cement and other industries after receipt of approvals from various Pollution Control Boards (PCBs). The Company is also pursuing similar approvals from State Pollution Control Boards (SPCBs) for other factories.

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. Battery Waste and Plastic Waste EPR is applicable to the Company as per Battery Waste Management Rules, 2022 & Plastic Waste Management Rules, 2016 and subsequent amendments. The Company files annual returns in the CPCB portal fulfilling the compliance requirements of Battery Waste and Plastic Waste EPR.

To fulfill EPR obligations under the Battery Waste, the Company has established a systematic approach to maximize the recycling of waste batteries through a pan-India distributor/dealer network, for collection of waste batteries from end-users employing a well-established reverse logistics process to take back. In addition, Exide has implemented strategies to enhance battery recycling through its wholly owned subsidiary M/s Chloride Metals Limited which actively participates in auctions for the procurement of batteries from bulk consumers. And also, the Company has entered into agreements with several vendors for the procurement of waste batteries from the market.



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, please provide details.

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.
31401	Automotive Battery (FML0-ML38B20L)	1.08%	Cradle-to-Grave	Yes	No
31401	Industrial Battery (FE04-EP42-12)	1.28%	Cradle-to-Grave	Yes	No

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
Automotive Battery (FML0-ML38B20L) Industrial Battery (FE04-EP42-12)	Global warming, measured in kilograms of CO2 equivalent (kgCO2e) with a 100-year Global Warming Potential (GWP), refers to the total amount of heat-trapping gas emitted over the lifecycle of a product or service. This GWP accounts for the varying potency of different greenhouse gases compared to CO2 over a 100-year timeframe. Water Consumption - It is a measure of water consumption throughout the life cycle of Battery Manufacturing. Unit of measurement for water consumption is cubic meter or kilo liter	<ul style="list-style-type: none"> Energy efficiency initiatives are being taken across facilities Further increase in sourcing of recycled raw materials used in manufacturing of batteries (Primary focus on Lead and Plastics) By 2030, we are committed to a significant increase in renewable energy capacity through a strategic expansion of solar and wind power projects Adoption of cleaner sources of energy in manufacturing to reduce emissions associated with conventional fossil fuel usage Exide is also looking at adopting vendors for inbound and outbound logistics Actively adopt innovative strategies to minimise water consumption Improve efficiency of RO water treatment to arrest water losses Monitor area wise water usage based on flow meter readings Prioritise wastewater treatment and implement closed-loop systems to reuse water wherever possible. Three of our factories are ZLD units and we intend to implement this in other factories in the near future.

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
Lead	75.00%	79.00%
Plastics	5.60%	4.20%

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:

(metric tonnes)

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics ¹ (including packaging materials)	-	1,146.91	-	-	1,202.20	-
E-waste ²	-	37.28	-	-	18.88	-
Hazardous waste	-	-	-	-	-	-
Waste lead components/ materials generated at factories ³	-	34,785.00	-	-	39,686.00	-
ETP Sludge ⁴	1,188.94	-	1,977.42	851.00	-	4,411.96
Other Waste (non-hazardous) ⁵	-	3,434.51	11,610.14	-	4,218.66	3,475.86
TOTAL	1,188.94	39,403.70	13,587.56	851.00	45,125.74	7,887.82

¹Plastics - Includes waste plastic packaging materials & rejected plastic components at factories

²E-Waste - Includes HUPS/Inverter scrap as it has been recognised as E-waste under E-waste Management Rules

³Excluding rejected/obsolete batteries generated at factories which are covered under BWMR target.

⁴ETP sludge sent for co-processing indicated under "Re-use"

⁵Metal scrap, paper waste, wooden scrap etc. disposed considered under recycled 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
Automotive – In compliance with the Battery Waste Management Rules 2022	50%
Industrial – In compliance with the Battery Waste Management Rules 2022	50%

Principle 3:

Businesses should respect and promote the well-being of all employees, including those in their value chains

Our employees are our biggest strength, and we always ensure a safe and progressive work culture prioritising physical, mental and emotional well-being of all employees. We strive to nurture a business environment with inclusivity, diversity & continuous development that motivates and empowers all employees to achieve their career aspirations. The Company, through its policies and practices, fosters an organisational culture which promotes equitable, discrimination-free work conditions, with a focus on diversity & inclusion.

The collaborative work environment stimulates dignity, certitude and harmony amongst colleagues. The senior management emphasises on ensuring the health and overall well-being of employees helping them excel in their professional and personal lives. With a key focus on the welfare of its employees, frequent Health and Safety training programmes and awareness sessions are conducted. Additionally, initiatives have been taken by the Company for technical and soft skill development and to improve overall performance and job contentment of all employees.

To help in this transformation, we had launched the Exide Leadership Behaviour (ELB) framework, focusing on eight leadership behaviours. These leadership attributes are being transmitted to the last mile by the senior leadership team and internal promotions. Our key human resource processes are also aligned to ELB. Employee satisfaction surveys are also conducted periodically to identify and address the employee/ worker concerns.

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
	(A)	Number	% (B/A)	Number	% (C/A)	Number	% (D/A)	Number	% (E/A)	Number	% (F/A)
	(B)		(C)		(D)		(E)		(F)		
Permanent Employees											
Male	2,299	2,299	100.00%	2,299	100.00%	NA	NA	2,299	100.00%	NA	NA
Female	111	111	100.00%	111	100.00%	111	100.00%	NA	NA	NA	NA
Total	2,410	2,410	100.00%	2,410	100.00%	111	4.60%	2,299	95.39%	NA	NA
Other than Permanent Employees											
Male	1,769	1,769	100.00%	1,769	100.00%	NA	NA	NA	NA	NA	NA
Female	39	39	100.00%	39	100.00%	39	100.00%	NA	NA	NA	NA
Total	1,808	1,808	100.00%	1,808	100.00%	39	2.16%	NA	NA	NA	NA

For other than permanent employees, wellbeing is ensured through third-party service providers as per the Statute.

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

Category	% of workers covered by										
	Total (A)	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	2,730	2,730	100.00%	2,730	100.00%	NA	NA	NA	NA	NA	NA
Female	11	11	100.00%	11	100.00%	11	100.00%	NA	NA	NA	NA
Total	2,741	2,741	100.00%	2,741	100.00%	11	0.40%	NA	NA	NA	NA
Other than permanent workers											
Male	12,284	12,284	100.00%	12,284	100.00%	NA	NA	NA	NA	NA	NA
Female	204	204	100.00%	204	100.00%	204	100.00%	NA	NA	NA	NA
Total	12,488	12,488	100.00%	12,488	100.00%	204	1.63%	NA	NA	NA	NA

For other than permanent workers the well-being is ensured through the third-party service providers as per Statute.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the Company (For Employess & Workers)*	0.167%	0.163%

*Covers the costs incurred against Insurance premium for Health Insurance, Accident Insurance, Life Insurance (Employees & Workers). Maternity Leaves and Paternity Leaves have also been calculated for employees

Additionally, in FY 2023-24 there were two webinars organised on Breast Cancer awareness & Kidney Care and one eye check-up camp in Kolkata. In FY23, a free-of-cost Covid vaccination was organised at a Government empanelled hospital for all support staff

2. Details of retirement benefits for Current and Previous financial years

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.)
1 PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
2 Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
3 ESI	NA	100.00%	Yes	NA	100.00%	Yes
4 Superannuation	-	-	-	-	-	-
5 After Retirement Mediclaim	-	-	-	-	-	-

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

Yes. The premises/offices are accessible to differently abled employees and workers. The number of differently-abled workers has increased from 10 in FY 2022-23 to 25 in FY 2023-24. The additional differently abled workers have been deployed in suitable roles across various functions in the factories.

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 upholds equitable employment practices and has established a human rights policy which emphasises diversity, advocates for equal opportunities, and maintains zero-tolerance to any form of discrimination based on disability. The human rights policy is guided by International Human Rights Principles encompassed in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

In addition to promoting equality, the Company ensures that the work environment for differently-abled employees is supportive, inclusive, and ergonomically designed. This policy is prominently displayed in all offices and is publicly accessible on the Company's website at <https://docs.exideindustries.com/pdf/policies-certifications/human-rights-policy.pdf>

The Company also has a diversity, equity & inclusion policy available at: <https://docs.exideindustries.com/pdf/policies-certifications/diversity-equity-inclusion-policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	100.00%	100.00%	100.00%	100.00%
Female	100.00%	100.00%	100.00%	100.00%
Total	100.00%	100.00%	100.00%	100.00%

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

	Yes/No (If yes, then give details of the mechanism in brief)
1 Permanent workers	Yes
2 Other than Permanent Workers	
3 Permanent Employees	
4 Other than Permanent Employees	

The Company ensures adherence to a fair and accessible grievance redressal process aligned to its core values and meeting statutory guidelines. All efforts are made to follow a transparent investigation process for resolving employee/worker grievances in a timely and satisfactory manner. As part of this effort, any unresolved employee grievances are directed to the Apex Grievance Redressal Committee / Forum, which is the highest-level forum for redressal of grievances. The Committee, comprising of Senior management, monitors and evaluates each grievance and the appropriate next step is taken.

In the factories, the Company has a proactive grievance identification process. Periodically, a collective meeting is conducted with workers, where feedback is taken, and any grievances are registered for subsequent action. At the regions, there are designated business HR partners to handle employee grievances. Depending on the nature of the issue and attributed factors of grievance, the HR department develops a resolution plan and assigns a Single Point of Contact (SPOC) for resolution. Upon completion of resolution action, the feedback is taken for satisfactory closure of grievance. Weekly department and functional level interactions and feedback sessions are conducted with third-party service provider representatives and the HR team to resolve grievances, if any. We also have a robust Whistle Blower Policy to encourage employees to raise concerns against any suspected illegal activity.

Specifically, employee and worker grievances are to be directed to the e-mail: grievance@exide.co.in

Other internal grievance mechanisms include:

An open-door policy for employees to voice their concerns directly to the Apex Grievance Redressal committee consisting of members from Top Management.

A Whistle Blower Policy providing a safe and confidential channel for employees to report any instances of unethical behaviour. Such issues can be reported to the whistle officer through the dedicated email id- ethics@exide.co.in

All plants have a Grievance Redressal committee to address any issue occurring at such specific locations.

Local /Apex POSH Committees constituted to address any concerns/ complaints on sexual harassment issues.

7. Membership of employees 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	2,410	Nil	NA	2,402	Nil	NA
Male	2,299	Nil	NA	2,299	Nil	NA
Female	111	Nil	NA	103	Nil	NA
Total Permanent Workers	2,741	2,502	91.28%	2,806	2,613	93.12%
Male	2,730	2,502	91.65%	2,796	2,613	93.45%
Female	11	Nil	NA	10	Nil	NA

8. Details of training given to employees

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)	(C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	2,299	393	17.09%	2,299	100.00%	2,299	1,284	55.85%	2,299	100.00%
Female	111	11	9.91%	111	100.00%	103	28	27.18%	103	100.00%
Total	2,410	404	16.76%	2,410	100.00%	2,402	1,312	54.62%	2,402	100.00%
Workers										
Male	2,730	2,730	100.00%	2,557	93.66%	2,796	1,963	70.20%	1,663	59.48%
Female	11	11	100.00%	11	100.00%	10	10	100.00%	10	100.00%
Total	2,741	2,741	100.00%	2,568	93.69%	2,806	1,973	70.31%	1,673	59.62%

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	2,299	2,299	100.00%	2,299	2,299	100.00%
Female	111	111	100.00%	103	103	100.00%
Total	2,410	2,410	100.00%	2,402	2,402	100.00%

Category	FY 2023-24			FY 2022-23		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Workers						
Male	2,730	2,730	100.00%	2,796	2,796	100.00%
Female	11	11	100.00%	10	10	100.00%
Total	2,741	2,741	100.00%	2,806	2,806	100.00%

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, the Company has implemented the ISO 45001 system with 100% coverage at its manufacturing facilities and offices. At the organisational level, the Company has a dedicated team to oversee health & safety initiatives. The Company conducts internal audits and external EHS audits (through third party certification agencies) to continuously evaluate the effectiveness of initiatives and processes under health & safety. Senior management through the monthly meetings review the status of health and safety practices across the organisation.

The Company has set up Safety Committees at factories/ offices, which regularly, monitors the effective implementation of safety systems/processes and also reviews employees' health. Induction training mock drills, first aid training and awareness programs on identification of near miss incidents are conducted for all new recruits, whether permanent or contractual. Depending on the risk involvement of the work area certain specialised trainings are also imparted. For closer focus on process safety and to ensure wider participation, the Company has also designated 'Safety Champions' for each process.

The Company has established Occupational Health Centers at all sites, which are staffed with committed qualified doctors and nursing professionals (including male nurses). These centers provide immediate medical assistance, ensuring rapid response to any accidental or health-related emergencies.

At Exide, we have an Environment, Health & Safety policy which highlights the Company's commitment to improve occupational health & safety, adhere to legal and statutory requirements, and promote the importance of such practices within the larger stakeholder groups.

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 has a proven process to identify and assess work-related hazards, both on a routine and non-routine basis. For routine jobs, the Hazard Identification and Risk Assessment (HIRA) framework implemented across the organization helps in scanning each of the processes for potential hazards, their causes, consequences and impacts. The current controls are evaluated, and additional measures, such as engineering controls, administrative controls, and personal protective equipment (PPE), are implemented basis their risk priority. Additionally, as part of Kaizen initiatives implementation, it is ensured that a minimum of two improvements per employee per year are achieved.

In the case of non-routine tasks, the Company has internal guidelines that are subject to a thorough risk assessment. These non-routine tasks are further regulated through a work permit system. The risk assessment considers various factors, including the severity and likelihood of potential hazards, the nature of the task, and the surrounding environment.

The Company's HIRA framework, coupled with internal guidelines, ensures the identification and assessment of all work-related hazards. Appropriate controls are implemented to mitigate the risks to employees and other stakeholders.

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

Yes. The Company has established a systematic approach to identify potentially hazardous conditions in the workplace. Each work area is equipped with a mechanism for tracking and addressing recognized hazards, actively encouraging employees to detect, report, and participate in minimising risks. Safety champions are designated in each factory to report work-related hazards and suggest resolutions, and their reports undergo periodic review by the management.

To proactively address workplace hazards, cross-functional teams conduct periodic/ safety audits, aiming to identify and manage potential risks. All incidents and near misses are thoroughly investigated for root cause analysis, and corrective actions are promptly implemented. In facilitating reporting on near-miss cases, suggestion boxes are available to employees as a means of proactive engagement in the safety process.

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

Yes. The Company extends additional healthcare benefits to its employees, including medical insurance coverage for both employees and their families. Executive health check-ups, access to medical consultants, and wellness support are also provided. Furthermore, the Company has established partnerships with various empanelled hospitals, diagnostic centers, and digital health platforms to offer additional medical related diagnosis and treatment on need basis.

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

S. No.	Safety Incident/Number	Category	FY 2023-24	FY 2022-23
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
		Workers	0.12	0.06
2	Total recordable work-related injuries	Employees	Nil	Nil
		Workers	4	2
3	No. of fatalities [#]	Employees	Nil	Nil
		Workers	1	Nil
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
		Workers	Nil	Nil

[#]There was one fatality of a contractual worker who fell from a height due to some underlying health issues despite taking necessary safety protocols. Appropriate corrective action on this and all H&S cases have been taken through enhanced training, awareness, supervision etc.

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

The Company has implemented a comprehensive framework to ensure health and safety in the workplace. The following measures underscore Exide's commitment to a safe and healthy work environment:

Certifications: Exide has attained ISO 14001 and ISO 45001 certifications from TUV-SUD, an external agency, showcasing its dedication to sustainability and occupational health and safety.

EHS Policy: Senior management has prioritized health and safety through an Environmental, Health, and Safety (EHS) policy prominently displayed to ensure all employees are aware of the Company's commitment.

Toolbox Talks: Daily toolbox talks are conducted on the shop floor to heighten awareness and educate employees about health and safety aspects.

Safety Champions: Designated safety champions actively identify and report unsafe actions and conditions, contributing to an ongoing improvement in the safety culture.

Safety Committees: Dedicated safety committees are established in each factory and office, overseeing the implementation and engagement of safety measures.

Training Programs: All employees undergo safety and health training, including safety induction and skill-based training, ensuring they possess the necessary knowledge and skills to work safely.

Dedicated EHS Teams: Each factory is equipped with dedicated EHS teams to identify and resolve health and safety-related issues. Medical officers and male nurses are available for medical emergencies.

First-Aiders and Emergency Response Teams: Trained first-aiders are stationed across all factory locations, and emergency response teams are established to handle any emergencies. Periodical mock drills ensure their preparedness.

Internal Audits: Internal safety audits are regularly conducted on-site, complementing external audits from certification bodies. Corporate Total Quality Management (TQM) and EHS teams also conduct internal safety audits to evaluate compliance and ensure effectiveness in maintaining a safe workplace.

Regular reviews ensure the effectiveness of our sustainability and occupational health and safety measures.

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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	31	12	Nil	37	11	Nil
Health & Safety	22	1	Nil	22	7	Nil

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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.

Exide has a comprehensive approach towards health and safety practices and working conditions. To address safety related incidents, the Company follows established procedures and guidelines for EHS system requirements. Effective corrective actions are implemented through proactive incident investigation and workplace risk identification and assessment. The effectiveness of the controls is checked at regular intervals.

In addition, the Company has taken various measures to promote health and safety practices among its employees. These measures include medical health check-ups, medical surveillance plans, proactive job rotation, engineering controls, training, rewards and recognition schemes, and employee engagement through various initiatives.

However, despite taking precautions and safety measures, a contract worker at Taloja, was injured during a schedule maintenance activity of "main gate bearing replacement". An immediate root cause analysis was conducted to assess possible causes and subsequently steps were taken to strengthen the following aspects:

Adequate control of critical equipment maintenance & training to be imparted to all concerned

Strict adherence to work permit procedures for all non-routine activities

On-job training processes and frequency were increased

Enhanced supervision during maintenance activities


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 both accidental insurance and life insurance in the event of death for employees and workers.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partner.

The Company has robust digital facilities and mechanism to ensure that all statutory dues such as GST, PF, ESI, TDS etc. have been deducted and deposited by the value chain partners. As per the agreed business contracts and purchase orders, vendors and suppliers are required to file statutory dues in a timely manner. As part of standard practices, regular internal verification is done for vendor payments/returns to regulatory authorities which are also certified externally by third party agencies. The vendors are subsequently rated internally based on their conformity to regulatory requirements. Protocols are in place wherein notices and penalties are issued for non-compliance from vendors, and necessary remedial actions are taken.

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 have been 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	Nil	Nil	NA	NA
Workers	Nil	Nil	NA	NA

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)

No

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	50.00%
Working Conditions	50.00%

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.

Exide conducts periodic audits of its sizeable supplier/partner base to ensure compliance and diagnose areas of improvement. During these assessments, following corrective actions have been taken to mitigate health and safety risks:

- Health and safety requirements have been outlined in the supplier manual along with ESG requirements
- Health and safety audits, have been made an integral part of supplier audits.
- Suppliers achievements in ESG implementation are recognized in supplier meets.

Principle 4:**Businesses should respect the interests of and be responsive to all its stakeholders**

At Exide, we value all our stakeholders, and our efforts are directed towards creating a long-term cordial relationship with them. We aim to achieve and sustain outstanding levels of performance that meet or exceed the expectations of all stakeholders. The essence of this principle is embedded in the Company's vision, mission, and core values statement. These are fundamental to our existence and practiced in our processes, activities, and behaviour.

We have an open and constructive dialogue with all stakeholders which endeavors continuous interaction and collaboration to leverage collective growth and development of the Company. We also have a detailed stakeholder engagement policy which identifies our key stakeholders and our communication mechanism with them in a clear and transparent manner.

The policy is available on the website of the Company at <https://docs.exideindustries.com/pdf/policies-certifications/stakeholder-engagement-policy.pdf>

The ambit of the policy covers the following key stakeholder groups:

- Employees and workers
- Vendors/Suppliers and Alliance Partners
- Distributors/Dealers and Sub-Dealers
- Customers including OEMs (original equipment manufacturers)
- Local communities & Community Based Organizations
- Shareholders and Investors
- Government and Regulatory Bodies

 **ESSENTIAL INDICATORS** **1. Describe the processes for identifying key stakeholder groups of the entity.**

Refer Stakeholder engagement section of this Integrated Annual Report on page no. 32.

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

Refer Stakeholder engagement section of this Integrated Annual Report on page no. 32.


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.

Consultation with all various stakeholders on economic, environmental and social topics is carried out on periodic basis. The feedback from such consultation is taken via direct interactions, emails, surveys, and other modes of communication. The Board is updated on needs, requirements, and expectations of all stakeholders on the above cited subjects by the ESG and CSR committees for further proceedings and decision making. Further, during the annual general meeting and half-yearly earning's calls, stakeholders interact with management on multiple topics including economic, environmental, and social.

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. Exide has identified Environment, Social and Governance related material issues relevant to the Company by conducting comprehensive materiality assessment through surveys with various stakeholders, considering global sustainability frameworks, priorities from senior management of Exide and peer companies' on ESG material issues.

We have conducted internal and external stakeholder consultations through surveys by sharing the questionnaire to the diversified stakeholders making them a part of our sustainability journey and considering their priority areas and expectations. Based on the survey results, the prioritization of environmental, social and governance topics were carried out and incorporated into Company's sustainability related business strategy, goals & targets.

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

Exide Industries Limited, through its CSR policy and initiatives, endeavors to address the aspirations of marginalized and underprivileged sections of the community within its periphery region. The Company has defined an area within a radius of 25 kms surrounding to its manufacturing units as periphery region. With a vision to create shared values with communities around its operational area, the Company has set up a CSR sub-committee at all its manufacturing units. The plant level CSR sub-committee interacts regularly with local stakeholders (Panchayats, Municipal Bodies, Local Community, Community Based Organizations, Civil Society Organizations, etc.) to map the pressing developmental needs of the local community.

Exide co-curates strategically designed initiatives based on these multi-stakeholder deliberations. These deliberations also help us in understanding the local ecosystem and enable us to deploy relevant solutions to maximize impact. Exide also seeks active engagement of relevant stakeholders during the life cycle of project. Third party impact assessment and monitoring visit by Exide's CSR team provides avenues for evaluating impact of the project and for receiving concerns of the stakeholders. Feedback from stakeholders during the implementation of the project helps us in redefining our strategies.

Principle 5:**Businesses should respect and promote human rights**

Exide adheres to the human rights principles and practices across the organization. We regularly conduct human rights related training programs for all employees and workers and periodical assessments are carried out to identify violation of human rights, if any. Exide has established a robust framework to effectively detect violations and handle resulting issues. We aim to build a more inclusive environment for all employees and workers and provide dignity, fairness, respect and equality at workplace.

Besides ensuring a respectful work culture, we also adhere to applicable laws including the non-discrimination and human rights policies. The Company has extended its human rights policies and principles to value chain partners to ensure that across all operations of the Company zero human rights violations is achieved. Apart from abuses such as child or forced labour and human trafficking, topics specifically addressed are work hours, salaries, safe and healthy workplace, diversity and community relations.

The associated policies are also conveyed to suppliers, which is included in the business code of conduct. The links to these policies is provided below:

Human Rights policy - <https://docs.exideindustries.com/pdf/policies-certifications/human-rights-policy.pdf>

Code of Conduct for Employees - <https://docs.exideindustries.com/pdf/policies-certifications/code-of-conduct-policy.pdf>

Supplier Code of Conduct - <https://docs.exideindustries.com/pdf/policies-certifications/supplier-code-of-conduct-policy.pdf>

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	2,410	2,354	97.68%	2,402	1,532	63.78%
Other than permanent	1,808	Nil	Nil	1,797	Nil	Nil
Total employees	4,218	2,354	55.81%	4,199	1,532	36.48%
Workers						
Permanent	2,741	1,192	43.49%	2,806	644	22.95%
Other than permanent	12,488	12,488	100.00%	11,955	1,117	9.34%
Total workers	15,229	13,680	89.83%	14,761	1,761	11.93%

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	2,410	Nil	Nil	2,410	100.00%	2,402	Nil	Nil	2,402	100.00%
Male	2,299	Nil	Nil	2,299	100.00%	2,299	Nil	Nil	2,299	100.00%
Female	111	Nil	Nil	111	100.00%	103	Nil	Nil	103	100.00%
Other than permanent	1,808	803	44.41%	1,005	55.59%	1,797	1,105	61.49%	692	38.51%
Male	1,769	795	44.94%	974	55.06%	1,761	1,087	61.73%	674	38.27%
Female	39	8	20.51%	31	79.49%	36	18	50.00%	18	50.00%
Workers										
Permanent	2,741	130	4.74%	2,611	95.26%	2,806	128	4.56%	2,678	95.44%
Male	2,730	130	4.76%	2,600	95.24%	2,796	128	4.58%	2,668	95.42%
Female	11	Nil	Nil	11	100.00%	10	Nil	Nil	10	100.00%
Other than permanent	12,488	6,766	54.18%	5,722	45.82%	11,955	7,771	65.00%	4,184	35.00%
Male	12,284	6,574	53.52%	5,710	46.48%	11,809	7,630	64.61%	4,179	35.39%
Female	204	192	94.12%	12	5.88%	146	141	96.57%	5	3.43%

3. Details of remuneration/salary/wages

a. Median remuneration/ wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹)	Number	Median remuneration/ salary/ wages of respective category (₹)
Board of Directors (BoD)	8**	2,10,81,278	1*	60,00,000
Key Managerial Personnel (KMP)	1	1,82,85,919	Nil	Nil
Employees other than BoD and KMP	2,294	10,02,613	111	10,09,778
Workers	2,730	5,87,568	11	1,86,660

*Remuneration of female board member pertains to commission paid to a Non-executive Independent Director.

**Represents median remuneration paid to all executive as well as non-executive board members

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	3.96%	3.53%

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 an Apex Grievance Redressal Committee comprising senior management where the grievances are evaluated and necessary action is taken depending on the severity of the grievance. It is a forum where any unresolved or critical human rights grievances are put forth for reporting.

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

For details on grievance redressal, refer to Q no. 6 of principle 3

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

	FY 2023-24		FY 2022-23	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	1	Nil	1	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil
Wages	38	6	30	Nil
Other human rights related issues	Nil	Nil	Nil	Nil

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)	1	1
Complaints on POSH as a % of female employees / workers	0.90%*	0.97%*
Complaints on POSH upheld	1	1

*Note: Complaints on POSH as a % of female employees considers 103 female employees for FY 2022-23 and 111 female employees for FY 2023-24

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

Exide encourages reporting of discrimination and harassment cases, maintaining a strict policy against any such incidents with appropriate measures to prevent any adverse consequences to the complainant. The Company has a Sexual Harassment Avoidance Redressal policy in place, in accordance with which redressal committees have been formed at the Apex, factory and regional levels.

Retaliation against any employee who report or provide information about sexual harassment or unwelcome or unacceptable behavior that might constitute sexual harassment is strictly prohibited. Any act of reprisal, including internal interface, coercion and restraint by an employee or one acting on his/her behalf violates this policy and will result in appropriate disciplinary action.

Detailed guidelines on reporting and redressal have also been laid down by the Company. The workforce has the right to register any grievances they face, irrespective of the magnitude of the problem. The POSH training is mandated for all employees and workers of the Company.

Please refer the policy on Sexual Harassment Avoidance Redressal available on website of the Company: <https://docs.exideindustries.com/CorporateGovernance/68f34402-a1dc-4033-87ee-5941b79f8e73.pdf>

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

Yes, our human rights practices and policies form a part of our business agreement and contracts, such as Supplier Code of Conduct, Vendor policy etc.

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100.00%
Discrimination at workplace	100.00%
Child Labour	100.00%
Forced Labour/ Involuntary Labour	100.00%
Wages	100.00%

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above

Not Applicable



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

We continuously endeavour to address human rights grievances/complaints through our redressal mechanisms. Our policies and processes are continuously improvised based on experiences gained from any human rights incident which have taken place at any factories or offices.

Specific to factories, human rights grievances were earlier handled by Industrial Relations committee. To create a more dedicated forum for such incidents, grievance redressal committees have been formed in factories. At our offices the employees can openly voice their concerns/suggestions/feedback to the Apex leaders which reinstates the Company's commitment to protection of human rights.

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

Internal assessments have been conducted for sites and suppliers to adhere with SMETA, which helps protect workers from unsafe conditions, overwork, discrimination, low pay, and forced labour. Additionally, the organisation strives to ensure coverage of various aspects on human rights and work conditions in its relevant policies and documents such as the Code of Conduct, Supplier Code of Conduct, Sustainable Sourcing and Procurement Policy etc. which highlights Exide's commitment to internationally recognised standards. Furthermore, training and awareness programs also enhance the understanding on codes of conduct and human rights related aspects within our value chain partners.

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:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	35.00%*
Discrimination at workplace	35.00%*
Child Labour	35.00%*
Forced Labour/Involuntary Labour	35.00%*
Wages	35.00%*

*Covers the assessment of Chloride Metals Limited (CML) which contributes to approximately 35% by business value. CML is 100% compliant to all the above human rights related requirements.

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

Our subsidiary, CML is also governed by our Supplier Code of Conduct and have strong governance mechanism in place. Additionally, the following mandatory trainings have been conducted:

- Code of Conduct;
- POSH;
- Human Rights;
- Anti-bribery, Anti-Corruption & Whistleblower;
- Digital Personal Data Protection Act.

Principle 6:**Businesses should respect and make efforts to protect and restore the environment**

As a Company, Exide always endeavors to conduct its business in a sustainable manner to minimise its environmental footprint. In this regard, several initiatives and projects are being implemented as part of the long-term sustainability strategy of the Company. With our current renewable mix at 20%, we envision to significantly increase our renewable energy capacity by 2030 through installation of solar and wind power projects.

We conscientiously look into product development from the perspective of resource efficiency, to promote higher percentage of recycled raw material in production processes. The Company is also amongst the very few to have its own lead recycling factories providing the major raw material for manufacturing our batteries. Energy conservation efforts through defined specific energy efficiency reductions, practicing Reduce-Reuse-Recycle in waste management, water conservation drives are some of the other initiatives which help the Company stay on track with its ESG journey.

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

Parameter	FY 2023-24	FY 2022-23*
From renewable sources		
Total electricity consumption (A) (GJ)	4,17,478	3,67,502
Total fuel consumption (B) (GJ)	Nil	Nil
Energy consumption through other sources (C) (GJ)	Nil	Nil
Total energy consumed from renewable sources (A+B+C) (GJ)	4,17,478	3,67,502
From non-renewable sources		
Total electricity consumption (D) (GJ)	17,19,244	15,96,690
Total fuel consumption (E) (GJ)	6,82,688	6,60,227
Energy consumption through other sources (F) (GJ)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	24,01,932	22,56,917
Total energy consumed (A+B+C+D+E+F)	28,19,410	26,24,419
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations) – GJ/ ₹ Cr	175.89	179.85
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations in Crores adjusted for PPP) – GJ / USD Cr	4,024.80	4,115.38
Energy intensity in terms of physical output (GJ/MAh)	196.22	201.80
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*Corrections in figures for energy consumption and resultant energy intensity in FY 2022-23 are being made based on streamlined processes and calculations

Note: For calculation of energy intensity per rupee of turnover adjusted for PPP, the revenue generation from various countries and the currency conversion rates defined for PPP by Organisation for Economic Co-operation and Development (OECD) have been considered. The PPP's for the respective countries are available at <https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Limited Assurance for BRSR Core Indicators has been conducted by SGS India Pvt. Ltd.

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. Our manufacturing units are not covered by the PAT scheme.

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

Parameter	FY 2023-24	FY 2022-23*
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	8,69,636	7,96,676
(iii) Third party water	14,37,501	12,74,338
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	23,07,137	20,71,014
Total volume of water consumption (in kiloliters)	19,82,725	17,49,823
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) – KL/₹ Cr	123.69	119.92
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations in Crores adjusted for PPP) – KL / USD Cr	2,830.38	2,743.93
Water intensity in terms of physical output (KL/MAh)	137.99	134.55
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*Corrections in figures for water consumption in FY 2022-23 are being made based on streamlined processes and calculations

Note: For calculation of water intensity per rupee of turnover adjusted for PPP, the revenue generation from various countries and the currency conversion rates defined for PPP by OECD have been considered. The PPP's for the respective countries are available at <https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Limited Assurance for BRSR Core Indicators has been conducted by SGS India Pvt. Ltd.

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 kiloliters)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	3,24,412	3,21,191
(v) Others		
- No treatment (Used for gardening purposes)	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kiloliters)	3,24,412	3,21,191

*Corrections in reporting water discharge under correct destination being made based on streamlined processes

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Limited Assurance for BRSR Core Indicators has been conducted by SGS India Pvt. Ltd.

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

Exide has successfully implemented Zero Liquid Discharge (ZLD) across manufacturing locations in Ahmednagar, Hosur, and Taloja. The Company utilizes a tertiary treatment process that includes three stages i.e. reverse osmosis and multiple-effect evaporation to achieve ZLD. The permeate from the reverse osmosis plant and the condensate from the evaporator are reused in the manufacturing process, while the evaporator concentrate is dried in an Agitated Thin Film Drier. The dried salt is sold to an authorized pre-processor.

Besides these, there are adequate water treatment systems across all manufacturing facilities to ensure compliance with applicable norms laid down by respective State Pollution Control Boards (SPCBs).

6. Provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter*	Please specify unit	FY 2023-24	FY 2022-23
NOx	µg/m ³	30.55	25.76
SOx	µg/m ³	26.52	12.90
Particulate matter (PM)	mg/m ³	14.91	14.00
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	mg/m ³	1.64	2.00

*Real-time regular monitoring of few parameters such as NOx, SOx, etc. have begun from April 2023. FY 2022-23 data is a representative sample of selected monitoring points across different factories.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Limited Assurance for BRSR Core Indicators has been conducted by SGS India Pvt. Ltd.

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

Parameter	Please specify units	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	29,994	29,186
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	3,39,073	3,14,201
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per ₹ Cr	23.02	23.53
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 in Crores adjusted for PPP)	Metric tonnes of CO ₂ equivalent per USD Cr (PPP adjusted)	526.85	538.47
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent per MAh	25.69	26.40
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

[#] Scope 1 & Scope 2 calculations are now aligned with internationally accepted GHG protocol methodology. Corrected representation of Scope wise emissions now considers

~ DG set consumption in Scope 1 instead of Scope 2

~T&D losses in Scope 3 instead of Scope 2.

~ Latest applicable grid emission factor as per CEA CO2 database.

Note: For calculation of Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for PPP, the revenue generation from various countries and the currency conversion rates defined for PPP by OECD have been considered. The PPP's for the respective countries are available at <https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Limited Assurance for BRSR Core Indicators has been conducted by SGS India Pvt. Ltd.

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

Yes. We have implemented several projects for reducing greenhouse gas emissions in line with the sustainability strategy of the Company. We have implemented energy efficient equipment & conservation projects, switching to cleaner fuels, process optimization, resource conservation etc. related projects which include:

- Ensuring high power factor (>0.991) by proper maintenance of APFC panels with capacitor banks and harmonic filters
- Improvement of load factor (80-85%) per month by controlling maximum demand to improve the efficiency of power system
- Close monitoring of compressed air leakages and ensuring prompt corrective actions
- Increased use of natural light through installation of translucent roofing sheets and install energy efficient lights wherever applicable for energy conservation

Exide's experience in processes coupled with progress in technology has also facilitated the introduction of following actions to accelerate the pace towards its goals:

- Reduction of pressure setting of air compressors with variable frequency drives to optimise air pressure and reduce energy consumption
- Reduced electrical consumption with adoption of "Condition Based Monitoring" actuated through sensing of pressure differential in bag cleaning of Dust Collectors replacing earlier fixed period cleaning regime.
- Use of more efficient Metal Cutting gas in place of Acetylene for burning applications
- Use of spring return pneumatic cylinders to reduce air consumption by half during each cycle
- Waste heat recovery from air compressors and utilized it for heating process air and water
- Adoption of IOT application to monitor and control compressed air generation and distribution system to optimise energy consumption
- Introduction of "ICE bank" in chiller, to operate the chiller in the night and generate the "ICE bank" and utilise its cooling effect in the daytime when ambient temperatures are higher and optimise the overall energy consumption

For increased utilisation of renewable energy, we are implementing two wind-power projects in Maharashtra and Tamil Nadu through group captive power project route. The said projects are in progress and expected to be completed in FY 2024-25.

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

Parameter	FY 2023-24	FY 2022-23
	Total Waste generated (in MT)	
Plastic waste (A)*	1,146.90	1,202.20
E-waste (B)#	37.28	18.88
Bio-medical waste (C)	0.08	0.10
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-

Parameter	FY 2023-24	FY 2022-23
	Total Waste generated (in MT)	
Other Hazardous waste. Please specify, if any. (G)	37,951.36	44,948.96
Other Non-hazardous waste generated. Please specify, if any. (H)	15,044.65	7,694.52
Total (A+B + C + D + E + F + G + H)	54,180.29	53,864.66
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) – MT/₹ Cr	3.38	3.69
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations in Crores adjusted for PPP) – MT/ USD Cr	77.34	84.47
Waste intensity in terms of physical output (MT/MAh)	3.77	4.14
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
	Total Waste generated (in MT)	
(i) Recycled	39,403.70	45,125.74
(ii) Re-used	1,188.94	851.00
(iii) Other recovery operations	-	-
Total	40,592.64	45,976.74

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
	Total Waste generated (in MT)	
(i) Incineration	-	-
(ii) Landfilling	1,977.42	4,411.96
(iii) Other disposal operations	11,610.14	3,475.86
Total	13,587.56	7,887.82

*Corrections in figures for waste generated in FY 2022-23 are being made based on streamlined processes and calculations

#HUPS/Inverter scrap has come under the purview of E-Waste Management rules. The reported figures for FY 2023-24 include factory generated E-Waste including HUPS/Inverter scraps.

Note: For calculation of waste intensity per rupee of turnover adjusted for PPP, the revenue generation from various countries and the currency conversion rates defined for PPP by OECD have been considered. The PPP's for the respective countries are available at <https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Limited Assurance for BRSR Core Indicators has been conducted by SGS India Pvt. Ltd.

10. Briefly describe the waste management practices adopted in your establishments. 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

Various waste management practices adopted by the Exide Industries Limited are provided below:

Reduction of usage of hazardous and toxic chemicals in products and the manufacturing processes through optimized equipment design; reduced plastic content; storage and handling of hazardous material; and reengineering of the process using less hazardous alternatives

Efficient fume and dust extraction systems have been installed at the manufacturing units which are monitored and maintained for ensuring a safer workplace environment

Disposal of hazardous waste generated during the manufacturing process at a CPCB approved nearest TSDF (Treatment Storage & Disposal Facility)

Recycling of non-hazardous waste by selling it to licensed re-processors or vendors

Undertaking projects to recycle and utilize lead waste to conserve natural resources and safeguard the environment

Limitation of wastewater generation using a recirculation charging technique by approx. 24% compared to conventional operations (Hosur factory)

Establishment of an "Acid Recovery Plant" to collect acid from effluents, minimizing the acidic effluent load

Establishment of a "Wash Water Recovery Plant" for reuse. This has minimized the amount of water used in the plate washing operation, resulting in improved use of water

Installation of a first-stage Reverse Osmosis (RO) in the Effluent Treatment Plant (ETP). The treated effluent is recycled in the process, resulting in an average of 30 KL of water being recycled every day

Additionally, we have taken several projects to reduce waste and minimize the use of toxic chemicals, such as:

Co-processing of ETP sludge to cement/Other industries in Ahmednagar, Chinchwad, and Hosur sites

Recovery of solvent (Acetone) at Hosur Site for reuse in the process

Reuse of damaged wooden pallets by repairing them internally, wherever feasible

In summary, the Company has implemented several waste management practices to ensure the reduced use of toxic chemicals in products and processes, safe disposal of hazardous waste, and recycling of non-hazardous waste to conserve natural resources and safeguard the environment. We have also implemented measures to minimise wastewater generation and maximise water savings by reusing the water in our processes.

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, specify details in the following format:

Not Applicable

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

Not Applicable

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:

S. 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
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Yes. The Company is compliant with the applicable laws pertaining to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.



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

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

- (i) **Name of the area:** Krishnagiri district, Tamil Nadu
- (ii) **Nature of operations:** Lead-acid battery production
- (iii) **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kiloliters)		
(i) To Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	2,85,203	2,68,884
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters)	2,85,203	2,68,884
Total volume of water consumption (in kiloliters)	2,85,203	2,68,884
Water intensity per rupee of turnover (Water consumed / turnover) (KL/₹ Cr)	17.79	18.43
Water intensity (optional) – the relevant metric may be selected by the entity (KL/MAh)	19.85	20.67
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kiloliters)	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Limited Assurance for BRSR Core Indicators has been conducted by SGS India Pvt. Ltd.

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

Parameter	Please specify units	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	9,12,765	9,12,273
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per ₹ Cr	56.94	62.52
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent per MAh	63.52	70.15

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Limited Assurance for BRSR Core Indicators has been conducted by SGS India Pvt. Ltd.

3. With respect to the ecologically sensitive areas reported at 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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy efficiency improvement & emission reduction initiatives	As mentioned in Principle 6, Question 8	Resultant reduction in energy consumption
2	Higher efficiency motors in scrubber and ball mill	Study and replacement of less efficient motors with higher efficiency motors in scrubber and ball mill operation	Improvement in energy efficiency resulting in energy cost savings
3	Process effluent reduction	Plant process effluent reduction by effective filtration in pasting area.	Substantial reduction in effluent generation, resulting in monetary savings in the overall ZLD operation.
4	Co-processing of ETP Sludge	Replacing erstwhile usage of Soda Ash with Lime for neutralization at ETP. Subsequently, the ETP sludge was sent to cement industry for co-processing	Substantial reduction in ETP neutralisation cost and ETP sludge disposal cost. Also, the GHG emissions avoidance due to ETP sludge being sent to cement industry for co-processing.
5	Optimisation of packaging material	Transitioning away from conventional packaging material to alternatives with reduced environmental impacts.	Reduced plastic waste generation and other associated financial benefits

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

Yes. We have a Business Continuity Plan covering all facilities and business operations for timely incidence response and management in the event of major disruption, from process hazards and natural calamities etc.

As a part of standard operating procedures, a list of activities is to be undertaken to mitigate the effects and to respond to and restore production / supply / service capability, quality and capacity by following –

1. Emergency Evacuation Plan,
2. Emergency declaration procedures,
3. Safe plant shut down procedures, and
4. Appropriate action plan based on type and nature of incident.

We have created awareness amongst all employees and workers by communicating the detailed guidelines of the Company including signaling mechanism, roles and responsibilities, assembly points, medical arrangements, Material Safety Data Sheets (MSDS) to be followed in case of any business disruption. Additionally, risks have been identified for critical business activities and developing risk mitigation plan for smooth functioning of operations even under adverse conditions.

Our Disaster Management Plan comprises of appropriate systems, procedures and mechanisms to address various risks through implementation of emergency response plan, succession plan, information technology and cyber security plan, equipment replacement plan, and guidance on appropriate practices to be followed during the occurrence of any disaster.

The Company also has a disaster recovery plan, detailing procedures to be followed in response phase, resumption phase and finally restoration phase.

In addition to the above, there are measures in place to address potential and upcoming risks, developing associated mitigation plans which are reviewed periodically to ensure its applicability and efficacy.

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?

No significant negative impacts on the environment were identified for our value chain. However, the organisation strives to ensure environmental stewardship and ethical business practices through its sustainable sourcing & procurement policy. The upgraded supplier code of conduct also seeks enhanced monitoring of value chain partners on emissions, energy usage, water usage, hazardous materials management, waste & effluent management and biodiversity.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts

During FY 2023-24, nearly 50% of our value chain partners (by value of business done) were assessed on ESG aspects, within which at least 60% have taken interventions to improve renewable energy, reduce electricity consumption, reduce GHG emissions and natural resource optimisation.

Principle 7:

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

Exide is committed to driving change both through its business operations and at the grassroots level through education and public awareness.

The Company has representation in governing bodies and in several committees, both at the state and at the national level. Through these forums, the Company actively participates in various matters/topics concerning business and society. It actively works with associations, institutions, and organizations, both Governmental and non-Governmental, that are involved in framing policies or influence policy-formulation by the Government and regulatory bodies. We have, however, prioritized our focus and restrict our involvement in certain cases, subject to the merit and spirit of work that an association conducts.

The Company is also a member of the following key industry associations: Confederation of Indian Industry (CII), Society of Indian Automobile Manufacturers, Engineering Export Promotion Council of India, Indian Electrical and Electronics Manufacturers Association, and Indian Battery Manufacturers' Association.

The public policy is available on website of the Company at <https://www.exideindustries.com/about/policies-certifications.aspx>


ESSENTIAL INDICATORS

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

The Company has eleven affiliations with trade and industry chambers/associations.

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bengal Chamber of Commerce and Industry	State
2	Bombay Chamber of Commerce and Industry	State
3	Confederation of Indian Industry	National
4	Engineering Export Promotion Council of India	National
5	Indian Battery Manufacturers' Association	National
6	Indian Electrical and Electronics Manufacturers Association	National
7	Institute of Directors	National
8	Quality Circle Forum of India	National
9	Recycling & Environment Industry Association of India	National
10	Society of Indian Automobile Manufacturers	National
11	Supplier Ethical Data Exchange	International

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

Name of Authority	Brief of the case	Corrective action taken
Nil	Nil	Nil


LEADERSHIP INDICATORS

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

S. 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
1.	Advocacy on formulation of Battery Waste Management Rules 2022	Meetings with CPCB officials	No	Periodically as per the requirement	No
2.	Advocacy in preparation of new Renewable Energy Policy and Open Access Regulation 2022 implemented by Government of West Bengal.	Participated in meetings with Power department, Government of West Bengal by representing Bengal Chamber of Commerce and Industry	No	Periodically as per the requirement	No

S. 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
3.	Assist in implementation of Extended Producer Responsibility (EPR) for waste management by the Central Pollution Control Board (CPCB).	Participated in periodical meetings conducted by CPCB on implementation of EPR.	No	Annually	No

Principle 8:

Businesses should promote inclusive growth and equitable development

Exide recognises that sustainability is critical to inclusive growth and equitable development. The Company is committed to ensuring the overall and long-term development of the communities surrounding it. Community development projects are designed and implemented based on a need assessment conducted within the communities. Community engagement is ensured during project planning and implementation for greater accountability and inclusive growth. This approach fosters improved ownership and long-term growth even when the CSR initiative ceases to exist.

The CSR activities are in line with the UN Sustainable Development Goals and are targeted at assisting individuals, families, and communities from less affluent backgrounds. The Company is continuously exploring opportunities to collaborate with communities around its operating regions, with a focus on solving the most pressing needs of the community. During the fiscal year FY 2023-24, Exide's community outreach programmes positively impacted nearly 310,000 lives.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial FY 2023-24

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 your entity in the following format

S. No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Not Applicable. We have not undertaken Rehabilitation and Resettlement (R&R) projects in the reported period.						

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

Exide maintains continuous engagement with local panchayat bodies and community members to understand and address their aspirations and concerns. This interaction goes beyond the impact of the Company's operations, encompassing the overall well-being of the community. Initiatives are tailored to address these specific aspirations and concerns, demonstrating the Company's commitment to social responsibility.

At all Exide factories, a systematic consultation process is established to receive suggestions, feedback, and grievances from local communities. This proactive approach ensures that the Company remains responsive to the needs and concerns of the communities where it operates. Additionally, Exide has implemented a grievance redressal mechanism, allowing its factories to promptly address any grievances received, further emphasizing its dedication to community welfare and satisfaction.

The stakeholders can also raise their concerns directly with CSR department through a dedicated e-mail id: csr@exide.co.in.

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

Category	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	25.55%	24.12%
Directly from within India	91.21%	88.94%

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

Location	FY 2023-24	FY 2022-23
Rural	3.84%	3.88%
Semi-urban	6.03%	5.87%
Urban	26.66%	24.28%
Metropolitan	63.47%	65.97%

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 your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount Spent (in ₹)
1.	Uttarakhand	Haridwar	59,97,821

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

The Company considers inclusivity within its procurement decisions and the sustainable sourcing and procurement policy is aligned to ethical business practices.

b. From which marginalized /vulnerable groups do you procure?

The Company procures from small and medium-sized enterprises as per the details provided in Question 4 above and additionally refers to its sustainable sourcing & procurement policy guidelines to drive its sourcing-based decisions.

c. What percentage of total procurement (by value) does it constitute?

MSME procurement constitutes of approximately 26% by value of the overall procurement at Exide.

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

S. no	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
				Nil

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:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education (Exide Akshar)	1,05,000	100.00%
2	Health (Exide Aarogya)	1,60,500	68.00%
3	Skills Development (Kaushal)	2,000	100.00%
4	Environment (Paryavaran)	20,000	90.00%
5	Empowerment (Saksham)	12,000	100.00%
6	Heritage restoration	10,000	50.00%
7	Promotion of sports	50	25.00%
8	Disaster mitigation	150	100.00%

Principle 9:

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

Exide has been able to gain a strong foothold in the market, based on trust and strong relationships with the customers across verticals. The Company manufactures eco-friendly products, considering the evolving requirements and expectations of its customers. We aspire to develop products with strong focus on quality, durability innovation and deployment of advanced technologies.

The Company also integrates the insights of customers to enhance the design and development of new products. We take customer feedback pertaining to product experience, packaging, service support, and behaviour, among other factors.

Our customer orientation approach is based on below metrics:

We focus on understanding our customers (both external and internal)

We understand that customer loyalty, retention, and market share gain is maximised through a clear focus on the needs and expectations of both existing and potential customers

Keeping in mind the competitive advantage, we anticipate and gather insights on customers' needs and expectations and act to meet/exceed them through product and service quality

We build and maintain an effective and proactive relationship with customers

 **ESSENTIAL INDICATORS** 

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

Exide has a robust customer complaint resolution mechanism that is tailored to different client categories, including users of automotive vehicles (2-wheelers, 3-wheelers, cars, commercial vehicles), home UPS users, OEMs, and other institutional customers. As a supplier to leading automotive and industrial brands, the Company actively engages in customer involvement and brand advocacy strategies.

For OEMs and institutional customers in organized sectors with high service quality expectations, Exide has stationed specialist service personnel strategically across the country. Proactive detection and treatment of issues at the earliest stage are emphasised to meet growing expectations. Exide has established a detailed feedback process for product performance which ensures that customer values are optimised, and the batteries perform as expected. The Company investigates all concerns and takes remedial action, fostering continuous improvement in its procedures.

For the customers in the replacement automotive market, the Company has multiple mechanisms for consumer complaint redressal, which are as follows:

Exide Batmobile: It is a quick doorstep service which offers free pick up and drop facility for end customers and facilitates the purchase of new batteries. Under this unique service initiative, a customer has to send a message to a dedicated WhatsApp number and the service team provides on-site help. This enhances digital experience by facilitating registration of customers digitally, timely response and support along with services for annual maintenance contracts.

Exide care outlets: Exide has exclusive Exide Care outlets, which uphold certain service standards and provide comprehensive customer brand experience through a mix of latest design, pleasant environment, service technology, and customer focus. These flagship outlets are the pride of Exide and reinforce the Company's commitment to superior customer care and service. These outlets provide unparalleled retail experience, ensuring smart, secure, and seamless service with quick and immediate response to our customers.

Toll-free numbers have been published on product labels and warranty cards facilitating the customers to raise complaints. These centers evaluate, analyse, and generate fact-based reports for real-time complaint resolution at various locations. This enables the customer care team to take prompt actions to address any service shortfalls. Repeat complaints trigger a thorough inquiry to address problems and evaluate processes.

Our sales representatives directly interact with the customers to understand the concerns and complaints of the customers and to resolve them through the service teams. Each product packaging consists of warranty terms & conditions, instruction to dealers, contact number and email id to get immediate assistance.

To enhance the customer experience in the industrial vertical, we have launched comprehensive CRM solution **Exide EDGE** (Enhanced Digitally for Greater Excellence) which helps in engaging directly with the customers and resolve their queries. Exide Edge app has been deployed for faster resolution of customer queries and for enhancing the customer experience. Customers can connect through the toll-free number and “QSR” QR code scanning for registering their queries. Several technicians and third-party agents have been onboarded on field for quick resolution of complaints.

We have created a loyalty programme for mechanics “**Exide Samrat**” which enable them to provide better service to our customers. Apart from the above digital solutions and mechanisms, we have specialist service personnel stationed at strategic locations across the country to provide the most effective assistance at customers’ installations.

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	100.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	100.00%

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

Consumer complaints on data privacy, advertising, cybersecurity, and unfair or restrictive business practices are negligible. Normal service requests from customers for battery replacements under warranty period are governed by our warranty policy and are not regarded as consumer complaints.

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive trade practices	54	162	NA	48	158	NA
Unfair trade practices	2	4	NA	11	2**	NA
Others	Nil	Nil	NA	Nil	Nil	NA

**2 cases filed by Value Chain-partners in FY 2022-23 were carried forward to FY 2023-24

4. Details of instances of product recalls on accounts of safety issues

	Number	Reason for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity 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. Exide has detailed policies to address its Cyber Security/Information Security and Data Privacy risks which be accessed from <https://www.exideindustries.com/about/policies-certifications.aspx>

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:

a. Number of instances of data breaches

No instance of data breach has happened during the FY 2023-24

b. Percentage of data breaches involving personally identifiable information of customers

No instance of data breaches involving personally identifiable information of customers has happened during the FY 2023-24

c. Impact, if any, of the data breaches

Not applicable

 **LEADERSHIP INDICATORS** 

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

Our product under our three key brands can be accessed through below links:

Exide Industries: www.exideindustries.com

SF Batteries: www.sfbatteries.in

Dynex: www.dynexbattery.com

We also have after sales services website, www.exidecare.com which provides battery services in India.

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

- a. We provide information about safe and responsible usage of our products and solutions in multiple ways. Our product packaging provides details such as product description, composition, best practices on usage, safety instruction, end-of-life disposal of the product etc. We conduct regular awareness programs for our channel partners and educate them on product, its features and safety requirements. We also share information about product safety and responsible use through electronic media, distribution of product catalogues and on our websites.
- b. We also have sales and customer support teams, which regularly provide information to clients on safety and responsible usage of our products and solutions. Additionally, consumers can also reach us through our toll-free numbers for any queries and our consumer support team always aims to address their concerns in a prompt and timely manner.

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

Exide has a strong reputation for supplying products to critical industries such as Railway, Telecom, Defense and Indian Navy. The Company places great importance on social accountability and goes to great lengths to ensure uninterrupted supplies to essential sectors by prioritising and reserving capacity.

For all the essential sectors, the Company has dedicated teams which regularly interact with the customers and keeps them updated for any material event concerning their association with the Company. The Company also disseminates information through email communication, and updates on social media platforms and website, if required.

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 a whole? (Yes/No)

Yes, Exide strictly adheres to the fulfilment of the packaging compliance requirements as per the local laws. In addition, we provide details of the product features, instructions to usage of product in safe manner and instructions to dealers for services related to product.

Our sales team and dealer distribution network conduct periodic survey to identify the concerns and challenges related to products. Based on the customer feedback, our product related features and services are improved.

On behalf of the Board of Directors

Sd/-

Bharat D Shah

Chairman

DIN: 00136969

Sd/-

Subir Chakraborty

Managing Director & CEO

DIN: 00130864

Place : Mumbai

Date : 30th April 2024

Independent Assurance Statement

Independent Assurance Statement to Exide Industries Limited on its BRSR Core for the FY 2023-24

The Board of Directors and Management

Exide Industries Limited
59E, Exide House, Chowringhee Road, Chowringhee,
Kolkata, 700020

Nature of the Assurance/Verification

SGS India Private Limited (hereinafter referred to as SGS India) was commissioned by Exide Industries Limited (the 'Company') to conduct an independent assurance of its BRSR Core Indicators disclosed in Exide Industries Limited's Business Responsibility and Sustainability Report (BRSR) pertaining to the reporting period of April 1, 2023, to March 31, 2024. The Report has been prepared following the National Guidelines for Responsible Business Conduct of the BRSR Framework, covering the performance of the Company across environmental, social and governance (ESG) indicators.

Responsibilities

The information in the BRSR and its presentation are the responsibility of the directors or governing body and the Management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, graphs, and statements within the defined scope of assurance, aiming to inform the Management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific purpose, and it is not intended for use in interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope. The Company holds the responsibility for preparing and ensuring the fair representation of the assurance scope.

Assurance Standard

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Revised) (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Limited' level of assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of the BRSR core indicators (KPIs) within the BRSR for the period spanning April 1, 2023, to March 31, 2024. The reporting scope and boundaries include Exide Industries Limited's

operational sites across India. The assurance covered the following sample locations for the assessment:

On-site verification of data and control systems at the following locations:

Exide Industries Limited, Chinchwad Plant, India

Exide Industries Limited, Hosur Plant, India

Exide Industries Limited, HO, Kolkata, India

Assurance Methodology

The assurance comprised a combination of desk research, interaction with the key personnel engaged in the process of developing the BRSR and onsite visits for verification of data. Specifically, SGS India undertook the following activities:

Conducted interviews with key personnels overseeing sustainability aspects within the company and assessed supporting evidence presented in the report.

Evaluated the data management system employed for collecting and collating sustainability related information at the site level, as well as the consolidation of data at the Head Office level.

Verified the consistency of data and information presented within the report and cross-referenced it with the source materials.

Review internal control mechanism to ensure the reliability and accuracy of sustainability data

Verification of sustainability performance data, on sample basis, including conversion factors and emissions factors and calculation, based on our professional judgement

Limitations

The assurance scope excludes:

Disclosures other than those mentioned in the assurance scope

Verification of any data and information other than those presented in "Findings and Conclusion"

Verification of data and information outside the defined reporting period (April 1, 2023, to March 31, 2024)

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing, and training; environmental, social and sustainability report assurance. SGS affirm our independence from Exide Industries Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders. Our work was performed in compliance with the requirements of the IFAC Code of Ethics for Professional Accountants, which provides a comprehensive framework that guide assurance practitioners in maintaining professional integrity, objectivity, and ethical conduct. The assurance team have the required competencies and experience to conduct this engagement.

Findings and Conclusions

On the basis of the methodology described and the verification work performed, nothing has come to our attention that causes us to believe that the specified performance information included in the scope of assurance is not fairly stated and has not been prepared, in all material respects, in accordance with the reporting criteria of BRSR. The list of BRSR Core Indicators that were verified within this assurance engagement is given in Appendix 1.

• Quality and Reliability of Specified Performance Information

SGS India reviewed the sustainability data included in the report. Exide Industries Limited has developed a good data management system to collect, analyse and collate ESG data. Based on the evaluation of this system, SGS found that data was accurate, and any minor corrections made as necessary.

We believe that Exide Industries Limited has chosen an appropriate level of assurance for this stage in their reporting.

FOR AND ON BEHALF OF SGS INDIA PRIVATE LIMITED



ASHWINI K. MAVINKURVE,

HEAD – ESG & SUSTAINABILITY SERVICES, PUNE, INDIA

18.06.2024

APPENDIX 1:

Attributes	Indicators
GHG emissions	Total Scope 1 emissions
	Total Scope 2 emissions
	GHG emissions intensity (Scope 1 and Scope 2)
Water footprint	Total water consumption
	Water consumption intensity
	Water Discharge by destination and levels of Treatment
Energy	Total energy consumption
	% of energy consumed from renewable sources
	Energy intensity
Waste management	A) Plastic waste
	B) E-waste
	C) Bio-medical waste
	D) Construction and demolition waste
	E) Battery waste
	F) Radioactive waste
	G) Other hazardous waste
	H) Other non-hazardous waste
	I) Total waste generated
	Waste intensity
	Waste recovered through recycling, re-using or other recovery operations
	Total waste disposed by nature of disposal method
	Employee wellbeing and safety
Details of safety related incidents for employees and workers (including contract-workforce e.g., workers in the company's construction sites)	
This includes:	
A) Number of permanent disabilities	
B) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	
C) No. of fatalities	
Gender diversity	
	Complaints on POSH. This includes.
	A) Total Complaints on Sexual Harassment (POSH) reported
	B) Complaints on POSH as a % of female employees / workers
Inclusive development	C) Complaints on POSH upheld
	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India (in % terms – As % of total purchases by value)
	Job creation in smaller towns (Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost)
Fairness in Engaging with Customers and Suppliers	Loss / breach of data of customers as a percentage of total data breaches or cyber security events
	Number of days of accounts payable
Open-ness of business	A) Purchases from trading houses as % of total purchases
	B) Number of trading houses where purchases are made from
	C) Purchases from top 10 trading houses as % of total purchases from trading houses
	D) Sales to dealers / distributors as % of total sales
	E) Number of dealers / distributors to whom sales are made
	F) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors
	G) Share of RPTs (as respective %age) in -
	Purchases
	Sales
	Loans & advances
Investments	