



July 9, 2024

National Stock Exchange of India Limited
Exchange Plaza
C-1, Block G, Bandra Kurla Complex
Bandra (E), Mumbai - 400 051

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai - 400 001

Through: NEAPS

Through: BSE Listing Centre

Symbol: ASHOKLEY

Scrip Code: 500477

Dear Sir/Madam,

Submission of Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report for the FY 23-24.

The XBRL format had already been submitted.

Kindly take the above on record.

Thanking you,

Yours faithfully,
for Ashok Leyland Limited

N Ramanathan
Company Secretary

Encl.: a/a

Registered Office: Ashok Leyland Limited, No. 1, Sardar Patel Road, Guindy, Chennai - 600032, **Tel.:** 91 44 2220 6000

E-mail: reachus@ashokleyland.com | **Website:** www.ashokleyland.com

CIN: L34101TN1948PLC000105



HINDUJA GROUP

ANNEXURE J TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Section A: General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	L34101TN1948PLC000105
2.	Name of the Listed Entity	Ashok Leyland Limited
3.	Year of incorporation	1948
4.	Registered office address	No. 1, Sardar Patel Road, Guindy, Chennai – 600 032
5.	Corporate address	No. 1, Sardar Patel Road, Guindy, Chennai – 600 032
6.	Email	secretarial@ashokleyland.com
7.	Telephone	044 – 2220 6000
8.	Website	www.ashokleyland.com
9.	Financial year for which reporting is being done	April 1, 2023, to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd and National Stock Exchange of India Limited
11.	Paid-up Capital	INR 293.63 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Alok Verma Head Corporate Strategy & ESG Telephone: 044 – 2220 6081 Email: Alok.Verma@ashokleyland.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis The reporting of data on safety incidents, water consumption, waste generation, and air emissions from Sales Offices has not been accounted for in the current reporting period. However, AL plans to implement procedures to track and document these figures in the future.
14.	Name of assurance provider	DNV Business Assurance India Private Limited ("DNV")
15.	Type of assurance obtained	Reasonable Assurance – Core Attributes

II. Products or Services

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacture and sale of Medium and Heavy Commercial Vehicles	Automobile Manufacturing	72.6
2.	Manufacture and sale of Light Commercial Vehicles	Automobile Manufacturing	11.7
3.	Spare Parts and Others	Automobile Manufacturing	8.7

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sl. No	Product/Service	NIC Code	% of total Turnover contributed
1.	Trucks Medium & Heavy Commercial Vehicles (M&HCV)	29102	60.3
2.	Bus Medium & Heavy Commercial Vehicles (M&HCV)	29109	12.3
3.	Light Commercial Vehicles (LCV)	29104	11.7
4.	Spare Parts and Others	50300	8.7

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	9	47*	56
International	0	0	0

*Out of forty-seven offices, forty-five offices are the sales offices that come under the control of Ashok Leyland.

19. Markets served by the entity

a. No. of Location

Locations	Number
National (No. of States)	28
International (No. of Countries)	47

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

4.47

c. A brief on types of customers

Ashok Leyland, the Indian flagship company of the Hinduja Group, and the country's leading commercial vehicle manufacturer is headquartered in Chennai, India. It is the second-largest manufacturer of commercial vehicles in India, the fourth-largest manufacturer of buses in the world, and the nineteenth-largest manufacturer of trucks. Ashok Leyland serves a diverse set of customers and markets. The primary categories of customers they cater to:

- Commercial Fleet Operators:** A significant portion of Ashok Leyland's customers are commercial fleet operators who purchase trucks and buses for transportation and logistics purposes. These include but not limited to long-haul transporters, local delivery services, and logistics companies. Ashok Leyland provides buses suitable for transportation of corporate workforce and to educational institutions such as schools and colleges. It also provides buses to private players who operate intercity travel and tourist movement.
- Retail:** These are small fleet or single commercial vehicle owners who purchase and operate vehicles for their own purposes. Ashok Leyland supplies vehicles as well as gensets to cater to the needs of these customers.
- Government:** The next major customer segment includes government agencies like the state transportation departments that procure buses for public transportation systems within

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cities and states, municipal corporations and panchayats that procure trucks for solid waste management, other union and state government department that procure buses and trucks for transportation of personnel and goods. Ashok Leyland is the largest supplier of buses for the State Transport undertakings in India.

4. **Industrials:** Ashok Leyland also manufactures vehicles like Tipplers and Transit Mixers that are used in construction and mining operations. The Ashok Leyland product portfolio also has diesel engines for industrial, genset, agricultural and marine applications.
5. **Defence:** With the largest fleet of logistics vehicles deployed in the Indian Army and significant partnerships with armed forces across the globe, Ashok Leyland's vehicles for Defence and Special applications helps keep borders secure.
6. **International Markets:** The Company exports its vehicles to various countries in the Middle East, Africa, South Asia, and Latin America, and a few countries in Commonwealth of Independent States (CIS) catering to similar sectors as the domestic market.
7. **Special Application Vehicles:** Ashok Leyland also manufactures vehicles for special applications such as Tanker trucks for Petroleum, Oil and Lubricants (POL) and Chemicals transportation, Reefers for refrigerated goods transport, ambulances, and other custom-built vehicles as per the specific requirements of clients. It is also one of the largest providers of ultra-low entry buses for Tarmac application.

Ashok Leyland's customer base is very broad, and the customises their vehicles to meet the needs of different sectors and industries, ensuring utility, reliability, and efficiency.

IV. Employees

20. Details as at the end of Financial Year

- a. Employees and workers (including differently abled)

Sl. No	Particulars	Total		Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	
Employees							
1.	Permanent (D)	5,003	4,697	93.88%	306	6.12%	
2.	Other than Permanent (E)	0	0	0	0	0	

Sl. No	Particulars	Total		Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	
3.	Total Employees (D+E)	5,003	4,697	93.88%	306	6.12%	
Workers							
4.	Permanent (F)	4,604	4,575	99.37%	29	0.63%	
5.	Other than Permanent (G)	22,167	21,273	95.97%	894	4.03%	
6.	Total Workers (F+G)	26,771	25,848	96.55%	923	3.45%	

- b. Differently abled employees and workers

Sl. No	Particulars	Total		Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	
Differently abled Employees							
1.	Permanent (D)	15	15	100%	0	0	
2.	Other than Permanent (E)	0	0	0	0	0	
3.	Total Employees (D+E)	15	15	100%	0	0	
Differently abled Workers							
4.	Permanent (F)	55	55	100%	0	0	
5.	Other than Permanent (G)	0	0	0	0	0	
6.	Total Workers (F+G)	55	55	100%	0	0	

21. Participation/Inclusion/Representation of Women

	Total	No. and percentage of females	
	(A)	No. (B)	% (B/A)
Board of Directors	11	1	9.09
Key Management Personnel	3*	0	0

**In terms of Section 203 of the Companies Act, 2013*

22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.62%	10.05%	7.77%	5.16%	11.51%	5.53%	6.06%	11.96%	6.43%
Permanent Workers*	3.44%	0.00%	3.42%	4.23%	0%	4.20%	0.10%	0%	0.10%

*Turnover rate has changed for the last 2 years since the ward worker trainees have been excluded from the headcount of the permanent workers category

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

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

Sl. No	Name of the holding/ subsidiary/associate/ companies/ joint ventures (A)	Indicate whether holding/subsidiary/ associate/joint venture	% of shares held
1	Hinduja Automotive Limited, U.K.	Holding	50.87
2	Albonair GmbH, Germany	Wholly owned subsidiary	100
3	Albonair (Taicang) Automotive Technology Co., Ltd, China	Wholly owned subsidiary (Step down)	100
4	Albonair (India) Private Limited	Wholly owned subsidiary	100
5	Ashok Leyland (Nigeria) Limited	Wholly owned subsidiary	100
6	Ashok Leyland (Chile), S.A.	Wholly owned subsidiary	100
7	Ashok Leyland Foundation*	Wholly owned subsidiary	100
8	OHM Global Mobility Private Limited	Wholly owned subsidiary	100
9	Ashley Aviation Limited	Wholly owned subsidiary	100
10	Ashok Leyland (UAE) LLC (including shareholding held in beneficial position)	Wholly owned subsidiary	100
11	LLC Ashok Leyland Russia	Wholly owned subsidiary (Step down)	100
12	Ashok Leyland West Africa SA	Wholly owned subsidiary (Step down)	100
13	Vishwa Buses and Coaches Limited	Wholly owned subsidiary	100
14	Gulf Ashley Motor Limited	Subsidiary	93.15
15	Optare Plc., U. K	Subsidiary	92.59
16	Optare UK Limited	Subsidiary (Step down)	92.59
17	Switch Mobility Limited, UK (formerly Optare Group Limited)	Subsidiary (Step down)	91.26
18	Switch Mobility Automotive Limited	Subsidiary (Step down)	91.26
19	Switch Mobility Europe S.L., Spain	Subsidiary (Step down)	91.26
20	HLF Services Limited	Subsidiary	81.72
21	Gro Digital Platforms Limited	Subsidiary	80.2
22	Hinduja Tech Limited	Subsidiary	73.22
23	Hinduja Tech GmbH, Germany	Subsidiary (Step down)	73.22
24	Hinduja Tech Inc., USA	Subsidiary (Step down)	73.22
25	Hinduja Tech (Shanghai) Co., Limited	Subsidiary (Step down)	73.22
26	Hinduja Tech Canada Inc., Canada	Subsidiary (Step down)	73.22
27	Drive System Design Limited, UK	Subsidiary (Step down)	73.22
28	Drive System Design Inc., USA	Subsidiary (Step down)	73.22
29	Drive System Design s.r.o., Czech	Subsidiary (Step down)	73.22
30	Hinduja Tech Limited, U. K	Subsidiary (Step down)	73.22
31	OHM International Mobility Limited	Subsidiary (Step down)	73.01
32	Global TVS Bus Body Builders Limited	Subsidiary	66.67
33	Hinduja Leyland Finance Limited	Subsidiary	60.40
34	Hinduja Housing Finance Limited	Subsidiary (Step down)	60.40
35	Gaadi Mandi Digital Platforms Limited	Subsidiary (Step down)	60.40
36	Ashley Alteams India Limited	Joint Venture	50
37	TVS Trucks and Buses Private Limited	Joint Venture	49.90
38	Ashok Leyland Defence Systems Limited	Associate	48.49
39	Mangalam Retail Services Limited	Associate	37.48
40	ZeBeyond Limited, U.K.	Joint Venture of Subsidiary	36.61
41	Lanka Ashok Leyland PLC	Associate	27.85
42	Rajalakshmi Wind Energy Limited	Associate	26
43	Prathama Solar Connect Energy Private Limited	Associate	26
44	HR Vaigai Private Limited	Associate	26
45	Ashok Leyland John Deere Construction Equipment Company Private Limited (Under liquidation process)	Joint Venture	46.90

*Incorporated on February 11, 2024. As on March 31, 2024, the Company has not subscribed to the capital.

Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)

Yes, there are instances where joint initiatives have been carried out. However, Subsidiaries/Associates/ Joint Ventures also independently manage their own business responsibility initiatives.

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VI CSR Details

24. (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in INR Crore)	38,367.03
(iii)	Net Worth (in INR Crore)	8,810.37

VII. Transparency and Disclosures Compliances

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

Stakeholder group 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	Remark	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remark
Communities	No	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	10	0	-	13	0	-
Employees and workers	Yes <u>POSH Policy</u>	32	0	POSH, Working conditions, Health, and Safety	19	0	-
Customers	Yes	1,465	192	Complaints from Reach us (secretarial or mail directly to MD), AL India Official Social Media accounts	1,041	179	Reach us and secretarial. Or directly to MD AL India official twitter account
Value Chain Partners	Yes <u>Whistle-blower Policy</u>	3	2	Part of Whistle-blower Policy.	0	0	-
Others (please specify)	No	0	0	-	0	0	-

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
1	Product, Safety, Quality, and Innovation	Opportunity	The Company's dedication to innovation, ensuring product safety, and meeting quality standards enhances its brand value and solidifies customer trust.		- Reduced product recalls

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Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
2	Customer Relationships and Satisfaction	Risk	Ensuring that the Company's products and services exceed customer expectations helps to avoid costly litigation, strengthens customer trust, and boosts sales.	<ul style="list-style-type: none"> - Provision of transparent information and honest advice regarding its products and services. 	<ul style="list-style-type: none"> - Lower revenue - Financial obligation due to litigation
				<ul style="list-style-type: none"> - Enhancement of customer relationships and responsiveness to their needs, utilising initiatives like PRISM 2.0, LEAD, SELECT, and i-alert. - Maintenance of an attentive aftersales service, including a 24/7 toll-free call center, website, social media, and a dedicated complaint management system for prompt resolution of issues. 	
3	Business Growth and Profitability	Risk	The Company's failure to absorb losses due to unexpected contingencies and sudden external shocks could have severe repercussions, threatening the business's sustainability.	<ul style="list-style-type: none"> - Implementing robust Environmental, Social, and Governance (ESG) policies. - Developing systems and processes centered on sustainability. - Crafting a business model resilient to disruptions. 	<ul style="list-style-type: none"> - Financial losses - Depletion of reserves
4	Regulatory Compliance	Risk	Violating regulatory compliance typically incurs legal punishment, such as fines and penalties.	<ul style="list-style-type: none"> - Cultivating an ethical organisational culture with an emphasis on transparency and compliance. - Routinely conducting risk assessments to pinpoint and address potential compliance risks. 	<ul style="list-style-type: none"> - Fines and Penalties
5	Road and Occupational Safety	Opportunity	The Company's implementation of health and well-being initiatives is leading to higher employee productivity and lower attrition, while its road safety awareness programmes are effectively promoting adherence to safety rules among the community and drivers.		<ul style="list-style-type: none"> - Lower talent acquisition costs - Lower injury rate
6	Inclusive growth with community development	Opportunity	The Company secures goodwill with local and marginalised communities by implementing community development programmes, thereby affirming its social license to operate.		Increase in revenue share from socially conscious customers
7	Sustainable Supply Chain and Sourcing	Opportunity	The Company commits to maintaining a supply chain that is environmentally friendly, locally sourced, and socially responsible, contributing to both stability and diversity as well as generating local job opportunities.		<ul style="list-style-type: none"> - Lower raw material procurement cost - Reduction in transportation costs

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Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
8	Recruitment and Talent Retention	Opportunity	Initiating employee benefit schemes, providing competitive salaries, and embracing workforce diversity are strategies the Company employs to retain top talent and foster diverse perspectives in its decision-making process.		Reduced recruitment cost
9	Grievance Mechanism	Opportunity	The establishment of a strong grievance redressal mechanism by the Company reinforces adherence to regulations and cultivates trust among customers, investors, and employees.		<ul style="list-style-type: none"> - Legal fines and penalties - Dissolution of business
10	Cybersecurity	Risk	The Company risks economic and reputational losses, as well as diminished customer trust, due to insufficient data security and privacy protections.	<ul style="list-style-type: none"> - The deployment of robust information security systems and the enactment of stringent policies for handling sensitive customer data. - The establishment of an Information Security/Cybersecurity policy that is accessible to all employees within the organisation. 	<ul style="list-style-type: none"> - Regulatory fine and penalty - Legal fees in case of customer lawsuits - Loss of customers
11	Resource Optimisation and Operational Eco-Efficiency	Opportunity	By optimizing resource utilisation, the Company not only enhances its operational efficiency but also appeals to eco-conscious customers.		<ul style="list-style-type: none"> - Lower Operational Cost - Increase in revenue share from environmentally conscious customers
12	Human Rights	Risk	Non-compliance with human rights norms risks incurring penalties and reputational harm.	The Company ensures adherence to international and national human rights standards across its operations and throughout its value chain.	<ul style="list-style-type: none"> - Regulatory fine and penalty - Reduced access to capital from socially conscious investors - Reduced costs relating to talent acquisition
13	Anti-Bribery and Corruption	Risk	The Company faces the risk of legal fines, penalties, reputational damage, business disruption, and a loss of trust if it fails to comply with ethical business practices.	<ul style="list-style-type: none"> - Fortifying internal controls for rigorous compliance with all pertinent regulations. - Crafting comprehensive programmes aimed at heightening ethical awareness and education among internal stakeholders. - Implementing a robust and responsive whistle-blower and grievance redressal framework to empower transparency and accountability. 	<ul style="list-style-type: none"> - Legal Fines and Penalties - Dissolution of business
14	Training and Education	Opportunity	The Company is committed to providing skill enhancement and qualification opportunities to employees, fostering career advancement, and leading to improved employee retention.		Reduced costs relating to talent acquisition

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Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
15	Labour Management Relationship	Risk	The Company actively supports its workers' and employees' right to form unions and negotiate collectively, leading to increased satisfaction among the workforces.	<ul style="list-style-type: none"> - Encouraging employees and workers to join autonomous unions. - Engaging with union representatives to further the well-being of workers and employees. 	Reduced costs relating to talent acquisition
16	Anti-Competitive Practices	Risk	The Company risks incurring legal repercussions, tarnishing its reputation, suffering business interruptions, and diminishing trust if it fails to uphold ethical business practices.	<ul style="list-style-type: none"> - Establishing internal controls to enhance adherence to relevant laws. - Creating a strategy for awareness programmes and ethical practice training for internal stakeholders. - Setting up a robust whistle-blower and grievance resolution system. 	<ul style="list-style-type: none"> - Legal Fines and Penalties - Dissolution of business

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:

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes										
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
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	<u>Policies (ashokleyland.com)</u>								
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.	Yes. Policies are developed considering relevant national acts like the Factories Act, 1948, the Companies Act 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, and various other Statutes which refers to National / International codes, certifications, labels, and standards								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Ashok Leyland has identified and set goals and targets for each principle along with defined timelines. The following are the goals committed by the Company:</p> <ul style="list-style-type: none"> - Net Zero – Achieve Net Zero by 2048 - Carbon Neutrality – Achieve Carbon Neutrality in operations by 2030. - RE100 – Committed to RE100 by 2030 across operations. - Water Positivity - Attain 80% self-reliance on Water by 2030 - Resource Efficiency - Zero Waste to Landfill across business operations. - Diversity, Equity, and Inclusion - Improve gender diversity across business operations. - Health and Safety – Instil a Zero Harm Work environment. - Community Development - Improved coverage of Road to school, Road to Livelihood, and Jal Jeevan - Board Independence & Practices - Improve Board Diversity - Compliance - Compliance with Competitiveness in ESG creating business value 								

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6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The performance of the commitments on each goal and targets are reviewed on a periodic basis by the respective internal team. The performance for each topic is depicted in the Annual Report FY 2023-24.
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)	<p>Ashok Leyland is committed on efforts to integrate sustainable practices, adapt to changing market dynamics, and meet evolving stakeholder expectations while also providing enhanced disclosures that underscores our dedication to various aspects of ESG. The Company endeavours to be at the forefront of the sustainability agenda by engaging with multiple stakeholders at COP28 and many other leading forums and pioneering several initiatives within the ecosystem. Towards aligning with the ESG vision, focus areas and ESG policy, AL has identified ESG metrics with specific targets cascaded to functions and businesses and aligned to leadership KRA's.</p> <p>Ashok Leyland has committed not only on a standalone basis but also on behalf of its subsidiaries ESG commitments of Carbon neutral operations by 2030 and Net Zero by 2048. Ashok Leyland was empanelled to RE100 by committing to 100% Renewable electricity by 2030 and committed to Science Based Targets Initiative (SBTi).</p> <p>Ashok Leyland has developed multiple technologies to transition towards complete array of alternate fuel products/new Energy such as Battery Electric, Hydrogen ICE, Fuel Cell, LNG and CNG. Ashok Leyland has showcased an impressive array of future-ready vehicles such as 9m Hydrogen Fuel Cell Bus, AVTR LNG 6x4 Tractor, 55T EV Tractor and Switch leV4 Electric LCV, 14T Boss Electric Truck in the Bharat mobility expo. Towards democratising zero carbon mobility global EV-only organisation Switch Mobility has clocked over one hundred million green kilometres around the globe enriching lives through green mobility. On the sustainable manufacturing front, the Company has focused on sustainable water management initiative towards reducing the water intensity, conducting energy audit, and improving energy productivity, augmenting roof top & solar park capacity, objective assessment of carbon sequestration through afforestation and progressing on zero waste to landfill status. Ashok Leyland plans to extend the same to the upstream and downstream processes to the suppliers and dealers in FY25. Ashok Leyland has finalised the tie-up with Registered Vehicle Scrapping Facility (RVSF) placing AL in a strategic position on our road to circularity and reducing our environmental footprint.</p> <p>Towards providing holistic development opportunities the company has transformed the lives of 191,858 students from 1,719 schools across seven states as part of the Road to School and Road to Livelihood initiatives.</p> <p>Ashok Leyland's commitment to Corporate Governance goes beyond mere conformity with regulatory and legal mandates. The Company implemented and disclosed a comprehensive set of policies on the website towards improving the transparency. Ashok Leyland has also disclosed the ESG profile in the ESG microsite (ESG world).</p> <p>The Company has also participated in improving disclosures by taking part in the ESG rating program of S&P Global Corporate Sustainability Assessment (DJSI – Dow Jones Sustainability Index).</p>
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Alok Verma Head of Corporate Strategy & ESG
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.	Yes, the Board has constituted the Environmental, Social and Governance Committee ('ESG Committee') to oversee the sustainability related issues. The details for the same is mentioned in Annexure C to the Board's Report.

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10.	Details of Review of NGRBC by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other committee									Frequency (Annually/Half Yearly/Quarterly/Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	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	All policies are reviewed periodically or on need basis from time to time and updates are made wherever required.									
Compliance with statutory requirement of relevance to the principles & rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	A	
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								P1	P2	P3	P4	P5	P6	P7	P8	P9		
									N	N	N	N	N	N	N	N	N		
12.	If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated																		
Questions								P1	P2	P3	P4	P5	P6	P7	P8	P9			
The entity does not consider the principles material to its business (Yes/No)								NA	NA	NA	NA	NA	NA	NA	NA	NA			
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)								NA	NA	NA	NA	NA	NA	NA	NA	NA			
The entity does not have the financial or/human and technical resources available for the task (Yes/No)								NA	NA	NA	NA	NA	NA	NA	NA	NA			
It is planned to be done in the next financial year (Yes/No)								NA	NA	NA	NA	NA	NA	NA	NA	NA			
Any other reason (please specify)								NA	NA	NA	NA	NA	NA	NA	NA	NA			
*A – Annually, Y - Yes, N – No, NA – Not Applicable																			

Section C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership.” While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable Essential Indicators

1.	Percentage coverage by training and awareness programmes on any of the principles during the financial year			
	Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
	Board of Directors	11	Compliance Management, Environment, Social, Governance, Human Resource, Social Well-being and Customer Satisfaction	100
	Key Managerial Personnel	1	Succession Planning	100
	Employees other than BoD and KMPs	756	Behavioural trainings & Functional trainings	83
	Workers	258	Health and Safety, POSH, Financial planning, Technology, Quality, Behavioural, Functional, Technical and Lifestyle Management trainings	100

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2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil, as there were no monetary fines/penalties/punishment/award/compounding fees/ settlement amount during the financial year.				
Settlement					
Compounding Fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	Nil, as there were no non-monetary fines/penalties/punishment/award/compounding fees/ settlement amount during the financial year.				
Punishment					

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
Nil	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy
Code of Conduct policy for executives communicates the desired standards of behaviour expected out of all executives includes Anti-Corruption and Anti-Bribery covering dealing with Gifts, Bribes, or corruption in any form. The policy is available in the [Code of Conduct](#) which is available in the Company website.
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

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

6. Details of complaints with regard to conflict of interest

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

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and 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 2023-24	FY 2022-23
Number of days of accounts payable	76	78

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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

Parameters	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.06	0.08
	b. Number of trading houses where purchases are made from	4	4
	c. Purchases from top ten trading houses as % of total purchases from trading houses	0.06	0.08
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	91.2	95.6
	b. Number of dealers/ distributors to whom sales are made	1,136	1,023
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	25.2	26.4
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	0.06	0.05
	b. Sales (Sales to related parties / Total Sales)	0.03	0.03
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.42	0.01
	d. Investments (Investments in related parties/Total Investments made)	1.00	0.99

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Strategic Partners Meet	Sourcing and Supply Chain (SSC) requirements including ESG goals	>70
Supplier Summit	Sourcing and Supply Chain (SSC) requirements including ESG goals	>90
World Resources Institute Engagement with 10 MSMEs	ESG skilling programmes	<0.1

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 disclosures/declarations from its Board members regarding their Directorship/Committee/shareholding on an annual basis. The Company ensures that all requisite approvals are in place as required under various statutes before transacting with such entities/individuals. The interested Directors do not participate in agenda items at the Board/Committee Meetings in which they are deemed to be interested. The Company has also devised a Code of Conduct for its Board Members.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	27	27	<ul style="list-style-type: none"> • Process: Emission reduction projects like OBD II Norms, CEV V, CPCB IV, Euro 6 and fuel efficiency improvement projects, Alternate Energy vehicle development like EV, LNG, CNG, H2, FCEV vehicle, EV Staff bus • Defence projects, Water conservation projects • People: Safety improvement projects and features like ADAS, Electronic stability control, Fire suppressant system -FAS and FPS implementation in School bus, Central locking, Engine brake system; Improvement of Driver comfort and ergonomics with features like AMT, Air suspension

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Capex	26	15	<ul style="list-style-type: none"> • Process: Investments related to Emission reduction projects, manufacturing facilities & tooling related to alternate energy vehicle development, Usage of alternate energy (Electric, LPG, CNG), Water conservation projects, Sewage treatment improvements, Noise pollution reduction, LEDification, • Scrap management improvements, Investment related to Defence projects. • People: Safety improvements related to fire, electrical, working at heights etc, Security improvement with face reader, turnstile & CCTV, Restroom improvements, Improvements in canteen capacity and infrastructure, AC / fan for employees, Air quality and ventilation improvements, Drinking water facilities
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2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
 Yes, Ashok Leyland has devised a procedure to source materials sustainably through our **Supplier Code of Conduct**. This proactive approach guarantees the fulfilment of production demands while safeguarding the environment from the potential negative effects of operations. The Supplier Code of conduct and Supplier ESG assessment and development process is disclosed on company website.

- b. **If yes, what percentage of inputs were sourced sustainably?**
 Yes, we comply with 100 percent of all environmental and social regulations set by the local authorities. At Ashok Leyland, we have a large network of suppliers, and we encourage them to adopt the same sustainability standards that we practice. Our endeavour is to prioritise environmental and social risk parameters and have formal mechanisms in place to monitor and track its performance.

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

Recycling of Cast Iron and Aluminium done at Ashok Leyland Foundry and ALteams respectively. 85.83% of cast iron is recycled from Foundry and 19.8% of Aluminium recycled at ALteams. As part of Recon initiative totally 5,561 engines have been reconditioned which is a 32.5% increase compared to FY23. Ashok Leyland has finalised the tie-up with Registered Vehicle Scrapping Facility (RVSF) placing AL in a strategic position on our road to circularity and reducing our environmental footprint.

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, Extended Producer Responsibility (EPR) registration has been done in the Central Pollution Control Board (CPCB) Portal for Plastic Waste management.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
During the financial year, Ashok Leyland conducted a simplified LCA exercise covering few of its product. The LCA was conducted for products "from cradle to the grave". However, AL will be conducting a detailed LCA study for all its product range in the future.					

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

Name of Product/Service	Description of the risk/concern	Action taken
During the simplified exercise conducted on few of its products, there were no social or environmental concerns arising from production or disposal of products. However, AL will be conducting a detailed LCA study for all its product range in the 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
Cast Iron	85.83% (Overall Production of 94,317 MT)	85.85% (Overall Production of 98,117 MT)
Aluminum	19.8% (Overall Production of 6,715 MT)	Not Available

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

	FY 2023-24			FY 2022-23		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Plastic Recycling as part of EPR compliance to meet the compliance mandate of 1,694 MT by CPCB			NA – Not Available		
E-Waste						
Hazardous Waste						
Other Waste						

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

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

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	% of employees 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 Employees											
Male	4,697	4,697	100	4,697	100	0	0	4,697	100	2,178	46.37
Female	306	306	100	306	100	306	100	0	0	158	51.63
Total	5,003	5,003	100	5,003	100	306	6.12	4,697	93.88	2,336	46.69
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

- 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	4,575	4,575	100	4,575	100	0	0	0	0	4,575	100
Female	29	29	100	29	100	29	100	0	0	29	100
Total	4,604	4,604	100	4,604	100	29	0.63	0	0	4,604	100
Other than Permanent Workers											
Male	21,273	21,273	100	21,273	100	0	0	0	0	21,273	100
Female	894	894	100	894	100	894	100	0	0	894	100
Total	22,167	22,167	100	22,167	100	894	4.03	0	0	22,167	100

*AL facilitates the health insurance coverage for its permanent workers by centralising the negotiation of terms and the payment of premiums upfront. While for the non-permanent workforce, AL ensures to they have the ESI provision

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.53%	0.56%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority. (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority. (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100 (Eligible Employees)	100	Y	as per statute as applicable	100	Y
Others – please specify	0	0	NA	0	0	NA

3. Accessibility of workplaces

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

Yes, Ashok Leyland's premises/offices are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. Ashok Leyland is committed to fostering an accessible and inclusive environment for individuals with disabilities across all its premises, including offices, plants, and units. The organisation has proactively implemented comprehensive infrastructure enhancements to address mobility challenges. Facilities are designed or adapted to meet the diverse needs of differently abled, with accommodation provided as required on a case-by-case basis. The Company welcomes feedback from employees, workers, and visitors to further refine its accessibility measures. Additionally, the Company is undertaking a meticulous feasibility analysis to ascertain the specific needs of differently abled individuals within each unit.

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.

Yes, Ashok Leyland upholds a policy of equal opportunity in alignment with the Rights of Persons with Disabilities Act, 2016. Ashok Leyland as part of the policy on Code of Conduct for executives has integrated the equal opportunity employment irrespective of race, creed, caste, religion, nationality, gender, colour, ancestry, ethnic origin, marital status, sexual orientation, disability unrelated to job requirements.

Link to the policy: [Code of Conduct](#)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	96.15%	Not Applicable	Not Applicable
Female	100%	100%	Not Applicable	Not Applicable
Total	100%	96.67%	Not Applicable	Not Applicable

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Not Applicable

Ashok Leyland has established mechanisms to receive and redress grievances of its employees and workers. Ashok Leyland is committed to fostering a work environment where grievances are promptly and effectively addressed. To this end, the Company has instituted a comprehensive Prevention of Sexual Harassment (PoSH) policy that aligns with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013." This Policy is instituted to ensure a workplace that is both secure and free from harassment and discrimination. The Company has formulated the policy by:

- Defining protocols that must be adhered to, with the utmost respect for the dignity of all colleagues.
- Establishing a structured mechanism for the resolution of complaints related to workplace harassment targeting women.
- Stipulating that any disciplinary actions should correlate with the severity of the infraction.
- Emphasising a preventive approach that adheres to a zero-tolerance principle for such misconduct.

Link to the policy: [POSH Policy](#)

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7. Membership of employees and worker 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	5,003	Not Applicable	Not Applicable	4,782	Not Applicable	Not Applicable
- Male	4,697	Not Applicable	Not Applicable	4,511	Not Applicable	Not Applicable
- Female	306	Not Applicable	Not Applicable	271	Not Applicable	Not Applicable
Total Permanent Workers	4,604	4,604	100	4,821	4,821	100
- Male	4,575	4,575	100	4,792	4,792	100
- Female	29	29	100	29	29	100

*Total permanent workers numbers have been updated from last year since ward worker trainees have been excluded from the headcount.

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23#				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	4,697	1,394	29.68	2,903	61.81	4,511	1,294	28.69	4,011	88.92
Female	306	267	87.25	273	89.22	271	223	82.29	255	94.10
Total	5,003	1,661	33.20	3,176	63.48	4,782	1,517	31.72	4,266	89.21
Workers*										
Male	25,848	25,848	100	25,848	100	22,371	22,371	100	22,371	100
Female	923	923	100	923	100	561	561	100	561	100
Total	26,771	26,771	100	26,771	100	22,932	22,932	100	22,932	100

*The details of the workers data have been updated to include permanent and other than permanent workers

#The numbers have been updated since ward worker trainees have been excluded from the permanent worker headcount

9. Details of performance and career development reviews of employees and worker

Category	FY 2023-24			FY 2022-23#		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	4,697	4,697	100	4,511	4,511	100
Female	306	306	100	271	271	100
Total	5,003	5,003	100	4,782	4,782	100
Workers*						
Male	4,575	Not Applicable	Not Applicable	4,792	Not Applicable	Not Applicable
Female	29	Not Applicable	Not Applicable	29	Not Applicable	Not Applicable
Total	4,604	Not Applicable	Not Applicable	4,821	Not Applicable	Not Applicable

*The numbers disclosed includes only permanent workers. The performance and career development reviews are not applicable for other than permanent workers.

#The numbers have been updated since ward worker have been excluded from the permanent worker headcount.

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 of such system?

All our sites have implemented Ashok Leyland in-house developed Health and Safety management system, which is developed based

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on global best practices/processes. All our manufacturing plants are certified to "ISO 45001:2018 - Occupational Health and Safety Management System" by M/s IRCLASS

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

Across Ashok Leyland's manufacturing facilities, it has implemented Hazard Identification and Risk Assessment (HIRA) for routine activities and Job Safety Analysis (JSA) for non-routine activities which is mapped to the in-house developed Health and Safety management system and ISO 45001:2018 as applicable. In conformance to HIRA and in compliance with the relevant sections of HIRA, a periodic internal audit is conducted across all manufacturing facilities. However, for manufacturing facilities which are ISO 45001:2018 certified, audits are carried out by external auditors. During FY 2023-24, no major non-conformance was reported across all our manufacturing facilities which are ISO 45001:2018 certified.

The Company has instituted a well-defined Environment, Health, and Safety (EHS) policy. This policy is governed by the EHS council who is also responsible for monitoring performance on a regular basis. The EHS management system gets audited from time to time, and the results are reviewed on a monthly basis by the leadership.

As a part of Monthly risk prevention theme, all the manufacturing facilities conducts a checklist-based audit and actions taken on the identified hazards and risks. Risk mitigation projects taken up towards Roof top Safety, Electrical Safety, Paint process safety, Material handling safety and work height safety and necessary common SOPs developed and adopted for compliance.

Link to the Policy: [EHS Policy](#)

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

We have a formal process across all our sites for member of the workforce, including those on contract, to report on work related hazards, which is periodically reviewed by safety committee at site level. This has been captured as part of the in-house Occupational Health and Safety management system and ISO 45001:2018. All members of the workforce are given awareness on reporting work related hazards at the time of joining, which is a mandatory requirement. Besides, the members of the workforce are given periodic awareness, effectiveness of the awareness imparted, reviewed during periodic internal audits. The organisation promotes a culture of empowerment, enabling staff members to report workplace hazards confidently, ensuring that all safety incidents are duly recorded. This process is reviewed periodically by the safety committee at the site level. The risks and hazards identified form a part of the in-house Occupational Health and Safety Management System. These incidents encompass, but are not limited to, injury-related occurrences, safety breaches, close calls, mechanical perils, and vehicular mishaps. Employees are integral to the dialogues concerning the establishment of rectification and preventive strategies, as well as during the enactment of these measures. They are provided with a structured platform to present their inputs and proposals regarding safety matters. The Company acknowledges and rewards employees for their contributions to safety suggestions and the execution of safety initiatives, fostering a profoundly positive safety culture within the organisation. Awareness programmes are conducted for all members of the workforce on the process of reporting work related hazards at the time of joining. This is a mandatory requirement for all the members of the workforce. Additionally, periodic awareness sessions are carried out for effectiveness.

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

Yes, all the employees and workers have access to non-occupational medical and healthcare services and medical insurance facilities.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.12	0.12 [#]
	Workers	0.11	0.30 [#]
Total recordable work-related injuries	Employees	1	1 ^o
	Workers	8	23 ^o
No. of fatalities	Employees	0	0
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	0	1 [^]
Number of Permanent Disabilities	Employees	1	0
	Workers	0	1

*Including in the contract workforce.

[#]In FY 2022-23, the LTIFR was calculated using the GRI based formula (i.e., considering per two lakh-person hours worked) which came to 0.06 for employees and 0.05 for workers. This year, the numbers have been recalculated based on the formula provided by BRSR for both the years (i.e., per one million-person hours worked).

^oTotal recordable work-related injuries reported in FY 2022-23 have been reconciled and corrected based on work force categorization as of March 31, 2024.

[^]In FY 2022-23 report, the number disclosed included fatalities which has been corrected during this year.

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

Ashok Leyland has established a comprehensive EHS policy, accompanied by a management system with a robust monitoring strategy. It has also implemented relevant Health and Safety practices and processes across manufacturing facilities which are mapped to the nature of the work undertaken. Monthly evaluations of EHS performance are conducted and deliberated in the EHS committee meetings at the country level, presided over members of Ashok Leyland's senior leadership. The detailed process is mentioned in the Company's in-house Health and Safety Management System. The long-term plan is crafted to ensure the effective enactment of the EHS policy, constructed on the Plan-Do-Check-Act cycle to facilitate continuous improvement. The approach encompasses assessments of an array of risks, including workplace, fire, process safety, ergonomics, machinery, occupational health, and chemical threats.

Across its manufacturing facilities, Ashok Leyland has established an in-house First Aid center with doctors and paramedics are available 24x7. The Company has also tied up with hospitals near the manufacturing facilities to address any medical emergency. At the corporate office and technical center, a first aid center has been set up.

The organisation designates a specific risk prevention theme each month to concentrate on effective safety communication. Daily safety briefings in three languages, based on the monthly theme, are disseminated across all manufacturing sites to bolster awareness. Additionally, tailored training is provided to relevant stakeholders aligning with the monthly themes.

The initiative named 'Manthan' encompasses a Safety Cross-Functional Team (CFT) that is dedicated to a proactive approach to cultivating a safety culture aimed at zero harm. Ashok Leyland has piloted the AL-Foundry in Sriperumbudur and AL-CPPS Plant to serve as Safety Model Plants for the implementation of benchmark safety practices. The Company also actively engages all stakeholders during the Safety Month, featuring numerous competitions and enlightenment sessions conducted by industry experts.

13. 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	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	25	0	-	18	0	-
Health & Safety	5	0	-	1	0	-

14. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of plants
Working conditions	100% of plants

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

During FY 2023-24, one fatality occurred at Ashok Leyland. As a corrective action, the Company has initiated roof top safety controls across its manufacturing facilities. Also, a number of reportable work-related incidents arose, and to avoid recurrence of these injuries, the Company has undertaken corrective actions. These actions include creating awareness to members of the workforce and periodically monitoring adherence to safety protocols. Ashok Leyland has implemented a comprehensive incident management communication protocol, which is disseminated daily across all manufacturing facilities. This initiative is designed to ensure that relevant locations are informed of incidents, including near-miss events, enabling them to implement necessary preventive strategies to avert similar occurrences.

Following any safety-related incidents, an exhaustive inquiry is launched, encompassing a detailed analysis based on the 6M framework (Man, Machine, Method, Material, Measurement, and Mother Nature), as well as conducting a Why-Why analysis. This systematic approach is critical for uncovering the underlying causes of the incidents and fostering the development of pertinent corrective measures which are then applied comprehensively across relevant sectors.

In alignment with their commitment to safety, Ashok Leyland undertakes Hazard Identification and Risk Assessment (HIRA) for a spectrum of operations, formulating control strategies to diminish risks adhering to the established hierarchy of controls. Within this framework, hazard elimination is recognised as the most effective method of control, succeeded by the substitution of hazards, applying engineering and administrative controls, and the employment of Personal Protective Equipment (PPE).

Subsequent to the introduction of corrective actions, a detailed action report is generated and provided to the pertinent stakeholders. Moreover, to tackle the issue of unsafe practices, Ashok Leyland is poised to integrate Behaviour-Based Safety (BBS) training, furthering their commitment to fostering a culture of safety through the implementation of these programmes. In-case of non-reportable incidents, a pro-active practice is followed which involves the member of the workforce to implement corrective actions.

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).

(A)- Employees- YES (B)- Workers- YES: In the unfortunate event of an employee's or worker's demise, Ashok Leyland provides comprehensive compensatory benefits to the bereaved family members.

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

Business agreements, as applicable, entered with the value chain partners covers the clause relating to deduction, deposit, and payment of statutory dues.

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

	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	1	0	1	0
Workers	0	1	0	1

*In FY 2022-23 report, the number disclosed included fatalities which has been corrected during this year.

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

Yes, for retired executives, the Company facilitates relocation assistance (i.e., for moving back to their hometown). Also, Ashok Leyland enables retired executives and their spouse with Health Insurance benefits until their death. For intended retirees, the Company provides holistic training for smooth facilitation into the retirement life. These trainings include facing the retirement challenges, yoga and well-being, impact on family, PF and insurance, financial management and retirement benefits.

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	38.5%
Working Conditions	38.5%

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.

No significant risk raised from assessment.

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

Essential Indicators

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

Ashok Leyland has recognised key stakeholders, both internal and external, through a methodical process of peer evaluation and examination of stakeholder segments that may exert an impact or hold influence over the Company's business activities, as well as those upon whom the Company's operations have an effect. Ashok Leyland pledges to maintain proactive engagement with these stakeholders to discern their core anticipations and devise strategic approaches to accommodate these considerations.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Monthly and quarterly meet Personal review and visits Surveys Training Annual day Events 	<ul style="list-style-type: none"> Annual Quarterly Monthly Need-based 	<ul style="list-style-type: none"> Better prospects Safe work environment Skill management Knowledge management Fair remuneration Employee volunteering for CSR activities

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Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	Yes	<ul style="list-style-type: none"> Suppliers meet Tech days Mutual visits Need-based meetings with leadership team Company events 	<ul style="list-style-type: none"> Annual Monthly Need-based 	<ul style="list-style-type: none"> Long-term business commitments Economic scenario with respect to commercial vehicle industry Scheduling Supplier development Ease of doing business for MSME suppliers through portal
Local Communities	Yes	<ul style="list-style-type: none"> Community welfare programmes Project assessment reviews 	<ul style="list-style-type: none"> Periodic Need-based 	<ul style="list-style-type: none"> Community safety and development Engagement and communication
Customers (Institutional and Retail)	No	<ul style="list-style-type: none"> Surveys Company events Initiatives like rewards for purchases 	<ul style="list-style-type: none"> Periodic Need-based 	<ul style="list-style-type: none"> Delivery Technical communication Aftersales service Quality of service
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> One-to-one meetings Events and conferences 	<ul style="list-style-type: none"> Periodic Need-based 	<ul style="list-style-type: none"> Compliance Tax payment
Channel Partners	No	<ul style="list-style-type: none"> Monthly and Quarterly meet Personal reviews and visits Surveys Training Events – dealer conference 	<ul style="list-style-type: none"> Annual Quarterly Monthly Need-based 	<ul style="list-style-type: none"> Business targets, commitment, and development plan Training and development Customer engagement and satisfaction

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.**

The Stakeholder Relationship Committee of Ashok Leyland is dedicated to upholding high levels of stakeholder relationship and fulfilling its obligations to all investors. The organisation has established appropriate mechanisms to guarantee adherence to all pertinent regulatory requirements. The Compliance Reports highlight adherence to the Code of Conduct (CoC) are systematically evaluated by the organization's senior management at regular intervals. Additionally, ESG Committee offers insights on issues pertaining to Environmental, Health and Safety (EHS), Corporate Social Responsibility (CSR), Sustainability, as well as other matters influenced by public policy. ESG Committee also scrutinizes activities and propositions connected to the ESG aspects.

- 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, stakeholder consultation is used to support the identification and management of environmental and social topics. Ashok Leyland undertook a Materiality Assessment by engaging in consultations with its key stakeholder groups. Through direct interactions, the Company solicited feedback from these groups, which comprise of internal and external stakeholders, with the aim of identifying and prioritising those sustainability matters that are of utmost importance to its business activities.

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

Our CSR initiatives are focused on the areas of conserving the environment, providing quality education, enhancing skills and access to healthcare facilities. We have a structured CSR Policy, which directs us on how to carry out our activities in an efficient manner. We also have a comprehensive program known as "Road to School" that is in progress since 2015, through which we conduct various activities to address the societal issues faced by underprivileged groups. Similarly, through "Jal Jeevan" Water initiatives sustainable and effective irrigation practices were instilled among the small-scale marginalised farmers for better yield. Also, construction of Roof Rainwater harvesting systems in the rural villages have significantly alleviated the burden of marginalised rural women by reducing the drudgery of fetching safe drinking water way outside their community. Through Driver Health care initiative, comprehensive health care services are provided including regular check-ups, general health screenings and awareness to improve overall well-being. By prioritising the health of truck drivers, this initiative not only enhances their quality of life but also contributes to safer roads and a more resilient transportation industry. Thus, every effort taken by Ashok Leyland CSR intended to address the vulnerable and the marginalised section and for their growth and empowerment.

The Link to [CSR Policy](#).

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Principle 5: Businesses should respect and promote human rights

Essential Indicator

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 (B)	% (B/A)	Total (C)	No. of employees/workers (D)	% (D/C)
Employees						
Permanent	5,003	3,554	71.04	4,782	4,085	85.42
Other than Permanent	0	0	0	0	0	0
Total Employees	5,003	3,554	71.04	4,782	4,085	85.42
Workers						
Permanent	4,604	4,604	100	4,821	4,821	100
Other than Permanent	22,167	22,167	100	18,111	18,111	100
Total Workers	26,771	26,771	100	22,932	22,932	100

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

Category	FY 2023-24					FY 2022-23*				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	5,003	0	0	5,003	100	4,782	0	0	4,782	100
Male	4,697	0	0	4,697	100	4,511	0	0	4,511	100
Female	306	0	0	306	100	271	0	0	271	100
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	4,604	0	0	4,604	100	4,821	0	0	4,821	100
Male	4,575	0	0	4,575	100	4,792	0	0	4,792	100
Female	29	0	0	29	100	29	0	0	29	100
Other than Permanent	22,167	13,325	60.11	8,841	39.88	18,111	10,760	59.41	7,351	40.59
Male	21,273	12,977	61	8,296	39	17,579	10,547	60	7,032	40
Female	894	348	38.93	545	60.96	532	213	40.04	319	59.96

*The numbers have been updated since ward worker trainees have been excluded from the permanent worker headcount

3. Details of remunerations/salary/wages

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	10	INR 10,957,045	1	INR 9,084,700
Key Managerial Personnel*	3	INR 102,095,484	0	INR 0
Employees other than BoD and KMP*	4,180	INR 1,904,072	252	INR 877,131
Workers*	4,573	INR 1,214,158	29	INR 1,086,661

*The median has been calculated taking into consideration the employees / workers that have served for the full year

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b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	2.31	2.14

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, Ashok Leyland has instituted a robust Policy on Prevention of Sexual Harassment (PoSH) along with a corresponding governance structure to manage any grievances reported by the employees of the Company. The entirety of the Company's workforce, including all employees and workers, have been thoroughly informed and educated regarding the significance of this mechanism and the procedures by which it operates.

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

Ashok Leyland has implemented a comprehensive procedure within the organisation that includes conducting awareness campaigns on sexual harassment with the aim to prevent and mitigate its incidence in the workplace. Moreover, the Company has established an 'Internal Complaints Committee' (ICC), which bears the mandate to address, investigate, and resolve all matters pertaining to complaints of sexual harassment, whether received directly or through indirect channels. Leymobile platform provides user friendly access to register complaints.

6. 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
Sexual Harassment	2	1	The complaint was received in the last week of March 2024 hence the enquiry is ongoing	2	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	2
Complaints on POSH as a % of female employees / workers*	0.16	0.24
Complaints on POSH upheld	2	2

*Denominator includes the headcount of both employees and workers

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

Ashok Leyland has established a comprehensive and effective grievance redressal mechanism to ensure the prompt and efficacious resolution of any issues that arise. The Company has instituted a robust Prevention of Sexual Harassment (PoSH) policy and associated governance framework to address grievances registered by all employees, in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. This Policy aims to safeguard a work environment that is devoid of harassment and discrimination. The implementation of the Policy includes the following provisions:

- Establishment of protocols that uphold the respect and dignity of all colleagues.
- Creation of a system for addressing complaints of workplace harassment directed against women.
- Stipulation of appropriate sanctions corresponding to the severity of any infraction, alongside a preventive framework that enforces a zero-tolerance policy.

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The Sexual Harassment Prevention Policy is displayed on the Notice Board, and posters are prominently placed throughout the office premises on all floors.

The Company has also facilitated training for the members of the newly constituted Internal Complaints Committee (ICC) at the corporate level. Mandatory training on the Prevention of Sexual Harassment at the Workplace (POSH) has been carried out online for all employees. Furthermore, awareness programmes are integrated into induction sessions for new hires, and informational standees are placed at various Ashok Leyland locations.

Lastly, within the Company's Service Rules, there is an explicit clause pertaining to sexual harassment, reinforcing the company's commitment to maintaining a respectful workplace.

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

Yes, Ashok Leyland's business agreements and contracts include human rights requirements where relevant.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

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

Ashok Leyland ensures an annual review process and mandates the submission of declarations from each employee and worker. Furthermore, the Company provides comprehensive education/awareness programmes pertaining to international disciplinary protocols to all members of the workforce. Ashok Leyland ensures compliance to the process laid down as per the statutory controls and governance prescribed under the establishment.

Leadership Indicators

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

Not Applicable. Since the Company did not receive any grievances/complaints regarding Human Rights principles and guidelines.

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

Ashok Leyland has undertaken a thorough evaluation of human rights compliance as an integral component of the long-term agreement terms dedicated to welfare.

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, the facilities at Ashok Leyland are designed to accommodate visitors with disabilities.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	38.5%
Forced/Involuntary Labour	38.5%
Sexual Harassment	38.5%
Discrimination at workplace	38.5%
Wages	38.5%
Others – please specify	-

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

No significant risk raised from assessment.

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

Essential Indicators

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

Parameter	Unit	FY 2023-24	FY 2022-23
For Renewable Sources			
Total Electricity Consumption (A)	'000 GJ	677.04	657.03
Total Fuel Consumption (B)	'000 GJ	0	0
Energy Consumption through other sources (C)	'000 GJ	0	0
Total energy consumed from renewable sources (A+B+C)	'000 GJ	677.04	657.03
For Non-Renewable Sources			
Total Electricity Consumption (D)	'000 GJ	426.94	471.91
Total Fuel Consumption (E)	'000 GJ	452.11	492.59
Energy Consumption through other sources (F)	'000 GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	'000 GJ	879.05	964.50
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	GJ/INR Crore	40.56	44.86
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)^o (Total energy consumed/Revenue from operations adjusted for PPP)	GJ/USD	0.0000928	0.0001027
Energy intensity in terms of physical output (Total energy consumed (Automotive)/No. of vehicles)	GJ/Vehicle	4.70	4.92
Energy intensity (optional) – the relevant metric may be selected by the entity			

**Above is the consolidated figure for the Automotive and Foundry operations. For purposes of like-to-like comparison with Industry, please find below the detailing of Energy Intensity for Automotive operations.*

- **Energy Intensity for Automotive operations = 24.54 GJ/INR Crore**

- **Energy Intensity – Foundry operations** (Energy consumed in Foundry/Total revenue generated by Foundry) = **581.05 GJ/INR Crore**

^oThe conversion factor considered for adjusting revenue from operations for PPP is based on the World Bank Index (OECD) of 22.882 INR/USD for India as published in the public domain. Link to the website: [PPP - OECD](#)

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

Yes, third party verification was carried out by DNV.

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.

The Company's facilities have not been designated as "Designated Consumers" under the Performance, Achieve, and Trade (PAT) scheme implemented by the Government of India.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Water Withdrawal by source (in kilolitres)			
(i) Surface Water	kL	8,508.00	8,601
(ii) Ground Water	kL	621,715.00	640,385
(iii) Third party Water	kL	467,222.70	505,407.16
(iv) Sea Water/ Desalinated Water	kL	0	0
(v) Others	kL	6,278.09	3,403
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kL	1,103,723.79	1,157,796.16
Total volume of water consumption (in kilolitres)^o	kL	1,124,412.79	1,192,320.66
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	kL/INR Crore	29.24	32.99

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Parameter	Unit	FY 2023-24	FY 2022-23
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption/Revenue from operations adjusted for PPP)	kL/USD	0.000067	0.000075
Water intensity in terms of physical output (Total water consumed/No. of vehicles)	kL/Vehicles	4.80	5.18
Water intensity (optional) – the relevant metric may be selected by the entity			

*Above is the consolidated figure for the Automotive and Foundry operations. For purposes of like-to-like comparison with Industry, please find below the detailing of Water Intensity for Automotive operations.

- **Water Intensity for Automotive operations = 25.10 kL/INR Crore**
- **Water Intensity – Foundry** (Water consumed in Foundry/Total revenue generated by Foundry) = **168.97 kL/INR Crore**

^The total water consumption is cumulation of total water withdrawal and rainwater consumption.

^The conversion factor considered for adjusting revenue from operations for PPP is based on the World Bank Index (OECD) of 22.882 INR/USD for India as published in the public domain. Link to the website: [PPP - OECD](#)

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

Yes, third party verification was carried out by DNV.

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)			
(i) Surface water	kL	0	0
- No treatment	kL	0	0
- With treatment – please specify level of treatment	kL	0	0
(ii) Ground Water	kL	0	0
- No treatment	kL	0	0
- With treatment – please specify level of treatment	kL	0	0
(iii) Third party Water	kL	0	0
- No treatment	kL	0	0
- With treatment – please specify level of treatment	kL	0	0
(iv) Sea Water/ Desalinated Water	kL	0	0
- No treatment	kL	0	0
- With treatment – please specify level of treatment	kL	0	0
(v) Others	kL	2,410	0
- No treatment	kL	0	0
- With treatment – please specify level of treatment (Primary Treatment)	kL	2,410	0
Total water discharged (in kilolitres)	kL	2,410	0

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

Yes, third party verification was carried out by DNV.

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

Yes, all manufacturing plants in Ashok Leyland have implemented Zero Liquid Discharge (ZLD) mechanism as mandated by the respective state governments where the plants are located, however, in Pantnagar during the reporting period, state pollution board have advised to discharge the wastewater into the Common Effluent Treatment Plant (CETP) set up by UTKPCB. Nonetheless, the quality of water released following initial treatment is twice as good as the standards established by the Pollution Control Board (PCB). To ensure zero liquid discharge, the effluent from the process is let into primary treatment. In the primary treatment, the TDS of the effluent is reduced, and the silica content is also brought down. The oil content is kept at control with proper recovery. The water is then fed to RO system or Electro Dialysis Reversal (EDR) system as per the facility available at site. The reject water is then fed to ZLD or again fed to the inlet of the system as per local governing rules. The sludge recovered from the system is then sent to cement plants via pre-processors as alternate raw material.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	Tons	76.33	80.21
SOx	Tons	22.56	19.56
Particulate Matter	Tons	133.80	94.25
Persistent Organic Pollutants (POP)	Tons	0.00	0.00
Volatile Organic Compounds (VOC)	Tons	5.09	5.81
Hazardous Air Pollutants (HAP)	Tons	0.00	0.00
Other – please specify	Tons	0.00	0.77

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

Yes, third party verification was carried out by DNV.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	33,110.17 [#]	33,567.84
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	90,354.20	97,947.41
Total Scope 1 and Scope 2 emission intensity per rupee of turnover* (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/INR Crore	3.22	3.64
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ^o (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO ₂ e/USD	0.0000074	0.0000083
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/Vehicle	0.38	0.39
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

*Above is the consolidated figure for the Automotive and Foundry operations. For purposes of like-to-like comparison with Industry, please find below the detailing of Emission Intensity for Automotive operations.

- Emission Intensity for Automotive operations = 2.00 tCO₂e/INR Crore

- Emission Intensity – Foundry (Total Emission in Foundry/Total revenue generated by Foundry) = 44.13 tCO₂e/INR Crore

[#]Total Scope 1 emission is a cumulative of the refrigerants consumed in the business operation of Ashok Leyland accounting to 2,539.19 tCO₂e.

^oThe conversion factor considered for adjusting revenue from operations for PPP is based on the World Bank Index (OECD) of 22.882 INR/USD for India as published in the public domain. Link to the website: [PPP - OECD](#)

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

Yes, third party verification was carried out by DNV.

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

Yes, as our commitment towards reducing Green House Gas emission, AL is committed to be RE100 by 2030. Also, during the reporting period the total renewable percentage share has increased from 57 percent in FY 2022-23 to 61 percent in FY 2023-24. However, to further increase the renewable percentage share a pilot usage of green power procurement from IEX was also introduced during the reporting period. Ashok Leyland has 75MW Solar Park, 10.14MW Solar roof top and 63 MW of windmills to support its energy requirement. By way using energy from these sources 135,825 MT CO₂e was avoided during the reporting period.

AL has also committed to Science Based Target initiative (SBTi).

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)			
Plastics (A)	MT	1,247.87	976.78
E-Waste (B)	MT	10.41	10.49
Bio-Medical Waste (C)	MT	0.63	0.49
Construction and Demolition Waste (D)	MT	-	-
Battery Waste (E)	MT	34.12	59.98
Radioactive Waste (F)	MT	-	-
Other Hazardous waste. Please specify, if any. (G)	MT	3,073.56	3,117.61
Used/Spent oil	MT	452.70	464.71
Wastes and residues - Paint sludge	MT	821.13	815.40
Discarded containers/barrels/Liners contaminated with hazardous waste/chemicals	MT	448.29	507.44
Waste/Residues containing Oil-Soaked Cotton Waste	MT	385.51	462.30
Filter, Residues	MT	15.64	4.84
Chemical sludge from wastewater treatment (ETP Sludge)	MT	630.21	583.70
Waste/Residues containing Oil - Grinding sludge	MT	157.47	153.35
Phosphate sludge	MT	102.16	93.92
Spent Solvent (from Paint Shop)	MT	2.92	3.29
Wastes/residues (sealant/PVC residues from painting process)	MT	6.30	8.65
Oil and Grease Skimming Residue	MT	22.85	-
Filter and Filter Material	MT	28.10	20.01
Sludge and filters contaminated with oil	MT	0.29	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	MT	1,87,298.72	1,56,276.59
Cable & Electrical Scrap	MT	30.55	43.62
Aluminium scrap	MT	263.97	271.68
Steel dust/ Shot blast dust/ grinding dust	MT	278.78	351.99
Wood Waste	MT	2,175.95	2,038.15
Cardboard/ Wastepaper	MT	3,553.64	4,053.52
Waste sand	MT	1,06,529.48	1,10,817.90
Food waste	MT	116.66	104.41
Steel castings, MS scrap	MT	28,934.52	32,306.45
Rubber Scrap	MT	75.91	55.78
Garden waste (jungle wood, dry leaves etc.)	MT	619.28	746.22
Scrap Tyres and Tubes	MT	44,720.00	5,486.87
Total (A+B + C + D + E + F + G + H)	MT	1,91,665.31	1,60,441.93
Waste intensity per rupee of turnover (Total waste consumed/Revenue from operations)	MT/INR Crore	5.00	4.44
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste consumed/Revenue from operations adjusted for PPP)	MT/USD	0.000011	0.000010
Waste intensity in terms of physical output	MT/Vehicle	0.98	0.83
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			
(i) Recycled	MT	174,532.64	157,791.84
Plastic waste	MT	1,248.85	976.78
E-waste	MT	10.41	10.49
Battery waste	MT	35.22	59.98
Other Hazardous waste. Please specify if any	MT	444.78	468.00
Used/Spent oil	MT	441.86	464.71

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Parameter	Unit	FY 2023-24	FY 2022-23
Spent Solvent (from Paint Shop)	MT	2.92	3.29
Other Non-hazardous waste generated. Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	MT	172,793.39	156,276.59
Cable & Electrical Scrap	MT	30.55	43.62
Aluminium scrap	MT	266.20	271.68
Steel dust/Shot blast dust/grinding dust	MT	278.78	351.99
Wood Waste	MT	2,181.39	2,038.15
Cardboard/ Wastepaper	MT	3,552.10	4,053.52
Waste sand	MT	99,119.78	110,817.90
Food waste	MT	116.66	104.41
Steel castings, MS scrap	MT	28,708.26	32,306.45
Rubber Scrap	MT	80.41	55.78
Garden waste (jungle wood, dry leaves etc.)	MT	619.28	746.22
Scrap Tyres and Tubes	MT	37,840.00	5,486.87
(ii) Re-used	MT	467.83	507.44
Other Hazardous waste. Please specify if any - Discarded containers/barrels/Liners contaminated with hazardous waste/chemicals	MT	467.83	507.44
(iii) Other recovery operations – Coprocessing	MT	2,002.66	2,142.17
Other Hazardous waste. Please specify if any	MT	2,002.66	2,142.17
Wastes and residues - Paint sludge	MT	819.98	815.40
Waste/Residues containing Oil-Soaked Cotton Waste	MT	225.72	462.30
Filter, Residues	MT	15.64	4.84
Chemical sludge from wastewater treatment (ETP Sludge)	MT	667.82	583.70
Waste/Residues containing Oil - Grinding sludge	MT	113.80	153.35
Phosphate sludge	MT	102.16	93.92
Waste/residues (sealant/PVC residues from painting process)	MT	6.30	8.65
Oil and Grease Skimming Residue	MT	22.85	-
Filter and Filter Material	MT	28.10	20.01
Sludge and filters contaminated with oil	MT	0.29	-
Total	MT	177,003.12	160,441.44
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of Waste			
(i) Incineration	MT	0.44	0.49
Bio-medical waste	MT	0.44	0.49
(ii) Landfilling	MT	0	0
(iii) Other disposal operations	MT	0	0
Total	MT	0.44	0.49

*Above is the consolidated figure for the Automotive and Foundry operations. For purposes of like-to-like comparison with Industry, please find below the detailing of Waste Intensity for Automotive operations.

- **Waste Intensity for Automotive operations = 2.25 MT/INR Crore**

- **Waste Intensity – Foundry (Total Waste Generated in Foundry/Total revenue generated by Foundry) = 97.60 MT/INR Crore**

°The conversion factor considered for adjusting revenue from operations for PPP is based on the World Bank Index (OECD) of 22.882 INR/USD for India as published in the public domain. Link to the website: [PPP - OECD](#)

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

Yes, third party verification was carried out by DNV

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.

Hazardous waste generated from the process, the same is diverted to cement plants as either alternative raw material or as alternative fuel through authorised pre-processor. 99.9% of the waste has been diverted away from land fill. The hazardous waste generation has got

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reduced with respect to the previous year by 348 MT. The non-hazardous waste generated has been sent to authorized re-cyclers after reclamation and re-use within the plants.

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

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
1	Ennore	Automobile Manufacturing	Yes
2	Ennore – Foundry	Foundry	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain. (Yes / No)	Relevant Web link
NA – Not Applicable as there were no expansion or change in CTO. Hence, there were no EIA conducted during the financial year.					

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

Sl. 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
NA – Not Applicable. During the financial year, there were no non-compliances incidents.				

Leadership Indicators

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

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

(i)	Name of the area	Ennore, Bhandara, Sriperumbudur, Alwar, Hosur, Pantnagar		
(ii)	Nature of operations	Automobile Manufacturing and Foundry Operations		
(iii)	Water withdrawal, consumption, and discharge in the following format:			
	Parameter	Unit	FY 2023-24	FY 2022-23
	Water Withdrawal by source (in kilolitres)			
(iv)	Surface Water	kL	8,508.00	8,601
(v)	Ground Water	kL	621,715.00	640,385
(vi)	Third party Water	kL	467,222.70	505,407.16
(vii)	Sea Water/ Desalinated Water	kL	0	0
(viii)	Others	kL	6,278.09	3,403
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kL	1,103,723.79	1,157,796.16
	Total volume of water consumption (in kilolitres)	kL	1,124,412.79	1,192,320.66
	Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	kL/INR Crore	29.24	32.99
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	kL/USD	0.000067	0.000075
	Water intensity in terms of physical output	GJ/Vehicle	4.80	5.18
	Water intensity (optional) – the relevant metric may be selected by the entity			
	Water discharge by destination and level of treatment (in kilolitres)			
(i)	Surface Water	kL	0	0
-	No treatment	kL	0	0
-	With treatment – please specify level of treatment	kL	0	0

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(ii) Ground Water	kL	0	0
- No treatment	kL	0	0
- With treatment – please specify level of treatment	kL	0	0
(iii) Third party Water	kL	0	0
- No treatment	kL	0	0
- With treatment – please specify level of treatment	kL	0	0
(iv) Sea Water/ Desalinated Water	kL	0	0
- No treatment	kL	0	0
- With treatment – please specify level of treatment	kL	0	0
(v) Others	kL	2,410	0
- No treatment	kL	0	0
- With treatment – please specify level of treatment – (Primary Treatment)	kL	2,410	0
Total water discharged (in kilolitres)	kL	2,410	0

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

Yes, third party verification was carried out by DNV

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	142,306.72	133,897.15
Total Scope 3 emission intensity per rupee of turnover	tCO ₂ e/INR Crore	3.97	3.70
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Yes, third party verification was carried out by DNV

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.

Two of our units, namely, Ennore and Ennore foundries are located on the banks of Bay of Bengal. The units were established more than 50 years ago. Considering the sensitivity, the units developed mini eco forests inside the premises and are maintaining them. Ennore unit apart from treating the wastewater of Ennore and Ennore foundries also collects wastewater from the surrounding communities, it treats them and uses to avoid ingress of sea water into the land, thus protecting the ground water salinity.

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:

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy Saving Initiative	During the financial year, AL has undertaken several notable initiatives which has led to avoiding 80,062.56 GJ of the fuel and electricity across operational locations. However, few notable initiatives are introduction of Dust Collector Interlock provision, Power Optimizer Installation to ensure optimum furnace power utilization, Main incomer supply system converted into 110KV dedicated feed system which benefitted in avoidance of Diesel Gensets and Compressor air leakage elimination.	80,062.56 GJ
2	Emission Reduction Initiative	During the financial year, AL has increased its renewable energy capacity across operations which led to an increased renewable energy percentage share of 57% to 61% when compared to the previous financial year.	11,189.01 tCO ₂ e

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

- Ashok Leyland has a business continuity plan across all its manufacturing locations and corporate office which is locally available. Fire drills are conducted as part of disaster recovery and business continuity plans to help prepare for the worst.
- Moving forward, we propose to do a Business Impact Analysis and prepare an organisation wide BCP Policy & Procedure.

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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 adverse impact observed with assessed suppliers.

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

40%

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicator

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

Four, Ashok Leyland is an active member of CII, SIAM, FICCI and ASSOCHAM.

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

Sl. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National and International
2	Confederation of Indian Industry (CII)	National and International
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National and International
4	Society of Indian Automobile Manufacturers (SIAM)	National and International
5	Automobile Components Manufacturer Association (ACMA)	National and International
6	Federation of Automobile Dealers Association (FADA)	National
7	Society of Indian Defence Manufacturers (SIDM)	National
8	PHD Chamber of Commerce and Industry (PHDCCI)	National and International
9	European Automobile Manufacturers' Association (ACEA) French	International
10	Society for Manufacturers of Electric Vehicles (SMEV)	National

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
NA – Not Applicable since there were no cases of anti-competitive conduct by Ashok Leyland in FY 2023-24		

Leadership Indicators

1. Details of public policy positions advocated by the entity

Sl. No	Public policy advocated	Method resorted by 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
Ashok Leyland works closely with various trade and industry associations including industry representations to the government and regulators. The Company ensures that policy advocacy is carried out in a transparent and responsible manner taking into account its larger national interest.					

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicator

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-Link
As per law, SIA need not to be carried out in the FY 2023-2024 for direct or indirect intervention					

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

Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
There have been no projects for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by Ashok Leyland.						

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

The initiatives of the Company are focused on the areas of education, health, and water in underserved communities based on their needs. Communities and NGOs can reach out to the Company through emails and corporate inbox secreterial@ashokleyland.com for any grievances.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/small producers	Total production vendor code count: 1,209; total business spends: INR 24,443 Crore Total MSME vendors with MSME certification (production vendors): 76 with a business spend of INR 600 Crore For small vendors considered < INR 5 Crore business spend with AL as below: <ul style="list-style-type: none"> Vendor count: 423 with spend < 5 Crore (also includes 50 MSME vendors) and their business spend is INR 869 Crore % input material (parts) sourced from 423 small/MSME = 3.6 % Input material (parts) sourced from 76 MSME alone = 2.53 	Total production vendor code count: 1,049; total business spends: INR 26,500 Crore Total MSME vendors with MSME certification (production vendors): 52 with a business spend of INR 71 Crore For small vendors considered < INR 5 Crore business spend with AL as below. <ul style="list-style-type: none"> Vendor count: 550 with spend < 5 Crore (also includes 52 MSME vendors) and their business spend is INR 751 Crore % input material (parts) sourced from 550 small/MSME = 2.8 % Input material (parts) sourced from 52 MSME alone = 0.26
Directly from within India	98.6%	98.6%

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

Location	FY 2023-24	FY 2022-23
Rural	17.61	18.56
Semi-urban	12.93	12.74
Urban	20.37	21.05
Metropolitan	49.09	47.65

(Place to be categorized as per RBI Classification System – Rural, Semi-urban, Urban, and Metropolitan)

*The job creation parameter considers the total wages paid to all the permanent employees and permanent workers employed (irrespective of duration of employment) at the plant sites, corporate offices, and sales offices during the respective financial year. These plant sites, corporate offices and sales offices are then categorized as per the RBI classification system. The number of new hires (employees and workers) for the two financial years are mentioned below:

Location	FY 2023-24	FY 2022-23
Rural	5,987	4,802
Semi-urban	68	74
Urban	6,434	8,098
Metropolitan	893	845

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
No negative impacts identified	

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

Sl. No	State	Aspirational District	Amount Spent (In INR)
1.	Jammu & Kashmir	Baramullah & Kupwara	18.6 Lakhs
2.	Uttarakhand	Udham Singh Nagar	39 Lakhs

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- 3.
- a. **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**
 No, Ashok Leyland currently does not have preferential procurement policy.
- b. **From which marginalized /vulnerable groups do you procure?**
 NA – Not Available
- c. **What percentage of total procurement (by value) does it constitute?**
 NA – Not Available
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:**

Sl. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1.			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 actions taken
		Not Applicable

6. **Details of beneficiaries of CSR Project**

Sl. No	CSR Project	No. of persons benefitted from CSR Project	% of beneficiaries from vulnerable and marginalized groups
1.	Road to School & Road to Livelihood: The initiative aims to enhance the comprehensive development of government school students from grades I to VIII in remote, hilly, and forested areas of Tamil Nadu, Jammu & Kashmir, Assam, and Karnataka, primarily aiding those below the poverty line and from SC, ST, and backward communities. It emphasizes foundational literacy and numeracy, supplemented by academic and extracurricular activities, wellness, art, and sports, leading to significant improvements in the educational outcomes for children. This targets students from grades IX to XII, preparing them for post-school life with career guidance, mentoring, digital literacy, spoken English, and adolescent wellness programs, equipping them with the necessary skills and knowledge to make informed career choices.	125,399	85
2.	Health: A comprehensive health screening service is offered by a reputable health clinic in Namakkal, where a dedicated team of doctors and support staff cater to the medical needs of the driver community. Additionally, the clinic extends its reach to nearby remote villages through a mobile medical van, ensuring access to essential health services for those in less accessible areas.	7,017	100
3.	Sustainable Water Management Project (SWMP) – SUJAL: This initiative focuses on advancing sustainable water management in rural villages by educating residents, providing training, and implementing rainwater harvesting, groundwater recharge, efficient water usage, and improved sanitation practices. Executed in selected villages of Alwar district in Rajasthan, the project has successfully facilitated water conservation and recharge, leading to enhanced agricultural practices and improved livelihoods for the local community.	15,591	80
4.	Spring Shed Management: The spring shed rejuvenation project in Nainital, Uttarakhand, has focused on the conservation and recharge of local springs, providing villagers with access to clean drinking water and alleviating the burden on women who traditionally collect water.	5,928	100

**The Road to School & Road to Livelihood Projects has benefitted 125,399 personnels covering 1,261 school during the reporting period. However, cumulative beneficiaries of the project are 191,858 covering 1,719 school which also includes AL and its other group companies. AL facilitates implementation of the overall program.*

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Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicator

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

The organisation has a dedicated customer management system based on industry-best practices and processes, which is periodically reviewed. The outcome of number of cases reported addressed is periodically reviewed at the senior most level at the organization. The customer management system can be accessed 24x7 by use of the following modes: email, social media, toll-free number, website. From quality management perspective and traceability once a customer complaint is raised, it is tracked until closure and the option of customer to give feedback on how the complaint was resolved is in place. The management system ensures there is no loss of customer-related data. To address any potential breach, periodic audit/assessment of the management system is undertaken through an external party. During the reporting year besides the complaints being registered, no incidents of complaint breach were reported.

Reach out to Ashok Leyland through the following channels: Email - reachus@ashokleyland.com

For queries or grievances relating to shareholders: To Company Secretary: secretarial@ashokleyland.com

M&HCV queries: 1800-266-3340, Timing: 24*7 (Everyday)

LCV queries: 1800-1022-666, Timing: 6 am to 10 pm

Power Solutions inquiries: 1800-419-19216 Toll-free

Timing: 6 am to 10 pm (every day)

Apart from the above, queries are also captured from the official Twitter handle of Ashok Leyland @ALIndiaOfficial and tracked for resolution

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 (All products complying with the mandated emission norms)
Safe and responsible usage	100 (CMVR compliance)
Recycling and/or safe disposal	Not Available

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

	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	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	1	1	Compliant related to DTI	0	0	-
Other	1,040	178	-	780	96	-

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

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

5. Does the 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

- Ashok Leyland has an Information Security Framework, Organization wide Policy statement & about 65 Policies and Procedures have been defined covering the various processes of Information Security.
- These Policies & procedures get reviewed periodically and is available in the intranet portal for the access of AL employees.

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

Corrective actions are underway for the VAPT conducted during FY24 and the same is being retested upon remediation.

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7. Provide the following information relating to data breaches

a.	Number of instances of data breaches	None
b.	Percentage of data breaches involving personally identifiable information of customers	Not Applicable
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).

Information related to all the products and services can be found on the Company website: www.ashokleyland.com

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

1. The Company provides an Operator Manual for each product we sell to our customers.
2. At the Company's dedicated Training Centres, Regional teams, and Channel partner personnels are trained in all its products and services. There is a robust training program designed especially for all sales and service personnels.
3. Apart from this, in the Company's Driver Training Institutes, high-quality drivers are developed by training them in good driving practices (optimum mileage), traffic discipline and road safety. Training is imparted as per regulations of MV Rules and Act:
 - Testing & evaluation done before issuing of the certificate
 - Process adherence to ISO standards
4. The Company also trains local mechanics across the country on its products and servicing in the Company's Training Centre

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

1. Ashok Leyland has a well-defined patch management process as well as change management process.
2. The Process involves Sign off by IT as well as Information Security team which includes time duration, the down time, the risks, and the mitigation action.
3. Any disruption of service is informed to the businesses who in turn inform the relevant stakeholders namely vendors & dealers, specifically with respect to SAP services.

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

Yes, the details given in information label are as per the Legal Metrology (Packaged Commodities) Rules 2011. The Company voluntarily and actively informs all its dealers about product improvements through Service Circulars. It also informs the customers to operate vehicles in a more fuel-efficient manner through tips in the Operator Manual. The spare parts label has the details of customer care number, exclusive e-mail ID and contact address, where consumers can reach out to the executives to share their feedback or updates or grievances. Besides this, consumers can also log on to the website of the Company give their feedback or register complaints. The Company conducts periodic training sessions on product genuineness through their mechanic and retailer meets. The spare parts team also conducts raids on vendors selling spurious products and circulates such inputs among the consumers and urges them to remain vigilant and use only genuine parts.

The Company commissions reputable third-party agencies to conduct annual surveys for measuring the customer satisfaction index.