



**Goodyear India Limited**

**Corporate Office :**

1st Floor, ABW Elegance Tower  
Plot No. 8, Commercial Centre  
Jasola, New Delhi - 110 025  
email: gyi\_info@goodyear.com

July 05, 2024

To,  
The Dept. of Corporate Services  
BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street, Mumbai – 400 001

Scrip Code: 500168  
ISIN: INE533A01012

**Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2023-24**

Dear Sir(s),

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

We request you to take the above information on record.

Thanking you

Yours sincerely,  
For **Goodyear India Limited**

**Anup Karnwal**  
**Company Secretary & Compliance Officer**

**Encl.: as above**

**Telephone :** +91 11 47472727  
**Telefax :** +91 11 47472715



website: [www.goodyear.co.in](http://www.goodyear.co.in)

No contract is valid unless signed by a duly authorised officer of the company.  
Regd. Office : Mathura Road, Ballabgarh, (Dist. Faridabad) - 121004, Haryana

**CIN : L25111HR1961PLC008578**

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L25111HR1961PLC008578
2.	Name of the Listed Entity	Goodyear India Limited
3.	Year of incorporation	1961
4.	Registered office address	Mathura Road, Ballabgarh (Dist. Faridabad) – 121004, Haryana
5.	Corporate address	1 <sup>st</sup> Floor, ABW Elegance Tower, Plot No. 8, Commercial Centre, Jasola, New Delhi-110025
6.	Email	<a href="mailto:goodyearindia_investorcell@goodyear.com">goodyearindia_investorcell@goodyear.com</a>
7.	Telephone	011-47472727
8.	Website	<a href="http://www.goodyear.co.in/">http://www.goodyear.co.in/</a>
9.	Financial year reported	April 01, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd.
11.	Paid-up capital	₹ 23,06,65,070
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Anup Karnwal Company Secretary Ph: 011-47472727 <a href="mailto:goodyearindia_investorcell@goodyear.com">goodyearindia_investorcell@goodyear.com</a>
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).	The disclosures under this report are made on a standalone basis.
14.	Name of the assurance provider	NA
15.	Type of assurance obtained	NA

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing & Trading	Manufacturing and trading of tyres, tubes and flaps	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing of tyres, tube, and flaps	22111	57.0%
2.	Trading of tyres, tubes, and flaps	46909	43.0%

#### 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
<b>National</b>	1	7	8
<b>International</b>	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	7 + Countries

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

- Exports from India - Rs. 3,405 lakhs
- % to Total Turnover - 1.35%

c. A brief on types of customers

**Response:** Goodyear India ("the Company") manufactures and sells automotive tyres such as farm tyres and commercial truck tyres. The Company also markets and sells passenger car tyres in the replacement market. Our customers include original equipment manufacturers for tractors, passenger car owners, fleet operators, the export market, and ancillary buyers for tubes and flaps.

IV. Employees

20. Details as at the end of Financial Year:

1. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	352	324	92.05%	28	7.95%
2.	Other than Permanent (E)	196	166	84.69%	30	15.31%
3.	<b>Total employees (D + E)</b>	<b>548</b>	<b>490</b>	<b>89.42%</b>	<b>58</b>	<b>10.58%</b>
<b>Workers</b>						
4.	Permanent (F)	622	616	99.04%	6	0.96%
5.	Other than Permanent (G)	1210	1121	92.64%	89	7.36%
6.	<b>Total workers (F + G)</b>	<b>1832</b>	<b>1737</b>	<b>94.81%</b>	<b>95</b>	<b>5.19%</b>

2. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	3	-	-



## 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	16.9%	15.1%	16.8%	19.6%	28.0%	20.2%	14.1%	4.6%	13.5%
Permanent Workers	6.4%	16.7%	6.5%	2.4%	0.0%	2.4%	2.9%	0.0%	2.9%

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

### 23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary/Associate/ Joint Venture	% of shareheld by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	The Goodyear Tire & Rubber Company	Ultimate holding company	-	Yes
2.	Goodyear Orient Company (Private) Limited	Holding company	74%	No

Note: The Company does not have a Subsidiary, Joint Venture, or Associate Company.

## VI. CSR Details

### 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹.): 251,507 Lakhs

(iii) Net worth (in ₹.): 58,151 Lakhs

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company has a robust vigil mechanism policy in place that is available to all our stakeholders, including employees, value chain partners, and investors. The weblink to this policy is <a href="https://www.goodyear.co.in/investor-relations">https://www.goodyear.co.in/investor-relations</a>	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		6	-	-	5	-	-
Employees and workers		21	9	-	5	4	All matters pending resolution at the end of 22-23 are now resolved
Customers		318	-	-	382	-	-

Value Chain Partners	Additionally, customers can contact the Company through its website at:	5	2	-	-	-	-
Other (please specify)	<a href="https://www.goodyear.co.in/customer-care/feedback">https://www.goodyear.co.in/customer-care/feedback</a>	-	-	-	-	-	-
	Any individual who has a grievance or concern regarding any potential violation of any law or company Policy may also contact Goodyear's confidential Integrity Hotline, which is available 24 hours a day, 7 days a week from anywhere in the world via toll-free telephone or by a dedicated website: The weblink of the Integrity Hotline: <a href="http://www.goodyear.ethicspoint.com">www.goodyear.ethicspoint.com</a>						

## 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

S. 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 opportunity (Indicate positive or negative implications)
1	Decarbonization	Risk	The Company recognizes that climate change can lead to significant impacts and the Company is responsible for reducing greenhouse gas emissions throughout its value chain to align with 2050 net zero science-based targets.	Goodyear has set 2030 and 2050 science-based targets, which were validated by the Science Based Targets initiative (SBTi) in Sept. 2023. Goodyear is also building and implementing decarbonization strategies to address GHG-intensive aspects of its business—purchased goods & services, energy, and transport. Although use phase is not included in the science-based targets, Goodyear sets additional targets to help reduce rolling resistance and tire weight, which can improve use phase emissions.	Negative



S. 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 opportunity (Indicate positive or negative implications)
2	Circular innovation	Opportunity	Whether through product, service or business model innovation, major opportunities exist for tire companies to improve business value by moving from linear to more circular value chains. Advancing circular innovation helps the Company and its customers to reduce environmental impact. The Company strives to make a positive impact through the choice of the materials we use and through our strategies and approach related to waste and end-of-life tires.	N. A	Positive
3	Climate change adaptation and resiliency	Risk	The Company recognizes that climate change poses the risk of moderate to severe physical events effecting the Company's operations and/or supply chain. The Company could also be affected by chronic weather conditions impacting the supply of raw materials.	The Company's Business Continuity team has an annual budget and develops extensive Business Continuity Plans (BCPs) to mitigate and minimize physical damage and interruption at its facilities. The Company's involvement in the Global Platform for Sustainable Natural Rubber (GPSNR) and its supplier diversity is also key to mitigating supply chain risks.	Negative
4	Supply chain transparency and governance	Risk	Proactively working with suppliers to identify, evaluate and address environmental and societal impacts, risks and opportunities is critical to sustainable sourcing. Within this lies the opportunity to collaborate with suppliers to build a more sustainable and resilient supply chain, advancing toward our sustainability objectives.	We are committed to managing sourcing in a way that helps reduce environmental and social impacts and improve our global risk management. To that end, we continuously work to expand the company's requirements to include sustainable sourcing guidelines. Topics covered in our <a href="#">Supplier Code of Conduct</a> include child labor and other working condition regulations, safety, business ethics, environmental practices and anti-corruption as well as our requirements related to competition law compliance, conflicts of interest and privacy, among other topics.	Negative

S. 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 opportunity (Indicate positive or negative implications)
5	Regulatory compliance	Risk	Uncertainty and complexities arising from current/emerging regulations will likely require the Company to continue to evolve its manufacturing operations, use of materials and/or business model. Non-compliance with the regulatory and statutory requirements can impact the Company's operations and its ability to conduct business as well as generating revenue/profits.	The Company has a robust monitoring and governance mechanism to anticipate, plan and adapt to regulatory changes and compliances. The Company makes the investments needed for compliance.	Negative
6	Sustainable mobility	Opportunity	The future of mobility is changing with stakeholder expectations that the transport sector transition to low- or zero-emissions solutions. The demand for advanced mobility solutions leads to the opportunity of new products, new services, and better management of the tire life cycle.	N. A	Positive
7	Human and labour rights	Risk	Companies are expected to implement strong policies on human rights and other social issues – including protecting employee wellbeing and enacting supply chain due diligence and transparency – to help ensure the protection of human rights throughout the Company's operations and supply chain and ensure long-term business resilience.	a. Integrating a strong governance structure for Human Rights from Goodyear Corporate's Global Human Rights Policy, grievance redressal mechanism and due diligence extending to supply chain partners b. Implementation of Diversity and Inclusion (D&I) plan.	Negative
8	Customer satisfaction	Risk/ Opportunity	The Company recognizes the significance of a satisfied customer when it comes to the quality, safety, affordability, and performance of its products. Customer expectations are constantly evolving and to cater the same, the company needs to adapt to the expectations.  Satisfied customers bring reputational credibility in the market as well as enhance the potential for the Company's business growth. Focused on strong innovation capability and technology-based solutions, the Company has the right tools to continue to deliver customer satisfaction.	a. Improved customer handling and relevant support systems b. Established mechanisms to identify and mitigate possible technical issues and how they may arise.	Negative/ Positive



S. 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 opportunity (Indicate positive or negative implications)
9	Total worker health	Risk	The nature of Goodyear's business as a manufacturer places paramount importance on health and safety performance.	Occupational health and safety are critical aspects of the Company's commitment to workforce health and safety. The Company aims to eliminate serious injuries and fatalities from its operation and to be recognized as having the safest operations in the sector.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	<a href="http://www.goodyear.co.in/investor-relations">http://www.goodyear.co.in/investor-relations</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners?(Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		Supplier Code of Conduct, Anti-bribery policy and privacy policy extend to our value chain partners								
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusted) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of international standards, like ISO 9001, ISO 14001, guidelines and frameworks, wherever relevant and applicable.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and targets are set annually, and specific commitments are set periodically.								
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The performance against specific commitments, goals and targets and identified KPIs at the unit level is discussed on periodic basis by the Management.								

### 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)

#### Response:

Goodyear defines sustainability as responsibly balancing environmental, societal and financial demands without compromising the ability of future generations to meet their needs.

At Goodyear, we are committed to ethical and sustainable practices to protect our planet and people; give back to the community; provide a safe, inclusive and healthy workplace; and engage our associates in these efforts.



Sustainability is an integral part of our business strategy globally and guide how we work. We are committed to integrating sustainability throughout the organization, and it is through this integration—in our business units and functions—that we aim to build momentum and achieve sustainable business outcomes. We are creating value by identifying opportunities and risks, developing strategies to address them and collaborating with our customers and other stakeholders to understand their goals and how we can work together to help achieve them.

Goodyear uses the United Nations Sustainable Development Goals (SDGs) to outline our ambitions and opportunities, as well as the problems we are looking to solve. We also use them as a guide for our strategy, including how we identify risks to our current business model and opportunities to innovate and solve problems affecting society today.

We continue to work with our customers and other stakeholders to advance our respective sustainability efforts and goals. This is truly a team effort as we all work toward building a better future.

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

**Response:** Mr. Sandeep Mahajan  
Chairman and Managing Director  
Tel No: 011-47472727  
email: [goodyearindia\\_investorcell@goodyear.com](mailto:goodyearindia_investorcell@goodyear.com)

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.

**Response:** Sustainability-related issues are discussed and deliberated upon in various board committees including the Corporate Social Responsibility Committee, Audit Committee and Risk Management Committee.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director /Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow-up action	The policies of the Company are reviewed periodically / on a need basis by department heads / directors / board committees / board members, wherever applicable.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board of Directors on a quarterly basis.																	

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
No	No	No	No	No	No	No	No	No

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

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



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 under essential indicators is expected to be disclosed by every entity that is mandated to file this report.

### PRINCIPLE 1

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

#### Essential Indicators

- 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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	3	<ul style="list-style-type: none"> <li>Cyber Security</li> <li>Business Familiarisation</li> <li>The Board of Directors commits to the Code of Conduct annually.</li> </ul>	100%
Key Managerial Personnel (KMPs) and other Employees	141 training sessions conducted (virtual learning or in person)	<ul style="list-style-type: none"> <li>Business Conduct Manual</li> <li>Anti-Bribery and Anti-Corruption</li> <li>Competition Law</li> <li>Global Trade Compliance</li> <li>Prevention of Sexual Harassment</li> <li>Preventing Global Modern Slavery</li> <li>Cultivating a Respectful and Inclusive Workplace</li> <li>Financial Integrity: Honesty, Accuracy, and Confidentiality</li> <li>Other trainings are provided based on a functional grade and a need basis, and when necessitated.</li> </ul>	100%  Note: The Company requires employees (including KMPs) to complete online training covering the Goodyear Business Conduct Manual and key compliance policies annually. Further, certain trainings are also mandatory for all KMPs and employees.
Workers	2	<ul style="list-style-type: none"> <li>Work Ethics</li> <li>Employee Health &amp; Safety Training</li> </ul>	100%

- 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			-		
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			-	
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
	N. A

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.

**Response:** Yes, the Company has an Anti-Bribery Policy that applies to the Company, its employees and all its third parties, i.e., suppliers, contractors, vendors, channel partners, etc. The policy emphasises the Company's zero-tolerance approach toward corruption and bribery. The Company has appropriate internal controls to help ensure that neither the Company nor its employees engage in any kind of unethical practices. The Company conducts proactive training, reviews, audits and internal investigations to enforce and monitor the compliance in alignment with the policy.

The weblink for policy <https://www.goodyear.co.in/investor-relations>

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	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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.

**Response:** N/A

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	75	69

\*Average accounts payable

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	Purchases from trading houses as % of total purchases	NIL	NIL
	Number of trading houses where purchases are made from	NIL	NIL
	Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL



Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Sales	Sales to dealers / distributors as % of total sales	50%	45%
	Number of dealers / distributors to whom sales are made	4,489	4,783
	Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	13%	12%
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	43%	42%
	Sales (Sales to related parties / Total Sales)	1%	0%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	Investments (Investments in related parties / Total Investments made)	NA	NA

## PRINCIPLE 2

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

### Essential Indicators

- 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	-	-	<p>The company's capex investments that help to facilitate positive environmental impact are as follows:</p> <ul style="list-style-type: none"> <li>Steam reduction through insulation.</li> <li>Installation of Solar Power panels for green energy generation.</li> <li>Reduce live steam in boiler &amp; improve condensate recovery.</li> <li>Energy savings by replacing obsolete blowers to energy efficient blowers.</li> <li>Energy savings via replacement of steam die heating system to electric die heating system.</li> <li>Energy savings via replacement of steam temperature control unit by electric temperature control unit.</li> <li>Reduce steam consumption in tyre curing area by redesigning steam header.</li> <li>Upgrade ETP &amp; STP to meet the new guideline parameters in TSS, TDS.</li> <li>Eliminating PCA oil usage to minimize potential health, safety and environmental risks related to raw materials.</li> </ul>
Capex	13.7%	5.2%	

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

**Response:** Yes

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

**Response:**

Our existing screening process includes an ESG survey and requires raw material suppliers –new or existing – to respond to either the survey or provide answers to a similar assessment. In 2022, we completed an assessment for 94% of our raw material spend globally.

At Goodyear India, we strive to make an impact through our choice of the materials we use. We are committed to managing sourcing in a way that helps reduce environmental and social impacts and improve our global risk management. To that end, we continuously work to expand the Company's requirements to include sustainable sourcing guidelines. Our Supplier Code of Conduct includes our requirements related to human rights, environmental sustainability, health and safety, and business ethics, as well as our requirements related to competition law compliance, conflicts of interest and privacy, among other topics.

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:

**Response:**

Plastics (including packaging)	The recycling and disposal of the plastic packaging waste is carried out as per the guidelines and the provisions of Plastic Waste Management Rules.
E-waste	E-waste is sold to authorized vendors.
Hazardous waste	The company has a standard operation for handling and storage of hazardous waste at site. The waste is sold to a government-authorized vendor.
Other waste	Other waste, such as Bio-medical waste, is sold to a government authorized vendor.

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.

**Response:**

Extended Producer Responsibility (EPR) for waste tyres and plastic packaging is applicable to the Company's activities. The EPR on waste tyres rules requires the Company to fulfil their EPR obligation through online purchase of EPR certificates from registered recyclers and submit the same online on the CPCB portal by filing returns. The Company is taking necessary steps for purchase of EPR certificates and comply with the rules as required. For EPR on plastic packaging, the Company is in the process of registering with the relevant authorities and shall meet its EPR obligations as provided for.

### 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)
<b>Permanent employees</b>											
Male	324	324	100%	324	100%	-	-	-	0%	107	33%
Female	28	28	100%	28	100%	28	100%	-	-	13	46%
<b>Total</b>	<b>352</b>	<b>352</b>	<b>100%</b>	<b>352</b>	<b>100%</b>	<b>28</b>	<b>100%</b>	<b>-</b>	<b>0%</b>	<b>120</b>	<b>34%</b>
<b>Other than permanent employees</b>											
Male	166	109	66%	109	66%	-	0%	-	0%	74	44%
Female	30	14	47%	14	47%	30	100%	-	-	20	67%
<b>Total</b>	<b>196</b>	<b>123</b>	<b>63%</b>	<b>123</b>	<b>63%</b>	<b>30</b>	<b>100%</b>	<b>-</b>	<b>0%</b>	<b>94</b>	<b>48%</b>

- 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)
<b>Permanent workers</b>											
Male	616	616	100%	616	100%	-	-	-	0%	616	100%
Female	6	6	100%	6	100%	6	100%	-	-	6	100%
<b>Total</b>	<b>622</b>	<b>622</b>	<b>100%</b>	<b>622</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>-</b>	<b>0%</b>	<b>622</b>	<b>100%</b>



Other than Permanent workers											
Male	1121	1121	100%	1121	100%	-	-	-	0%	1121	100%
Female	89	89	100%	89	100%	89	100%	-	-	89	100%
<b>Total</b>	<b>1210</b>	<b>1210</b>	<b>100%</b>	<b>1210</b>	<b>100%</b>	<b>89</b>	<b>100%</b>	<b>-</b>	<b>0%</b>	<b>1210</b>	<b>100%</b>

\*Health and Accidental insurance are covered through ESI wherever applicable.

- 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	0.14%	0.09%

\* Following costs are considered: Health and accident insurance premium, day care cost and staff welfare expenses relating to well-being.

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

	FY 2023-24 (data for employees active as on 31.03.2024)			FY 2022-23 (data for employees active as on 31.03.2023)		
	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	As per act	As per act	As per act	As per act	As per act	As per act
Others-please specify	N. A	N. A	N.A	N. A	N. A	N. A

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.

**Response:** The Company aims to ensure our physical infrastructure (buildings, furniture, facilities, and services in the building/campus) adheres to the accessibility standards prescribed by the Government of India to enable person(s) with disabilities to effectively perform their duties in the establishment and to provide assistive devices as required, subject to practical feasibility, to enable person(s) with disability to have access to common facilities including the physical environment, transportation, information and communications, including technologies and systems, without any inconvenience.

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.

**Response:** Yes, the company has an equal opportunity policy for Persons with Disabilities. The web link for the same is <https://www.goodyear.co.in/investor-relations>

The Company is an equal opportunity employer and provides equal employment opportunities to qualified applicants for employment without regard to race, colour, ethnicity, religion, sex, age, disability or other characteristics protected by applicable law. The Company strives to maintain a work environment that is free from any harassment.

The Company has a mechanism to provide necessary training to person(s) with disabilities as and when required to enhance their capabilities and enable them to efficiently discharge their duties in the Company.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	-	-	-
<b>Total</b>	<b>100%</b>	-	-	-

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the company has a detailed grievance handling procedure in place to address any grievances. The grievances are also addressed through multiple mechanisms such as the safety committee, canteen managing committee, works committee, POSH committee etc. In case of non-redressal, union office bearers can also highlight the issues before the management and the same are resolved subject to the merits of the issue.
Other than Permanent Workers	The contract workmen raise their grievances through their respective contractors/ supervisors. If not resolved, they can escalate their grievances to the HR Department through their line managers.
Permanent Employees	The Company follows an "Open door" policy, where all employees can share their concerns and grievances with their respective functional heads at any point in time.
Other than Permanent Employees	They can directly approach the respective Head of Departments (HODs)/ in charges and the same is addressed by the respective HODs/ in charges.

Note: All employees, workers (permanent and contractual) can also approach the HR and Legal departments as well as utilize the Integrity Hotline for raising any concerns and grievances.

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)
Employees						
Male	N/A	N/A	N/A	N/A	N/A	N/A
Female	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
Workers						
Male	616	600	97.40%	627	609	97.13%
Female	6	0	0%	7	0	0%
<b>Total</b>	<b>622</b>	<b>600</b>	<b>96.46%</b>	<b>634</b>	<b>609</b>	<b>96.06%</b>

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	324	324	100%	324	100%	309	309	100%	309	100%
Female	28	28	100%	28	100%	26	26	100%	26	100%
<b>Total</b>	<b>352</b>	<b>352</b>	<b>100%</b>	<b>352</b>	<b>100%</b>	<b>335</b>	<b>335</b>	<b>100%</b>	<b>335</b>	<b>100%</b>



Workers										
Male	616	616	100%	616	100%	627	627	100%	627	100%
Female	6	6	100%	6	100%	7	7	100%	7	100%
<b>Total</b>	<b>622</b>	<b>622</b>	<b>100%</b>	<b>622</b>	<b>100%</b>	<b>634</b>	<b>634</b>	<b>100%</b>	<b>634</b>	<b>100%</b>

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.(C)	% (C/A)
Employees						
Male	324	324	100%	309	309	100%
Female	28	28	100%	26	26	100%
<b>Total</b>	<b>352</b>	<b>352</b>	<b>100%</b>	<b>335</b>	<b>335</b>	<b>100%</b>
Workers						
Male	616	616	100%	627	627	100%
Female	6	6	100%	7	7	100%
<b>Total</b>	<b>622</b>	<b>622</b>	<b>100%</b>	<b>634</b>	<b>634</b>	<b>100%</b>

10. Health and safety management system:

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

**Response:** Yes, the Company has implemented an occupational health and safety management system. The activities undertaken by the Company as per the EHS management system include Health and Safety training, safety audits, work permit system and feedbacks received from outcome of risk assessments and various monitoring mechanisms, such as incident reporting and investigation, hazard hunting, lagging/reactive monitoring.

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

**Response:** The Company undertakes periodic internal and external audits to ensure the compliance of its Occupational Health and Safety management system within its manufacturing operation. Work-related hazards are identified through design checklists, monitoring of activities and adherence to Job Safety Analysis, Hazard Identification and Risk Assessment (HIRA), standard operating procedure and operational control procedure. High severity activities are monitored through Work Permit system to ensure the health and safety of employees and workers.

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

**Response:** Yes, the Company has well-established Standard Operating Procedures (SOP) for employees and workers to identify and report on potential work-related hazards, and the subsequent steps to mitigate them. In addition, the Company trains all its employees and workers via occupational health and safety modules. These training modules cover aspects of the methodology to identify work-related hazards, analyse the risks associated with the hazards and take subsequent steps to mitigate them.

During the safety and emergency evacuation drills, employees are trained in using emergency equipment such as a fire hydrant, firefighting system, leak and spill control procedures and safety alarms, among others. In addition, the proficiency of employees is periodically tested in dealing with emergency situations. The practical trainings and online safety modules equip employees with the right procedure(s) for reporting work-related hazards and the steps to remove themselves from such situations.

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

**Response:** Yes, the Company provides non-occupational medical and healthcare services to its employees and workers. Further, the Company has a full-fledged Occupational Health Centre (OHC), open 24 hours a day, seven days a week, at the plant with an on-site ambulance service. The OHC is equipped with all necessary medical requirements as per the norms of the Indian Factories Act. With the endeavour to promote physical and mental wellbeing for all the employees and workers, the Company has partnered with a third-party agency that helps support employees in maintaining their mental and physical well-being.





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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR)(per one million-person hours worked)	Employees	0	0
	Workers	0	0.28
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

**Response:** The Company has developed and implemented a detailed health and safety program, which frequently monitors the various KPIs related to health and safety. This program is guided and driven by our established policies and procedures. The Company embeds various monitoring mechanisms such as GEMBA audits, Lagging/reactive monitoring, Hazard hunting, Incident reporting and investigation, to ensure effective implementation of our EHS program.

The Company's EHS policy advocates for the provision of a safe working environment for all its employees, contractors, sub-contractors, visitors, and the neighbouring communities. The Company undertakes periodic internal and external audits to assess the safety practices and procedures in alignment with the EHS management system and other applicable guidelines. As part of the auditing procedure, the Company recognises the critical areas requiring immediate corrective action. The safety incidents and hazards are analysed to determine the root cause, and subsequent corrective action plans are laid out to help prevent the occurrence of similar incidents in the future.

Further, as part of the EHS management system, the Company provides safety trainings through modules and safety drill practices to all its employees and workers. The safety training programs help to develop a strong foundation for the workforce to identify, mitigate and prevent risks pertaining to Occupational Health and Safety. The leadership team undertakes regular reviews of safety performance to ensure the effectiveness of the EHS program.

The Company has implemented various initiatives to help prevent a negative health impact on its employees. These include various health awareness sessions, provision of medical facilities and medical insurance benefits. Additionally, the Company provides voluntary health promotion services such as lifestyle counselling, stress management sessions and nutritional awareness campaigns, among others, for inculcating healthy lifestyle practices.

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	-	-	-	1	1	-
Health & Safety	2	-	-	-	-	-

14. Assessments for the year:

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

\*Note: Industrial Hygiene sampling and monitoring is conducted by 3<sup>rd</sup> party, Regional EHS, ISO14001, Environment & Safety audit by 3<sup>rd</sup> party.

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

**Response:** The Company has a cross-functional team of experts to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health and safety. The team follows a structured multi-cause investigation procedure for detailed investigation and develops corrective action plans. These plans help ensure elimination and control of safety-related risks.



## 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.

**Response:** Key stakeholders are individuals, organizations, parties or entities that influence our business, add value or are critical elements of the value chain. Employees and workers, value chain partners, regulatory bodies, industry associations, shareholders and community members are some of our key stakeholders.

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 and workers	No	Intranet; email; SMS; in-person and virtual meetings; internal events, notice boards	On going	Relevant business communication; career, learning & growth; HR policies and practices; grievance mechanisms
Value chain partners	No	Annual supplier meetings; emails, site visits; dealers meet; business and marketing communications	On going	Sales and marketing plan; new product strategy and inventory building; enhancing customer experience; grievance resolution
Regulatory bodies	No	Meetings; emails; conferences; external forums and public platforms	On going	Approval/permission on various regulatory requirements; compliance with applicable regulations
Industry Associations	No	Email communication; meeting with trade associations	Need based	Policy-making discussions and briefings, discussion on emerging regulations
Shareholders	No	Email communication; newspaper advertisement; Stock Exchange intimation; circulation of information through website; virtual meetings	On going	Resolving queries; annual shareholder meeting; passing of resolution through postal ballot
Community members	Yes	Physical and virtual meetings	On going	Corporate Social Responsibility initiatives

## PRINCIPLE 5

Businesses should respect and promote human rights.

### Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of Employees/Workers covered (B)	% (B/A)	Total (C)	No. of Employees/Workers covered (C)	% (C/A)
<b>Employees</b>						
Permanent	352	352	100%	335	335	100%
Other than Permanent	196	55	28%	183	79	43%
<b>Total</b>	<b>548</b>	<b>407</b>	<b>74%</b>	<b>518</b>	<b>414</b>	<b>80%</b>
<b>Workers</b>						
Permanent	622	361	58%	634	46	7%
Other than Permanent	1210	-	0%	1221	-	0%
<b>Total</b>	<b>1832</b>	<b>361</b>	<b>20%</b>	<b>1855</b>	<b>46</b>	<b>2%</b>

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)
<b>Employees</b>										
<b>Permanent</b>										
Male	324	-	0%	324	100%	309	-	0%	309	100%
Female	28	-	0%	28	100%	26	-	0%	26	100%
<b>Other than Permanent</b>										
Male	166	-	0%	166	100%	164	-	0%	164	100%
Female	30	-	0%	30	100%	19	-	0%	19	100%
<b>Worker</b>										
<b>Permanent</b>										
Male	616	-	0%	616	100%	627	-	0%	627	100%
Female	6	-	0%	6	100%	7	-	0%	7	100%
<b>Other than Permanent</b>										
Male	1121	1053	94%	68	6%	1166	1166	100%	-	0%
Female	89	86	97%	3	3%	55	55	100%	-	0%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category in lakhs	Number	Median remuneration/ salary/ wages of respective category in lakhs
Board of Directors (BoD)* **	2	297.56	-	-
Independent Directors **	2	11.00	1	12.75
Key Managerial Personnel***	1	48.66	-	-
Employees other than BoD and KMP	321	15.74	28	24.77
Workers	616	10.46	6	4.00

\*Whole time directors

\*\*Non-Executive Director (Ms. Nicole Amanda Nuttall) is not paid any remuneration or sitting fee.

\*\*\*The median remuneration of 2 Whole Time Directors (KMPs) is covered as a part of Board of Directors, therefore not included in the median remuneration paid to KMPs.

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*	7.2%	6.7%

\*Permanent employee and workers

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)

**Response:**

Goodyear's Global Human Rights Sub-committee is responsible for Goodyear's human rights strategy. Goodyear's Global Human Rights



Policy outlines Goodyear's commitment to the U.N. Guiding Principles on Business and Human Rights and includes action in policy and scope, implementation, engagement and education. The Company has adopted Goodyear's Global Policy on Human Rights and educates leaders and employees to understand and apply human rights standards in their area of responsibility.

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

**Response:**

Any individual who has a grievance or concern regarding a potential violation of Goodyear's Human Rights Policy may contact the Company's confidential Integrity Hotline, which is available 24 hours a day, 7 days a week from anywhere in the world via toll-free telephone or by a dedicated website. The Company's Integrity Hotline allows employees and third parties to report a concern or ask a question, anonymously. The Company's employees may also report concerns via the internal channels set forth in the Business Conduct Manual. Each report is reviewed by the Goodyear Compliance & Ethics Department to determine how to best address the matter.

The Compliance and Ethics Department reviews each Integrity Hotline matter including any human rights issue reported and, in cases where an allegation of misconduct is substantiated, the Company takes appropriate disciplinary or remedial action. Goodyear strictly prohibits retaliation against individuals for making a report in good faith. 'Speak Up' education and awareness campaigns are held to remind employees of the Integrity Hotline and to encourage them to raise questions or concerns.

The weblink of the Integrity Hotline is [www.goodyear.ethicspoint.com](http://www.goodyear.ethicspoint.com)

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	1	-	-	-	-
Discrimination at workplace	-	-	-	4	3	All matters pending resolution at the end of 2022-23 are now resolved
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	0
Complaint of POSH as a % of female employee/ workers	1%	0%
Complaint of POSH upheld	2	0

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

**Response:** Retaliation is prohibited at Goodyear India. The Company has an anti-retaliation policy that strictly prohibits any form of retaliation against individuals who:

- a) Report in good faith known or suspected violations of policy or law (even if those concerns are found to be unsubstantiated); and/or
- b) Participate and cooperate honestly and completely in an investigation.

Employees/Workers who believe they have experienced retaliation, or believe someone else has been retaliated against, can report this to the Integrity Hotline or by contacting one of the other resources outlined in Goodyear's Business Conduct Manual.

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

**Response:** Yes, the same have been made a part of agreements and contracts, as and where relevant.



10. Assessments for the year:

	Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Child Labour	None
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
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.

**Response:** Nil

## 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	Units	FY 2023-24	FY 2022-23
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	1,711.50	1,731.52
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
<b>Total energy consumption from renewable sources (A+B+C)</b>	GJ	1,711.50	1,731.52
<b>From non- renewable sources</b>			
Total electricity consumption (D)	GJ	174,892.97	190,777.85
Total fuel consumption (E)	GJ	161,058.70	190,363.38
Energy consumption through other sources (F)	GJ	0	0
<b>Total energy consumption from non- renewable sources (D+E+F)</b>	GJ	335,951.67	381,141.23
<b>Total energy consumed (A+B+C+D+E+F)</b>		337,663.17	382,872.75
<b>Energy intensity per lakhs rupee of turnover</b> (Total energy consumed / Revenue from operations)		1.34	1.31
<b>Energy intensity per lakhs rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total energy consumed / Revenue from operations adjusted for PPP)		30.7	30.0
<b>Energy intensity in terms of physical output</b>	GJ/tonnes	5.6	5.7

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

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.

**Response:** Yes, the company has carried out an independent audit by A-Z Energy Engineers Private Limited (external agency).



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.

**Response:** Not Applicable

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

Parameter	Units	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	m <sup>3</sup>	2,52,969	3,08,294
(ii) Groundwater	m <sup>3</sup>	1,07,099	1,11,536
(iii) Third party water	m <sup>3</sup>	27,698	32,341
(iv) Seawater / desalinated water		0	0
(v) Others		0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	m <sup>3</sup>	3,87,766	4,52,171
<b>Total volume of water consumption (in kilolitres)</b>	m <sup>3</sup>	3,87,766	4,52,171
Water intensity per <b>lakhs</b> rupee of turnover (Water consumed / turnover)		1.54	1.55
Water intensity per <b>lakhs</b> rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)		35.3	35.5
Water intensity in terms of physical output	m <sup>3</sup> /tonnes	6.5	6.7

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.

**Response:** No.

4. Provide the following details related to water discharged:

Parameter	Units	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) To Surface water			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
(ii) To Groundwater			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
(iii) To Seawater			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
(iv) Sent to third parties			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
(v) Others			
- No treatment		Nil	Nil
- With treatment		Nil	Nil
Total water discharged (in kilolitres)		Nil	Nil

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.

**Response:** No.

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

**Response:** Yes, the Company's manufacturing unit has implemented Zero Liquid Discharge, wherein the wastewater is treated through ETP (Effluent Treatment Plant) and STP (Sewage Treatment Plant) RO ("Reverse Osmosis") systems. The treated water is re-used in cooling and steam condensation units and in forestry and gardening.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/Nm <sup>3</sup>	19.81	82.12
SOx	mg/Nm <sup>3</sup>	7.5	76.05
Particulate Matter (PM)	mg/Nm <sup>3</sup>	45.08	47.81
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify (CO)	%vv	0.1	0.2

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.

**Response:** Yes. The Company monitors air emissions for the given parameters through a CPCB-approved and a NABL-accredited third party (Interstaller Testing centre Pvt. Ltd.) on a quarterly basis.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, FCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3,468.81	3,845.25
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	34,492.78	54,567.40
<b>Total Scope 1 and Scope 2 emissions per lakhs rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent	0.15	0.19
Total Scope 1 and Scope 2 emission intensity per lakhs rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		3.45	4.28
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO <sub>2</sub> / tonnes	0.6	0.8

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.

**Response:** No

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

**Response:** As a part of the Company's initiatives to reduce GHG emissions and conserve energy, the Company has taken following steps:

- » Condensate recovery project
- » Electrical die heating IPO steam heating
- » Power efficient water blower for 8\*8 extruders
- » Energy efficient chiller



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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	293.85	307.43
E-waste (B)	0	0
Bio-medical waste (C)	0.02	0.023
Construction and demolition waste (D)	997.5	367.1
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	117.16	104.68
- Asbestos sheet	-	-
- Contaminated paper board	0.12	0.11
- Contaminated polythene	0.06	0.06
- Empty plastic container	0.17	0.18
- Empty tin chemical container	0.13	0.5
- ETP Sludge	12.0	9.63
- Mixed waste	2.1	1.94
- Scrap chemical	11.09	7.41
- Water used oil with water content	91.49	84.85
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,092.48	2,811.94
- Equipment waste	9.16	16.1
- Fabric waste	13.1	22.6
- Metal waste	357.63	783.94
- Miscellaneous	418.66	472.32
- Paper waste	64.81	46.67
- Tyre waste	1,214.28	1,433.93
- Wood waste	14.84	36.38
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>3,501.01</b>	<b>3,591.17</b>
Waste intensity per lakhs rupee of turnover (Total waste generated / Revenue from operations)	0.014	0.012
Waste intensity per lakhs rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.32	0.28
Waste intensity in terms of physical output (Metric tonnes of CO2/tonnes)	0.06	0.05
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
(i) Recycled	2,478 MT	3,204 MT
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	25.39 MT	19.17 MT
(ii) Landfilling	997.5 MT	367.10 MT
(iii) Other disposal operations	-	-
Total	-	-

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.

Response: No.



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.

**Response:**

The waste generated is monitored daily. The total waste generated is aggregated and segregated at a single location for proper disposal according to the guidelines issued by the State Pollution control boards (SPCBs), CPCB and MoEF.

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

Sr. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable as there are no operations near above-mentioned zones.			

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

Name and brief details of project	EIA Notification No	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
N. A	N. A	N. A	N. A	N. A	N. A

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:

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

## PRINCIPLE 7

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

### Essential Indicators

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

**Response: 3**

- 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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	ATMA (Automotive Tyre Manufacturers Association)	National
2	FIA (Faridabad Industries Association)	State
3	AMCHAM (American Chamber of Commerce)	International

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

Name of authority	Brief of the case	Corrective action taken
N. A	N. A	N. A



## PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

### Essential Indicators

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

**Response:** Not Applicable

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

**Response:** Not Applicable

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

**Response:**

The Company engages with the community through various channels such as regular meetings, periodic interaction with the concerned administrative officials and through implementation partners for CSR projects. These channels of communication facilitate the receipt and redressal of grievances of the community and are accessible systems that are largely based on dialogue and mediation.

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	11%	12%
Directly within India	96%	96%

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	0.0%	0.0%
Semi-Urban	3.3%	2.7%
Urban	5.5%	5.7%
Metropolitan	91.2%	91.4%

## PRINCIPLE 9

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

### Essential Indicators

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

**Response:** The Company has adequate mechanisms and takes due efforts for addressing and redressal of consumer feedback and complaints. We have a dedicated phone line and mailbox through which customers and other stakeholders can approach the Company for reporting product-related complaints. The consumer complaints received at customer care email ID i.e. Gy\_Care@goodyear.com are managed in accordance with the Standard Operating Procedure (SOP). Based on its nature, the complaint is forwarded to the respective department for their further actions, if any, including adequate response and resolution of the said complaints.

Goodyear India has also introduced a mobile based app, 'Goodyear Care' for handling warranty claims for providing quicker resolution to consumers.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	All necessary information as per regulatory requirements regarding safe and responsible usage is disclosed on all our products.
Safe and responsible usage	
Recycling and/or safe disposal	

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	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential Services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	318	-	-	382	-	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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.

**Response:** Yes, the Company aligns with Goodyear's corporate global privacy policy that addresses the risks related to data privacy and an internal cyber security incident response framework to mitigate the cyber security risk.

Web link- <https://corporate.goodyear.com/us/en/more/terms-conditions-and-privacy-policy/global-privacy-policy.html>

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.

**Response:** No regulatory action has been taken on the above-mentioned parameters and no corrective actions have been warranted on above mentioned aspects.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

**Response:** Nil

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

**Response:** Nil

c. Impact, if any, of the data breaches

**Response:** Nil

On behalf of the Board of Directors

Date: May 27, 2024

Place: Delhi

**Sandeep Mahajan**  
(Chairman & Managing Director)  
DIN: 08627456

