

August 16, 2023

The National Stock Exchange of India Ltd
Exchange Plaza, C-1, Block G
Bandra – Kurla Complex
Mumbai 400051

The Department of Corporate Services
BSE Limited,
P.J. Towers, Dalal Street
Mumbai 400001

Scrip Symbol: SANSERA

Scrip Code: 543358

Dear Sir/ Madam

Sub: BRSR for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the financial year 2022-23, which also forms part of the Annual Report for the said period and the same is available on the website of the Company at www.sansera.in

Kindly take the same in your record.

Thanking you,

for Sansera Engineering Limited

Rajesh Kumar Modi
Company Secretary and Compliance Officer

Encls: a/a

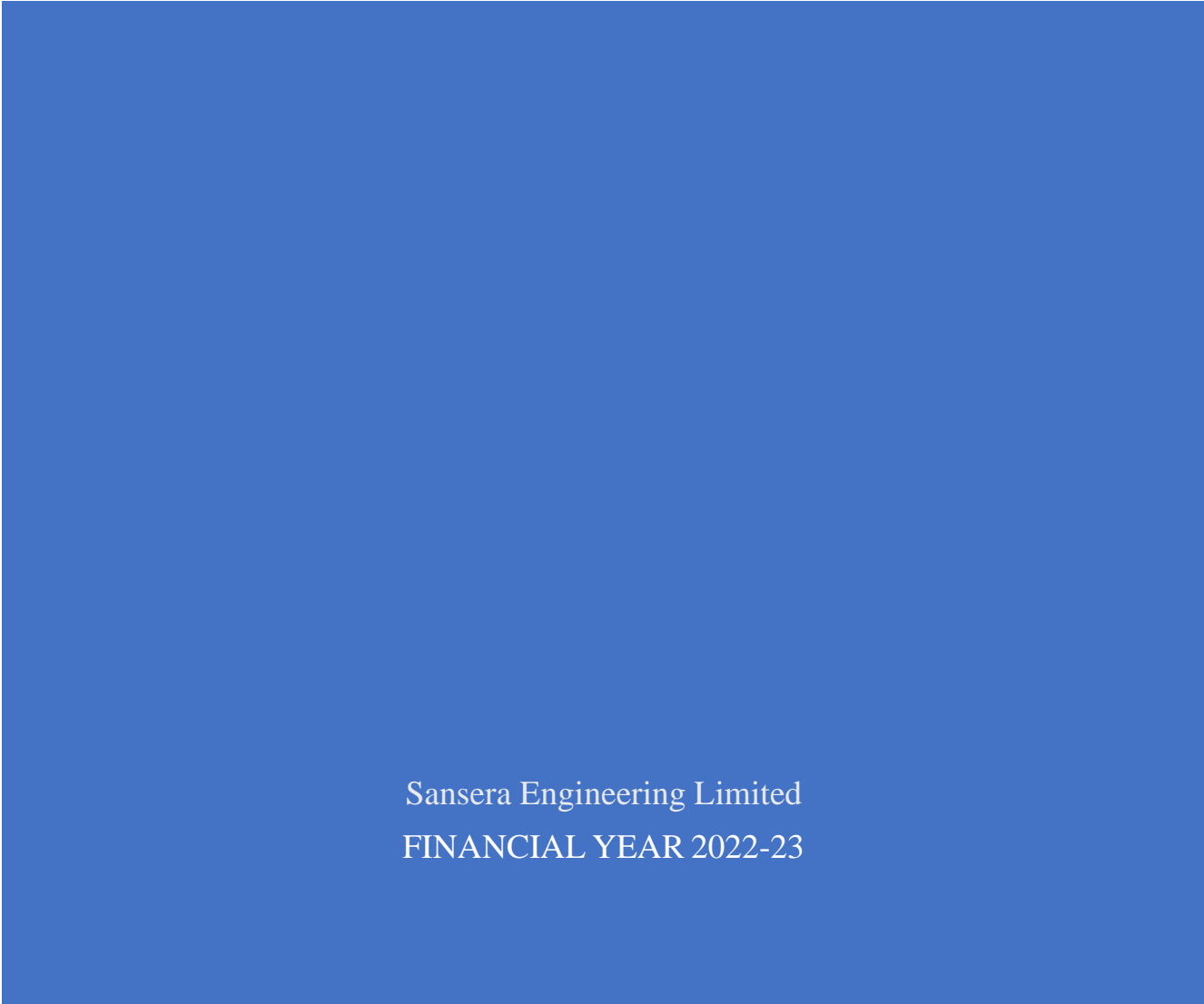
SANSERA ENGINEERING LIMITED

Reg Off: Plant 7, No. 143/A, Jigani Link Road, Bommasandra Industrial Area, Anekal, Bangalore-560 105, India,
Tel: +91 80-27839081/82/83. Fax: +91 80-27839309

E-mail id: info@sansera.in Website: www.sansera.in CIN: L34103KA1981PLC004542



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



Sansera Engineering Limited
FINANCIAL YEAR 2022-23

Business Responsibility and Sustainability Report

Section A: GENERAL DISCLOSURES

I Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L34103KA1981PLC004542
2	Name of the Listed Entity	Sansera Engineering Limited
3	Year of incorporation	1981
4	Registered office address	Plant-7, No.143/A, Jigani Link Road Bommasandra Industrial area, Anekal Taluk Bengaluru Bangalore KA 560105 IN
5	Corporate address	Plant-7, No.143/A, Jigani Link Road Bommasandra Industrial area, Anekal Taluk Bengaluru Bangalore KA 560105 IN
6	E-mail	rajesh.modi@sansera.in
7	Telephone	+91 80-27839081/82/83
8	Website	https://sansera.in/
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	NSE & BSE
11	Paid-up Capital	INR 10.586 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	Rajesh Kumar Modi rajesh.modi@sansera.in +91 80 27839081/82/83
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

II Products / Services

14	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	Complex and critical precision engineered components across automotive and non-automotive sectors	92%
15	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	Manufacturer of parts and accessories for motor vehicles	2930	90%

III Operations

16.	Number of locations where plants and/or operations/ offices of the entity are situated:		
Location	Number of plants	Number of offices	Total
National	16	0	16
International	1	0	1

17	Markets served by the entity	
a	Number of Locations	7 (1 international 6 national)
	Location	Number
	National (Number of States)	All states
	International (Number of States)	25+
b	What is the contribution of exports as a percentage of the total turnover of the entity?	24%
c	A brief on types of customers	<p>SEL manufactures a wide range of complex and critical precision-engineered components for the automotive sector. Some of the Company's largest customers include Bajaj, Honda, Royal Enfield, KTM and Daimler Group. The Company constantly engages in diversifying its product offerings for:</p> <p>a) Technology-agnostic applications within the automotive sector such as suspension, chassis, driveline, braking systems. across both ICE and EV powertrain technologies.</p> <p>b) Customers in non-automotive sectors – aerospace, defence, agriculture, industrial automation and stationary engines, among others.</p>

IV Employees

18	Details as at the end of Financial Year:					
A	Employees and workers (including differently abled):					
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
	Permanent (D)	1160	1119	96.47%	41	3.53%
	Other than Permanent (E)	3	3	100%	0	0.0%
	Total employees (D + E)	1163	1122	96.47%	41	3.53%
Workers						
	Permanent (F)	933	928	99.46%	5	0.54%
	Other than Permanent (G)	6634	6543	98.63%	91	1.37%
	Total workers (F + G)	7567	7471	98.73%	96	1.27%
B	Differently abled Employees and workers:					
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently-abled Employees						
	Permanent (D)	2	2	100%	0	0%
	Other than Permanent (E)	0	0	0 %	0	0%
	Total employees (D +E)	2	2	100%	0	0%
Differently-abled Workers						
	Permanent (F)	6	6	100%	0	0%
	Other than Permanent (G)	1	1	100%	0	0%
	Total employees (F+ G)	7	7	100%	0	0%

19	Participation/Inclusion/Representation of women		
	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67 %
Key Management Personnel	5	0	0 %

20	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
	Category	FY (2022-23) (April-March) (Turnover rate in current FY)			FY (2021-22) (Turnover rate in previous FY)			FY (2020-21) (Turnover rate in year prior to previous FY)		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	23.6%	19.44%	23.46%	19.81%	15.09%	19.68%	14.99%	10%	14.87%
	Permanent Workers	1.19%	0%	1.19%	2.27%	0%	2.27%	0.55%	0%	0.55%

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

21 (a)	Names of holding / subsidiary / associate companies / joint ventures			
	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Fitwel Tools and Forgings Private Limited	Subsidiary	70	Yes
2	Sansera Engineering Limited Mauritius	Subsidiary	100	No
3	Sansera Sweden AB	Step down Subsidiary	100	Yes

VI CSR Details

22		
(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in Rs.)	2090.09 Cr
(iii)	Net worth (in Rs.)	1182.33 Cr

VII Transparency and Disclosures Compliances

23 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) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 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	Yes, https://sansera.in/wp-content/uploads/2022/07/Investors-Grievance-Redressal-and-Handling-Contact-details.pdf	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes, https://sansera.in/wp-content/uploads/2022/07/Investors-Grievance-Redressal-and-Handling-Contact-details.pdf	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes, https://sansera.in/wp-content/uploads/2022/07/Investors-Grievance-Redressal-and-Handling-Contact-details.pdf	15	Nil	Significant reduction in grievances observed. Few IPO related grievances were raised beyond FY 2022	419	Nil	Grievances primarily related to IPO related aspects
Employees and workers	Yes, the same is available on the company's intranet	154	12	Grievances about shop floor conditions, welfare, safety	151	2	Grievances about shop floor conditions, welfare, safety

Customers	Yes, https://sansera.in/wp-content/uploads/2022/07/Investors-Grievance-Redressal-and-Handling-Contact-details.pdf	100	Nil	Product quality related	161	Nil	Product quality related
Value Chain Partners	Yes, https://sansera.in/wp-content/uploads/2022/07/Investors-Grievance-Redressal-and-Handling-Contact-details.pdf	Nil	Nil	-	Nil	Nil	-
Government Bodies	Yes, through legal fines or notices	14	0	General notices, Show cause notice, fines, interest and damages	9	0	General notices, Show cause notice, fines, interest and damages

24	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	GHG Emissions	Risk	SEL understands that automotive parts manufacturing is a high-emission activity and is responsible for its emissions. The Company recognises the expectations of its stakeholders and has taken steps to evaluate its GHG emissions. The Company is cognizant that customers may demand commitments to reduce greenhouse gas (GHG) emissions or impose conditions	GHG emissions can be mitigated by: 1. Conducting energy audits and identifying areas of energy reduction 2. Increased sourcing of renewable energy. In the current financial year, 49% energy was from renewable sources	Negative financial implications could result in the form of capital expenditure or increase of renewable energy procurement and/or offsets in light of emission caps imposed by regulation.	

			related to emissions for conducting business. Investors focussed on environmental, social and governance (ESG) criteria may only invest in companies that meet their GHG reduction targets. Companies in the automotive industry may be required to implement emission reduction programmes due to India's current and future climate commitments. The Government may also establish stringent targets and is in the process of creating a carbon trading market. Failure to mitigate GHG emissions could lead to the loss of potential customers, disinterest from specific groups of investors and increased costs to comply with regulatory requirements.		
2	Waste Management	Risk/Opportunity	Improper hazardous waste management by waste management contractors presents risks to land, water bodies, flora and fauna. Waste recycling through the adoption of circular economy principles could present a potential opportunity for SEL and lead to a decrease in waste generation.	Ensuring hazardous waste is handled and disposed by only authorized contractors of the State Pollution Control Board and follow circular economy initiatives to reduce scrap during production.	Negative financial implications could result in the form of capital expenditure for recycling of discarded scrap steel.
3	Energy management	Opportunity	SEL's manufacturing process requires a significant amount of energy and saving energy not only contributes to financial performance but also helps the Company reach its emissions reduction targets.	Conducting energy audits and identifying areas of energy reduction and implementing suitable measures for the same.	Negative financial implications could result in capital expenditure for the implementation of energy reduction initiatives. Positive implications for the Company's business could result from initiatives taken around energy management that attract customers aligned with sustainable businesses.

4	Product Responsibility	Risk	The rapidly evolving electric vehicles (EV) market would create demand for newer components, while many of the existing components used in internal combustion engines (ICE) would decrease in demand. New products could also necessitate advanced tooling and machining methods to meet quality specifications.	Increase focus on manufacturing of EV products. Ensuring product traceability as per customer guidelines.	Negative financial implications on the business could arise from failure to promptly consider innovation in the industry.
5	Occupational Health and Safety (OH&S)	Risk	OH&S directly affects individuals and the local community and has the potential to cause disruptions in operations. Risks to employees and workers arise in the form of physical hazards, chemical exposure, vehicle movement, ergonomic strain, respiratory risks and noise exposure. Risks to employees, workers and neighbouring community is largely due to fire and explosion hazards.	SEL has taken various measures to mitigate OH&S risks including: 1. Adoption of organisation wide Integrated Policy on environmental health, safety and quality management system 2. Trainings, internal audits for all SOPs on operational health and safety 3. Maintenance of HIRA (Hazard Identification and Risk Assessment) 4. All plants are certified for ISO 45001-2018 5. Periodical medical checkup for all employees and workers 6. Monitoring of environmental parameters as per PCB standards	Negative financial implications could arise from impacts on business reputation. Employee morale and performance could also be impacted by an unhealthy or unsafe work environment and contribute to negative business performance.
6	Diversity, Equity, Inclusion (DEI)	Opportunity	DEI present significant opportunities for SEL to foster a more inclusive and equitable workplace, strengthen employee engagement, improve customer satisfaction and build a positive brand reputation.	The Company is consciously working to improve female employee strength in different roles across the organisation.	Positive financial implications in the form of a more talented and motivated workforce.
7	Sustainable Supply Chain	Risk	Ethical and social responsibility risks in the supply chain include issues, such as labour rights violations, human rights abuses, child labour or unsafe working conditions within supplier facilities. SEL is making efforts to ensure sustainable practices throughout	SEL has taken various measures to mitigate risks arising in the supply chain including: 1. Adopting policies for responsible sourcing namely, Supplier Responsible Sourcing of Natural RM Policy, Sustainable Procurement Policy and the Company's principles to enhance sustainability	Negative financial implications could arise from impacts on business reputation.

			the supply chain, such as responsible sourcing of raw materials, waste management and compliance with environmental regulation. Non-compliance can result in reputational damage and potential legal consequences.	performance in the supply chain and SEL’s policy on Conflict Minerals 2. SEL’s suppliers are required to sign commitments to the aforementioned policies (except SEL’s policy on Conflict Materials) 3. System and sustainability assessments are conducted before onboarding suppliers	
8	Information Security	Risk	Risks arise from being a target of cyberattacks, including ransomware, malware and phishing attempts. These could lead to the exploitation of vulnerabilities in networks or software, to gain unauthorised access to the company’s sensitive data or disrupt critical systems. Data breaches can occur due to external attacks, insider threats or inadequate security measures, leading to unauthorised access, theft or exposure of confidential information.	SEL has deployed and implemented various technical tools and controls to mitigate Information Security risks including but not limited to: <ol style="list-style-type: none"> 1. End Point and Servers Protection: CrowdStrike Falcon Complete (EDR) – Protection against Ransomware, Malware etc. 2. Network Perimeter: UTP (Unified Threat Protection) – Protection against external threat / intruders 3. Device Control – includes Bluetooth, External USB Drive, Card Readers etc. 4. External Sharing Control for accessing OneDrive, Sharepoint 5. Email Protection – Microsoft EOP (Exchange Online Protection), Email Phishing etc. 	Negative financial implication arising from brand reputation of the Company.
9	Ethics & Compliance	Risk	Business ethics encompasses various aspects such as corporate governance, employee behaviour, labour relations, customer relationships and supply chain practices. Failing to uphold ethical standards in these areas can expose the organization to various risks, including legal, reputational, financial and market-related risks. With the growing importance of	To mitigate business ethics risks, several measures are implemented, including the establishment of a Code of Conduct for the Board of Directors, Independent Directors, Senior Management and Employees. Additionally, policies addressing anti-corruption, anti-bribery and anti-money laundering are put in place. A whistle-blower policy is also implemented to encourage the reporting of unethical	Negative financial implication may include the loss of customers or market share, financial losses resulting from legal liabilities, due to business ethics-related issues.

			Environmental, Social and Governance (ESG) themes, governance-related issues are receiving attention from potential investors and major customers. This necessitates the implementation of robust systems and processes to effectively manage and address business ethics-related concerns.	behaviour. These policies are supported by awareness trainings and systems for addressing grievances and resolving ethical concerns.	
10	Transparency & Disclosure	Risk/Opportunity	Risks related to transparency and disclosure are present in the timely communication of regulatory and stakeholder-oriented disclosures. Failure to disclose the Company's financial and ESG-related information in a transparent manner could lead to reputational risks and negative perceptions from stakeholders. Opportunities are present in factually correct, transparent and timely disclosures. An increase in publishing climate-related disclosures presents an opportunity for SEL to build trust and reputation with all stakeholders.	To mitigate risks related to transparency and disclosure, Sansera has published its first BRSR for FY2022-23 and is also planning a standalone sustainability report.	Both positive and negative financial implications arising from the brand reputation of the Company.

Section B : MANAGEMENT AND PROCESS DISCLOSURES

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.

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes										
1	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
	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Web Link of the Policies, if available	SEL's policies on risk management, code of conduct, CSR, vigil mechanism and whistle blower, nomination and remuneration, POSH, EOHS, quality, energy and sustainable procurement can be found at: https://sansera.in/investor-policies , https://sansera.in/general-policies , https://sansera.in/sexual-harrassment and https://sansera.in/nomination-remuneration#								
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	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

	policies extend to your value chain partners? (Yes/No)									
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949 :2016, OECD Guidelines for Multinational Enterprises, UNGC Guiding Principles on Business and Human Rights	ISO 50001:2018, ISO 9001:2015, IATF/VDA/ISO 14001/OHSMS 45001	IATF 16949 :2016, ISO 14001, ISO 45001, ISO 50001:2018	-	-	ISO 50001:2018, ISO 50001, ISO 14001	ISO 45001, ISO 14001	ISO 45001, ISO 14001, ISO 50001	-
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	SEL's ESG Roadmap with specific commitments, goals and targets is currently being developed. After approval from the ESG Committee of the Board, selective disclosures would be made from the ESG Roadmap.								

<p>6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>SEL's ESG Roadmap with specific commitments, goals and targets is currently being developed. After approval from the ESG Committee of the Board, selective disclosures would be made from the ESG Roadmap.</p>
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Governance, leadership and oversight:										
	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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>SEL is a responsible corporate that endeavours to create a positive impact on society and the environment through its core business. The Company has adopted an ESG policy that lays down the principles based on which ESG is implemented at the organisation. The ESG policy objectives include:</p> <ol style="list-style-type: none"> 1. Ensuring compliance to all relevant local, Indian and global regulations with respect to SEL's multi-country operations. 2. Aiming to be consistently above or at par with industry standards and best practices on ESG in key industries, such as automotive, aerospace and medical devices, among others. <p>The Company has constituted an ESG Committee of the Board and an ESG Steering Committee at the operating level to prepare a detailed ESG roadmap with specific targets and goals.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	<p>The Whistle-Blower Policy and Code of Conduct for Board and Senior Management Personnel are overseen by the Audit Committee of the Board of Directors of the company.</p> <p>The Corporate Social Policy is overseen by CSR Committee of the Board of Directors of the company.</p> <p>The Prevention of Sexual Harassment policy is being overseen by Internal Committee (IC) constituted under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.</p> <p>The Risk Management committee, overseen by the Board, has been mandated to identify, evaluate various risks and lay out appropriate mitigation strategies for the same.</p>								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?	<p>Yes, under the guidance of the Board of Directors, the ESG Committee maintains an on-going evaluation of the Company's social, environmental, governance and economic obligations.</p>								

	(Yes / No). If yes, provide details	
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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)								
		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	An ESG governance structure has been formalised in FY 22-23. Prior to which the Risk Management Committee identified major risks of the businesses and functions, which are systematically addressed through mitigating actions on a continuing basis.									Annually								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	SEL complies with all statutory requirements that are relevant to the principles and in case of any non-compliances, the relevant committee investigates and rectifies the issues. SEL has implemented a statutory compliance monitoring tool “Ricago” for effective monitoring of statutory compliance.									Annually								

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, as part of the ISO Systems certification process and ongoing periodic assessments, policies on quality, safety, health and environment are subject to internal and external audits. Through the internal audit mechanism, other policies are periodically evaluated for their effectiveness. M/s. TUV NORD is the external agency that conducts these assessments.								
12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated, as below:									
	Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	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
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA
	It is planned to be done in the next financial year (Yes/No)	Yes
	Any other reason (please specify)	NA

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.

P1 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	% of persons in respective category covered by the awareness programmes
	Board of Directors	4	CSR Amendment Rules 2021, RPT Amendments, Risk Management and ESG Awareness	100%
	Key Managerial Personnel	4	CSR Amendment Rules 2021, RPT Amendments, Risk Management and ESG Awareness	100%
	Employees other than BoD and KMPs	1647	Training on technical upskilling, OHS, employee wellbeing and personal growth, risk policy and sustainability	98.83%
	Workers	968	Training on technical upskilling, OHS, employee wellbeing and personal growth, risk policy, sustainability and POSH	97.67%

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	-	-	-	-
	Settlement	Not Applicable				
	Compounding fee	Not Applicable				
Non-Monetary						
		NGRBC Principle	Name of the regulatory/ enforcement agencies/	Brief of the Case	Has an appeal been preferred? (Yes/No)	

			judicial institutions			
	Imprisonment	Nil				
	Punishment	Nil				
3	Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.					
	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions				
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.	<p>Yes, SEL prohibits and follows a zero-tolerance approach towards all forms of bribery and corruption. The Company upholds the values of fair competition, the free market and ethical business conduct, rejecting any contracts that involve illegal practices and maintaining a commitment to honesty and responsibility in all commercial endeavoursthrough its 'Anti-Bribery Policy'.</p> <p>Training on the policy is delivered by means, including web-based tools, electronic means, in groups or in one-on-one sessions, as appropriate.</p> <p>Additionally, SEL has a Vigil Mechanism and Whistle-Blower Policy to deal with reporting and investigating issues related to anti-corruption and anti-bribery.</p> <p>The Code of Conduct for Directors and Senior Management is also available for the top management to conduct themselves with integrity in matters pertaining to the business.</p> <p>https://sansera.in/wp-content/uploads/2023/05/1.-Code-of-Conduct-for-Directors-and-Senior-Management.pdf https://sansera.in/wp-content/uploads/2023/05/13.-Vigil-Mechanism-Whistle-Blower-Policy.pdf</p>				
5	Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption	There has been no adverse action taken by any authority till date.				
	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
	Directors	Nil	Nil	-	-	-
	KMPs	Nil	Nil	-	-	-
	Employees	Nil	Nil	-	-	-
	Workers	Nil	Nil	-	-	-
6	Details of complaints with regard to conflict of interest					
	Category	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)		
		Number	Remarks	Number	Remarks	
	Number of complaints received in relation to issues	Nil	-	Nil	-	

	of Conflict of Interest of the Directors				
	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.	Not applicable			

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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
	53	Training on technical and quality aspects, product safety and OHS.	81.99%
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.	<p>Yes, Directors, Key Managerial Personnel and Senior Management exercise professional judgement in their actions.</p> <p>They are under an obligation to disclose associations that may lead to conflict of interest. Additionally, they avoid conducting businesses where relatives may have significant roles. It is their responsibility to protect SEL's assets and ensure their authorised use solely for business purposes.</p> <p>They maintain strict confidentiality of unpublished price-sensitive information and refrain from seeking personal benefits or assisting others in doing so. These measures are outlined in the Code of Conduct to prevent conflicts of interest within the Board.</p> <p>https://sansera.in/wp-content/uploads/2023/05/1.-Code-of-Conduct-for-Directors-and-Senior-Management.pdf</p>	

P2 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 2022-23 (Current Financial Year) (INR Million)	FY 2021-22 (Previous Financial Year) (INR Million)	Details of improvements in environmental and social impacts
	R&D	-	-	
	CapEx	-	-	

SEL does not track/tag capex as R&D. All capex procurement is for specific parts/customers. SEL does not track/monitor capex investments in specific technologies to register their environmental and social impact either.

2	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, a Supplier Quality Assurance Manual is available.
	If yes, what percentage of inputs were sourced sustainably?	67%
3	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:	
	Plastics (including packaging)	Plastic materials, such as packing bins/trays/covers are returned to and from customers and suppliers for reuse. Discarded plastic bins/cans, packing covers and used barrels are sent to the authorised vendors for recycling.
	E-waste	E-waste is disposed of at authorized vendors for recycling.
	Hazardous waste	Used oil is sent to an authorised vendor for recycling. Hazardous waste other than used oil is disposed of at authorized vendors for incineration and landfilling.
	Other waste	Other waste such as paper, corrugated boxes, boring scrap and garden waste are disposed of at the authorized vendors for recycling. Food waste is disposed of at pig farms.
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.	<p>Yes, EPR is applicable to the Company. Registration for EPR is currently still under process for approval.</p> <p>Waste Collection is done as per the customer's schedule, where parts sent to customers/suppliers are in plastic bins. After the dispatch of parts, empty bins are collected by logistics along with a delivery challan and the bins are reused.</p>

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? The Company has not conducted any life cycle assessment for the products till date.					
S. No.	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.
	Not Applicable					
2	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.					
	Name of Product / Service	Description of the risk / concern			Action Taken	
	Not Applicable					
3	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry)					
	Indicate input material	Recycled or re-used input material to total material				
		FY 2022-22 (Current Financial Year)			FY 2021-22 (Previous Financial Year)	
	There was no recycled/reused material used for production.					

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 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
	Plastics (including packaging)	0	126.9	0.3	0	83.9	1.3
	E-waste	0	0	11.5	0	0.1	1.8
	Hazardous waste	0	868.1	619.2	0	613	719.8
	Other waste (e.g. paper, carboard), steel scrap	0	25,311	0	0	15,047	0

Sansera Foundation joined hands with Bommasandra Industrial Association (BIA) for municipal waste segregation and recycling, with the help of TrashCon, a technology-first company that is helping solve the problem of waste menace. Trash-con's patented technology is installed in BIA and is used for segregation of mixed solid waste, including paper, cardboard, food waste, sanitary napkins and water bottles, among other items. Currently, the machine is handling a capacity of 4 MT/day.

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
	Nil	Nil

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1a 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 (E)	%(E/A)	
Permanent Employees												
Male	1119	1119	100%	1119	100%	-	-	-	-	-	-	-
Female	41	41	100%	41	100%	41	100%	-	-	-	-	-
Total	1160	1160	100%	1160	100%	41	3.53%	-	-	-	-	-
Other than Permanent Employees												
Male	3	3	100%	3	100%	-	-	-	-	-	-	-
Female	0	0	0%	0	0%	-	-	-	-	-	-	-
Total	3	3	100%	3	100%	-	-	-	-	-	-	-
1b Details of measures for the well-being of workers:												
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 (E)	%(E/A)	
Permanent Workers												
Male	928	928	100%	928	100%	-	-	-	-	-	-	-
Female	5	5	100%	5	100%	5	100%	-	-	-	-	-
Total	933	933	100%	933	100%	5	0.54%	-	-	-	-	-
Other than Permanent Workers												
Male	6543	6543	100%	6543	100%	-	-	-	-	-	-	-
Female	91	91	100%	91	100%	91	100%	-	-	-	-	-
Total	6634	6634	100%	6634	100%	91	1.37%	-	-	-	-	-

SEL does not provide paternity benefits or daycare facilities at this point in time. The Company is working towards opening a daycare facility for two plants - Plant 11 in Bidadi and Plant 6 in Pantnagar. The daycare at Bidadi Plant will be operational in 2-3 months' time. Plant 6 in Pantnagar is currently undergoing budgetary approval for daycare facilities.

2 Details of retirement benefits, for Current and Previous FY							
Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)			
	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 worker	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%	100%	Y	100%	100%	Y	

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.	SEL has provided facilities to ensure accessibility in the premises/offices for differently-abled employees and workers. For example meeting rooms allocated on the ground floor for accessibility, dedicated vehicle parking spaces are provided for easy access and wheelchair ramps are provided.
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.	SEL provides equal employment opportunity without any discrimination on the grounds of age, colour, disability, marital status, nationality, race, religion, sex or sexual orientation. The Company has a Non-Discrimination Policy, which is available on its intranet.

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	-	-	-	-
	Female	100%	100%	100%	100%
	Total	100%	100%	100%	100%

6	Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief	
	Category	Yes/No (If Yes, then give details of the mechanism in brief)
	Permanent Workers	<p>Yes, SEL has a grievance redressal policy to receive and resolve grievances. If an employee/worker faces any difficulty that interferes with his/her performance, the concerned personnel can report about the same and seek redressal.</p> <p>1. The employee/worker is expected to follow the appropriate process of informing/discussing with his/her immediate supervisor as the first step.</p> <p>2. The aggrieved employee can submit the grievance in writing to the Department Head and HR Department in the event of the supervisor failing to resolve the grievance within a week.</p> <p>3. The employee is allowed to approach the Management through the HR, only if it is not resolved by the Department Head and HR Department.</p> <p>4. Grievance received through the Union committee is discussed periodically.</p> <p>5. Grievances related to women employees are discussed separately, recorded and resolved appropriately.</p>
	Other than Permanent Workers	
	Permanent Employees	
	Other than Permanent Employees	

7	Membership of employees and worker in association(s) or Unions recognised by the listed entity:						
	Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s)	% (D / C)

) or Union (B)) or Union (D)	
Total Permanent Employees							
	Male	1122	0	0%	982	0	0%
	Female	41	0	0%	29	0	0%
Total Permanent Workers							
	Male	928	808	87%	910	826	91%
	Female	5	5	100%	5	5	100%

8	Details of training given to employees and workers:										
	Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
		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	1184	1009	85%	1047	88%	905	586	65%	801	89%
	Female	37	37	100%	33	89%	22	12	55%	13	59%
	Total	1221	1046	86%	1080	88%	927	598	65%	814	88%
	Workers										
	Male	6931	6555	95%	6333	91%	6497	5569	86%	5587	86%
	Female	101	100	99%	99	98%	78	78	100%	71	91%
	Total	7032	6655	95%	6432	91%	6575	5647	86%	5658	86%

9	Details of performance and career development reviews of employees and worker:						
	Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
	Total Permanent Employees						
	Male	1122	1122	100%	982	982	100%
	Female	41	41	100%	29	29	100%
	Total	1163	1163	100%	1011	1011	100%
	Total Permanent Workers						
	Male	928	928	100%	910	910	100%
	Female	5	5	100%	5	5	100%
	Total	933	933	100%	915	915	100%

10	Health and safety management system:
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A	<p>Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</p>	<p>Yes, the safety and health management system covers activities across most of SEL’s manufacturing locations, offices, research laboratories and supply chain partners and ensures the protection of the environment and the health and safety of its employees, contractors, visitors and relevant stakeholders.</p> <p>13 out of 17 plants are covered by ISO - 45001 (TUV NORD).</p>
B	<p>What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>SEL has implemented a Hazard Identification and Risk Assessment (HIRA) system for identifying workplace hazards, undertaking risk assessments, implementing necessary controls as per the level of risk and eliminating or minimising the identified risks.</p> <p>SEL identifies all the potential work-related incidents through the hazard identification process and conducts a likelihood assessment to estimate the frequency or probability of occurrence.</p> <p>Risk reduction measures are implemented to prevent incidents (reduce the likelihood of their occurrence) or control incidents (limit the extent and duration of a hazardous event) and mitigate the adverse effects or consequences.</p> <p>In addition to this, the Company has prepared an Emergency Preparedness Plan, a Mock Drill Record Evaluation Checklist, a Risk assessment and OCP - Operation control procedure/Standards to minimise work-related hazards, among others.</p> <p>SEL ensures HIRA for all activities and products and conducts HIRA studies on an annual basis or as and when required. The necessary guidelines are implemented in line with ISO 45001. The process owners are responsible for ensuring the necessary controls.</p>
C	<p>Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</p>	<p>Yes, various mechanisms have been implemented to report work-related hazards as per ISO 45001: a) Safety Patrol, b) Risk assessment and c) Near miss report.</p> <p>A system is available for near miss reporting, reportable and non-reportable accidents. The incidents are reported using respective formats to the Plant EHS Officer who in turn reports to the Plant head and maintenance team. Corrective measures, if any are then identified and implemented by Plant EHS and maintenance team.</p> <p>To mitigate work-related hazards, the company conducts emergency mock drills and safety drills as well as engages in capacity building and awareness sessions to equip its employees and workers with safety protocols and risk management steps.</p>
D	<p>Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes, employees/workers of the entity have access to non-occupational medical and healthcare services. These include services for issues such as road accidents on the way to office/home, medical insurance for employees and provision of company ambulance facilities in case of any emergency (extended to families of the employees).</p> <p>The Company ensures overall wellbeing of its employees and workers by providing health insurance, term insurance, accident insurance, regular health check-up and workshops for mental wellbeing of employees.</p>

11 Details of safety related incidents, in the following format:				
	Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0.046	0.051
	Total recordable work-related injuries	Employees	0	0
		Workers	1	1
	No. of fatalities	Employees	0	0
		Workers	0	0
	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

12	Describe the measures taken by the entity to ensure a safe and healthy work place.	<p>Along with being a certified Great Place to Work (GPTW) workplace, SEL has adopted a management policy on quality, environment, occupational health and safety that depicts its commitment to prevent injury or any health hazard for all of its stakeholders.</p> <ol style="list-style-type: none"> 1. Employees and workers are provided with suitable PPE, access to occupational health centres and periodic health examinations. 2. When performing work on specified machines, LOTO (Lockout Tagout) procedures have been reinforced for all maintenance staff to avoid unforeseen events and increase workforce productivity. 3. An action plan is prepared based on any accidents that may have occurred on the worksite and measures to avoid similar accidents in the future. 4. Training and awareness sessions are also conducted, such as fire safety, mock drills, NC handling, chemical safety, road safety, core & shaft operation, DWM, DOJO 8 steps training, 5 senses (relevant while working on the shopfloor), specific process operation modules on machining, forging, heat treatment, quality inspection, packaging, vehicle and trolley movement, among others. 5. Health and safety audits are conducted once a month to verify and identify any gaps in the environment and legal requirements of the plants.
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13	Number of Complaints on the following made by employees and workers:						
		FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		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	0	0	-	0	0	-
	Health & Safety	0	0	-	0	0	-

14	Assessments for the year:	
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Health & Safety Practices	EOHS internal system audit - 100% External third-party audit conducted by M/s. TUV NORD - 100%
	Working Conditions	EOHS internal system audit - 100% External third-party audit conducted by M/s. TUV NORD - 100%
15	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health and safety practices and working conditions.	<p>All critical factors involved in an incident are determined through root cause analysis and investigation and corrective / preventive actions are identified to prevent recurrence. Corrective action to be taken are identified and implemented by the process owners, Plant EHS and maintenance team.</p> <p>On November 24, 2022, during a usual operation, the trimming operator was using the machine simultaneously with the hot padding loader. The hot padding loader was responsible for removing the cut pieces from the piercing area. Unfortunately, the trimming operator accidentally pressed the button, leading to an injury on their right-hand fingers and palm.</p> <p>Root Cause:</p> <ol style="list-style-type: none"> Miscommunication between trimming operator and hot padding loader The hot padding loader cleared the pierced cut piece, which was the responsibility of the trimming operator, without notifying them beforehand <p>Actions taken thereafter:</p> <ol style="list-style-type: none"> Light curtain sensors installed. Awareness training was given to the workers to adhere and follow the standard operating procedure

LEADERSHIP INDICATORS

1	Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).	Yes, we cover Group Term Life Insurance, Employee Deposit Linked Insurance (EDLI) and GPA for permanent employees and EDLI for temporary workmen.
2	Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners	The Company ensures remittance of all statutory dues such as PF and ESI. SEL also verifies periodically on a monthly basis for contract employees. The Plant HR is responsible for this activity.

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 are 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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	Employees	0	0	0	0
	Workers	1	0	0	0

4	Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)	Yes. The Company provides ongoing training to ensure employability of its employees and workers in the industry and not just within its own operations. In addition, the Company also extends the tenure of certain employees beyond retirement on a case by case basis.
5	Details on assessment of value chain partners:	
		% of value chain partners (by value of business done with such partners) that were assessed
	Health & Safety Practices	29%
	Working Conditions	29%
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.	Working conditions and incident details are verified during supplier audits. Corrective actions are verified for the non-conformances raised during the audit through follow up audit by virtual / onsite visits. There are no significant risks/concerns identified till date.

P4 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.	<p>Key stakeholders are determined depending on how the given stakeholder groups have an immediate impact on the operations and workings of the Company or how much of a material influence SEL’s business decisions and results have on them.</p> <p>The Company has identified employees, customers, investors, vendors, contractors, collaborators/technical partners, the local community and government/regulators as its key stakeholders.</p>			
2	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.				
S. No	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

1	Employees	No	Employee communication through emails, target setting through PMS, performance appraisal meetings, emails, SMS, WhatsApp groups, websites, publications, newsletters, display notices of policies at various locations, covered in training plan, SEL's intranet (IMS,ESS-employee self-service software) whereby employees can access policies, social media, such as LinkedIn, townhall meetings (monthly plant-wise), sunrise meetings, DWM - Daily work Management, safety committee meetings, POSH meetings, Grievance Committee meetings and canteen committee meetings.	Periodically	Long term strategy plans, training and awareness, health, safety and engagement initiatives. Enhance employee volunteerism, safety trainings and awareness on regulatory updates.
2	Investors	No	Seminars, conferences, official communication channels, regulatory audits/inspections, environmental compliance, policy intervention, websites, government portals, sheel legal software for communication, Ricago software - legal and regulatory updates, compliance escalation software periodically updated, Updates from forums such as Chamber of Commerce - highlights on legal Requirements and HR community groups.	Annually, periodically, quarterly	Investors prefer to invest in organizations that are socially and environmentally responsible.

3	Customers	No	Website, publications, mass media and digital communications, plant visits, dealer's meet, conferences, customer surveys, social media and events.	Periodically	Product quality and availability.
4	Suppliers & service providers	No	Plant visits, Supplier audits, professional networks, workshops, trainings and supplier performance monitoring (monthly).	Periodically	Quality, timely delivery and payments, ISO and OSHA standards followed by supply chain.
5	Government and Regulatory Bodies	No	Seminars/conferences, official communication channels, regulatory audits/inspections, website, government portals and notices.	Periodically	Guiding in terms of understanding government schemes in the same area (if any) for increased effectiveness. Resolution of compliance related queries if any.
6	Communities	Yes	Meets (of community / local authority and town council / committee / location head / SWOT council), community visits and projects, partnership with local charities, volunteerism and seminars / conferences.	Periodically, need-based	Please refer to the following link for information about the Company's community engagements: https://sansera.in/sansera-foundation
7	Bankers	No	Annual reports, press releases, earnings call, investor meets, one-on-one calls, meetings and investor conferences.	Periodically, need-based	Financing related investment.

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.	A board-level ESG Committee has been formed by SEL. The ESG committee is in charge of informing the board of changes as they occur and soliciting feedback from the Directors. Continuous stakeholder interaction helps the organisation align its operations with ESG, enabling it to better serve its stakeholders. This is complemented with an in-depth examination of relevant ESG issues by the committee.
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, SEL regularly communicates and collaborates with its key stakeholders, allowing them to work on their ESG topics and share transparent updates. They also conduct periodic evaluations to update policies based on regulations and stakeholder feedback. Feedback capture mechanisms such as safety committee meeting, grievance committee meeting, canteen committee meeting and POSH committee meetings were incorporated after suggestions made by the SEL's management team. All committee meetings follow two-way communication.
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.	Please refer to the following link for information about the Company's community engagements: https://sansera.in/sansera-foundation

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 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year					
	Total (A)	No. of employees / workers covered (B)		% (B / A)		Total (C)	No. of employees / workers covered (D)		% (D / C)		
Employees											
Permanent	1160	1160		100%		995	995		100%		
Other than permanent	3	3		100%		16	16		100%		
Total Employees	1163	1163		100%		1011	1011		100%		
Workers											
Permanent	933	933		100%		915	915		100%		
Other than permanent	6634	6634		100%		6386	6386		100%		
Total Workers	7567	7567		100%		7301	7301		100%		
2 Details of minimum wages paid to employees and workers, in the following format:											
Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year					
	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											
Male	1119	0	0%	1119	100%	966	0	0%	966	100%	
Female	41	0	0%	41	100%	29	0	0%	29	100%	
Other than permanent											
Male	3	0	0%	3	100%	16	0	0%	16	100%	
Female	0	0	0%	0	0	0	0	0%	0		
Total	1163	0	0%	1163	100%	1011	0	0%	1011	100%	
Workers											
Permanent											
Male	928	0	0	928	100%	910	0	0%	910	100%	
Female	5	0	0	5	100%	5	0	0%	5	100%	
Other than permanent											
Male	6,543	0	0%	6,543	100%	6386	0	0%	6386	100%	
Female	91	0	0%	91	100%	95	0	0%	95	100%	
Total	6634	0	0%	6634	100%	6481	0	0%	6481	100%	

3	Details of remuneration/salary/wages, in the following format:				
		Male		Female	
		Number	Median remuneration/ salary/ wages of respective category (INR)	Number	Median remuneration/ salary/ wages of respective category (INR)
	Board of Directors (BoD)	5	1,48,90,560	1	-
	Key Managerial Personnel	5	1,65,40,000	0	
	Employees other than BoD and KMP	1119	5,15,052	41	4,60,050
	Workers	7471	2,22,444	96	2,03,004

The board of directors receive a fixed commission and sitting fees and hence, cannot be considered as remuneration. INR 14.89 million is the median managerial remuneration for executive directors in the BoD.

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, a grievance handling committee is present for addressing the same.
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5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	<p>If an employee faces any difficulty that interferes with his/her performance, the concerned employee can report about the same and seek redressal. However, the employee is expected to follow the appropriate process of informing/discussing with his/her immediate Supervisor as the first step.</p> <p>The aggrieved employee can submit the grievance in writing to the Department Head and HR department in the event of his/her Supervisor failing to resolve the grievance within a week from the date of representation or if he/she is not satisfied with the decision of the Supervisor.</p> <p>The employee is allowed to approach the management through the HR department, only if the grievance is not resolved by the Department Head and HR department. Preferably the employee will be expected to provide prior information to their Supervisor about their intent. The HR department will always be available in facilitating and resolving grievances.</p> <p>The management will look into the grievance with due expedition and the decision made thereof would be given in writing to the aggrieved employee within 5 working days time.</p>
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		<p>If the grievance is not satisfactorily resolved, the Head HR, will invite the employee to a further meeting with a third party or external consultant who has not been involved in the grievance procedure so far. The decision made thereof would be given in writing to the aggrieved employee in a week's time.</p> <p>Grievance received through the Union committee will be discussed periodically based on requirements in presence of Management team and Union team.</p>
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6 Number of Complaints on the following made by employees and workers:							
		FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		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	Nil	Nil	-	Nil	Nil	-
	Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
	Child Labour	Nil	Nil	-	Nil	Nil	-
	Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
	Wages	Nil	Nil	-	Nil	Nil	-
	Other human rights related issues	Nil	Nil	-	Nil	Nil	-

HR

7	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	<p>SEL has a dedicated policy against any form of discrimination based on race, sex, nationality, religion, age, disability, sexual orientation, medical condition or language, as protected by the law.</p> <p>Additionally, the Company has a Prevention of Sexual Harassment Policy (POSH) and Internal Committees (IC) at each location to address any issues related to sexual harassment at the workplace. The investigation process ensures strict confidentiality of the matter, the complainant and witnesses.</p> <p>In case the complainant feels targeted, he/she can inform the Internal Committees and the required action will be taken to ensure the complainant's safety.</p>
8	Do human rights requirements form part of your business agreements and contracts? (Yes/ No)	Yes
9	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	-
10	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	There were no significant risks / concerns arising from the human rights assessments.

LEADERSHIP INDICATORS

1	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	SEL is committed to providing a safe and positive work environment. The Company strives to uphold the basic principles of human rights in all its operations. This is in alignment with its codes and policies. The Company regularly sensitises its employees on the code of conduct, human rights and freedom to form associations through various training and awareness programmes.
2	Details of the scope and coverage of any Human rights due-diligence conducted	No human rights due-diligence is conducted at this stage. However, the company is looking into incorporating the same from the next financial year.
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, for visitors with disabilities, the Company has a visitors office on the ground floor. Newer plants, like Plant 11 (Bidadi) are being designed with more consideration for differently-abled visitors.
4	Details on assessment of value chain partners:	
	Category	% of value chain partners (by value of business done with such partners) that were assessed
	Sexual harassment	29%
	Discrimination at workplace	29%
	Child labour	29%
	Forced/involuntary labour	29%
	Wages	29%
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	Working conditions and incident details are verified during supplier audits. Corrective actions are verified for the non-conformances raised during the audit through follow up audit by virtual / onsite visits. There are no Significant risks/concerns identified till date.

ESSENTIAL INDICATORS

1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
	Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	Total electricity consumption (A) (in GJ)	1,90,663	2,12,461
	Total electricity generated internally from Turbine Generator (B) (in GJ)	0	0
	Total electricity generation from renewable sources (C) (in GJ)	1,96,468	1,21,222
	Total fuel consumption (D) (in GJ)	82,769	44,686
	Total energy consumption (A+B+C+D) (in GJ)	4,69,900	3,78,369
	Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	22.48 GJ/ ₹ millions	21.68 GJ/ ₹ millions
	Energy intensity (optional) – per tonne of production (GJ/T)		
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

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

3	Provide details of the following disclosures related to water, in the following format:		
S. No	Parameter	FY 2022-2023	FY 2021-2022
	Water withdrawal by source (in kilolitres)		
i	Surface water	0	0
ii	Groundwater	67,170	80,165
iii	Third party water	1,17,826	93,500
iv	Seawater / desalinated water	0	0
v	Other – Rainwater	18,938	0
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,03,934	1,73,665
	Total volume of water consumption (in kilolitres)	1,83,596	1,56,301

3	Provide details of the following disclosures related to water, in the following format:		
S. No	Parameter	FY 2022-2023	FY 2021-2022
	Water withdrawal by source (in kilolitres)		
i	Surface water	0	0
ii	Groundwater	67,170	80,165
iii	Third party water	1,17,826	93,500
	Water intensity per rupee of turnover (Water consumed / turnover)	8.78 KL / ₹ millions	8.96 KL / ₹ millions
	Water intensity (optional) – per tonne of production (KL/T)	85.27	90.82
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	
4	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation	Yes, ETP and STP have been implemented in the plants. Out of 17 plants, 4 have ETP and STP and 15 have STP. Two non-manufacturing plants have a soak pit and septic tank. All plants do not discharge outside the plant boundary. Treated water is used for gardening purposes.	

5	Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:			
	Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	NO _x	MT	2.22	1.94
	SO _x	MT	18.5	16.15
	Particulate Matter (PM)	<i>The company undertakes third party lab testing for each of these air emission parameters including NO_x and SO_x on a quarterly basis at all its locations to ensure the parameters are within permissible limits. This is done in addition to the company's internal monitoring systems. The company also submits the reports to the concerned authority and pollution board.</i>		
	Persistent organic pollutants (POP)			
	Volatile organic compounds (VOC)			
	Hazardous air pollutants (HAP)			
	Others – please specify			
	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, Madhav Associates approved by MoEF. MITCON Consultancy & Engineering Services Ltd. Pune - MoEF approved lab Universal analysis lab- NABL – TC5023 – Haryana Win met technologies private limited – UP – MoEF approved lab		

6	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
	Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)

Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO2 in MT	6,414	5,555
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO2 in MT	37,603	46,623
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO2e/ ₹ millions	2.106	2.99
Total Scope 1 and Scope 2 emission intensity (optional) – per ton of production	Number		

7	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	<p>The Company has taken steps to reduce their GHG emissions. This includes:</p> <ol style="list-style-type: none"> 1. Installation of solar panels on the rooftop of 1200 KW capacity 2. Procurement of wind and solar energy which adds up to 54% of total consumption across all plants (80% in Karnataka plants). 3. Auto power cut-off of machinery and equipment during idle time 4. Usage of Heat pump instead of electric heater for washing machine 5. Procurement of IE3 motors with 93% energy efficiency 6. Waste heat recovery from compressors used in washing machines 7. Aluminium Transair pipes used for compressed air distribution 8. Implementing Green Building concept for all the hangers and being IGBC certified
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8	Provide details related to waste management by the entity, in the following format:		
	Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	Total Waste generated (in metric tonnes)		
	Plastic waste (A)	127.82	72.7
	E-waste (B)	11.56	5.9
	Bio-medical waste (C)	0.01	0.013
	Construction and demolition waste (D)	250	1,000
	Battery waste (E)	7.5	17
	Radioactive waste (F)	0	0
	Other Hazardous waste. Please specify, if any. (G)	1,487.3	1,274
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	24,571.32	16,220.4
	Total (A+B + C + D + E + F + G + H)	26,455.51	18,590.013
	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	5018	6459
ii	Reused	0	0

iii	Other recovery operations	0	0
	Total	5018	6459
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
	Category of waste		
i.	Incineration	317	339
ii.	Landfill	116	141
iii.	Other disposal methods	3956	8332
	Total	4389	8812
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No	

9	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.	SEL has established the following waste management practices: 1. Segregation of all the waste at source with colour coded bins 2. Separate storage locations for hazardous and non-hazardous waste. Both are stored via 3C method (covered, concrete container) 3. Maintained quantity register for generation and disposal (Form -3, 8 & 10) 4. SEL has a monitoring and measurement plan where there are initiatives like recollection of cotton waste and recollection of used oil using a centrifugal pump, re-use of plastic bins and cans are also undertaken. Continual improvements on reducing the usage of oils, acids etc. (Kaizens are done) 5. The procedure for waste management, as described in Environmental Occupational Health and Safety Procedure-20, 23A and 24 is followed
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10	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:		SEL does not have any plants around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests and coastal regulation zones).
S. 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			

11	Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:
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S. No	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
Not applicable						

12	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:	Yes, SEL is compliant with all the applicable environmental laws.				
S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any		
	Nil	-	-	-		

LEADERSHIP INDICATORS

1	Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:		
Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	
From renewable sources			
Total electricity consumption (A)	1,96,468	1,21,222	
Total fuel consumption (B)	0	0	
Energy consumption through other sources (C)	0	0	
Total energy consumed from renewable sources (A+B+C)	1,96,468	1,21,222	
From non-renewable sources			
Total electricity consumption (D)	1,90,663	2,12,461	
Total fuel consumption (E)	82,769	44,686	
Energy consumption through other sources (F)	0	0	
Total energy consumed from non-renewable sources (D+E+F)	2,73,432	2,57,147	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	No
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2	Parameter	FY 2022-23	FY 2021-22
	Water discharge by destination and level of treatment (in kilolitres)		
(i)	To Surface water		
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(ii)	To Groundwater		
	- No treatment	0	0
	- With treatment – please specify level of treatment	0	0
(iii)	To Seawater		
	No treatment	0	0
	With treatment – please specify level	0	0
(iv)	Sent to third parties		
	No treatment	0	0
	With treatment – please specify level	0	0
(v)	Others		
	No treatment	0	0
	With treatment – please specify level	0	0
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	Yes, Madhav Associates	

3	Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):		
	For each facility / plant located in areas of water stress, provide the following information:		
i	Name of the area	Not applicable	
ii	Nature of operations	Not applicable	
iii	Water withdrawal, consumption and discharge in the following format:	Not applicable	
	Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	Water withdrawal by source (in kilolitres)	0	0
	To Surface water	0	0
	To Groundwater	0	0
	To Seawater	0	0
	Sent to third-parties	0	0
	Others	0	0
	Total volume of water withdrawal (in kilolitres)	0	0
	Total volume of water consumption (in kilolitres)	0	0
	Water intensity per rupee of turnover (Water consumed / turnover)	0	0
	Water intensity (optional) – the relevant metric may be selected by the entity	0	0

	Water discharge by destination and level of treatment (in kilolitres)		0	0
	To Surface water	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	To Groundwater	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	To Seawater	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	Sent to third-parties	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	Others	No treatment	0	0
		With treatment – please specify level of treatment	0	0
	Total water discharged (in kilolitres)		0	0
	Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		NA	

4	Please provide details of total Scope 3 emissions & its intensity, in the following format			
	Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	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		
	Total Scope 3 emissions per rupee of turnover			
	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			

5	With respect to the ecologically sensitive areas reported at Question 10 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	SEL does not have any plants around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests and coastal regulation zones, among others). The Company is in industrial areas/estates, as a result its impact on biodiversity is minimal.
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6	If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:		
S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be	Outcome of the initiative

		provided along-with summary)	
1	Efficient preventive maintenance measures for DG and Furnaces	Periodical maintenance carried to avoid unwanted breakdowns	Increased efficiency
2	STP and ETP	STP - waste water treated & used for gardening. ETP – Effluents are treated and sent to an authorised agency, treated water used for gardening	Reduced water consumption
3	Solar and wind energy usage	Solar and wind power used for utility power consumptions	CO ₂ emission reduced (Scope 2)
4	Eco- friendly coolant used to reduce load on the ETPs	Eco friendly based coolant used to increase the life and reduce the operating cost of the ETP	Reduced natural resources consumption

7	Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.	<p>Yes, SEL has an effective Business Continuity Management System (BCMS) in place. The Company has put in place measures to maintain business continuity under disruptive incidents and unnatural events.</p> <p>SEL ensures implementation of effective BCMS by:</p> <ol style="list-style-type: none"> 1. Enterprise Risk Management Framework and Processes 2. Identification of risks and a pro-active approach to treating impacts 3. Allocation of adequate resources and management energy required for Business Continuity Management Systems 4. Improvement of internal systems, capabilities, and redundancies 5. Delineation of BCMS and Disaster Management Plans as per National Disaster Management Authority guidelines and keeping the organization constituents prepared to deal with such circumstances appropriately 6. Compliance with all relevant laws, regulations and international standards (ISO 22301) across its areas of operation 7. Communication of policy, training of key stakeholders, testing readiness of the organization and reviewing it periodically
8	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.	<p>SEL conducts system & sustainability assessments before on-boarding a supplier. If the supplier is determined to be of high risk, (significant impact to the environment), the supplier is not on-boarded.</p> <p>Through this process, SEL endeavours to minimize the impact of the value chain on the environment.</p>
9	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	29%

P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1a	Number of affiliations with trade and industry chambers/ associations.	6		
1b	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, in the following format			
S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)		
1	The Automotive Component Manufacturers Association of India (ACMA)	National		
2	Society of Indian Aerospace Technologies and Industries (SIATI)	National		
3	Confederation of Indian Industry	National		
4	Federation of Indian Chambers of Commerce and Industry (FICCI)	National		
5	Bidadi Industries Association (BIA)	State		
6	Bangalore Chamber of Industry and Commerce	State		
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.	No incidents related to anti-competitive conduct has occurred.		
S. No	Name of authority	Brief of the case	Corrective action taken	
Not Applicable				

LEADERSHIP INDICATORS

1	Details of public policy positions advocated by the entity:				
S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not applicable					

P8 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.					
S. No	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	Not applicable					
2	Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format					
S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	Not applicable					

3	Describe the mechanisms to receive and redress grievances of the community.	Investor grievance contact details have been made available on the Company's website. This is applicable to all stakeholders in the Company including communities. All grievances are resolved within a week. Furthermore, in person complaints made to the respective plants are directed to plant management for further steps and resolution.
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4	Percentage of input material (inputs to total inputs by value) sourced from suppliers		
		FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
	Directly sourced from MSMEs/ small producers	5%	5%
	Sourced directly from within the district and neighbouring districts	Within District - 2% Neighbouring District - 3%	Within District - 2% Neighbouring District - 3%

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):
S. No.	Details of negative social impact identified Corrective action taken
	NA NA

2	Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies		
S. No.	State	Aspirational District	Amount spent (In INR)
	N/A	NA	NA

3	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)	No
	From which marginalized /vulnerable groups do you procure?	NA
	What percentage of total procurement (by value) does it constitute?	NA

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
	Not Applicable			
5	Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.			
	Name of authority	Brief of the Case	Corrective action taken	
	Not Applicable			
6	Details of beneficiaries of CSR Projects:			
S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups	
1	School , Education development programs (27 Government schools)	7500	100% rural and semi urban people	
2	Infrastructure development - Hebbagodi police station, School	1265	Government School - Below poverty line students - 100% utilised	

	auditorium, Victoria Hospital - Canopy shelter		
3	Scholarship Programs to students from PUC to Degree courses	160	Economically weaker sections - 100%
4	Education support at Vivek nagar slum dwelling Girl students (School fees, Evening Snacks)	430	Girl slum students - 430 out of 4000 students -10.75%
5	TB eradication Abhiyan (Nutrition support program)- Anekal Taluk	958	Economically weaker sections - 100% identified patients
6	Drinking water facilities - 2 units (Heelalige, Hale Chandapura)	4000	Rural people; > 20% of population at facility provided area
7	Blood donation camps through Sansera employees - 618 UNITS	2472	100% (Thalassemia patients)

P9 Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	The Company has a B2B business model. The Company's Quality Team ensures that its customers receive quality products and is also responsive to cater to their grievances if need be.
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	Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal are not being calculated as percentage of total turnover.
	Safe and responsible usage	
	Recycling and/or safe disposal	

3	Number of consumer complaints in respect of the following:						
	Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		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	0	0	-	0	0	-
	Other	0	0	-	0	0	-

4	Details of instances of product recalls on account of safety issues:		
		Number	Reasons for recall
	Voluntary recalls	0	-
	Forced recalls	0	-

5	Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.	Yes, SEL places a strong emphasis on cyber security. While electronic communication is essential for effective work and business success, the Company carries risks to data protection and information security. The Company prioritises the protection of official documents and data from unauthorised access. When using the internet, it is
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		important to avoid retrieving or forwarding any content that could incite racial hatred, glorify violence or contain offensive material. The Company is committed to maintaining a secure and responsible online environment for all employees. The Company has an Information Technology Acceptable Use Policy and Privacy Policy, which are confidential; hence, the link cannot be provided
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.	No incidents related to the same have occurred in the assessment year.

LEADERSHIP INDICATORS

1	Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).	This information is available on the company website. https://sansera.in/
2	Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.	NA
3	Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.	NA
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)	No
5	Provide the following information relating to data breaches:	
a	Number of instances of data breaches along-with impact	0
b	Percentage of data breaches involving personally identifiable information of customers	0%