



BIL/SE/2023-24

30th June, 2023

To,
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001

National Stock Exchange of India Ltd
5th Floor, Exchange Plaza
Bandra Kurla Complex
Bandra (E), Mumbai 400 051

Scrip Code: 502355

Trading Symbol: BALKRISIND

Dear Sirs,

Sub: Business Responsibility and Sustainability Report (BRSR) for the Financial Year 2022-23

In compliance with Regulation 34 (2) (f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached herewith the Business Responsibility and Sustainability Report forming part of the Annual Report of the Company for the financial year 2022-23.

This is for your information and records.

Thanking you,

Yours faithfully,
For Balkrishna Industries Limited

Vipul Shah
Director & Company Secretary and
Compliance Officer
DIN: 05199526

Balkrishna Industries Ltd.

CIN No.: L99999MH1961PLC012185

Corporate Office : BKT House, C / 15, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai - 400 013, India.

Tel: +91 22 6666 3800 Fax: +91 22 6666 3898/99 www.bkt-tires.com

Registered Office: B-66, Waluj MIDC, Waluj Industrial Area, Aurangabad – 431 136, Maharashtra, India

ANNEXURE - VI

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

We, Balkrishna Industries Limited ('BKT' or the 'Company') takes pleasure to present first BRSR for FY 2022-23 which includes financial and non-financial disclosures as mandated by Securities and Exchange Board of India (SEBI). The report provides all our stakeholders with a comprehensive view of the Company's performance and impact on the economy, environment and society by demonstrating our commitment towards sustainable growth. Our report strives for greater transparency in order to better serve the interests of our investors and other stakeholders associate with us. It also exemplifies our strategy and approach to create and capture value for our stakeholders by utilizing the opportunities and mitigating external risks.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L99999MH1961PLC012185
2. Name of the Listed Entity	Balkrishna Industries Limited
3. Year of incorporation	1961
4. Registered office address	B-66, Waluj MIDC, Waluj Industrial Area, Aurangabad, 431136 – Maharashtra
5. Corporate address	BKT House, C/15, Trade World, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai – 400 013, India
6. E-mail	shares@bkt-tires.com
7. Telephone	+91 22 66663800
8. Website	www.bkt-tires.com
9. Financial year for which reporting is being done	1 st April, 2022 to 31 st March, 2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital	₹ 3,866 Lakhs
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Vipul Shah Director and Company Secretary +91 22 6666 3800 shares@bkt-tires.com
13. Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a standalone basis and pertain to Balkrishna Industries Limited. All operational plants and Corporate Office in India are part of the report.

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 (FY 2022-23)
1	Manufacturing of Tires	BKT is one of the world's leading manufacturers of "Off-Highway tires". It has the widest product range with more than 3,200 SKU's (Stock Keeping Units). BKT has made its mark in the specialty segments like Agricultural, Mining, Forestry, Construction, Industrial, Earthmover, Port, ATV (All-Terrain Vehicle) and Turf care applications in both cross ply and radial construction.	94%

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.	Manufacturing of rubber Tires	22119	94%

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	9*	1	10
International	Nil	3	3

* Includes 5 tire manufacturing plants, Carbon Black Plant, Mould Plant, Drum Plant and Wind Mill.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	We have PAN India presence
International (No. of Countries)	160+ Countries

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

Contribution of exports is around 79% of total turnover.

c. A brief on types of customers

Agriculture and farming industries make up a majority of our clientele and account for approximately 60% of our revenue. The remaining customer base consists of Mining, Forestry, Construction, Industrial, Earthmover, Port, ATV (All-Terrain Vehicle) and Turf care applications in both cross ply and radial construction. We serve domestic as well as international customers. Majority of our exports are to Europe and USA.

IV. Employees

18. Details as at the end of the 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						
1.	Permanent (D)	2,612	2,569	98.35%	43	1.65%
2.	Other than Permanent (E)	45	45	100%	0	0%
3.	Total employees (D + E)	2,657	2,614	98.38%	43	1.62%
WORKERS						
4.	Permanent (F)	860	860	100%	0	0%
5.	Other than Permanent (G)	5,963	5,963	100%	0	0%
6.	Total workers (F + G)	6,823	6,823	100%	0	0%

b. Differently-abled Employees and workers

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

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel *	1	0	0%

* Other than Board of Directors - Senior President - Commercial and CFO

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.02%	9.64%	13.95%	7.25%	13.11%	7.34%	6.89%	9.68%	6.93%
Permanent Workers	3.61%	0%	3.61%	3.60%	0%	3.60%	1.91%	0%	1.91%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of 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	BKT Tyres Limited	Subsidiary	100%	No
2	BKT EXIM US, INC	Subsidiary	100%	
3	BKT EUROPE S.R.L.	Subsidiary	100%	
4	BKT USA INC	Subsidiary	100%	
5	BKT Tires (CANADA) INC	Subsidiary	100%	
6	BKT Tires INC	Step down Subsidiary of Balkrishna Industries Limited	100%	

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes. The Company has an elaborate CSR policy under which the prime focus is Education, Healthcare and Rural Development.
- (ii) Turnover (in ₹) - 9,811 crore
- (iii) Net worth (in ₹) – 7,589 crore

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			FY 2021-22		
		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	#	0	0	NA	0	0	NA
Investors (other than shareholders) *	Yes https://www.bkt-tires.com/www/us/investor-contacts	0	0	NA	0	0	NA
Shareholders	Yes https://www.bkt-tires.com/www/us/investor-contacts	29	0	NA	5	0	NA
Employees and Workers	Yes, https://www.bkt-tires.com/downloads/14263/11780/Employee_Welfare_Policy.pdf	0	0	NA	0	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		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
Value Chain Partners	Yes. https://www.bkt-tires.com/downloads/14267/11784/Customer_Relationship_Policy.pdf	0	0	NA	0	0	NA
Customers	Yes.	5,991	6	**	4,549	6	**

The Company regularly engages with local communities

* We have considered Non-convertible Debentures' holders as Investors other than Shareholders

** These complaints are in process of resolution

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:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product and Technology	Opportunity	As a tire manufacturing company, product and technology are at the core of our work and operations. Improving the product portfolio using innovative technologies would help us in achieving our sustainability targets, provide better solutions to customers while delivering high quality products in the market. This is an opportunity for the Company to excel in the industry and be a leader in the sector.	-	Positive implication.
2	Ethics and Compliance	Risk	The Company expects all its employees to adhere to the Code of Conduct Policy of BKT and Ethical behaviour. The Company follows zero tolerance for any non-compliance in this regard.	BKT has a very stringent Code of Conduct Policy which ensures ethical behaviour and compliance with applicable laws and regulations. The said policy provides for framework for employees and other stakeholders to ensure that business is governed only by ethical practices. The Policy is accessible on the Company's Website https://www.bkt-tires.com/downloads/14268/11785/Code_of_Conduct_Policy.pdf	Negative implication
3	Health and Safety	Risk	Managing safety and health is on top priority at BKT. Risk Assessment is a continuous process followed by measures to effectively control them to ensure safety and good health of people at work.	To mitigate the risk, we strictly follow the rules and procedures laid down by our stringent health and safety management systems. We regularly conduct trainings to create awareness on safe working conditions.	Negative implication
4	Employee Wellbeing	Opportunity	The Company considers its employees as part of its family. The Company takes keen interest to understand their concerns and expectations for their wellbeing.	-	Positive implication

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.

PRINCIPLE 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.
PRINCIPLE 2	Businesses should provide goods and services in a manner that is sustainable and safe.
PRINCIPLE 3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
PRINCIPLE 4	Businesses should respect the interests of and be responsive to all its stakeholders.
PRINCIPLE 5	Businesses should respect and promote human rights.
PRINCIPLE 6	Businesses should respect and make efforts to protect and restore the environment.
PRINCIPLE 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
PRINCIPLE 8	Businesses should promote inclusive growth and equitable development.
PRINCIPLE 9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes. We have appropriate policies in place that covers all the NGRBC principles and its core elements.								
b. Has the policy been approved by the Board? (Yes/No)	Yes. All the mandatory polices have been approved by our Board.								
c. Web Link of the Policies, if available	https://www.bkt-tires.com/en/investors-desk .								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. We have translated the policies into procedures as per their applicability.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, Our Business Responsibility Policy extends to our value chain partners which includes code of conduct, transparency, ethical behavior and accountability for the value chain partners.								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.	As a part of Quality Management, BKT has adopted ISO 17025, ISO 9001, Registration, Evaluation, Authorization and Restriction of Chemicals ('REACH') compliance, European Tire and Rim Technical Organization ('ETRTO') standards and Department of Transport ('DOT') regulations. We adhere to Kaizen principle throughout our strategy. We are ISO 14001 and ISO 45001 certified organization. We have various policies in place such as code of conduct, labour and human rights policy, diversity and inclusion policy. Our CSR policy is in accordance with the Companies Act, 2013.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have identified the areas to reduce our GHG emissions, wastages and water consumption, and have defined the targets which are being monitored and reviewed on regular basis.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have started monitoring our performance on specified areas mentioned above from this year and our performance shall be reported next year onwards.								

Governance, leadership and oversight

7. **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**

The Company is publishing the first BRSR report for FY 2022 - 23 which has helped to showcase that we give first priority to human and environmental resources. To demonstrate our commitment to these principles, we launched our latest sustainability campaign titled as 'Leaf. Our Energy'. This conveys a clear message, there is no future without the breeze of sustainability. Diverse and inclusive work environment across business and the remarkable growth of the Company over the last six decades is a testimony to the quality of our people, products, long-term relationships with our stakeholders getting our brand global recognition. Quality, innovation and strong leadership has laid a foundation to build a long-term business plan. The Company has proclaimed sustainability as one of its core foundations and ensure that a supportive and robust Governance structure is in place to efficiently disseminate sustainable procedures and practices. We sincerely express our gratitude to our loyal customers, tenacious employees, directors, management, leadership team, investors, partners, vendors, distributors and shareholders for their unflinching support.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	The Business Responsibility and Sustainability Committee is responsible for implementation and oversight. The composition of the Committee is as under: <ul style="list-style-type: none"> Pannkaj Ghadiali (DIN 00003462) - Chairman Sandeep Junnarkar (DIN 00003534) – Member Arvind Poddar (DIN 00089984) – Member Rajiv Poddar (DIN 00160758) – Member 								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, we have set up a specific 'Business Responsibility and Sustainability Committee' of the Board.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	We have various policies in place which covers all 9 principles. The performance against these policies is reviewed annually by the BRSR committee.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Compliance review of statutory requirements is done by BRSR committee at regular intervals and it has not come across any non-compliance.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										No. We have not conducted any assessments/evaluations of the workings of our policies by external agencies for FY 2022-23.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable as all the NGRBC principles are covered in our policies.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

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

Segment	Total number of training and awareness programme held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programme
Board of Directors	5	At each meeting of the Board and other committees, members also deliberate on the key integrity matters that help to reflect focus on key strategies. The members also discuss various sustainability initiatives of the Company and impact thereof.	100%
Key Managerial Personnel*	5		100%
Employees other than BoD and KMPs	1,145	Awareness initiated by way of periodical internal communication, training programs and gatherings which covers broadly all applicable principles.	96%
Workers	852		88%

* Other than Board of Directors - Senior President - Commercial and CFO

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

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

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

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

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

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.

Yes, we do have an Anti-Bribery and Anti-Corruption Policy which is accessible on Company's Website https://www.bkt-tires.com/downloads/14269/11786/Antibribery_and_Anticorruption_Policy.pdf

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

	FY 2022-23	FY 2021-22
Directors	None	
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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.

No such issue has been faced by the Company.

Leadership Indicators

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

Yes, we have processes in place to avoid / manage conflict of interests involving members of the Board. Refer our Code of Conduct for Board Members and Senior Management Executives.

The Policy on Ethics, Transparency and Accountability is accessible on the Company's Website https://www.bkt-tires.com/downloads/14262/11791/Ethics_Transparency_and_Accountability_Policy.pdf.

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

Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	The Company has R&D facilities at Bhuj and Chopanki having manpower of around 35 people with common objective to contribute towards better efficiency in operations and Sustainability initiatives. The Company has common team working in these R&D facilities and hence no separate allocation of cost is done for the purpose of this disclosure.		
Capex	3.53%	1.41%	Installation of equipment for reduction of coal and diesel consumption, recycling of water, energy saving etc.

2. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

Yes. We procure material from global vendors and local partners near to our plants which are selected after considering the various sustainability parameters. During the year, 4% of the total procurement were sourced directly from MSMEs/ small producers.

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

We recognize the importance of recycling in environmental protection and have processes in place to recycle waste generated. Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP) are implemented at all production sites which reduces water consumption. Further, the waste water is recycled and utilized in horticulture surrounding our locations and water treatment is monitored and maintained on a regular basis. The polythene used in various processes are sold to authorized resellers and reprocessed into plastic granules.

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

Yes, Extended Producer Responsibility is applicable to our activities and we have taken necessary steps for collection and management of plastic waste. The waste collection plan submitted to Central Pollution Control Board is in line with the Extended Producer Responsibility.

Leadership Indicators

1. 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 2022-23	FY 2021-22
Crumb powder, Reclaimed rubber, rubberized friction compound	0.45%	0.51%

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

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2,569	2,569	100%	2,569	100%	NA	NA	0	0%	0	0%
Female	43	43	100%	43	100%	43	100%	NA	NA	0	0%
Total	2,612	2,612	100%	2,612	100%	43	100%	0	0%	0	0%
Other than Permanent employees											
Male	45	45	100%	45	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	45	45	100%	45	100%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	860	501*	58%	860	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	860	501	58%	860	100%	0	0%	0	0%	0	0%
* Majority of the remaining workers are provided 24*7 Medical care											
Other than Permanent workers **											
Male	5,963	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	5,963	0	0%	0	0%	0	0%	0	0%	0	0%

** Any matter in relation to health or accident for other than permanent workers is managed through 24*7 Medical care at locations.

2. Details of retirement benefits.

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI (As per Act)	100%	100%	Y	100%	100%	Y
Others – please specify						

3. Accessibility of workplaces

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

Yes, we have made necessary arrangements at our premises to ensure appropriate accessibility for the differently abled employees and workers.

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

Yes. We have Diversity and Inclusion policy in place and it includes equal opportunity under the Rights of Persons with Disabilities Act, 2016 and the same is accessible on the Company's Website https://www.bkt-tires.com/downloads//14265/11782/Diversity_Inclusion_Policy.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. We have a mechanism in place to receive and redress grievances of employees and workers. At BKT, we strive to provide a safe and secure environment to all the employees and workers.
Other than Permanent Workers	
Permanent Employees	We adhere to an open-door policy as part of our open and transparent culture. Therefore, any employee can voice their issues to their functional leaders or heads. Workers can also directly approach the respective person in charge for any concerns.
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	2,612	0	0%	2,674	0	0%
Male	2,569	0	0%	2,635	0	0%
Female	43	0	0%	39	0	0%
Total Permanent Workers	860	235	27%	941	252	27%
Male	860	235	27%	941	252	27%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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	2,569	2,569	100%	2,569	100%	2,635	2,635	100%	2,635	100%
Female	43	43	100%	43	100%	39	39	100%	39	100%
Total	2,612	2,612	100%	2,612	100%	2,674	2,674	100%	2,674	100%
Workers										
Male	860	860	100%	860	100%	941	941	100%	941	100%
Female	0	0	0	0	0	0	0	100%	0	100%
Total	860	860	100%	860	100%	941	941	100%	941	100%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,569	2,569	100%	2,635	2,635	100%
Female	43	43	100%	39	39	100%
Total	2,612	2,612	100%	2,674	2,674	100%
Workers						
Male	860	860	100%	941	941	100%
Female	0	0	0%	0	0	0%
Total	860	860	100%	941	941	100%

10. Health and safety management system:

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

Yes, all our workplaces confirm to the health and safety management system, which covers the workers and employees under our health and safety management processes and protocols. We also ascertain that the employees and workers at the plant site receive the necessary trainings on a regular basis. The Health, Environment and Safety policy that applies to the entire organization and each day begins with a safety review. The Health, Environment and Safety Policy is accessible on the Company's Website https://www.bkt-tires.com/downloads/14264/11781/EHS_Policy.pdf. The senior management has taken a pro-safety stance and setup the safety committee at respective plants which oversees the administration of the entire process and these committees comprise senior management representatives, as well as workers. The safety committees assist the management in achieving safety objectives of prevention, zero work related safety incidents and zero occupational illness. Following systems are in place to promote safe working environment:

- Work permit system
- Regular Safety and Fire Drills
- External and internal Safety Audits, 5s Audits
- Public address system for emergency
- Emergency siren and lights throughout plant
- Fire Hydrant, portable fire extinguishers systems and fire tender
- Safety committees
- Safety Patrols
- Annual Medical Health check-up for all employees
- Safety and Health training awareness programs
- New employee safety orientation
- Accessibility to Occupational health centers across all plants of the Company

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

All the plants of the entity have safety committees which identifies work-related hazards and assesses risk on periodic basis. Any identification of work-related hazard or risk is appropriately addressed as part of the process. Further, the Bhuj plant has also undertaken Hazard Identification and Risk Assessment to detect any work-related risks under ISO 45001.

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

Our health and safety management system includes processes for workers and employees to report any hazards at work. Any such reporting is done to safety committee for timely and necessary strategic steps to limit any such exposure to health-related hazards.

d. Do the employees / workers of the entity have access to non-occupational medical and healthcare services?

Yes, we conduct periodic health checkups for employees and workers. In addition, we have tied up with local multi-specialty Hospitals to deal with patients needing specialized care.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.63	2.22
Total recordable work-related injuries	Employees	0	0
	Workers	21	26
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

There is a strong emphasis on establishing a safe workplace with an adaptable and efficient workforce at BKT.

- A safe working environment is critical and is reinforced via ongoing learning of technical operations, machine handling, fire prevention and general workplace safety.
- Each department conducts regular fire safety exercises and fast sessions to educate employees/workers and prevent any incidents. All plants are well equipped with fire hydrant systems that are backed by a variety of fire engines.
- Safety trainings are provided to all employees and workers at regular interval.
- Internal trainers are always available to coach and advise each employee.
- At regular intervals we also conduct health surveys and intensive medical check-up programs.

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

	FY 2022-23			FY 2021-22		
	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	Not Applicable	0	0	Not Applicable
Health and 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 and safety practices	100% - All our plants and offices have been internally assessed for health and safety practices and working conditions.
Working Conditions	

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.

No corrective action required to be taken in absence of significant safety – related incidents, including significant Risks / Concerns identified in Internal assessment for Health and Safety practices and Working conditions.

Leadership Indicators

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

All the value chain partners of BKT abide to the respective contracts during the onboarding process. We ensure that statutory dues deducted and deposited along with the bills by value chain partners. Evidence regarding actual transfer of dues is collected and timely payment of dues is ensured. This aspect is verified on a sample basis by our Internal Auditor and if any lapse is identified, the same is addressed immediately.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	0	1	0	0

3. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	We acknowledge that our value chain partners are separate legal entities, yet their business practices and actions may have an influence on or reflect on our business. While we do not assess our value chain partners on health, safety and working conditions, but we conduct regular audit and analyze our buying practices and internal policies to ensure that our value chain partners are complying with applicable laws, regulations and industry standards.
Working conditions	

4. 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.

Not applicable as mentioned in Question no. 3 above

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

Essential Indicators

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

We identify and nurture long-term partnerships with our stakeholders. Our approach to stakeholder identification and interaction is based on the concepts of materiality, comprehensiveness and effective evaluation. Our strategy comprises identifying important stakeholders who are directly or indirectly impacted by business activity or who influence company decisions. The Stakeholder Relationship Policy is accessible on Company's Website https://www.bkt-tires.com/downloads/14259/11776/Stakeholder_Relationship_Policy.pdf

Based on our assessment, we have identified following stakeholders as our critical stakeholders:

1. Communities / NGOs
2. Customers
3. Employees and workers
4. Government Agencies, Industry Organizations and Educational Institutions
5. Shareholders and Investors
6. Suppliers and Vendors

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

Stakeholder Group	Whether identified as Vulnerable and 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
Communities / NGO's	Yes	<ol style="list-style-type: none"> 1. Project Meetings 2. Community interactions with NGOs 3. Grievance mechanisms 4. Print Media 5. Rural relief activities 6. Gram Panchayat meetings 	Need-based engagement	We work with non-governmental organizations (NGOs) to carry out CSR projects. We think it is critical to build connections with communities and NGOs in order to comprehend their needs and goals and properly align our project ideas.
Customers	No	<ol style="list-style-type: none"> 1. Engagement sessions, Meetings and Workshops (Virtual and/or Face-to-face) 2. By Appointment and membership of industry organizations 	Regular engagement	We are greatly impacted by our customer's feedback, decisions and choices. It is vital to interact with them on a regular basis and learn about their requirements, goals and current trends.
Employees and Workers	No	<ol style="list-style-type: none"> 1. Face-to-face meetings 2. Engagement sessions 3. Rewards and recognition 4. Team building workshops 5. Learning and Development 6. Grievance redressal mechanism 7. Festivities and Celebrations 	Regular engagement	They contribute significantly to the development and expansion of a strong and adaptable business. Their collective knowledge and experience are crucial for the business's fundamental functions, product innovation, design and profitability.
Government Agencies, Industry Organizations and Educational Institutions	No	<ol style="list-style-type: none"> 1. Website and portals 2. Industry meets, Seminars 3. Education – Conclaves and Campus Hiring 4. Official / Site visits 5. Events and Sponsorships 	Need-based engagement	We engage with Government Agencies and Industry Organizations as and when any approval / permission or assistance regarding applicability or clarification of statutes is required or to discuss industry leading policies. To attract talent and resources from diverse background, we engage with educational institutions.
Shareholders and Investors	No	<ol style="list-style-type: none"> 1. Annual general shareholders meeting 2. Quarterly Financial result declaration 3. Media Release, Investors Call and email 4. One to One physical meet and phone call 	Need-based engagement	We engage with them to communicate performance of the Company as well as to resolve their grievance, if any.
Suppliers and Vendors	No	<ol style="list-style-type: none"> 1. E-mails, phone calls and plant visits. 	Regular engagement	We engage with our suppliers to ensure quality, business continuity and confirmation on supplier code of conduct.

Principle 5: Businesses should respect and promote human rights
Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2,612	2,612	100%	2,674	2,674	100%
Other than permanent	45	45	100%	15	15	100%
Total employees	2,657	2,657	100%	2,689	2,689	100%
Workers						
Permanent	860	860	100%	941	941	100%
Other than permanent	5,963	5,963	100%	3,077	3,077	100%
Total workers	6,823	6,823	100%	4,018	4,018	100%

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

Category	FY 2022-23					FY 2021-22				
	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	2,612	0	0%	2,612	100%	2,635	0	0%	2,635	100%
Female	43	0	0%	43	100%	39	0	0%	39	100%
Other than permanent										
Male	45	0	0%	45	100%	15	0	0%	15	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent										
Male	860	0	0%	860	100%	941	0	0%	941	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent										
Male	5,963	0	0%	5,963	100%	3,077	0	0%	3,077	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	6	47,36,681	2	5,50,000
Key Managerial Personnel	1	2,05,16,068	0	0
Employees other than BoD and KMP	2,565	7,00,056	43	6,24,000
Workers	860	3,05,887	0	NA

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

Yes. The Company has a focal point responsible for addressing human rights impacts. The focal point who works with Plant Heads & HR Heads of all Units as well as Head Office to handle human rights effects or challenges caused or contributed to/by the business. They all are in charge for responding to any issues or complaints voiced by internal or external stakeholders in this regard.

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

A Human Rights Policy has been laid out that applies to all employees, suppliers, contractors and other stakeholders that prohibits all kinds of human rights violations. Our organization has stringent mechanisms in place to monitor human rights abuses. The Human Rights Policy is accessible on Company's Website https://www.bkt-tires.com/downloads/14260/11777/Labour_Human_Rights_Policy_.pdf

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

	FY 2022-23			FY 2021-22		
	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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

We understand the importance of a hostile-free environment for enabling our employees to work efficiently. We are committed to protecting the rights of all our employees and workers and provide them with a work environment free of physical, verbal, or mental abuse. We also have "zero tolerance" for harassment based on race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability, sexual harassment and/or other actions that might promote an objectionable or work intimidating environment, including unwanted or unsolicited sexual approaches. We have formulated and implemented a policy on prevention of sexual harassment at the workplace with a mechanism of receiving and redressing complaints and have formed a committee to supervise its smooth functioning. The policy also ensures that there are no adverse consequences to the complainant in discrimination and harassment cases. As a matter of policy, we keep the complainant's name anonymous.

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

Yes. Human rights requirements form part of our business agreements and contracts whenever we deal with value chain partners.

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%. All our plants and offices have internally been assessed on child labour, forced / involuntary labour, sexual harassment, discrimination at workplace and wages. We have not come across any significant risks / concerns based on internal assessment.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
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.

Not Applicable

Leadership Indicators

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

We did not have any cases of human rights grievances / complaints across our sites and operations during the year and therefore believe that the existing systems are working well and does not require any interference.

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

HR Heads of all Units handle all human rights effects or challenges caused or contributed to by the business. They all are in charge for responding to any issues or complaints with due-diligence.

3. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	We acknowledge that our value chain partners are separate legal entities, yet their business practices and actions may have an influence on or reflect on our business. While we do not assess our value chain partners on said parameters, but we conduct regular audit and analyze our buying practices and internal policies to ensure that our value chain partners are complying with applicable laws, regulations and industry standards.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

4. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 3 above.

Not applicable as mentioned in Question no. 3 above.

Principle 6: Businesses should respect and make efforts to protect and restore the environment
Essential Indicators
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter (in Giga Joules)	FY 2022-23	FY 2021-22
Total electricity consumption (A)	5,60,603	5,30,912
Total fuel consumption (B)	56,54,631	49,14,383
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	62,15,234	54,45,295
Energy intensity per rupee of turnover in lakhs (Total energy consumption in GJ / turnover in rupees in lakhs)	6.34	6.59
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, Bureau Veritas (India) Private Limited has carried out external independent assurance for the above disclosure.

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.

We do not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	10,33,620	8,23,234
(ii) Groundwater	3,37,072	4,07,358
(iii) Third party water (Municipal water supplies)	95,429	48,546
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater for Bhuj and Chopanki; Packaged drinking water for Head Office)	1,914	22,903
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	14,68,035	13,02,041
Total volume of water consumption (in kilolitres)	14,68,035	13,02,041
Water intensity per rupee of turnover in lakhs (Water consumed in KL / turnover in Lakh Rupees)	1.50	1.58
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, Bureau Veritas (India) Private Limited has carried out external independent assurance for the above disclosure.

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

We have Zero Liquid Discharge at our Bhuj plant.

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	FY 2021-22
NOx	mg/nm3	61.64	52.90
SOx	mg/nm3	112.39	91.52
Particulate matter (PM)	mg/nm3	41.20	31.48
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – Ozone Depleting Substances (HCFC – 22, R-22 or CO)	Tonnes	1.27	1.23

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, Bureau Veritas (India) Private Limited has carried out external independent assurance for the above disclosure.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	5,08,201.87	4,41,601.10
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,34,772	1,27,457
Total Scope 1 and Scope 2 emissions per rupee of turnover in lakhs (MTCO ₂ e / Turnover in lakh Rupees)	Metric tonnes of CO ₂ equivalent	0.66	0.69
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Yes, Bureau Veritas (India) Private Limited has carried out external independent assurance for the above disclosure.

7. Does the entity have any project related to reducing Greenhouse Gas emission? If Yes, then provide details.

Yes, all our plants are implementing various projects to reduce greenhouse gas emissions. We are constantly monitoring green energy production processes and outcomes, as well as the diligent implementation of emission reduction programs. Our aim has been to deploy wind and solar energy sources and to continually undertake multiple initiatives at facilities to reduce emissions. Emissions are reduced in a variety of ways at our plants through process innovation. Throughout our plants, we use the Kaizen philosophy (constant improvement). The following are some of the initiatives at our facilities

- At Chopanki and Bhiwadi, replacement of coal fired boilers with Gas fired boilers.
- We have created a green belt covering an area of approximately 4 lakh square meters in and around our largest facility in Bhuj thus expanding our greening project and have planted trees, bushes and grass in and around our Bhuj plant. This also resulted in many endangered species finding refuge in the vast ecosystem we established. There are 57,895 trees in total inside the Bhuj plant area and 43,059 trees outside the premises.
- Our diverse plant projects and green technology solutions decrease energy emissions leading to a reduction of carbon footprint.
- Use of Noltec carbon conveying system and foldable containers has resulted in reduction of plastic jumbo bags.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3,113.80	3,116.79
E-waste (B)	115.79	106.43
Bio-medical waste (C)	0.03	0.03
Construction and demolition waste (D)	0	0
Battery waste (E)	12.91	1.59
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	511.05	433.67
Other Non-hazardous waste generated (H). Please specify, if any.		
Other Waste - Non-Process waste	27,919.53	19,110.42
Process waste	1,704.50	2,024.57
Total (A+B + C + D + E + F + G + H)	33,377.61	24,793.50

Parameter	FY 2022-23	FY 2021-22
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	33,231.59	24,718.57
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	33,231.59	24,718.57
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.03	0.03
(ii) Landfilling	145.99	74.90
(iii) Other disposal operations	0	0
Total	146.02	74.93

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, Bureau Veritas (India) Private Limited has carried out external independent assurance for the above disclosure.

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.

Our philosophy is “no waste leaving the premises.” Our aim is to evaluate all elements of our value chain and implement risk mitigation strategies as needed. At our plants, we identify and categorize the waste into two streams for effective segregation and disposal: hazardous waste and non-hazardous waste. There are separate storage areas for hazardous and non-hazardous waste. A procedure for handling hazardous and nonhazardous waste is in place to ensure effective monitoring and disposal. Further, to decrease waste, we have used a variety of measures such as selling non-hazardous garbage to a vendor for proper disposal and transporting our products in what our industry jargon refers to as “naked condition” which is a useful technique to minimize waste during the transit stage. Based on the principles of circular economy, the utilization of recycled rubber considerably improves our environmental performance. Rubberized friction fabric is recycled for making specific types of products.

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:

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.
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We do not have any operational sites that fall under the ecological sensitive zones as stated by government authorities.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Carbon Black Plant	S.O. 980 (E) dated 02.03.2021 of MoEF&CC, GoI	29 July 2022	No	Yes	-

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:

We are compliant with the applicable environmental laws / regulations / guidelines in India pertaining to our operations.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Not Applicable.				

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	FY 2021-22
From renewable sources		
Total electricity consumption (A)	27,438	26,686
Total fuel consumption (B)	737	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	28,175	26,686
From non-renewable sources		
Total electricity consumption (D)	5,33,165	5,04,226
Total fuel consumption (E)	56,53,894	49,14,383
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	61,87,059	54,18,609

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, Bureau Veritas (India) Private Limited has carried out external independent assurance for the above disclosure.

2. Provide the following details related to water discharged:

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 of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	297.02*	276.00*
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	297.02	276.00

* To Local Municipal Corporation

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, Bureau Veritas (India) Private Limited has carried out external independent assurance for the above disclosure.

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: Bhiwadi, Bhuj, Chopanki and Waluj plants are located in over exploited and semi-critical category of water stress area as per Central Ground Water Board (CGWB).
- (ii) Nature of operations: Tire Manufacturing
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	10,33,620	8,23,234
(ii) Groundwater	3,37,072	4,07,358
(iii) Third party water	91,532	44,670
(iv) Seawater / desalinated water	0	0
(v) Others	1,735	22,785
Total volume of water withdrawal (in kilolitres)	14,63,959	12,98,047
Total volume of water consumption (in kilolitres)	14,63,959	12,98,047
Water intensity per rupee of turnover in lakhs (Water consumed in KL / turnover In Lakhs)	1.49	1.57
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) 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.

Yes, Bureau Veritas (India) Private Limited has carried out external independent assurance for the above disclosure.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	Metric tonnes of CO ₂ equivalent	Currently, we do not track our scope 3 emissions.	
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.

Not Applicable

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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 provided along-with summary)	Outcome of the initiative
1.	Captive Power Plant - Installation of Continuous Emission Monitoring System ('CEMS')	Installation of online CEMS at all fuel boilers stack for monitoring emission parameter within limit as per norms.	Effective monitoring of emission
2.	Heat recovery from boiler flue gas	Heat recovery through condensing economiser in gas boiler and reduce flue gas outlet temperature.	Reduction of Natural gas consumption
3.	Reduction in Gas Boiler fuel consumption.	Increasing feed water temperature and intake air temperature in Gas Boiler and found Steam Vs Fuel ratio: 13 Kg/Standard Cubic Meter to 14.3 Kg/Standard Cubic Meter.	Reduction of Natural gas consumption
4.	Renewable energy generation through wind power plant (1.25 MW X 4 Nos.-5 MW) at Jaisalmer.	Through wind power plant (4 Nos. X 1.25 MW-5 MW) at Jaisalmer.	Reduction in GHG emission of Co2
5.	Energy conservation by replacing with energy efficient motors	By replacing IE-1 type motor with IE-3 type energy efficient motors.	Reduction in GHG emission of Co2
6.	Replacing centrifugal air blowers in air washers	EC+ type air blowers were provided in air washers in place of centrifugal air blowers.	Reduction in GHG emission of Co2
7.	Replacement of fluorescent T-5 type 2 X 36 W and 2 X 28 W fittings with LED fittings	Conventional fluorescent type T-5 type fitting replaced with LED lights.	Reduction in GHG emission of Co2

7. 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.

Our Supplier Manual, in conjunction with established criteria, vendor screening and precise quality control, ensures exceptional outcomes in terms of quality, efficiency and sustainability. Currently we have not come across any adverse impact on environment arising from the value chain partners of the entity.

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

We currently do not assess our value chain partners on the environmental impacts. However, our due diligence process and procedures ensure that no such adverse impacts are caused due to our value chain activities across all our locations and operating sites.

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers / associations.**
We are a member of 9 trade and industry chambers / associations.
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	All India Rubber Industries Association (AIRIA)	National
2	Bombay Chamber of Commerce (BCC)	National
3	Chemical and Allied Export Promotion Council of India (CAPEXIL)	National
4	Federation of Indian Export Organization (FIEO)	National
5	IMA Chief Human Resource Officer Forum (CHRO)	National
6	The European Tire and Rim Technical Organization (ETRTO)	International
7	The Tire and Rim Association (T and RA)	International
8	Bhiwadi Manufacturers Association (BMA)	National
9	Chambers of Marathwada Industries and Agriculture (CMIA)	National

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

The Company has not received any adverse orders from regulatory authorities during the year related to any anti-competitive conduct.

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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
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Not applicable as no such assessment has been done. However, the Company has conducted CSR impact assessment by independent external agency which is part of this annual report.

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 ₹)
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Not applicable.

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

The Company does not have specific grievance redressal mechanism, but the Company regularly engages with local communities and addresses their grievances, if any.

The Inclusive Growth and Equitable Development Policy is accessible on the Company's Website https://www.bkt-tires.com/downloads/14261/11778/Inclusive_Growth_and_Equitable_Development_Policy.pdf

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	4%	4%
Sourced directly from within the district and neighboring districts	1.74%	1.55%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
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Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In ₹)
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We have not undertaken any CSR projects that fall under the list of aspirational districts.

- 3.

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

We do not have formal mechanism to track this information.

- (b) From which marginalized /vulnerable groups do you procure?

We do not have formal mechanism to track this information.

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

We do not have formal mechanism to track this information.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
We do not have any intellectual properties based on traditional knowledge.				

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

Name of authority	Brief of the Case	Corrective action taken
We do not have any intellectual properties based on traditional knowledge.		

6. Details of beneficiaries of CSR Projects:

We have total of 21 CSR projects out of which top 3 CSR projects basis spent are listed below:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Dr. Babasaheb Ambedkar Vaidyakiya Pratishthan (BAVP) – We are partnering with BAVP for expansion of the hospital infrastructure. The Trust has undertaken to build an additional floor (3 rd floor) which will host 4 General Wards comprising of 120-beds, OPD for Super Specialists, ICU for Neurology, Multi-purpose hall and additional admin infrastructure.	This infrastructure project is currently under development	
2 (a).	The Akshaya Patra Foundation -Mid day Meals – Partnering for serving Mid-day meals to children in various school at Bhuj (Gujarat)	23,000	100%
2 (b).	The Akshaya Patra Foundation - Kitchen Capex- Partnering for Capex in Bhuj Kitchen for providing 50 Big Crates, 100 Crates with holes, 10 Slotted Angle Raks, 6 Vehicle- Mahindra Bolero, 100 Small Meal distribution vessels, 8 Roti Collecting Tray, 2 Hand Pallet Trucks, 1 Atta Kneading Machine, 30 KW Goldi make Solar panel for Solar Roof Top and 1 Auto Rikshaw at Bhuj (Gujarat). Also providing Atta Kneading Machine-75 Kg per batch capacity.7.5 HP Motor, Reverse and Forward Movement and Jet Pressure Pump IPC C23 plus Water Jet pressure Pump with Accessories (Roto brush M22 and IPC Fixed Brushed M22, etc.), miscellaneous kitchen items, including vessels.	50,000	100%
3	Muktangen Education- Contribution for the provision of quality, holistic, inclusive education to students and in-service teacher in Gokhale Road South Mumbai Public School	495 students 68 teachers	100%

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

Essential Indicators

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

We believe that prompt customer service is critical to establish trust with our customers and maintaining a strong customer service reputation. We have a robust mechanism in place to receive and incorporate suggestions to assure an excellent customer experience. We conduct customer assessment surveys and document customer feedback. We are committed to keeping our customers informed throughout the grievance resolution process and in providing regular updates on the status of their complaints and the actions taken to address their complaints.

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	94%
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	Not applicable as we do not deliver essential services					
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other- Product related	5,991	6	*	4,549	6	*

* Pending complaints are in process of resolution.

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

	Number	Reasons for recall
Voluntary recalls	There were no instances of voluntary / forced product recalls on account of safety	
Forced recalls	issues in the FY 2022-23.	

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. -

Our company has a strong system in place to prevent unauthorized access to our IT systems and servers, thereby protecting our IT assets. We recognize that our customers and stakeholders place their trust in us to protect their personal and sensitive data. We have implemented a comprehensive set of policies and practices that govern our information security and data protection activities to ensure cyber security and data privacy. These policies and practices are reviewed and updated on a regular basis to ensure that they reflect the most recent industry standards and best practices.

The Cyber Security and Data Privacy Policy is accessible on the Company's Website https://www.bkt-tires.com/downloads/14266/11783/Cyber_Security_and_Data_Privacy_Policy.pdf

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.

We understand the significance of protecting privacy, cyber security and the requirement for appropriate controls while collecting, transferring, storing and processing personal data. We anticipate that all information will be handled properly and responsibly in accordance with the applicable laws. At BKT, we have robust systems in place to deal with any issues relating to cyber security. Our IT team investigates the incident, if any, and takes appropriate corrective actions.

Leadership Indicators

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

Our product information is available on our websites. We also organize and participate in various events to spread the word about our products. Our website can be accessed at <https://www.bkt-tires.com>

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

We periodically organize various events to educate our consumers about the safe and responsible usage of our products. Each tire is provided with safety warning plate containing inflation pressure and load / speed index duly engraved on side wall of tire. We also share SOPs with our customers for safe and responsible usage of tire.

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

Not applicable. We do not provide essential services.

4. a. 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.

Yes, we display all relevant product information in accordance with the highest legal standards mandated by the national and state laws. Further, we also display additional product information which enables customer to use our final product more efficiently.

b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) -

Yes, we conduct customer satisfaction surveys on a regular basis and the results are presented during management review meeting.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil

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

Not Applicable