



June 28, 2023

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

BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai - 400 001

Through: NEAPS

Through: BSE Listing Centre

Symbol: ASHOKLEY

Scrip Code: 500477

Dear Sir/Madam,

Submission of Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report for the FY 22-23.

Kindly take the above on record.

Thanking you,

Yours faithfully,
for Ashok Leyland Limited

N Ramanathan
Company Secretary

Encl.: a/a

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

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

CIN: L34101TN1948PLC000105



HINDUJA GROUP

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L34101TN1948PLC000105
2	Name of the Company	Ashok Leyland Limited
3	Year of incorporation	1948
4	Registered office address	No. 1, Sardar Patel Road, Guindy, Chennai – 600 032
5	Corporate address	No. 1, Sardar Patel Road, Guindy, Chennai – 600 032
6	E-mail	secretarial@ashokleyland.com
7	Telephone	044 – 2220 6000
8	Website	www.ashokleyland.com
9	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Ltd and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 293.61 Crores
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Alok Verma Head Corporate Strategy & ESG Telephone: 044 – 2220 6081 Email: Alok.Verma@ashokleyland.com
13	Reporting boundary	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	Manufacture and sale of Medium and Heavy Commercial Vehicles	Automobile Manufacturing	75.8
2	Manufacture and sale of Light Commercial Vehicles	Automobile Manufacturing	12.0
3	Sale of Power Solution Systems	Automobile Manufacturing	1.8

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	Trucks (M&HCV) Medium & Heavy Commercial Vehicles	29102	67.2
2	Bus (M&HCV) Medium & Heavy Commercial Vehicles	29109	8.6
3	LCV – Light Commercial Vehicles	29104	12.0

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	10	1	11
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Pan-India
International (No. of Countries)	38

*The number of international countries served by Ashok Leyland is for vehicles exported to its affiliates in the respective countries.

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

The Company's contribution to exports is 5.16% of its total turnover.

c. A brief on types of customers

Ashok Leyland (AL) is India's second-largest medium and heavy commercial vehicle manufacturer. The Company manufactures and sells its product in light, medium, and heavy commercial vehicle segments which are used for the transportation of goods as well as people. Therefore, the Company caters to a variety of customer bases in the market both in India and abroad based on different categories such as fleet size, type of vehicles, purchase type, use of government/private, etc. The customers of AL cuts across all geographies of India and Abroad. AL has delivered more than 2 million vehicles to customers in the last two decades. This reflects the respect that the customers bestowed upon AL for its products and services. The Company sells its products catering to the needs of goods carriers, passenger transportation, power solutions, agricultural engines, industrial engines, and Defence.

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						
1.	Permanent (D)	4,782	4,511	94%	271	6%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	4,782	4,511	94%	271	6%
WORKERS						
4.	Permanent (F)	4,821	4,777	99%	44	1%
5.	Other than Permanent (G)*	18,111	17,579	97%	532	3%
6.	Total workers (F + G)	22,932	22,356	97%	576	3%

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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)	13	13	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	13	13	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	63	63	100%	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	63	63	100%	0	0

19. Participation/Inclusion/Representation of women

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

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

20 Turnover rate for permanent employees and workers
(Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.16%	11.51%	5.53%	6.06%	11.96%	6.43%	5.87%	7.09%	5.95%
Permanent Workers	9.78%	4.94%	9.66%	6.8%	0	6.8%	4.07%	0	4.07%

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

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

Sl. No	Name of the Holding / Subsidiary / Associate companies / Joint Ventures as at March 31, 2023 (A)	Indicate whether Holding / Subsidiary / Associate/ Joint Venture	% of shares held by listed entity (directly and through subsidiaries)
1	Hinduja Automotive Limited, U.K.	Holding	50.87
2	Albonair GmbH, Germany	Wholly owned subsidiary	100
3	Albonair(Taicang) Automotive Technology Co., Ltd, China	Wholly owned subsidiary (Step down)	100
4	Albonair (India) Private Limited	Wholly owned subsidiary	100
5	Ashok Leyland Nigeria Limited	Wholly owned subsidiary	100
6	Ashok Leyland (Chile), S.A.	Wholly owned subsidiary	100
7	Gulf Ashley Motor Limited	Subsidiary	93.15
8	Optare Plc., U.K.	Subsidiary	91.63
9	Optare UK Limited	Subsidiary (Step down)	91.63
10	Switch Mobility Limited, UK (formerly Optare Group Limited)	Subsidiary (Step down)	90.18
11	Switch Mobility Automotive Limited	Subsidiary (Step down)	90.18
12	OHM International Mobility Limited	Subsidiary (Step down)	72.15
13	OHM Global Mobility Private Limited	Subsidiary (Step down)	72.15
14	Optare Australia Pty Limited	Subsidiary (Step down)	90.18
15	Switch Mobility Europe S.L., Spain	Subsidiary (Step down)	90.18
16	Global TVS Bus Body Builders Limited	Subsidiary	66.67
17	Hinduja Tech Limited	Subsidiary	73.83
18	Hinduja Tech GmbH, Germany	Subsidiary (Step down)	73.83
19	Hinduja Tech Inc., USA	Subsidiary (Step down)	73.83
20	Hinduja Tech (Shanghai) Co., Limited	Subsidiary (Step down)	73.83
21	Hinduja Tech Canada Inc., Canada	Subsidiary (Step down)	73.83
22	Drive System Design Limited, UK	Subsidiary (Step down)	73.83
23	Drive System Design Inc., USA	Subsidiary (Step down)	73.83
24	Drive System Design s.r.o., Czech	Subsidiary (Step down)	73.83
25	Hinduja Tech Limited, U.K.	Subsidiary (Step down)	73.83
26	Hinduja Leyland Finance Limited	Subsidiary	60.42

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Sl. No	Name of the Holding / Subsidiary / Associate companies / Joint Ventures as at March 31, 2023 (A)	Indicate whether Holding / Subsidiary / Associate/ Joint Venture	% of shares held by listed entity (directly and through subsidiaries)
27	Hinduja Housing Finance Limited	Subsidiary (Step down)	60.42
28	Hinduja Insurance Broking and Advisory Services Limited (under liquidation)	Subsidiary (Step down)	60.42
29	Gaadi Mandi Digital Platforms Limited	Subsidiary (Step down)	60.42
30	HLF Services Limited	Subsidiary	81.73
31	Ashley Aviation Limited	Wholly owned subsidiary	100.00
32	Ashok Leyland (UAE) LLC (including shareholding held in beneficial position)	Subsidiary	100.00
33	Mangalam Retail Services Limited	Associate	37.48
34	Lanka Ashok Leyland PLC	Associate	27.85
35	LLC Ashok Leyland Russia	Subsidiary (Step down)	100
36	Ashok Leyland West Africa SA	Subsidiary (Step down)	100
37	Ashok Leyland Defence Systems Limited	Associate	48.49
38	Rajalakshmi Wind Energy Limited	Associate (under Companies Act, 2013)	26.00
39	Ashley Alteams India Limited	Joint Venture	50.00
40	Ashok Leyland John Deere Construction Equipment Company Private Limited (Under liquidation process)	Joint Venture	4.85
41	Vishwa Buses and Coaches Limited	Wholly owned subsidiary	100.00
42	Gro Digital Platforms Limited	Subsidiary	80.21
43	Prathama Solar Connect Energy Private Limited	Associate (under Companies Act, 2013)	26.00
44	HR Vaigai Private Limited	Associate (under Companies Act, 2013)	26.00
45	ZeBeyond Limited, U.K.	Joint Venture of Subsidiary	36.91

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

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

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: **Yes**
(ii) Revenue from operations (in ₹): INR 36,144 Crores
(iii) Net worth (in ₹): INR 8,426 Crores

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		Remarks
		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	
Local Communities	No	0	0	-	0	0	-
Shareholders	Yes	13	0	-	20	0	-
Employees and workers	Yes	19	0	-	73	7	Long term policy change
Customers	Yes	1041	179	-	780	96	Reach us and secretarial Or directly to MD AL India official twitter account

*The policies guiding Ashok Leyland Limited's conduct with all its stakeholders are available on the Company's website. The link to the policies is available at: <https://www.ashokleyland.com/in/en/investors/investor-information/policies>

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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, and 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)	The rationale for identifying the risk/opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Product Safety, Quality, and Innovation	Opportunity	Leveraging innovation to ensure all products of the Company are safe and match the desired quality standards contributes to enhanced brand value and customer trust		- Reduced product recalls
2	Customer Relationships and Satisfaction	Risk	Failing to offer products and services that satisfy customer's expectations may result in lengthy and costly litigation, diminished trust with customers, and lower sales	<ul style="list-style-type: none"> - Providing transparent information and fair advice on the Company's products and services to its customers - Improving relationships held with customers and the manner in which the Company caters to the needs/preferences of the customer base, through initiatives and platforms such as PRISM 2.0, LEAD, SELECT, and i-alert. - With the help of a robust aftersales service which includes mediums such as a 24x7 call center toll-free no, website, social media, etc., the Company can pay attention to customers. A dedicated complaint management system is also in place to help monitor as well as facilitate swift resolution of customer complaints 	<ul style="list-style-type: none"> - Lower revenue - Financial obligation due to litigation
3	Business Growth and Profitability	Risk	Inability to absorb losses owing to unforeseen contingencies and sudden external shocks can lead to dire consequences impacting the viability of the business	Implementing sound ESG policies, systems and processes to build a sustainable business model that can weather disturbances	<ul style="list-style-type: none"> - Financial losses - Depletion of reserves
4	Regulatory Compliance	Risk	Violating regulatory compliance often results in legal punishment, including fines and penalties	<ul style="list-style-type: none"> - Creating a strong ethical organisational culture with a focus on transparency and compliance - Regularly carrying out risk assessments to identify areas of potential exposure to compliance-related risks 	- Fines and Penalties
5	Road and Occupational Safety	Opportunity	Adopting health and wellbeing measures may lead to enhanced employee productivity in turn reducing the employee attrition rate. Road safety awareness programmes enable the community and drivers to follow the safety rules.		<ul style="list-style-type: none"> - Lower talent acquisition costs - Lower injury rate

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The rationale for identifying the risk/opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity
6	Inclusive growth with community development	Opportunity	Ensuring goodwill with local, and marginalised communities through the community development programmes that can validate the Company's social license to operate		Increase in revenue share from socially conscious customers
7	Sustainable supply chain and sourcing	Opportunity	Ensuring a green, local, and socially sound supply chain can contribute to stability and diversity while also creating local employment		<ul style="list-style-type: none"> - Lower raw material procurement cost - Reduction in transportation costs
8	Recruitment and talent retention	Opportunity	Initiating employee benefit plans, offering competitive pay packages, and focusing on a diverse workforce can help retain the right talent and bring about a diverse perspective during the decision-making process		Reduced recruitment cost
9	Grievance Mechanism	Opportunity	Establishing a robust grievance redressal mechanism ensures compliance with rules and regulations, therefore, building the trust of the customers, investors, and employees		<ul style="list-style-type: none"> - Legal fines and penalties - Dissolution of business
10	Cybersecurity	Risk	Lack of adequate data security and privacy systems can lead to economic losses, reputational losses, and loss of customer confidence in the Company	<ul style="list-style-type: none"> - Implementing sound information security systems and policies to manage customers' sensitive data. - The Company has an Information Security/Cybersecurity policy in place that is available to all employees in the organisation. 	<ul style="list-style-type: none"> - Regulatory fine and penalty - Legal fees in case of customer lawsuits - Loss of customers
11	Resource optimisation and operational eco-efficiency	Opportunity	With an aim to optimise resource utilisation, the Company can not only improve its operational efficiency but also attract environmentally conscious customers		<ul style="list-style-type: none"> - Lower Operational Cost - Increase in revenue share from environmentally conscious customers
12	Human Rights	Risk	Non-adherence to human rights principles may lead to reputational damage and penalties	Ensuring compliance with international and national human rights standards within the organisation and its value chain	<ul style="list-style-type: none"> - Regulatory fine and penalty - Reduced access to capital from socially conscious investors - Reduced costs relating to talent acquisition
13	Anti-bribery and corruption	Risk	The Company can be exposed to legal fines, penalties, damaged reputation, business disruption, and erosion of trust in the case of non-adherence to ethical business practices	<ul style="list-style-type: none"> - Implementing internal controls to strengthen compliance with applicable laws - Devising a plan to conduct awareness programmes and training for internal stakeholders on ethical practices - Instituting an effective whistle-blower and grievance redressal mechanism 	<ul style="list-style-type: none"> - Legal fines and penalties - Dissolution of business

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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The rationale for identifying the risk/opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity
14	Training and Education	Opportunity	Ensuring opportunities are provided to employees that can upgrade their skills and attain the qualifications required in order to achieve career progression resulting in a higher employee retention rate		Reduced costs relating to talent acquisition
15	Labour Management Relationship	Risk	Promoting freedom of association and collective bargaining agreements for its workers and employees resulting in employee and worker satisfaction	<ul style="list-style-type: none"> - Supporting employees and workers to be a part of independent unions - Initiating engagements with union leaders to promote worker and employee wellness 	Reduced costs relating to talent acquisition
16	Anti-competitive practices	Risk	The Company can be exposed to legal fines, penalties, damaged reputation, business disruption, and erosion of trust in the case of non-adherence to ethical business practices	<ul style="list-style-type: none"> - Implementing internal controls to strengthen compliance with applicable laws - Devising a plan to conduct awareness programmes and training to internal stakeholders on ethical practices - Instituting an effective whistle-blower and grievance redressal 	<ul style="list-style-type: none"> - Legal fines and penalties - Dissolution of business

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Policies are uploaded on the website of the Company at www.ashokleyland.com and on the Company's intranet portal.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Yes. Policies are developed considering relevant national acts like the Factories Act, of 1948, the Companies Act of 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations of 2015, and various other Statutes which refers to National / International codes, certifications, labels and standards								
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	Ashok Leyland has committed to the ESG-related goals and targets in the current FY, i.e., FY 2022-23. Hence, the performance will be monitored in the following FY.								

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Governance, leadership and oversight	
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p> <p>On the product and technology front, which is our passion, we are making good progress in alternate propulsion development. At the Auto Expo held in Delhi in January this year, a wide range of alternate fuel driven products were displayed across our LCV, ICV and MDV platforms. This covered CNG, LNG, Hydrogen, Fuel Cell, and Battery Electric options. Switch Mobility, through which we are positioning the electric vehicles, has gained considerable momentum in FY23, and has already made a mark in the industry. The electric LCV is slated for introduction later this year.</p> <p>Recognising the importance of building a talent pipeline in an environment of homogenous culture, our HR team was on an overdrive launching several initiatives and cascading them across the board. These initiatives include defining the organisation purpose as "Transforming Lives & Businesses through Leadership in Mobility" and driving a new culture throughout the organisation. Preparing future leaders saw the introduction of a new AL-Young Talent Program and the AL-Emerging Leaders Program. Another significant milestone in our gender diversity pathway is the establishing of an all women-run engine assembly line in our Hosur plant.</p> <p>I would like to take this opportunity to present some of the key initiatives in other areas that are relevant to our business. Our plants have won 13 CII-Environment, Health, and Safety Excellence Awards. Use of renewable solar power is at the top of the agenda. Renewable energy now constitutes 57% of our total requirement. Furthermore, your Company believes sustainability is key to its overall strategy and is consciously moving from compliance to competitiveness in the overall ESG approach. And as part of a holistic approach to sustainability, your Company has developed an ESG vision: "To create and lead sustainable practices, across Environment, Social and Governance initiatives, delivering outstanding stakeholder value." This vision has been further operationalized into 10 Focus areas deep diving individually in E, S, and G areas. Moving forward, your Company is also preparing for some major commitments around becoming carbon-neutral in its operations in the medium term and becoming Net Zero in the long term.</p> <p>Under CSR, our Road to School programme (RTS) is making strides and the coverage has increased from 98,000 to over 150,000 children. During the year, the RTS initiative has been extended to J&K and Assam and is gaining ground gradually. RTS has also received awards from the Tamil Nadu Government, ASSOCHAM, FICCI and SIAM. The Road to Livelihood programme, which was introduced this year for Classes 9-12 has been well received by parents and the community. Your Company is determined to expand this further, not just impacting a greater number of students but also widening its reach to many more states.</p>
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p> <p>Mr. Alok Verma, Head of Corporate Strategy & ESG</p>
9.	<p>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.</p> <p>Yes, The Board has constituted the Environmental, Social and Governance Committee ('ESG Committee') to guide and assist the Board of the Company in fulfilling its oversight responsibilities and also make recommendations as appropriate, on matters related to entity wide ESG initiatives, key focus areas and benchmarked ESG practices.</p> <p>The terms of reference of the ESG Committee are as below:</p> <ul style="list-style-type: none"> - Oversee, review and assess whether the Company's strategy, policy and initiatives are in line with the macro developments happening in the ESG domain. - Integrate the relevant initiatives on matters relating to Environmental, Health and Safety, Corporate Social Responsibility, Sustainability, and other public policy matters, activities, and proposals related to ESG with the other Board Committees. - Review material ESG aspects for the Company and oversee the development and implementation of the Management's targets, standards, and metrics to assess and track the Company's ESG performance. - Review and approve the Company's ESG public disclosures and oversee the Company's engagement with the stakeholders on ESG issues and also review stakeholder feedback from the ESG disclosures. - Review monitoring processes for tracking ESG performance. - Monitor and review stakeholder perception of the Company around ESG topics (including ESG ratings by leading agencies) - Review and ensure compliance with regulatory ESG disclosures as required and amended from time to time (such as BRSR).

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10.	Details of Review of NGRBCs by the Company:																		
	Subject for Review	Indicate whether review was undertaken by the 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 the above policies and follow-up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Policies are reviewed periodically or on a need basis from time to time and necessary updates are made wherever required									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annual basis									
11.	Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency									P1	P2	P3	P4	P5	P6	P7	P8	P9	
									No*										

*Most of the policies of the Company are reviewed internally on a periodic basis. No review is conducted through external partners.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	NA								
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)	NA								
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.

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

Essential Indicators				
1.	Percentage coverage by training and awareness programmes on any of the Principles during the financial year:			
Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact		%age of persons in respective category covered by the awareness programmes
Board of Directors	7	Compliance Management, Environment, Social, Governance, Human Resource, Social Well-Being, Customer Satisfaction		97%
Key Managerial personnel including the leadership team	338 (Including digital modules)	Culture workshop Leadership training Functional training such as TQBM, BBS, Products and sales		80.4%
Employees other than BoD and KMPs / Leadership team	3,766 (Including digital modules)	Training programmes covering Behavioral, emerging skills, functional competencies, technical training		99.3%
Workers	95	Upskilling of the associates on SG operations, Tie-up with the Institute of Indian Foundrymen for Technical Training, Behaviour Based Training on safety, EHS, MGI, Basic of hand tools, JH Training, BSVI Awareness, Department specific skill upgradation, Quality Initiative, Basic of TQBM, Skill Development Program, POSH, Safety Awareness, Health Awareness Hands-on Training of Assembly and Machining. Foundry Technology, Health Awareness Cognitive Skills, Dexterity Training		97.5%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

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.

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.

Ashok Leyland has anti-corruption and anti-bribery covered as part of employment terms and conditions of an employee. The policy is available to all employees on the Company Intranet.

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	-	-
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	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

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	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Not Available	Not Available	0

ANNEXURE K TO THE BOARD'S REPORT

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

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

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	1.11%	1.70%	Alternate fuel vehicles developed & showcased in Auto Expo 2023 – CNG, LNG, H2 ICE, EV, FCEV – Leading the path towards green economy.
Capex	0.08%	0.05%	Ashok Leyland has developed Vehicle models with CNG, LNG fuelled engines. The company is also investing to develop Hydrogen IC engine towards sustainable mobility

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
No
- b. If yes, what percentage of inputs were sourced sustainably?
Ashok Leyland currently does not have a sustainable sourcing policy and does not monitor materials that are sourced sustainably. However, the general purchases agreement covers the ESG-related requirements and the same is signed off.
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.
Currently, there are no processes in place to safely reclaim products for reusing, recycling and disposing at the end of life.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
Yes, Extended Producer Responsibility (EPR) registration has been done in the Central Pollution Control Board (CPCB) Portal. Waste collection plan is in alignment with EPR plan and would be submitted shortly as per the mandate given by CPCB by Oct 23. Recycling certificates from vendors have been aligned towards filing.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
Not conducted LCA for any products					

2. If there are any significant social or environmental concerns and/or risks arising from the 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	Actions Taken
Not conducted LCA for any products		

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 2022-23	FY 2021-22
Steel	Not Available	Not Available
Aluminium	Not Available	Not Available

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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			FY 2021-22		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

*NA – Not Available

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

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

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	4,511	4,511	100%	4,511	100%	0	0	223	5%	0	0
Female	271	271	100%	271	100%	28	10%	0	0	0	0
Total	4,782	4,782	100%	4,782	100%	28	1%	223	5%	0	0
Other than Permanent Employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

Note:

All permanent employees are covered by well-being measures such as health insurance, accident insurance, maternity benefits (if applicable), paternity benefits (if applicable), day care facilities (if applicable).

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	4,777	4,777	100%	4,777	100%	0	0	0	0	0	0
Female	44	44	100%	44	100%	44	100%	0	0	44	100%
Total	4,821	4,821	100%	4,821	100%	44	1%	0	0	44	1%
Other than Permanent Workers											
Male	17,579	17,579	100%	17,579	100%	0	0	0	0	0	0
Female	532	532	100%	532	100%	532	100%	0	0	532	100%
Total	18,111	18,111	100%	18,111	100%	532	3%	0	0	532	3%

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

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 statute as applicable	100%	Y	100%	100%	Y
Others – please specify	0	0	NA	0	0	NA

3. Accessibility of workplaces

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

Yes, the offices of Ashok Leyland provide infrastructure support for differently abled individuals. The Company has thoughtfully taken concrete actions of all its plant units with improved facilities for managing mobility needs. Additional support for individuals with disabilities is available at all premises/offices/units on need basis. The Company encourages inputs from employees, workers and visitors in improving accessibility for creating an inclusive workplace for each individual. A feasibility study is planned to understand the requirements of such cases unit-wise.

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

Yes, Ashok Leyland has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. The policy is part of the general terms and conditions of employment in the Company 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	100%	92%	NA	NA
Female	100%	95%	NA	NA
Total	100%	94%	NA	NA

*NA-Not Available

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

Yes. Ashok Leyland has ensured to maintain an effective complaint redressal mechanism to ensure that any concerns are addressed promptly and effectively, The Company has a well-established PoSH policy and related governance to redress grievances registered by all Employees. In consonance with the letter and spirit of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 directed at ensuring that a workplace is safe and free of harassment and discrimination. The Policy has been adopted by the Company in the following way:

- Lays down certain protocols to be followed with due regard to respect the dignity of all co-workers
- Sets out a mechanism for redressal of complaints of workplace harassment against women
- Prescribes that punishment meted out should be commensurate with the gravity of any offence committed and also lay down a preventive framework with zero-tolerance mandate.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Category	FY 2022-23			FY 2021-22		
	Total employee/ workers in the 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 the respective category (C)	No. of employees / workers in the respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	NA	NA	NA	NA	NA	NA
- Male	NA	NA	NA	NA	NA	NA
- Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	4,821	4,821	100%	5,020	5,020	100%
- Male	4,777	4,777	100%	4,993	4,993	100%
- Female	44	44	100%	27	27	100%

*NA-Not Available

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety Measures		On Skills upgradation		Total (D)	On Health and Safety Measures		On Skills upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	4,511	1,294	29%	4,011	89%	4,760	1,572	33%	4,309	91%
Female	271	223	82%	255	94%	311	154	50%	292	94%
Total	4,782	1,517	32%	4,266	89%	5,071	1,726	34%	4,601	91%
Workers										
Male	4,777	4,777	100%	4,060	85%	4,993	4,993	100%	3,583	72%
Female	44	44	100%	44	100%	27	27	100%	27	100%
Total	4,821	4,821	100%	4,104	85%	5,020	5,020	100%	3,610	72%

*Training data given for permanent workers.

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)	No. (C)	Total (D)	% (C/A)
Employees						
Male	4,511	4,511	100%	4,760	4,760	100%
Female	271	271	100%	311	311	100%
Total	4,782	4,782	100%	5,071	5,071	100%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

*NA-Not Applicable

10. Health and safety management system:

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

Yes. Ashok Leyland has adopted and implemented the ISO 45001 by integrating all critical business activities and applying principles and processes in order to provide safe and healthy workplaces at all its manufacturing sites. The Company further takes measures to prevent work-related injury and ill health, minimizes risks and continuously improve safety performance.

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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 manufacturing facilities are certified with ISO 45001 OHS management system. Accordingly, the facilities adopt the processes of Hazard Identification and Risk Assessment (HIRA) techniques for routine activities and Job Safety Analysis (JSA) for non-routine activities. The Company regularly conducts audits and inspections of its occupational health and safety management systems. The team at the site has individually set an internal review mechanism to check performance and take control measures. The EHS management system gets audited from time to time, and leadership reviews are conducted on a monthly basis. The Company has a well-defined EHS policy and EHS performance is reviewed and governed by the EHS council.

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

Yes, Ashok Leyland has a process of involving workers as a part of the Safety Committee to proactively identify and address potential risks. The Company fosters a culture in which empowers them to report work-related Hazards in a place where safety-related incidents are reported and these include but are not limited to injury-related incidents, safety incidents, near misses, mechanical risks, road accidents, etc. The workers are included in the process of corrective/preventive action and also during implementation of the same. They are also given the opportunity to formally give feedback and suggestions on all safety related concerns.

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

Yes, all employees and other than permanent employees have access to non-occupational medical and healthcare services and medical insurance facilities.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employees	0.06	0.02
	Workers	0.05	0.04
Total recordable work-related injuries	Employees	3	1
	Workers	20	13
No. of fatalities	Employees	0	0
	Workers	1	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	2	0

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

The Company has established a well-defined EHS policy and EHS management system with a robust monitoring plan, operating with a multi-year approach, to ensure the effective implementation of the EHS policy. This system is designed according to the Plan-Do-Check-Act cycle of continual improvement. This approach includes the undertaking of assessments of various risks such as workplace risks, fire risks, process safety, ergonomics machinery risk, occupational health, and chemical risks, and so on and so forth. Ashok Leyland has also institutionalised an EHS system which is adopted from the global safety processes and policies. All plants and offices are ISO 14001, and ISO 45001 certified. Ashok Leyland conducts a monthly review of the EHS performance and the findings from this review are discussed during the country EHS committee meeting under the able leadership of MD and other senior leadership of Ashok Leyland.

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	18	0	-	0	0	-
Health & Safety	1	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% of plants
Working Conditions	100% of plants

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

For any safety-related incidents, proper investigation and detailed 6M (Man, Machine, Method, Material, Measurement, and Mother Nature) and Why-Why analysis are done to identify the root cause and appropriate corrective actions implemented in all applicable areas. The Hazard Identification and Risk Assessment (HIRA) is carried out on various activities and control measures are planned to mitigate risks according to the hierarchy of controls. As per the hierarchy of controls, the elimination of hazards is the most effective control and followed by the Substitution of hazards, Engineering Controls, Administrative Controls, and Use of Personal Protective Equipment (PPE). Further, the action taken report is submitted to the concerned stakeholder.

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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, Ashok Leyland extends compensatory packages to employees as well as workers in the event of death.
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
Business agreements, as applicable, entered with the value chain partners covers the clause relating to deduction, deposit and payment of statutory dues.
3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	2	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, all retired executives who were on the Ashok Leyland permanent payroll and their spouses are covered under Retired Executive Health Insurance.
5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	21%
Working Conditions	21%

6. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from assessments of health and safety practices and working conditions of value chain partners.
No significant risks were observed through assessments conducted on health and safety practices and the working condition of the supply chain associated with the Company.

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

Essential Indicators

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

Ashok Leyland has identified the key internal and external stakeholders through peer review and analysis of stakeholder groups that could have a potential impact or influence on its business operations and the Company's impact on them. Ashok Leyland commits to actively engage with the stakeholders to understand their key expectations and develop strategies to address them.

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

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

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

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Stakeholder Relationship Committee of the Company ensures the respect of and is responsible towards all its investors. The Company has necessary procedures in place to ensure compliance with all relevant regulations. The compliance report underlining the Code of Conduct (CoC) is reviewed by the senior management group of the organisation on a periodic basis, provides feedback on matters relating to Environmental, Health and Safety, Corporate Social Responsibility, Sustainability, and other public policy matters, activities, and proposals related to ESG.

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 the policies and activities of the entity.

The Company conducted its Materiality Assessment in consultation with its key identified stakeholder groups. The Company engaged with its stakeholder groups (both internal and external stakeholders) through one-on-one interaction and gathered their inputs to determine and prioritize the sustainability issues that matter most to the business operations of Ashok Leyland.

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

As part of Jal Jeevan and Road to School initiatives, the Company engages with underserved & marginalized communities which falls below poverty line, landless laborer and communities in remote hilly locations

Initiatives / Intervention	Project Description	Beneficiaries Engaged	Location	Remarks
Water Initiative	Spring Shed water management: Through the rejuvenation of Springs, sustainable drinking water is recharged for community utilization. Afforestation efforts to improve the vegetation cover Sustainable water management: The project aims to provide and create water resources for the community through sustainable water conservation techniques.	Beneficiaries of this project belongs to agriculture and agricultural labor.	<ul style="list-style-type: none"> - Spring shed Management is implemented in Nainital District, Uttarakhand. - Sustainable Water Management Project is implemented in 11 villages of Alwar district, Rajasthan. - As part of Spring water recharge program, afforestation drive done to improve the vegetation cover. 	In all our interventions more than 80% of the beneficiaries belong to the underserved and marginalized communities.

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Initiatives / Intervention	Project Description	Beneficiaries Engaged	Location	Remarks
Education: Road to School	Providing Foundational Literacy & numeracy, Awareness on wellness, health & hygiene, social & emotional development for Government School Students. Strengthening Road to School Community and SMC for School Development.	Beneficiaries are Government School students from interior rural villages.	Tamil Nadu, Jammu & Kashmir, Rajasthan and Assam	
Education: Road to Livelihood	To prepare adolescent students from rural areas for life beyond school with focus on employability skills and career guidance for students from High and Higher Secondary Schools	Beneficiaries are Government School students from interior rural villages.	Tamil Nadu	
Supply Chain : MSME suppliers	Portal for supporting the MSME smooth settlement of payment dues	52 Vendors who are registered as MSME and supplying components to Ashok Leyland	PAN India	

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. employees / workers covered (B)	% (B / A)	Total (C)	No. employees / workers covered (D)	% (D/C)
Employees						
Permanent	4,782	4,085	85%	5,071	4,293	84%
Other than permanent	0	0	0	0	0	0
Total Employees	4,782	4,085	85%	5,071	4,293	84%
Workers						
Permanent	4,821	4,821	100%	5,020	5,020	100%
Other than permanent	18,111	18,111	100%	16,236	16,236	100%
Total Workers	22,932	22,932	100%	21,256	21,256	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	4,782	0	0	4,782	100%	5,071	0	0	5,071	100%
Male	4,511	0	0	4,511	100%	4,760	0	0	4,760	100%
Female	271	0	0	271	100%	311	0	0	311	100%
Other than Permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	4,821	0	0	4,821	100%	5,020	-	-	5,020	100%
Male	4,777	0	0	4,777	100%	4,993	-	-	4,993	100%
Female	44	0	0	44	100%	27	-	-	27	100%
Other than Permanent	18,111	10,760	59%	7,351	41%	16,236	9,628	59%	6,608	41%
Male	17,579	10,547	60%	7,032	40%	15,664	9,399	60%	6,265	40%
Female	532	213	40%	319	60%	572	229	40%	343	60%

Note: The Company is currently in the process of setting up a mechanism to track its other than permanent employees based on gender.

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Please refer to "Annexure B – Particulars of Employees" of Board's report in the Annual Report for FY 2022-23.

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

Yes, Ashok Leyland has a well-established PoSH Policy and related governance framework to address all the grievances registered by the employees of AL. All employees and workers of the Company are well sensitized and educated on the importance of such mechanism and the process of its working.

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

Ashok Leyland has a well-defined process devised in the organisation where there are awareness drives conducted on sexual harassment to prevent and deter its occurrence in the workplace. AL has also constituted an internal committee named 'Internal Complaints Committee' (ICC) which has the responsibility to address, investigate and arrive at a decision on all complaints of sexual harassment that it receives directly or indirectly.

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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	2	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights-related issues	0	0	-	0	0	-

*Union Charters or demands are not captured as a complaint as it is having a separate resolution mechanism through collective bargaining in place.

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

Ashok Leyland has a well-defined mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases and it is covered as part of general terms and conditions of employment in the Company's Intranet. This is applicable to all employees.

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

Yes, in business agreements and contracts where relevant.

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%

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, as Ashok Leyland conducts reviews on an annual basis and collects declarations from all employees and workers. Additionally, awareness programs on the global disciplinary frameworks are conducted for all employees and workers.

Leadership Indicators

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

NIL. The Company did not receive any grievances/complaints regarding Human Rights principles and guidelines.

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

Yes, Ashok Leyland has conducted human rights due-diligence as part of long-term settlement term of welfare.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the offices of Ashok Leyland are accessible to differently abled visitors and other areas based on need.

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NA
Discrimination at workplace	NA
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	NA
Others – please specify	NA

*NA-Not Available

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

Not Applicable

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	FY 2022-23	FY 2021-22
Total electricity consumption (A) - 000' GJ	1,128.94	887.4
Total fuel consumption (B) - 000' GJ	492.59	367.76
Energy consumption through other sources (c) - 000' GJ	0	0
Total energy consumption (A+B+C) - 000' GJ	1,621.53	1,255.00
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) – GJ/INR Crore	44.86*	57.87
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

Energy Intensity for Automotive operations = 27.08 GJ/INR Crore

Energy Intensity – Foundry operations (Energy consumed in Foundry/Total revenue generated by Foundry) = 565.84 GJ/INR Crore and Energy Intensity – Automotive (Energy Consumed in Automotive Location/Total Revenue generated by Automotive Location) = 27.08 GJ/ INR Crore

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

Yes, third party verification was carried out by DNV

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

Ashok Leyland does not have sites/facilities identified as designated consumer 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	8,601	0
(ii) Groundwater	640,385	481,920
(iii) Third party water	505,407.16	550,730
(iv) Seawater / desalinated water	0	0
(v) Others	3,403.00	140
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,157,796.16	1,032,780
Total volume of water consumption (in kilolitres)	1,192,320.66	1,074,360
Water intensity per rupee of turnover (Water consumed / turnover) kL/INR Crore	32.03*	49.54
Water intensity (optional) – the relevant metric may be selected by the entity		

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

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Water Intensity for Automotive operations is 27.59 kL/INR Crore

The Water Intensity – Foundry (Water consumed in Foundry/Total revenue generated by Foundry) = 162.26 kL/INR Crore and Water Intensity – Automotive (Water Consumed in Automotive Location/Total Revenue generated by Automotive Location) = 27.59 kL/INR Crore

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

Yes, third party verification was carried out by DNV

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

Ashok Leyland has accomplished 'Zero Liquid Discharge' at all its automobile manufacturing facilities through the appropriate reuse of Effluent Treatment Plant (ETP) and Sewerage Treatment Plant (STP) discharge as per the consent to operate issued by the regulatory bodies.

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

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	MT	80.21	74.25
SOx	MT	19.56	45.43
Suspended Particulate matter (SPM)	MT	94.25	96.65
Volatile Organic Compound (VOC)	MT	5.81	0.14
Particulate Matter (PM)	MT	0.06	62.21
Others	MT	0.77	2.06

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	33,567.84	25,301.10
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	97,947.41	55,381.29
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO2e/INR Crore	3.64*	3.72

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

Emission Intensity for Automotive operations is 2.15 tCO2e/INR Crore

The Emission Intensity – Foundry (Emission generated in Foundry/Total revenue generated by Foundry) = 47.21 tCO2e/INR Crore and Emission Intensity – Automotive (Emission generated in Automotive Location/Total Revenue generated by Automotive Location) = 2.15 tCO2e/INR Crore

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

Yes, third party verification was carried out by DNV.

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

As part of continuous contribution/effort towards sustainable operation, the Company has taken specific initiatives in energy conservation, usage of alternate/renewable resources, green energy, optimising power consumption, etc.

During the financial year, about 12.60 million electrical units have been saved leading to significant savings in energy of about INR 106.98 million. This was achieved through high degree of awareness, energy audits, and power quality audit. This is a part of the Company's Mission Gemba Initiative. The usage of wind energy was about 20% of the total power consumption and it was 65.03 million units and solar energy of 37% of total power consumption and it was 118.33 million units.

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

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.

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
E-Waste (A)	10.49	12.25
Biomedical Waste (B)	0.49	0.28
Battery Waste (C)	59.98	68.62
Used oil	464.71	354.78
Miscellaneous Hazardous Waste (Process Waste, ETP sludge, etc.) (D)	2,652.90	2,112.76
Paper and Cardboard Waste (E)	4,053.52	2,759.35
Plastic Waste (F)	960.57	17,348.24
Metal Scrap (G)	32,930.12	18,886.55
Glass Waste (H)	0	0
Wood Waste (I)	2,038.15	1,572.01
Miscellaneous Non-Hazardous Waste (J)	117,254.80	146,882.19
Total (A + B + C + D + E + F + G + H + I + J)	160,441.93	189,997.03
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	157,791.84	187,887.02
(ii) Re-used	507.44	493.76
(iii) Co-processing	2,142.17	1,597.48
Total	160,271.78	189,978.26
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.49	0.28
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0.49	0.28

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

Yes, third party verification was carried out by DNV.

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.

The company is committed to regularly improve its waste management initiatives at all its facilities. All plants dispose waste in compliance with operating permits and hazardous waste authorisation. Company engages with waste disposal facilities/waste recyclers/cement companies after due validation of the vendors. As per the Company's strategic drive to divert hazardous wastes away from landfill and incineration, a number of recycling options have been explored and implemented across organisation level.

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:

9 out of 11 plant locations of Ashok Leyland are not in ecologically sensitive area. However, Ennore and Ennore – Foundry plant locations come under the Coastal Regulation Zone.

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

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

During the reporting period, Ashok Leyland has not conducted any environment impact assessment.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web link
Not Applicable					

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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:

During the reporting period, there were no cases of non-compliance to applicable laws, regulations, guidelines in India. The Company is complying with all applicable environmental law/regulations/guidelines in India such as Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder.

Sl. No.	Specify the law/regulation/ guidelines which was not complied with	Provide the 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
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 (in GJ)		
Total electricity consumption (A) - 000' GJ	657.03	634.87
Total fuel consumption (B) - 000' GJ	0	0
Energy consumption through other sources [©]	0	0
Total energy consumed from renewable sources (A+B+C) - 000' GJ	657.03	634.8
From non-renewable sources (in GJ)		
Total electricity consumption (D) - 000' GJ	471.91	252.37
Total fuel consumption (E) - 000' GJ	492.59	367.76
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) - 000' GJ	964.50	620.13

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

Yes, third party verification was carried out by DNV

2. 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	0	0
- No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment		
With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
With treatment – Tertiary Treatment		
Total water discharged (in kilolitres)	0	0

The water discharge of the Company is treated through ETP plant and is used for gardening and other utilisation purpose.

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

Yes, third party verification was carried out by DNV

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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: Ennore, Bhandara, Sriperumbudur, Alwar, Hosur, Pantnagar
- (ii) Nature of operations: Automobile Manufacturing and Foundry Operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	8,601	0
(ii) Groundwater	640,385	481,920
(iii) Third party water	505,407.16	550,730
(iv) Seawater / desalinated water	0	0
(v) Others	3,403	140
Total volume of water withdrawal (in kilolitres)	1,157,796.16	1,032,780
Total volume of water consumption (in kilolitres)	1,192,320.66	1,032,780
Water intensity per rupee of turnover (Water consumed / turnover) kL/INR Crore	32.03	49.54
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	0	0
- No treatment		
With treatment – please specify level of treatment		
(ii) Into Groundwater	0	0
- No treatment		
With treatment – please specify level of treatment		
(iii) Into Seawater	0	0
- No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment		
With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
With treatment – please specify level of treatment		
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, third party verification was carried out by DNV.

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

Parameter	Unit	FY 2022-23	FY 2021-22
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	133,897.15	43,961.24
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/INR Crore	3.70	2.03
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Yes, third party verification was carried out by DNV.

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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.**

9 out of 11 plant locations of Ashok Leyland are not in ecologically sensitive area. However, Ennore and Ennore – Foundry plant location come under the Coastal Regulation Zone.

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:**

Wood intensity reduction:

Usage of wood has been significantly reduced across Plants from 11.83 kg/HECU in FY22 to 9.91 kg/HECU in FY23 (16% reduction) at vehicle manufacturing plants and 1.19 kg/MT in FY22 to 0.77 kg/MT in FY23 (36% reduction) at foundry division enabled by reusable, recycled Steel Pallets.

Water Conservation:

- Ashok Leyland is a 'Water Positive' Company certified by M/s DNV
- All the manufacturing plants of the Company follow Zero liquid discharge process
- Ground water consumption has been minimized across all manufacturing units by implementing Rainwater Harvesting and other water efficiency improvements.
- Around 65% of the fresh water consumed is recovered through Sewage/Effluent Treatment/Zero Liquid Discharge. Plants put the treated water into use both for inland gardening as well as process applications.
- Facility created near the buildings having filtering systems to capture roof top rainwater and pumped to the overhead tank for use.

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

Ashok Leyland has a Business continuity plan and Disaster recovery plan with respect to Information technology with the objective

- To ensure IT continuity and availability of critical systems and services.
- To ensure that the confidentiality and integrity of critical information is not compromised during a disaster or recovery process
- To identify the systems, resources and functions necessary for continued operations in the event of disaster
- To execute an established plan to resume normal services within predefined time limit upon a disaster
- To minimize the operational impact to various stake holders within and outside the enterprise including dealerships, channel partners, supplier and current / prospective customers thereby enhancing the confidence in Ashok Leyland.

IT Business continuity plan and Disaster recovery plan is available in the company intranet portal. A similar business continuity plan and disaster recovery plan is also available for Corporate office.

In future Ashok Leyland is planning to develop a business continuity and disaster management plan at organisation level.

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.**

Ashok Leyland currently have not conducted any environmental impact assessment.

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

21%

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

1. a. **Number of affiliations with trade and industry chambers/ associations.**
Ashok Leyland is an active member of CII, SIAM, FICCI and ASSOCHAM.
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National and International
2	Confederation of Indian Industry (CII)	National and International
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National and International
4	Society of Indian Automobile Manufacturers (SIAM)	National and International
5	Automobile Components Manufacturer Association (ACMA)	National
6	Federation of Automobile Dealers Association	National
7	Society of Indian Defence Manufacturers (SIDM)	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.**

Not Applicable since there were no cases of anti-competitive conduct by Ashok Leyland in FY 2022-23.

Leadership Indicators

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

Ashok Leyland works closely with various trade and industry associations including industry representations to the government and regulators. The Company ensure that policy advocacy is carried out in a transparent and responsible manner taking into account its larger national interest.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**
Social impact assessments have been conducted by the Madras School of Economics. The Impact assessment indicates positive outcomes in terms of the learning level improvement among the children and also a positive outlook towards the organization
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**
There have been no projects for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by Ashok Leyland.
3. **Describe the mechanisms to receive and redress grievances of the community.**
The initiatives of the Company are focused on the areas of education, health, and water in underserved communities based on their needs. Communities and NGOs can reach out to the Company through emails and corporate inbox secreterial@ashokleyland.com for any grievances.
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	<ul style="list-style-type: none"> • Total production vendor code count: 1,049; total business spend: INR 26,500 Crore • Total MSME vendors with MSME certification (production vendors): 52 with a business spend of INR 71 Crore For small vendors considered < INR 5 Crore business spend with AL as below; <ul style="list-style-type: none"> • Vendor count: 550 with spend < 5 Crore (also includes 52 MSME vendors) and their business spend is INR 751 Crore • % input material (parts) sourced from 550 small/MSME = 2.8% % Input material (parts) sourced from 52 MSME alone = 0.26%	NA
Sourced directly from within the district and neighbouring districts	NA	NA

*NA- Not Available

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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):

There were no negative social impacts identified in the Social Impact Assessment.

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)
1	Jammu & Kashmir, Uttarakhand	AL's CSR interventions are carried out in Aspirational District (Baramulla, Kupwara & Udham Singh Nagar – 3 districts)	INR 87 lakhs

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

No, Ashok Leyland current does not have preferential procurement policy.

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

Not Applicable

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

Not Applicable

The criteria for procurement are quality, cost, and delivery performance, the Company gives preference to diversified supply chain partners which includes MSMEs and small-scale vendors. The Company is engaged with total of 52 MSME vendors with MSME certification (production vendors), with business spend of INR 71 Crores. While with 550 vendors (with spend < INR 5 Crores) inclusive of 52 MSME vendors and their business spend is INR 751 Crores.

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
	NA	NA	NA	NA

*NA- 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.

The Company did not have any cases of intellectual property related disputes in FY 2022-23.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	1. Education 1.1 Road To School 1.2 Road To Livelihood	1,14,000+ Government School Students from 2 nd to 8 th grade. 36,000+ Government School students from 9 th to 12 th grade	In all the interventions by the Company more than 80% of the beneficiaries belong to the underserved and marginalized communities.
2	Water Initiatives	10,000 + Community People	

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible

Essential Indicators

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

Towards gathering customer queries, opinions, or feedback, Ashok Leyland has established a comprehensive after-sales service which includes mediums such as a 24X7 call center toll-free number, website, social media, and so on. The Company ensures to pay careful attention to its customer's feedback and opinions. Along with this, a dedicated complaint management system is also put in place to help monitor as well as facilitate swift resolution of customer complaints and a mechanism for gathering customer queries, opinions, and feedback.

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

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

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

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

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

Timing: 6 am to 10 pm (every day)

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

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	100% (All products complying with the mandated emission norms)
Safe and responsible usage	100% (CMVR compliance)
Recycling and/or safe disposal	Not Available

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

	FY 2022-23			FY 2021-22		
	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	01	01	Complaints related to DTI	0	0	-
Other	1040	178	-	780	96	-

In the regular course of business, the Company receives and resolves all its consumer queries in a timely manner. Currently, there are no litigations in respect of the enlisted matters.

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

*NA-Not Applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, Ashok Leyland has an Information Security policy in place and it is available to all employees in the intranet portal.

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 the safety of products/services.

For FY 2022-23, there were no complaints received for issues pertaining to the delivery of essential services, advertising, or action taken by regulatory authorities on the safety of products/services.

ANNEXURE K TO THE BOARD'S REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Leadership Indicators

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

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

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

As part of Driver training, the following steps are undertaken:

Develop sector-specific skills of rural youth towards making them employable/self-employed. Develop a fresh cadre of high-quality drivers to meet the demand for driving professionals, inculcate traffic discipline, instill good driving practices resulting in a reduction of fuel consumption to save petroleum products, and improve Road Safety awareness thereby reducing accidents.

Training imparted as per regulations of MV Rules and Act

- Testing & evaluation done before issuing of the certificate
- Process adherence to ISO standards

Mechanics and dealer personnel also go through a robust training program as part of the Company Service Training Centers

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

Not Applicable

- 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)**

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

- 5. Provide the following information relating to data breaches:**

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

No instances of data breaches were recorded in FY 2022-23.

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

No instances of data breaches were recorded in FY 2022-23.