

The Manager,
Listing Department,
National Stock Exchange of India Ltd.,
'Exchange Plaza' C-1 , Block G,
Bandra-Kurla Complex, Bandra (E),
Mumbai-400 051.
Security ID: SUBROS

Dy. General Manager,
Department of Corporate Services,
BSE LIMITED,
First Floor, P.J. Towers,
Dalal Street, Fort,
Mumbai – 400001.
Security ID: 517168

Dear Sir/Madam,

Sub: Business Responsibility and sustainability Report for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), we are enclosing the Business Responsibility and Sustainability Report of the Company, which also forms a part of our Annual Report for the financial year 2022-23.

We request you to kindly take the same on record.

Thanking you,

Yours faithfully,
For **SUBROS LIMITED**

Kamal Samtani
Company Secretary

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2022-23

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- Corporate Identity Number (CIN) of the Listed Entity : L74899DL1985PLC020134
- Name of the Listed Entity: SUBROS LIMITED
- Year of incorporation: 1985
- Registered office address: LGF, World Trade Centre, Barakhamba Lane, New Delhi-110001
- Corporate address: LGF, World Trade Centre, Barakhamba Lane, New Delhi-110001
- E-mail: kamal.samtani@subros.com
- Telephone: 011-23414946 - 49
- Website: www.subros.com
- Financial year for which reporting is being done: 2022-23
- Name of the Stock Exchange(s) where shares are listed: BSE Limited (BSE) and the National Stock Exchange of India Limited (NSE)
- Paid-up Capital: Rs 13.04 Crore
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:

Mr. Parmod Kumar Duggal
Whole-time Director & CEO
Tel. No. 0120-4021000
Email-pduggal@subros.com
- Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):

The disclosures in this report are prepared on a standalone basis.

II. Products/services

- Details of business activities (*accounting for 90% of the turnover*):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Thermal Products	The Company manufactures air conditioning systems/parts and components (automotive/residential/commercial) and are majorly sold to original equipment manufacturers	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing of Air Conditioning systems, including Compressors, HVAC System and radiators	34300	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	9	16	25
International	-	-	-

- Markets served by the entity:

- Number of locations

Locations	Number
National (No. of States)	The Company serves all the states and union territories in India
International (No. of Countries)	The Company's focus is primarily on domestic business and the exports are minimal.



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

The exports are negligible (0.01%).

- c. A brief on types of customers:

The sales are on Business to Business model (B2B) and mainly to original equipment manufacturers for passenger cars, commercial vehicles, air conditioners, railways etc.

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)	1041	1015	97.50%	26	2.50%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	1041	1015	97.50%	26	2.50%
WORKERS						
4.	Permanent (F)	2600	2508	96.46%	92	3.54%
5.	Other than Permanent (G)	992	992	100%	0	0
6.	Total workers (F+G)	3592	3500	97.43%	92	2.57%

- 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)	4	4	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D+E)	4	4	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	15	13	86.67%	2	13.33%
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	15	13	86.67%	2	13.33%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	3	25%
Key Management Personnel	4	1	25%

20. Turnover rate for permanent employees and workers

(Trends for the past 3 years)

	FY 2022-2023 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	33%	26%	15%	15%	15%	9%	18%	14%
Permanent Workers	28%	47%	38%	20%	36%	28%	22%	25%	24%

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

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

S. No.	Name of the holding/ subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	DENSO Subros Thermal Engineering Centre India Private Limited	Associate	26%	No

VI. CSR Details

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

(ii) Turnover (in Rs.): 2806.28 Crores

(iii) Net worth (in Rs.): 867.12 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			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Y	–	–	NA	–	–	NA
Investors (other than shareholders)	Y	–	–	NA	–	–	NA
Shareholders	Y(1)	–	–	NA	–	–	NA
Employees and workers	Y(1)	–	–	NA	–	–	NA
Customers	Y	–	–	NA	–	–	NA
Value Chain Partners	Y	–	–	NA	–	–	NA
Other (Please specify)	–	–	–	–	–	–	–

(1) <http://www.subros.com/policy.html>

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	GHG Emission	R	In order to meet increased demand from customer GHG emission will increase	Adopting new technology for efficient system to reduce GHG Emissions.	Negative : In order to reduce GHG Emission, work for improved and efficient systems and processes



2	Energy Management	O	Working continuously on Process & systems for the improvement of energy efficiency	Renewable power uses across Subros, LED lights usage, daylight usage on shop floor are main measures for energy efficiency	Positive : Improvement in energy efficiency will result in cost saving
3	Employee Health & Safety	R	Can impact the productivity	Timely initiatives are taken related to employees health & safety sustainability	Neutral
4	Waste Management	O	Working continuously on Process & systems for minimum/ reasonable waste generation	Usage of regrind material, Paperless approvals, YOY waste reduction strategy are in alignment to waste management	Positive : Improvement in waste management will result in cost saving
5	Supply Chain Management	O	Resilient supply chain resulted in business continuity during adverse times ensuring competitive pricing	BCP & risk management plan covered all the associated risk	Positive :Building resilience in our supply chain has helped us fetch long term results

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Principle-wise (as per NGRBC)

- P1 Business should conduct and govern themselves with integrity, and in a manner that is ethical, Transparent and Accountable.
- P2 Businesses should provide goods and services in a manner that is sustainable and safe.
- P3 Businesses should respect and promote the wellbeing of all employees, including those in their value chains.
- P4 Businesses should respect the interests of and be responsive to all its stakeholders.
- P5 Businesses should respect and promote human rights.
- P6 Business should respect and make efforts to protect and restore the environment.
- P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8 Businesses should support inclusive growth and equitable development.
- P9 Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	(1)	(1)	(1)	(2)	(1)	(3)	(1)	(1)	(1)
Note (1) Code of the Company: http://www.subros.com/code-conduct-ethics.html (2) Policies: http://www.subros.com/policy.html (3) Environment Policy: http://www.subros.com/policy.html									



2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	N	N	Y	Y	N	N	N	N								
4. Name of the national and international codes/certifications/labels/ standards (e.g.Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	(IAFT-16949:2016), EMS- (ISO-14001:2015), OH & SMS-(ISO-45001:2018) ERM- (ISO-31000: 2018).																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	None																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	None																	
Governance, leadership and oversight																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	Sustainability is a part of our defined core values and this also revolves around our product design. The Company has focus to move towards renewal energy in a phased manner and aims to have about 35% of the energy requirement through renewable sources.																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Parmod Kumar Duggal Whole-time Director and CEO																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes / No). If yes, provide details.	None																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, by the Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, by the Board of Directors									Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. No	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N



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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	None								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness 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		The Board is briefed on Company's sustainability initiatives and various updates pertaining to business, regulatory, safety and health matters are placed, to enable them to well informed and timely decision	100%
Key Managerial Personnel		The KMPs are updated regularly in the monthly review covering sustainability, risks and opportunities	100%
Employees other than BoD and KMPs	111	Code of conduct, policies and procedures, ethics, safety, fire drill, social responsibility, risk and sustainability	44%
Workers	84	Safety, Fire drill, waste management	20%

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.

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

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.

All business activities of the Company and the acts of its employees/officers/directors must be in compliance with laws, the relevant core values of business with further internal corporate guidelines. The Company has a code of conduct and ethics policy.

<https://www.subros.com/code-conduct-ethics.html>;

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	None	NA	None	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	NA	None	NA

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
-	-	-
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 has a set of policies and procedures to manage conflict of interest. All employees having personal interest that they may have in material, financial and commercial transactions resulting in a potential conflict with the interest of the Company at large are required to be disclosed.		



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	All R&D and related capital expenditure are primarily incurred for reducing environmental impact by improving thermal energy/reducing carbon neutrality.		
Capex			

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

The Company has focus on green procurement through supplier selection, evaluation, risks, compliances and audit. In view of large number of material consumed through various sources, it is difficult to ascertain the percentage of items from recycled sources.

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

The Company's Businesses are process driven with minimize waste generation by adopting new ideas and technologies, which are being reviewed at each level of production cycle and monitored for effectiveness of the System.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes. The waste collection plans are in line with regulations.

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.
Nil					

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

Name of Product / Service	Description of the risk / concern	Action Taken
—	—	—

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
The plastic materials are being re-used/re-cycled in the manufacturing process, wherever feasible.		

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		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	–	–	–	–	–	–
E-waste	–	–	–	–	–	–
Hazardous waste	–	–	–	–	–	–
Other waste	–	–	–	–	–	–

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
–	–

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	1015	1015	100%	1015	100%	0	0	0	0	0	0%
Female	26	26	100%	26	100%	26	100%	0	0	26	100%
Total	1041	1041	100%	1041	100%	26	100%	0	0	26	100%
Other than Permanent employees											
Male	–	–	–	–	–	–	–	–	–	–	–
Female	–	–	–	–	–	–	–	–	–	–	–
Total	–	–	–	–	–	–	–	–	–	–	–

- 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	2508	2508	100%	2508	100%	0	0	0	0	0	0
Female	92	92	100%	92	100%	92	100%	0	0	92	100%
Total	2600	2600	100%	2600	100%	92	100%	0	0	92	100%
Other than Permanent workers											
Male	992	992	100%	992	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	992	992	100%	992	100%	0	0	0	0	0	0



2. Details of retirement benefits, for Current Financial Year 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%	NA	100%	100%	NA
ESI	0%	100%	Y	0%	100%	Y
Others	–	–	–	–	–	–

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.

The Company has been in process to make every location a differently abled friendly organization with easy access to office areas.

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, The Company has a framework to provide equal opportunities with gender equality, education, training & innovation without any kind of discrimination. The policy is available at <https://www.subros.com/policy.html>.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	–	–	–	–
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has a fair grievance redressal system, through various Committees viz. Works Committee, Safety Committee, Canteen Committee, Transport Committee etc.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	1015	0	0%	948	0	0%
Female	26	0	0%	28	0	0%
Total Permanent Workers						
Male	2508	221	8.81%	2479	229	9.24%
Female	92	0	0	55	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill up gradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1015	325	32.02%	907	89.36%	948	433	45.68%	853	89.98%
Female	26	10	38.46%	25	96.15%	28	8	28.57%	25	89.29%
Total	1041	335	32.18%	932	89.53%	976	441	45.18%	878	89.96%
Workers										
Male	2508	408	16.27%	1563	62.32%	2479	847	34.17%	1611	64.99%
Female	92	23	25%	81	88.04%	55	55	100.00%	46	83.64%
Total	2600	431	16.58%	1644	63.23%	2534	902	35.60%	1657	65.39%

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Employees						
Male	1015	0	0%	948	0	0%
Female	26	0	0%	28	0	0%
Total	1041	0	0%	976	0	0%
Workers						
Male	2508	221	8.81%	2479	229	9.24%
Female	92	0	0%	55	0	0
Total	2600	221	8.50%	2534	229	9.04%

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).
If yes, the coverage such system?
Yes, All the plants & employees are part of such a system in the form of Certification to ISO 45001. The Company also has other standards and following the processes.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
The Company has been carrying out the Internal & external audits and implemented principle of Hazard Identification & Risk Assessment (HIRA) to all the sections. The Company takes steps for top risk identification of each department, with near miss reporting. The safety measures are taken as stipulated under various factory/labour Acts.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
Yes, The Company has encouraged a reporting system and Kaizen activity at improvement of work place.
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
Yes, Employees and workers of the Company have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY 2022-2023	FY 2021-2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	–	–
	Workers	–	–



Total recordable work-related injuries	Employees	–	–
	Workers	–	–
No. of fatalities	Employees	–	–
	Workers	–	–
High consequence work-related injury or ill-health (excluding fatalities)	Employees	–	–
	Workers	–	–

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

The Company has implemented the principle for strict use of PPEs like helmet, gloves, safety shoes etc. The mandatory six days Induction program is given to each & every shop floor employee about safety before deployment. The theme months is being celebrated safety month etc. The awareness programmes are organized through class room trainings, Nukkad Natak etc. The periodic mock drills are taken up for all possible scenarios (Fire, earthquake, chemical spilling, electrocution etc.) The Company implemented ISO 45001 certificate for safe work place. The Internal safety audits are being conducted.

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	–	–	–	–	–	–
Health & Safety	–	–	–	–	–	–

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%
Working Conditions	100%

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

The Company strictly follows the Behaviour Based Safety practices, with focus on reporting. The safety based theme months & activities are organized, including safety as a prime factor in LTS & employee appointment letters. The Company has adopted zero tolerance policy on safety practice violations.

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.

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

The Company periodically conducts monitoring of Vendor and other partners.

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 2022-2023	FY 2021-2022	FY 2022-2023	FY 2021-2022
Employees	–	–	–	–
Workers	–	–	–	–

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)
No.
5. Details on assessment of value chain partners: Nil
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. None

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.
The Company has identified the Stakeholders on the basis of gender i.e. group of females, group of employees associated with union, group of trainees under skill up-gradation framework, group of vendor partners etc. These groups are part of overall Company's group framework governed by policies & procedures.
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency engagement (Annually/ Half yearly/ Quarterly/ others)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Emails, Internet, Meetings, Notice Board, Newsletters etc	Regular	Collective knowledge, and experience, capacity building, productivity enhancement, physical safety, work related safety, human and legal rights, work related issues, industrial harmony, well beings, and facilities etc
Community	No	Community Meetings, Advertisements, CSR Initiatives, Notice Board	Ongoing/need based	Promote awareness on social issues, lives of people, local development, education, for under privileges, disaster management and preventive healthcare etc
Regulatory Authorities	No	Industry Association, Liaosining	Regular	Policy strengthening, social-economic benefits to all stakeholders
Vendor Partners	No	Meetings, Emails, SMS, Website, Advertisement etc	As & when required	Value addition to product, skill enhancement, govt policies, environment & sustainability, cost & quality etc.
Investors/ Shareholders	No	Website, Press releases, Stock Exchanges announcements, Regulatory filings, Conferences/calls etc	Quarterly financial results earning calls, Company updates as and when required	Educating the Investors and other stakeholders and fulfilling their requirements within statutory norms.
Customers	No	Meetings, Emails, Website, Trade shows, Fairs etc	Regular	New product development, future business opportunities, quality checks, feedback and improvement

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.
Summary reports, minutes of meeting etc are shared with the management on monthly/quarterly basis during management reviews.



2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).
Yes
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
None

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 2022-2023			FY 2021-2022		
	Total (A)	No. employees of workers/covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	1041	265	25%	976	219	22%
Other than permanent	0	0	0	0	0	0
Total Employees	1041	265	25%	976	219	22%
Workers						
Permanent	2600	131	5.04%	2534	379	15%
Other than permanent	992	0	0	950	0	0
Total Workers	3592	131	3.65%	3484	379	11%

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

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1015	0	0	1015	100	948	0	0	948	100
Female	26	0	0	26	100	28	0	0	28	100
Other Permanent than										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	2508	0	0	2508	100	2479	0	0	2479	100
Female	92	0	0	92	100	55	0	0	55	100
Other than Permanent										
Male	992	992	100	0	0	1270	1270	100	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs.)	Number	Median remuneration/ salary/ wages of respective category (Rs.)
Board of Directors(BoD)	1**	105.23	1*	226.89
Key Managerial Personnel	1**	72.72	0	-
Employees other than BoD and KMPs (Median in Rs.)	1012	62135	25	52000
Workers (Median in Rs.)	2508	16709	92	15185

*Represent remuneration (other than commission) of Chairperson & Managing Director (in Rs. Lakhs)
** Represent remuneration (other than performance linked incentives) (in Rs. Lakhs)

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

Yes, the Company have a focal point for addressing human rights through Local Plant HR and Plant heads at each of the location of Company's plant and in case of non-redressal the same can be addressed to Central HR at the Corporate level.

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

The Company has a mechanism in place for whistle blower and protection system, where the human rights issues can be addressed. The grievance can be raised with HR team/plant Heads for Redressal.

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

	FY 2022-23			FY 2021-2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human Rights related issues	-	-	-	-	-	-

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

The Company has Whistle Blower & Prevention of Sexual Harassment policy to prevent adverse consequences to the Complainants.

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

Yes, Company include the human rights in all the agreements and contracts. (i.e. use of safety measures, minimum wages, statutory dues, adult workers etc)

9. Assessments for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

None

Leadership Indicators

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

None

2. Details of the scope and coverage of any Human rights due-diligence conducted. None

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?

The Company aims to provide equal opportunity to disabled visitors & planned steps are being taken to create the infrastructure support for persons with disabilities in all offices/Locations.

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	Nil No assessment has been carried out
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others	



5. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 4 above. None

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 2022-2023 (in Giga Joules)	FY 2021-22 (in Giga Joules)
Total electricity consumption (A)	152876	135854
Total fuel consumption (B)	12166	10722
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	165042	146576
Energy intensity per crores rupee of turnover (Total energyconsumption/ turnover in rupees)	58.81	65.48
Energy intensity (optional)	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. No
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23 (in kiloliters)	FY 2021-22 (in kiloliters)
Water withdrawal by source		
(i) Surface water	0	0
(ii) Ground water	164307	186913
(iii) Third party water	16744	15540
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	181051	202453
Total volume of water consumption (in kilolitres)	105820	103473
Water intensity per crores rupee of turnover (Water consumed/ turnover)	37.71	46.22
Water intensity (optional)	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Yes, the Company has system in place for zero liquid discharge and has been working to utilize the wastages within the process itself.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Kg	4364.63	3186.39
SOx	Kg	39.99	29.18
Particulate matter (PM)	Kg	217.65	158.88
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency.



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

<i>Parameter</i>	<i>Unit</i>	<i>FY 2022-23</i>	<i>FY 2021-22</i>
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	3484	3188
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	24592	23810
Total Scope 1 and Scope 2 emissions per rupee of turnover	<i>tCO₂/mn of RS</i>	0.88	1.06
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable		

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Yes, the Company has been carrying out various projects to improve resource efficiency and reduce environmental emissions. The steps have been taken to mitigate the impacts of climate change and improve energy efficiency with the reduction of Green House Gas emissions. The Projects includes installation of dual fuel and RECD kits, VFD on air compressor, solar plants with renewable Power purchase, and replacement/elimination of hydraulic power pack of bending machine, oil cooler fan motor etc.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	37.29	14.62
E-waste (B)	2.57	1.45
Bio-medical waste (C)	0.01	0.02
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (G)	159.96	137.77
Other Non-hazardous biodegradable waste generated (H).	954.78	584.80
<i>Please specify, if any.</i> (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B+C+D+E+F + G+ H)	1154.61	738.66
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	184.14	177.36
(ii) Re-used	40.94	29.28
(iii) Other recovery operations	2.57	1.45
Total	227.65	208.09
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	44.44	36.82
(ii) Landfilling	–	–
(iii) Other disposal operations	100.67	90.24
Total	145.11	127.06

Assessment has been carried out under the environment management system ISO 14001 Certification.



9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by the Company to reduce usage of hazardous and toxic chemicals in its products and processes and the practices adopted to manage such wastes.

The Company has adopted the process for waste management and follow the guidelines as applicable to the nature of waste.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and Corrective action taken, if any.
Not applicable			

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

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

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, and Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format: **Yes**

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

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (in Giga Joules)	FY 2021-22 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	55585	41656
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	55585	416567
From non-renewable sources		
Total electricity consumption (D)	97290	94197
Total fuel consumption (E)	12167	10722
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	109457	104919

No independent assessment/ evaluation/assurance has been carried out by an external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (in kiloliters)	FY 2021-22 (in kiloliters)
Water discharge by destination and level of treatment		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of Treatment		
(ii) To Groundwater	0	0
- No treatment		
- 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		
- No treatment	31248	31509
- With treatment	46983	72471
(v) Others	0	0
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged	78231	103980

No independent assessment/ evaluation/assurance has been carried out by an external agency.

3. Water withdrawal, consumption and discharge in areas of water stress:

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

(i) Name of the area : All manufacturing locations

(ii) Nature of operations : Manufacturing

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (in kiloliters)	FY 2021-22 (in kiloliters)
Water withdrawal by source		
(i) Surface water	0	0
(ii) Groundwater	173812	195919
(iii) Third party water	21384	19634
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	195196	215553
Total volume of water consumption (in kilolitres)	116965	111573
Water intensity per crores rupee of turnover (Water consumed / turnover)	41.68	49.84
Water intensity (optional)		
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		
- No treatment	31248	31509
- With treatment	46983	72471
(v) Others	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged	78231	103980

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

<i>Parameter</i>	<i>Unit</i>	<i>FY 2022-23</i>	<i>FY 2021-22</i>
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>	11554	11013
Total Scope 3 emissions per rupee of turnover	tCO2/ Mn Rs	0.41	0.39
Total Scope 3 emission intensity (optional)	-	-	-

No independent assessment/ evaluation/assurance has been carried out by an external agency.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. Not Applicable
6. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
Yes. The Company has a business continuity and disaster management plan in place. For IT-related issues, disaster recovery plan is designed to reduce the organization's business risk arising from an unexpected disruption of the critical IT functions/operations necessary for the business. Disaster recovery plan covers details of actions to be taken, resources to be used and procedures to be followed. The IT team conducts regular data recovery drills to check efficiency of process and plan.
The Company's supply chain also ensures business continuity during natural calamities, socio-political situations, supply shortages and implement various measures to minimize supply disruptions to ensure business continuity.
7. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
None
8. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Not Applicable

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.
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	Automotive Component Manufacturers Association (ACMA)	National
2	Confederation of Indian Industry (CII)	National
3	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
4	Society of Automotive Engineers India (SAE INDIA)	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable		

Leadership Indicators

- Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Other-please specify)	Web Link, if available
Not Applicable					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
None					

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

S. No.	Name of Project No. for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
None						

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

The Company has initiated wide range of CSR initiatives keeping in mind the specific need of the Communities. The Company has also a mechanism to address the issues pertaining to the Public at large in the vicinity of the each of the plant.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	0.62%	0.86%
Sourced directly from within the district and neighboring districts	The Company has adopted localization strategy to process input materials and reduce exports	



Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
None	

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)
None			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) No
 (b) From which marginalized /vulnerable groups do you procure? Not Applicable
 (c) What percentage of total procurement (by value) does it constitute? Not Applicable
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
Not applicable				

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

Name of authority	Brief of the Case	Corrective action taken
None		

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.	Enhancing Vocational Skills Benefits	827	100
2.	Project Prayas	740	100
	Total	1567	

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 The Company has a Complaint Management System and redress the grievances, which ensure time bound resolution.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environment and Social Parameters relevant to the Product	100%
Safe and responsible usage	100%
Recycling and / or safe disposal	100%

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

	FY 202-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil					
Advertising						
Cyber-security						
Delivery of essential Services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reason for recall
Voluntary recalls	-	-
Forced recalls	-	-

- 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, the policy is available at <https://www.subros.com/policy.html>.
- Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services. Not Applicable

Leadership Indicators

- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). Weblink www.subros.com.
- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. All the steps are being taken about safety.
- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. Not Applicable
- 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) Being undertaken as the part of process.
- Provide the following information relating to data breaches:
 - Number of instances of data breaches along-with impact: Nil
 - Percentage of data breaches involving personally identifiable information of customers: Not applicable

