

ASAL

Automotive Stampings and Assemblies Limited

CIN: L28932PN1990PLC016314

ASAL/SE/ 2023-24

July 19, 2023

The Executive Director,
BSE Limited
Corporate Relationship Department, 1st
Floor, New Trading Ring, Rotunda Bldg.,
P.J. Towers, Dalal Street, Mumbai 400 001
Scrip Code: **520119**

The Executive Director,
National Stock Exchange of India Ltd.
Exchange Plaza,
Bandra (East),
Mumbai 400 051
Scrip Code: **ASAL**

Dear Madam / Sir,

Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2022-23.

Pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2022-23 which also forms part of the Annual Report for the Financial Year 2022-23.

We request you to take the same on Record.

Thanking you,

Yours Faithfully,
For **Automotive Stampings and Assemblies Limited**

Shrikant Joshi
Company Secretary and Compliance Officer
M.No. A47346

Encl: As above

Website: www.autostampings.com

Regd Office: TACO House, Plot No- 20/B FPN085, V.G. Damle Path, Off Law College Road, Erandwane, Pune: 411004

Chakan: Gat No. 427, Medankarwadi, Chakan, Tal. Khed, Dist: Pune -410 501 Tel: 91 2135 679801-05

Chakan Plant -2 : Survey No. 679/2/2, Alandi Road, Kuruli, Chakan, Taluka Khed, District, Pune 410 501

Uttarakhand: Plot No. 71, Sector 11, Integrated Industrial Estate, Pantnagar, US Nagar 263153 State- Uttarakhand Tel: 91 9219415663

A **TATA** Enterprise

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

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

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L28932PN1990PLC016314
2.	Name of the Company	Automotive Stampings and Assemblies Limited
3.	Year of Incorporation	13/03/1990
4.	Registered office address	TACO House, Plot No. 20/ B FPN085, V. G. Damle Path, Off Law College Road, Erandwane, Pune, MH 411004 IN.
5.	Corporate office address	TACO House, Plot No. 20/ B FPN085, V. G. Damle Path, Off Law College Road, Erandwane, Pune, MH 411004 IN.
6.	E-mail	cs@autostampings.com
7.	Telephone	020-66314300 / 66314308 / 66314318
8.	Website	www.autostampings.com

I. Details of the listed entity (Contd.)

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	National Stock Exchange (NSE) and BSE Limited (BSE)
11.	Paid-up Capital	INR 15,86,43,970
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	CS Shrikant Joshi Company Secretary & Compliance Officer Email: cs@autostampings.com Phone: 020-66085000
13.	Reporting boundary	Standalone Basis

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	Stampings, Fabrication and welding of Auto Component	ASAL manufactures sheet metal components, welded assemblies, and modules for passenger vehicles, commercial vehicles and tractors.	100%

15. Products/Services sold by the entity (accounting for 90% of the turnover):

S. No.	Product/Services	NIC Code	% Of total turnover contributed
1	Stampings, Fabrication and welding	25910	100%

III. Operations

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	3	1	4
2.	International	NA		

17. Markets served by the entity

a. Number of locations

S. No.	Number of Locations served	Number
1.	National (Number of states)	7
2.	International (Number of countries)	0

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

0.08%

Automotive Stampings and Assemblies Limited

c. A brief on types of customers

We manufacture sheet metal components for passenger vehicles, commercial vehicles, and tractors. We cater to some of the industry leaders and prestigious companies including but not limited to Tata Motors Ltd (Passenger Vehicle, Commercial Vehicle and Electric Mobility), JCB Heavy Products Limited, Cummins India Ltd, FIAT India Automobiles Pvt Ltd, Piaggio Vehicles Pvt Ltd, Ashok Leyland Limited, Tata Autocomp Systems Ltd, Tata Autocomp Gotion Green Energy Solutions Pvt Ltd and Tata Autocomp Hendrickson Suspensions Pvt Ltd.

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)	437	435	100%	2	0.004%
2.	Other than permanent (E)	31	29	94%	2	6%
3.	Total employees (D+E)	468	464	99%	4	1%
	WORKERS					
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	1009	1005	99.6%	4	0.003%
6.	Total workers (F+G)	1009	1005	99.6%	4	0.003%

*All the unionized and mathadi workers in our Company have been considered as part of the permanent employees as per the guidelines of SEBI BRSR.

b. Differently abled Employees and workers:

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

ASAL believes it is imperative for companies to strive better represent the larger society and create opportunities for all sections of the society in order to be successful. We also believe it is our responsibility to not only to employ from all segments of the society but also to empower them to learn and grow equitably.

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	0	0%

20. Turnover rate for permanent employees and workers

Category	FY 2023			FY 2022			FY 2021		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	11%	0%	11%	21%	0%	21%	9%	0%	9%
Permanent workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

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

21. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Tata Autocomp Systems Limited	Holding	0	No

VI. CSR details

22.

- I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Not Applicable
- II. Turnover – 82,823.14 Lakhs
- III. Net worth – 2,734.22 Lakhs

Automotive Stampings and Assemblies Limited

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 (NGBRC):

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 2023			FY 2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities		0	0	NA	0	0	NA
Investors	Yes	0	0	NA	0	0	NA
Shareholders	https://auto-stampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf	25	1	Note No. 1	14	0	NA
Employees		0	0	NA	0	0	NA
Workers		0	0	NA	0	0	NA
Customers		274	0	NA	361	0	NA
Value Chain Partners		1	0	NA	0	0	NA

Note No. 1 - Resolution pending due to the non receipt of require document

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

S. No.	Material issue identified	Is it 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	Employee Health & wellbeing	Risk	<ul style="list-style-type: none"> Employee productivity and well-being are crucial to the success of the business else it impacts Company's reputation and consumer confidence. Employee health & wellbeing eliminate stress. Healthy workforce is more optimistic, creative, and motivated to enhance overall workforce productivity and satisfaction. 	<ul style="list-style-type: none"> It is our Company's overarching responsibility to effectively manage the well-being of all employees and workers by providing a secure working environment, which is supplemented by formal occupational health and safety training programs. We ensure required compliance with ISO 14001:2015, ISO 45001:2018 and National Safety Council (NSE) and address other health and safety related matters. 	Negative- Safety incidents/risks to workers and employees can affect the Company's operations and reputation.
2.	Talent Management	Opportunity	<ul style="list-style-type: none"> The workforce is the cornerstone of our organization's effectiveness. The long-term viability and prosperity of our Company rely on its capacity to attract and retain skilled employees and workers. Poor reward and recognition programs can lead to increased attrition and talent joining our competitors. 	NA	Positive- Initiatives to improve training and productivity of employees and workers will add to the Company's growth.

S. No.	Material issue identified	Is it 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)
3	Circular Economy	Opportunity	<ul style="list-style-type: none"> We see the concept of circular economy as highly valuable as it provides sustainable approach to resource utilization and waste management enabling cost savings and resource efficiency. Embracing circular economy allows us to minimize the environmental impacts associated with resource extraction, manufacturing, and disposal. 	NA	Positive- Closing the loop limits the wastage of essential resources and leads to reduced dependence on raw materials, lower carbon emissions and cost savings.
4	Climate Action	Risk	<ul style="list-style-type: none"> Exposure to climate-related risks and opportunities affect Company's long-term operations and financial sustainability. If the Company does not measure, monitor, and reduce emissions, it can attract regulations such as carbon tax. 	<ul style="list-style-type: none"> We have adopted measures to reduce our carbon emissions and invested in initiatives such as renewable energy sources, energy efficiency and switched to battery operated forklifts. 	Positive & Negative-Transition to low-carbon economy offers multiple opportunities for venturing into new markets and cost savings. Exposure to climate-related physical and transition risks can impact the sustainability and long-term value creation of the Company.
5.	Product Stewardship	Opportunity	<ul style="list-style-type: none"> Improving environmental performance of the product is increasingly important to our shareholders and clients. We may be subject to regulations around the environmental performance of the product at the time of delivery. At ASAL, we have measures in place for monitoring environmental footprint and product quality during the manufacturing stage and are constantly enhancing our processes. 	NA	Positive- Addressing environmental impacts at different stages of the product life cycle gives us the opportunity to reduce the impact on natural resources.
6	Responsible Supply Chain	Opportunity	<ul style="list-style-type: none"> Supply chain sustainability is pertinent for Company's resilience during adverse times, providing assurance to the customers creating goodwill for the Company in market. Sustainable Supply chain also helps in improving productivity & results in significant cost saving providing a competitive edge to the Company. We have placed significant emphasis on supply chain management and sustainable sourcing to ensure our suppliers have the necessary certifications, support system and adhere to local regulations. 	NA	Positive- Establishing good supply chain practices can be a competitive advantage during challenging times.

Automotive Stampings and Assemblies Limited

S. No.	Material issue identified	Is it 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)
7	Business Ethics	Risk	<ul style="list-style-type: none"> Good corporate governance is the backbone of our Company. Any deviations to the practices of the Company in terms of bribery, corruption, unethical behaviour can negatively impact the reputation of the Company. 	<ul style="list-style-type: none"> We have in place a robust Governance system to address protected issues concerning bribery, corruption, and other unethical behaviours. Our Code of Conduct is very comprehensive in nature and covers various aspects of governance and ethical conduct. We also have a Whistle Blower Policy and Vigil Mechanism in place that governs all our stakeholders to report any kind of protected disclosures. 	Negative-Unethical conduct and practices can impact the reputation of the Company.
8	Human Rights & Labour Practices	Risk	<ul style="list-style-type: none"> Disrespecting human rights and not adhering to local laws on labour practices can lead to strikes, work stoppage and legal consequences, including litigation, penalties that damage the reputation of our Company. 	<ul style="list-style-type: none"> We have incorporated initiatives focused diversity and inclusion, promoted employee engagement, and expressed appreciation for our workforce. Furthermore, we conduct thorough human rights assessments to identify and monitor violations of human rights at workplace. We provide trainings on human rights to all our employees and workers. 	Negative-Violations of human rights at workplace can lead to legal consequences, less retention and reputational damage of the Company.
9	Data Privacy	Risk	<ul style="list-style-type: none"> IT Security Management systems are important to address any data security issues that are a threat to confidential Company information and customer information. This can affect the trust of our customers and client relations. 	<ul style="list-style-type: none"> To uphold trust, protect against legal and financial implications, and safeguard customer privacy, the Company is in the process of strengthening measures to mitigate data breaches and foster a culture of customer trust 	Negative-Breach of privacy can expose sensitive information of the Company and our clients and affect our client relations.
10	Corporate Social Responsibility	Opportunity	<ul style="list-style-type: none"> Corporate social responsibility ensures a company operates in an ethical and sustainable way. There are multiple benefits to undertaking initiatives focused on community development such as increased stakeholder engagement, brand awareness and recognition etc. 	NA	Positive- Community initiatives focused on development add to the goodwill of the Company.

S. No.	Material issue identified	Is it 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)
11	Sustainable Innovations	Opportunity	<ul style="list-style-type: none"> Sustainable innovation processes in place to improve our overall environmental sustainability leads to a competitive edge over our competitors. There are multiple other advantage on carrying sustainable innovation i.e. Government subsidies and tax benefits, easy for business comply with the regulations, cost leadership advantage through increase the productivity and waste eliminations. 	NA	Positive- Importance and relevance of sustainable products in the market is an opportunity for the Company
12	Environmental Protection	Risk	<ul style="list-style-type: none"> Environmental protection is of high importance as it sustains businesses and communities. Our Company focuses on environmental protection through compliance to various government regulations around water, air, and waste. Our employees are encouraged to use resources judiciously. 	NA	Positive- Being an environmentally conscious Company leads to resource efficiency and cost savings.

Automotive Stampings and Assemblies Limited

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. These are briefly as under:

P1	Businesses 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 well-being 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	Businesses 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 promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Policy and Management processes

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	N
1 (b)	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	N
1 (c)	Web Link of the Policies, if available	https://autostampings.com/investors/corporate-governance/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	N
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, utmost care is taken to extend policies such as Tata Code of Conduct, Sustainability Guidelines, etc. to our value chain partners.								
4	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001:2015 ISO 45001:2018 IATF 16949:2016 IS 14489:1998 AIS-037 and AIS-095								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We aim to be a leader in technological advancements, reduction in GHG emissions, energy and water consumption, sustainable supply chain and workforce training and development among the Indian auto component industry. We are in the process of setting specific commitments, goals, targets with defined timelines. However, we have undertaken certain sustainability-related initiatives at our plants such as replacing diesel operated forklifts with battery operated forklifts and set up an ultra-filtration plant for wastewater treatment and the water is reused for housekeeping, maintenance, and gardening.								

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	We are in the process of undertaking ESG targets and initiatives. The performance against these targets will be disclosed in our subsequent BRSR.								
Governance, leadership, and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	We are committed to integrate Environmental, Social and Governance aspects into our goals and vision to sustainability. With the growing emphasis on sustainability in the auto ancillary sector, we have witnessed the emergence of new trends and practices that demand the producers to be mindful of their carbon footprint. At ASAL, we are actively working towards reducing our CO2 emissions by implementing smarter and more efficient advancements in technology and renewable energy. We are inculcating energy efficiency measures within our operations such as converting diesel operated to battery operated equipment, energy-efficient lighting, energy star certifications, energy management system and energy audits. Moving forward, we are determined to enhance our existing practices through process improvements, enhanced data collection on ESG factors, and regular audits to obtain relevant certifications. Our goal is to continually improve our sustainability performance and contribute to more environmentally responsible and socially conscious business approach.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors is the highest authority responsible for the oversight of the implementation of Business Responsibility policies.								
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.	The Board of Directors along with Risk Management Committee, Corporate Social Responsibility Committee and Stakeholders Relationship Committee are currently responsible for decision making on sustainability issues and Corporate Social responsibility activities of the Company. We are in process creating a dedicated ESG committee for implanting sustainability initiatives in future.								

ASAL

Thirty-Third Annual Report 2022-23

Automotive Stampings and Assemblies Limited

10	Details of Review of NGRBCs by the Company									
	Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Yes, the Board and Senior management review the performance of the Company against various policies.								
2	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Chief Executive Officer & Chief Financial Officer to the Board of Directors.								
	Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	On a continuous basis								
2	Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	On a continuous basis								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
			Y	Y			Y			Y
12	<p><i>*ASAL appoints external agencies to undertake statutory and ISO audits. The compliance systems are audited by internal audit committee periodically.</i></p> <p>If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:</p>									
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
2	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
3	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	Not Applicable								
4	It is planned to be done in the next financial year (Yes/No)									
5	Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Business 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

S. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% Of persons in respective category covered by the awareness programmes
1	Board of Directors	4	TATA Code of Conduct, Operations, Sustainability, Human Capital, Business Development	100%
2	Key Managerial Personnel	4	TATA Code of Conduct, Operations, Sustainability, Human Capital, Business Development	100%
3	Employees other than BOD and KMPs	10	TATA Code of Conduct, Human Rights, Gender equality, POSH	100%
4	Workers	74	TATA Code of Conduct, Human Rights, Gender equality, POSH	100%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2023.

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)
Settlement	Nil				
Penalty	Nil				
Compounding fee	Nil				
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	Nil				
Punishment	Nil				

Automotive Stampings and Assemblies Limited

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

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

4. Does the entity have an anti-corruption policy or antibribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

The Company has adopted the Tata Code of Conduct (TCOC) to practice vigilance and ensure ethical conduct of its operations. All internal and external stakeholders of the Tata Group are expected to work within boundaries of the TCOC. The web-link to the policy is provided below:

<https://autostampings.com/wp-content/uploads/2021/08/Code-of-Conduct.pdf>

5. No of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption

	Segment	FY 2023	FY 2022
1	Directors	0	0
2	Key Managerial Personnel	0	0
3	Employee	0	0
4	Workers	0	0

6. Details of complaints with regard to conflict of interest

	Segment	FY 2023		FY 2022	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	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

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.

S. No.	Segment	FY 2023	FY 2022	Details of improvements in environmental and social impacts
1	R&D	NA	NA	NA
2	Capex	44.48%	15.25%	<ol style="list-style-type: none"> 1. Invested in machinery/equipment for manufacturing components for EV battery. 2. System developed for reduction in electricity consumption. 3. Established an Ultra-filtration plant for wastewater treatment. 4. Amount spent for maintenance of machines and buildings like steel jacketing which will result in less accidents at workplace.

2.
 - a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes, we source from suppliers who have ISO and IATF certifications.
 - b. If yes, what percentage of inputs were sourced sustainably?
62%, it is mandatory for suppliers who supply material inputs for manufacturing to have ISO and IATF certifications.
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

Not applicable. We have no scope in reclaiming products for reusing, recycling and disposing at the end of life, as our products form the part of the equipments manufactured by OEMs who determine the process of safely reclaiming 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.

Not applicable

Automotive Stampings and Assemblies Limited

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	435	435	100%	435	100%	-	-	435	100%	0	0%
Female	2	2	100%	2	100%	2	100%	0	-	0	0%
Total	437	437	100%	437	100%	2	0.004%	435	99.5%	0	0%
Other than Permanent Employees											
Male	29	29	100%	29	100%	-	0%	29	100%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	0	0%
Total	31	31	100%	31	100%	2	6%	29	94%	0	0%

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

Category	% Of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent workers											
Male	1005	1005	100%	1005	100%	-	0%	0	0%	0	0%
Female	4	4	100%	4	100%	0	0%	-	0%	0	0%
Total	1009	1009	100%	1009	100%	0	0%	0	0%	0	0%

2. Details of retirement benefits for Current and Previous FY

	Benefits	FY 2023			FY 2022		
		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.)
1	PF	100%	22.2%	Y	100%	32.6%	Y
2	Gratuity	93.3%	0	Y	100%	0	Y
3	ESI	0.004%	100%	Y	0.014%	100%	Y
4	Superannuation	0.03%	0	Y	0.036%	0	Y

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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's office space and plant locations are equipped with ramps and handrails for stairwells to facilitate accessibility to differently abled individuals. We shall be incorporating more such measures to facilitate movement of disabled persons.

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

Yes, we cover aspects of equal opportunity policy in our Code of Conduct. We provide equal opportunities to all our employees and to all eligible applicants for employment in our company. ASAL follows a no discrimination policy and fosters workspaces that promote diversity and equal opportunities. The same can be found here: <https://tataautocomp.com/wp-content/uploads/Web-pdf/tcoc-booklet-2015.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

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

	Yes/No (If yes, then give details of the mechanism in brief)
1 Permanent workers	Yes. There is a mechanism available to receive and redress grievances. The employees and workers can reach out to the Ethics Counselor for all protected disclosures concerning financial/accounting matters and other grievances can be reported to respective department heads. Our Whistle Blower Policy can be found here: https://autostampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf
2 Other than Permanent Workers	
3 Permanent Employees	
4 Other than Permanent Employees	

Automotive Stampings and Assemblies Limited

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

Category	FY 2023			FY 2022		
	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	464	314	68%	460	326	71%
Female	4	0	0%	1	0	0%
Total Permanent Workers						
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees

Category	FY 2023					FY 2022				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	464	464	100%	350	75%	488	488	100%	137	28%
Female	4	4	100%	4	100%	4	4	100%	4	100%
Total	468	468	100%	354	75%	492	492	100%	141	28.6%
Workers										
Male	1005	1005	100%	1005	100%	1157	1157	100%	1157	100%
Female	4	4	100%	4	100%	0	0	0	0	0
Total	1009	1009	100%	1009	100%	1157	1157	100%	1157	100%

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

Category	FY 2023			FY 2022		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	464	464	100%	488	488	100%
Female	4	4	100%	4	4	100%
Total	468	468	100%	492	492	100%
Workers						
Male	1005	0	0%	1157	0	0%
Female	4	0	0	0	0	0
Total	1009	0	0%	1157	0	0%

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, we have implemented an Occupational Health and Safety Management System. Workplace safety is of high importance to the organization and we have necessary protocols in place. All our plant locations are ISO 45001:2018 certified. Our safety MIS accounts for injuries, accidents, and other plant-level safety compliance measures.

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

Hazard Identification Risk Assessment (HIRA) is carried out through regular Independent Safety Assessments (ISA) and Hazard and Operability Study (HAZOP) to identify and address potential hazards before an incident could affect the safety of the workers and employees.

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

Yes, there is a reporting system in place to fill the near miss format, and closing of such risk by employee is eligible for safety award.

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

Yes, all plants have medical centers equipped and manned for management of non-occupational medical conditions. Further all employees are covered under health insurance, statutory health insurance or ESIC as per eligibility for non-occupational medical and healthcare services.

11. Details of Safety related incidents

	Safety Incident/Number	Category	FY 2023	FY 2022
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0.21	0
2	Total recordable work-related injuries	Employees	0	0
		Workers	0	0
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

Automotive Stampings and Assemblies Limited

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

The Company has in place measures for occupational health and safety that are compliant with all statutory requirements. Safety Induction Training, Machine-wise safety checking, PPE compliance, daily and weekly safety audits and audit reviews are some of the measures undertaken to ensure workplace safety.

13. Number of Complaints on the following made by employees :

	FY 2023			FY 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
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	

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.

No incidents were found during the assessment. However, we have preventive measures in case of any safety-related incident such as safety induction training to every employee and worker, safety sensors for access protection, scheduled machine preventive maintenance.

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 first step in identifying primary internal and external stakeholder groups involves the careful selection considering factors such as their material influence, significance, and relevance to the organization. This includes investors, customers, suppliers and vendors, employees, regulatory and statutory bodies, as well as local communities etc.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual report, Newspaper, press releases, Stock Exchanges, Company website	As and when required	Financial and sustainability performance, profitability, risks and opportunities, trust, and accountability
Employees	No	Email, employee meetings and conferences, one-on-one meetings, Company Website	Monthly	Productivity and efficiency, training and awareness, growth and development
Regulatory and statutory bodies	No	Statutory reports, compliance-related communication channels,	As per requirement & demand if any	Good governance and compliance, policy advocacy
Customers	No	Email, one-on-one meetings, conferences, press releases, Company Website	As and when required	Product quality, availability, environmental performance of the product, customer satisfaction
Suppliers and Vendors	No	Email, supplier meetings, product workshops, Company Website	As and when required	Material input quality, timely supply of materials, safety and environmental standards of the materials
Communities	Yes	Offline engagements, community visits and projects, focus-group discussions	As and when required	Community engagements, grievances, and feedback

Automotive Stampings and Assemblies Limited

Principle 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	437	437	100%	461	461	100%
Other than permanent	31	31	100%	31	31	100%
Total employees	468	468	100%	492	492	100%
Workers						
Permanent	0	0	0	0	0	0
Other than permanent	1009	1009	100%	1157	1157	100%
Total workers	1009	1009	100%	1157	1157	100%

2. Details of minimum wages paid to employees and workers

Category	FY 2023					FY 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	435	0	0%	435	100%	460	0	0%	460	100%
Female	2	0	0%	2	100%	1	0	0%	1	100%
Other than permanent										
Male	29	0	0	29	100%	29	0	0	29	100%
Female	2	0	0	2	100%	2	0	0	2	100%
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent										
Male	1005	1005	100%	0	0%	1157	1157	100%	0	0%
Female	4	4	100%	0	0%	1	1	100%	0	0%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	NA*	1	NA*
Key Managerial Personnel	2	60,19,296	0	0
Employees other than BoD and KMP	462	4,03,584	4	3,76,716
Workers	1005	1,87,740	4	1,33,896

**All six of the Board of Directors are non-executive directors and are paid only sitting fees for the board meetings attended.*

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)

Ethics Counsellor is responsible for addressing human rights impacts or issues. The Company has no specific Policy on Human Rights. However, the same is covered in our TATA Code of Conduct.

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

We have an internal mechanism in place to redress grievances related to human rights. All protected disclosures concerning human rights, or any other matter can be reported to Ethics Counselor of the Company or to the Chairman of the Audit Committee at the respective business unit for investigation. The different channels for raising grievances related to human rights issues can be found in our Whistle Blower Policy at <https://autostampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf>

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

	FY 2023		FY 2022	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	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

Automotive Stampings and Assemblies Limited

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

The Company condemns any kind of discrimination, harassment, victimization, or any other unfair employment practice being adopted against the complainant. The identity of a subject will be kept confidential as required by the law and the needs of the investigation. False allegations of wrongdoings on subjects will not be entertained unless supporting evidence is presented. The same can be found here: <https://autostampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf>

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

Yes, clauses on human rights are part of the business agreements and contracts. Compliance to the TATA Code of Conduct is included in the business agreements and contracts. The supplier must meet the requirements of prohibiting child labour and forced labour, providing safe working conditions, and complying with regulations on minimum wage and working hours.

9. Assessments for the year

Section	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/ Involuntary Labour	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

No violations were found during the assessment. However, we have appropriate measures such as man power recruitment restrictions for below 18 years of age, strict gate control for anyone below 18 years and salary transfer to respective bank accounts, in place to address risks or concerns against child and forced/ involuntary labour.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity, in the following format

Parameter	FY 2023	FY 2022
Total electricity consumption (A) (GJ)	42,771	31,551
Total fuel consumption (B) (GJ)	910	458
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	43,681	32,009
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (in GJ/Crores)	52.74	52.66

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

No

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

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	190	200
(iii) Third party water	4,064	7,165
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	4,254	7,365
Total volume of water consumption (in kiloliters)	3,615	6,260
Water intensity per rupee of turnover (Water consumed / turnover in Crores)	4.3	10.2

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Not Applicable

Automotive Stampings and Assemblies Limited

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

Parameter	Please specify unit	FY 2023	FY 2022
NOx	ppm	0.7	2.8
SOx	Kg/day	0.7	2.8
Particulate matter (PM)	(mg/Nm ³)	2.2	2.5
Persistent organic pollutants (POP)	N.A.	NA	NA
Volatile organic compounds (VOC)	ppm	NA	NA
Hazardous air pollutants (HAP)	N.A.	NA	NA
Others – please specify	N.A.	NA	NA

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

Parameter	Please specify units	FY 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	443.62	324.54
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7,289.49	7,825.50
Total Scope 1 and Scope 2 emissions per Crores of turnover	tCO ₂ e/ Crore INR	9.34	13.4

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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

Not applicable

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

Parameter	FY 2023	FY 2022
	Total Waste generated (in MT)	
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.345	4.32
Other Non-hazardous waste generated (H). Please specify, if any.	446.45	245
Total (A+B + C + D + E + F + G + H)	446.79	249.32

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

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2023	FY 2022
	Total Waste generated (in MT)	
(i) Recycled	446.45	245
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	446.45	245

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2023	FY 2022
	Total Waste generated (in MT)	
(i) Incineration	0.345	4.32
(ii) Landfilling	-	-
(iii) Other recovery operations	-	-
Total	0.345	4.32

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : No

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

All the plants are compliant to the permissible limits prescribed by Central Pollution Control Board (CPCB) and State Pollution Control Boards (SPCBs) for air emissions, effluent quality and discharge, hazardous waste disposal. The Company recycles steel scrap, oils, hazardous waste via authorized agencies.

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, 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.
	NA	NA	NA

Automotive Stampings and Assemblies Limited

11. Details 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
NA	NA	NA	NA	NA	NA

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:

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
	NA	NA	NA	NA

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: one
 - b. List the top 10 trade and industry chambers / associations (determined based on the total members of such a body) the entity is a member of / affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Automotive Component Manufacturers Association	National

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

Nil

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 FY 23**

Not Applicable

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

Not Applicable

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

We engage with our communities constantly through needs assessments, and impact assessments that serve as a platform for communities to represent their concerns and grievances. We engage with our community to minimize any adverse impact that our business operations may have on the local community. Communities can reach out to Ethics Counsellor and/or Chairman of the Audit Committee.

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

Category of waste	FY 2023	FY 2022
Directly sourced from MSMEs/ small producers	15.56%	11.86%
Sourced directly from within the district and neighbouring districts	98.54%	98.23%

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

ESSENTIAL INDICATORS

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

We are committed to supplying products and services of world-class quality that meet all applicable standards. We have a mechanism in place to receive and respond to consumer complaints on product and service quality and other issues of interest to them. Consumers can contact for feedback via cs@autostampings.com

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

Automotive Stampings and Assemblies Limited

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

	FY 2023			FY 2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Cyber-security	Nil	NA		Nil	NA	
Data Privacy	Nil	NA		Nil	NA	
Delivery of essential services	Nil	NA		Nil	NA	
Restrictive trade practices	Nil	NA		Nil	NA	
Unfair trade practices	Nil	NA		Nil	NA	

4. Details of instances of product recalls on accounts of safety issues

	Number	Reason for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	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.

We are in the process of implementing robust Information & Cyber Security Policy framework during the FY 2023-24. We plan to implement ISMS ISO 27001:2022 during FY 2023-24. ISO 27001 Certification is also targeted during FY 2023-24.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

Not applicable, there has been no such instance that occurred during FY 2022-23.