

July 07, 2023

**National Stock Exchange of India Limited**

Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No. C/1, G Block  
Bandra Kurla Complex  
Bandra (East), Mumbai 400 051

**BSE Limited**

Phiroze Jeejeebhoy Towers  
Fort, Dalal Street  
Mumbai – 400 001

Symbol: ORIENTELEC

Scrip Code: 541301

**Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2022-23**

Dear Sir/ Madam,

Pursuant to Regulation 34(2)(f) SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('**Listing Regulations**'), enclosed herewith the BRSR forming part of the Annual Report of the Company for the financial year 2022-23.

You are requested to take the above information and enclosed documents on your record.

Thanking you,

For Orient Electric Limited

Hitesh Kumar Jain

**Company Secretary**

Encl.: as above



**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.	Electrical Consumer Durables	Manufacturing and Trading of Electrical Fans,	69
2.	Lighting and Switchgear	Appliances, Lighting, MCBs, Switches, Cables, Wiring devices and accessories	31

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

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	Electrical Consumer Durables	2750	69
2.	Lighting and Switchgear	2740	31

**III. Operations**

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

Location	Number of plants	Number of offices	Total
National	4	60*	64
International	0	1	1

\*Includes warehouses

17. Markets served by the entity:

**a. Number of locations**

Location	Number
National (No. of States)	36*
International (No. of Countries)	34

\*Includes 28 States and 8 Union Territories

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

Exports of the Company's products contributed over 4% of the total turnover for the financial year 2022-23. The Company has laid down plans to increase its exports further by increasing sales in the existing international markets and entering into new geographies.

**c. A brief on types of customers**

Orient Electric is a distinguished name in the Indian Fast Moving Consumer Goods industry. The Company has established itself in the market as a one-stop brand for lifestyle electrical solutions which include Fans, Lighting, Home Appliances, Wires and Switchgears. A 'Fortune India 500' company, Orient Electric is a nimble organisation focused not merely on carving out larger market shares but delivering compelling consumer experiences and creating markets niches through differentiated products. Orient Electric is the largest manufacturer and exporter of fans from India with presence in 34 international markets. It is also the second largest manufacturer of LED bulbs in India and the first Indian lighting brand to have been awarded BEE star rating for LED bulbs. The Company caters to both industrial and retail customers (Business to Business & Business to Customer). A small proportion of the Business is with the Government (B2G).

## 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	951	900	94.64	51	5.36
2.	Other than Permanent (E)	50	47	94.00	3	6.00
3.	<b>Total Employees (D + E)</b>	<b>1001</b>	<b>947</b>	<b>94.61</b>	<b>54</b>	<b>5.39</b>
<b>WORKERS</b>						
4.	Permanent (F)	50	50	100.00	0	0.00
5.	Other than Permanent (G)	2068	1784	86.27	284	13.73
6.	<b>Total workers (F + G)</b>	<b>2118</b>	<b>1834</b>	<b>86.59</b>	<b>284</b>	<b>13.41</b>

#### b. Differently abled Employees and workers:

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

### 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	3	0	0.00

### 20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees*	25.52%	40.43%	26.30%	22.95%	39.53%	23.80%	22.55%	32.61%	23.08%
Permanent Workers	3.92%	0.00%	3.92%	5.50%	0.00%	5.50%	5.22%	0.00%	5.22%

\*The Company is steadfastly committed to fostering a culture of inclusion and diversity. The Company is proud to have been recognized as the Great Place to Work for the fourth consecutive year, a testament to our unwavering dedication to creating an exceptional workplace environment.

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

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

Company does not have any holding / subsidiary / associate companies / joint ventures.

## VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹) - 2529.17 cr.
- (iii) Net worth (in ₹) - 586.46 cr.

## VII. Transparency and Disclosures Compliances

### 23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If Yes, then provide web-link for Grievance Redressal 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	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes Weblink- <a href="https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf">https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf</a>	-	-	-	-	-	-
Shareholders	Yes Weblink- <a href="https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf">https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf</a>	2	Nil	-	1	Nil	-
Employees and workers	Yes, Weblink- <a href="https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf">https://www.orientelectric.com/images/investors/grievance-redressal-policy.pdf</a>	8	5	All grievances of employees and workers are addressed in a structured manner under the ambit of the policies of the organization.	14	6	All grievances of employees and workers are addressed in a structured manner under the ambit of the policies of the organization.
Customers	Yes <a href="https://orient.servitiumcrm.com/orient/getCustomerInfo.jsp">https://orient.servitiumcrm.com/orient/getCustomerInfo.jsp</a>	15,76,890	9,015	Grievances and suggestions received across channels	13,27,954	10,063	Grievances and suggestions received across channels
Value Chain Partners	Yes Weblink- <a href="https://www.orientelectric.com/images/investors/whistle-blower-policy.pdf">https://www.orientelectric.com/images/investors/whistle-blower-policy.pdf</a>	-	-	-	-	-	-

**24. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to the business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Product Safety	Risk	Product safety is of utmost importance to consumer durable manufacturers like Orient Electric. Malfunctioning of an appliance can cause serious damages which may expose an organisation to serious repercussion including reputational risk. In Orient Electric we pay utmost attention and importance to the quality of products to ensure safety of its users.	The Company has a robust quality control and testing team which tries to minimize the possibility of a product malfunction or recall, thereby capturing additional market share and limits the exposure to regulatory and litigation risks.	Negative implications
2.	Product Lifecycle Environmental Impacts	Risk & Opportunity	Companies in the Consumer Durable manufacturing industry are constantly seeking to differentiate their products from those of their competitors. One key differentiating factor is the environmental impact of products over their lifecycle, which is often associated with the cost of using appliance. This issue involves a company's ability to design products with the entire lifecycle in mind, from creation and use to disposal. In particular, this covers energy and water efficiency in appliances, which account for a significant proportion of a home's energy and water use, as well as designing for and facilitating safe end-of-life disposal and recycling.	The Company prioritizes designing and manufacturing products with improved environmental impacts aiming to grow consumer demand and market share. Furthermore, the Company strives to minimize the environmental impact of products aiming to be better positioned to tackle critical provisions related to areas such as GHG emissions reduction & extended producer responsibility. The above measures will ultimately result in increased sale and thus revenue.	Positive implications
3.	Innovation	Opportunity	The Company operates in a competitive industry. To remain ahead of the competition, the risk of not introducing smarter & innovative products in respective segments is a key risk. However, this also presents the Company, an opportunity to be ahead of the curve and boost its innovation efforts to keep developing more user & environment friendly products - thereby increasing market reach and ultimately revenue and profitability of OEL.	The company has a dedicated R&D department to work towards better, smarter and environment friendly products in different product segments.	Positive implication
4.	Geo political risk	Risk	The Company caters to demand of its products in many countries. With many conflict zones currently in the world, Geo-Political risk is present.	The Company regularly does assessment of its global markets and demand quotient due to Geo-Political risks. This helps in inventory planning effectively.	Negative implication

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (“**NGRBC**”) Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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
a) Has the policy been approved by the Board? (Yes/No)	Policies formulated under the applicable statutory provisions are approved by the Board of Director(s), while other policies are formulated by respective Business / Function Head and approved by Managing Director & CEO and / or concerned Business / Function Head, as applicable.								
<b>Web Link of the Policies, if available:</b>									
P1- Related Party Policy-	<a href="https://www.orientelectric.com/images/investors/related-party-policy.pdf">https://www.orientelectric.com/images/investors/related-party-policy.pdf</a>								
P1- Code of Conduct for Directors and Senior Management-	<a href="https://www.orientelectric.com/images/investors/code-of-conduct-for-directors-and-senior-management.pdf">https://www.orientelectric.com/images/investors/code-of-conduct-for-directors-and-senior-management.pdf</a>								
P1- Archival Policy-	<a href="https://www.orientelectric.com/images/investors/archival-policy.pdf">https://www.orientelectric.com/images/investors/archival-policy.pdf</a>								
P2- Privacy Policy-	<a href="https://www.orientelectric.com/privacy-policy">https://www.orientelectric.com/privacy-policy</a>								
P3- Nomination and Remuneration Policy-	<a href="https://www.orientelectric.com/images/investors/nomination-remuneration-policy.pdf">https://www.orientelectric.com/images/investors/nomination-remuneration-policy.pdf</a>								
P3- Code of Conduct for Fair Disclosure of UPSI-	<a href="https://www.orientelectric.com/images/investors/code-of-conduct-for-fair-disclosure-of-upsi.pdf">https://www.orientelectric.com/images/investors/code-of-conduct-for-fair-disclosure-of-upsi.pdf</a>								
P4- Dividend Distribution Policy-	<a href="https://www.orientelectric.com/images/investors/dividend-distribution-Policy.pdf">https://www.orientelectric.com/images/investors/dividend-distribution-Policy.pdf</a>								
P5- Whistle Blower Policy-	<a href="https://www.orientelectric.com/images/investors/whistle-blower-policy.pdf">https://www.orientelectric.com/images/investors/whistle-blower-policy.pdf</a>								
P6- Corporate Social Responsibility Policy-	<a href="https://www.orientelectric.com/images/investors/corporate-social-responsibility-policy.pdf">https://www.orientelectric.com/images/investors/corporate-social-responsibility-policy.pdf</a>								
P7- Materiality of Events and Information-	<a href="https://www.orientelectric.com/images/investors/determining-materiality-of-events-and-informations.PDF">https://www.orientelectric.com/images/investors/determining-materiality-of-events-and-informations.PDF</a>								
P8- Familiarization Programme-	<a href="https://www.orientelectric.com/images/investors/familiarisation-programme.pdf">https://www.orientelectric.com/images/investors/familiarisation-programme.pdf</a>								
P8- Terms & Conditions of Appointment of Independent Directors-	<a href="https://www.orientelectric.com/images/investors/Terms-Conditions-of-Appointment-of-Independent-Directors.pdf">https://www.orientelectric.com/images/investors/Terms-Conditions-of-Appointment-of-Independent-Directors.pdf</a>								
P9- Whistle Blower Policy-	<a href="https://www.orientelectric.com/images/investors/whistle-blower-policy.pdf">https://www.orientelectric.com/images/investors/whistle-blower-policy.pdf</a>								
<b>Following are the exhaustive list of policies pertaining to each Principle.:</b>									
<b>Principle P1: Transparency &amp; Accountability</b>	Code of Ethical Standards and Behavioural Conduct, Risk Management Policy, Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons, Related Party Transactions Policy, Policy for Determination of Materiality of Events or Information, Whistle Blower Policy, Non-discrimination Policy, IT Policy, Archival policy, Code of Conduct for Directors and Senior Management								
<b>Principle P2: Product Responsibility</b>	Risk Management Policy, CSR Policy, IT Policy, Information Security Management System Policy, Environment Policy.								
<b>Principle P3: Employee Development</b>	Nomination & Remuneration Policy, Dividend Distribution Policy, Prevention of Sexual Harassment at Work Place Policy, Code of Ethical Standards and Behavioural Conduct, Whistle blower Policy, Non-discrimination Policy, Working Hours, Employee Handbook and/or HR Policy Document								
<b>Principle P4: Stakeholder Engagement</b>	Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons, Nomination & Remuneration Policy, Dividend Distribution Policy, Related Party Transactions Policy, Materiality of Events or Information, Whistle Blower Policy, Working Hours								
<b>Principle P5: Human Rights</b>	Code of Ethical Standards and Behavioural Conduct, Prevention of Sexual Harassment at Work Place Policy, Whistle Blower, Non-discrimination Policy								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Principle P6: Environment Principle</b>		CSR Policy, Environment Policy, Energy Management System								
<b>Principle P7: Policy Advocacy</b>		Code of Ethical Standards and Behavioural Conduct, Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons, Related Parties, Materiality of Events or Information, CSR, Whistle Blower, Non- discrimination Policy, Information Security Management System Policy								
<b>Principle P8: Inclusive Growth</b>		Familiarization Program for Independent Directors, Code of Ethical Standards and Behavioural Conduct, Non-discrimination Policy, Policy on Equal Opportunity for Person with Disability								
<b>Principle P9: Customer Value</b>		Code of Ethical Standards and Behavioural Conduct, Whistle Blower Policy, IT Policy								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The policies as mentioned above are based on Principles of NGRBC. Additionally, the Company has obtained the below mentioned ISO certifications for its Faridabad plant:</p> <ol style="list-style-type: none"> <li>ISO 14001:2015 - Environmental Management Systems certification</li> <li>ISO 45001:2018 - Operational Health &amp; Safety MS certification</li> </ol> <p>The Company has completed the process of attaining ISO 50001:2018 certification for the Faridabad plant. This illustrates the Company's journey towards energy efficiency across all its operations at a factory location.</p>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>In its ESG Journey, in alignment with Global targets, Orient Electric looks forward to set short, medium and long term targets for sustainability KPIs mentioned below:</p> <ol style="list-style-type: none"> <li>Climate change mitigation</li> <li>Energy conservation</li> <li>Water management</li> <li>Waste management</li> <li>GHG reduction, and</li> <li>Biodiversity protection</li> </ol>								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ol style="list-style-type: none"> <li>Climate change mitigation</li> <li>Energy conservation</li> <li>Water management</li> <li>Waste management</li> <li>GHG reduction, and</li> <li>Biodiversity protection</li> </ol>								
<b>Governance, leadership and oversight</b>										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	The Company has been endorsing and practicing best practices towards conservation of environment, people care & best governance practices with continued efforts over the years. We believe to give our customers value for money innovative products to enhance their day-to-day lives. We are fully committed to give our stakeholders insights into our ESG Journey.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Managing Director & Chief Executive Officer - Orient Electric Limited Email-investors@orientelectric.com								
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.	<p>ESG Steering Committee takes care of Company's ESG strategy and monitors its progress &amp; performance to achieve its goals and targets.</p> <p>Further, the Governance Risk and Compliance Committee reviews, and identifies the risks and lays down the mitigation strategies and actions to curb those identified risks.</p> <p>At Board level, the Company has Corporate Social Responsibility Committee, which reviews the strategies, plans and actions being taken for engagement with society and for environmental protection. The Risk Management Committee of the Board reviews all risks, including sustainable risks, and mitigation actions thereof. Audit Committee reviews all matters related to Governance.</p>								



**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other / please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board of Directors, Corporate Social Responsibility Committee, Risk Management Committee, and Audit Committee, as applicable based upon their terms of reference, periodically reviews the progress against sustainability parameters of the Company and review the policies. The Board / aforesaid Committees are guided on actions to be taken and reviews the progress against parameters.									Periodically								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Operational issues are being addressed on an 'ongoing basis' as and when identified. Compliance Report is shared with the Board of Directors and Audit Committee quarterly. Furthermore, a Compliance Monitoring software is being used by the Company to track, monitor & comply with the compliances on a real-time basis.									Ongoing								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	In addition to periodic internal evaluation at Board and Committee level, assurances and comfort is sought by the Company on its policies/ procedures/ codes through periodic audits by external agencies. For the purpose of this report through an extensive exercise, assessment of operationalization and effectiveness of policies mentioned in this section, is done by an independent Law firm.								

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

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

### 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	Percentage of persons in respective category covered by the awareness programmes (%)
Board of Directors	15	Awareness, including Technical and Functional, are imparted through detailed presentations during Board / Committee meetings covering wide areas encompassing all principles including risks, threats and mitigations, business continuity, social responsibilities and governance.	100%
Key Managerial Personnel			
Employees other than BoD and KMPs	31	Training / awareness covers wide spectrum of technical, functional and behavioural programs which includes POSH, vigil mechanism, anti-bribery, ethical business conduct, health & safety, skill developments, product specifications, cyber security, compliance & governance.	>90%
Workers	173	Workers are imparted trainings on health & safety, and skill development.	

#### 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, basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the our website:

	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
Penalty/Fine	Nil		Nil	Nil	Nil
Settlement					
Compounding Fee					
<b>Non-Monetary</b>					
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
	Not Applicable

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

Ethics and Transparency is an integral part of the Company's Vision and Mission. Its commitment towards maintaining highest ethical standards is also reflected in its Code of Ethical Standards and Behavioral Conduct adopted by the Company, incorporating elements of anti-bribery & anti-corruption which highlights the adoption of transparent and fair business practices.

**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	Nil	Nil
KMPs	Nil	Nil
Employees*	Nil	Nil
Workers*	Nil	Nil

\*Based on the employees' and workers' self-declarations for the reporting period.

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	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.**

During the reporting year, there was no such cases of corruptions or conflicts of interest which required action by regulators/ law enforcement agencies/ judicial institutions.

## 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	Topic/principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
144	Training to service technicians on skill enhancements, product knowledge, use of safety gears etc.	50%

**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 robust process in place to avoid any conflict of interest and is covered under Code of Conduct for Directors and Senior Management Policy as well as in Code of Ethical Standards and Behavioural Conduct for employees. The policies provide clear guidelines and mechanism to combat any actual or potential conflict of interest. Board members provides declarations to the Company disclosing their interest, if any. The Company's internal Human Resources Management System also provides an option to disclose the conflict of interest in any transaction, if any.

**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.**

	<b>Current Financial Year</b>	<b>Previous Financial Year</b>	<b>Details of improvements in the environmental and social impacts</b>
R&D	57%	13%	The Company invests in R&D and Capex which focuses majorly on the improvement of product efficiency, durability and energy efficiency keeping in mind the greater goal of sustainability of the products. The majority of R&D and Capex investments were made in improving the star ratings of the fans and appliances and developing BLDC models with a positive environmental and social impact as it is more energy efficient and has a longer lifespan.
Capex	2.59%	1.75%	

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, the Company only engages with vendors who are aligned with all statutory requirements. The Company has a strong mechanism to monitor the sourcing of raw materials for its operations and prohibits hazardous substances. The on-boarding process of vendors/ suppliers consists of several stages of screening and scrutiny by the respective department.

- b. If yes, what percentage of inputs were sourced sustainably?**

Approximately 65% of the products were sourced sustainably.

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.**

The Company has made arrangements with government authorized E-waste collection agencies for disposing of E-waste. Though during the year under report, the requirement of reclaiming of end of life / used products was not applicable to the Company. However, the Company, through various channels, got 364.48 MT of Flexible Plastic Waste (LDPE, PP or PVC) collected for recycling.

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

Yes, EPR is applicable to the Company and it has been successfully fulfilling its obligations under the same. During the FY 2022-23 the Company collected, through various channels including aggregators and Urban Local Bodies from PAN India, 364.48 MT of Flexible Plastic Waste (LDPE, PP or PVC) falling in Category II as per notification dated 16th February, 2022, which was sent to authorised recycling centers for recycling process. This is in alignment with the conditions set forth by Pollution Control Board.

## 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 the 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.
2750	Electrical Consumer Durables	69	The Company's LCA model represents Cradle to Gate System as of now	No	No
2740	Lighting and Switchgear	31			

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
Ceiling Fan TPW Fan Lights (P Lum and C Lum) Water Heaters	Use of Expanded Polystyrene ("EPS") and polybag in packaging	Use of pulp tray in water heaters and approximately 20% of models of ceiling fans and corrugated fitments in almost 70% stock of TPW fans, implemented to reduce usage of EPS for packaging. Only 51 microns+ polybags are being used in the packaging as per Government guidelines.
Ceiling Fan	Electricity Consumption of the Product	Usage of BLDC Motor has resulted in reduction in product power consumption up to 50%

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
	Not Applicable	

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY 2021-22		
	Re-used	Re-cycled	Safely Disposed	Re-used	Re-cycled	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 percentage of products sold) for each product category.
	Not Applicable

**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**

	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Insurance		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)
<b>Permanent Employees</b>											
Male	900	900	100.00	900	100.00	-	-	900	100.00	900	100.00
Female	51	51	100.00	51	100.00	51	100.00	-	-	51	100.00
<b>Total</b>	<b>951</b>	<b>951</b>	<b>100.00</b>	<b>951</b>	<b>100.00</b>	<b>51</b>	<b>5.36</b>	<b>900</b>	<b>94.64</b>	<b>951</b>	<b>100.00</b>
<b>Other than Permanent Employees</b>											
Male	47	47	100.00	47	100.00	-	-	47	100.00	47	100.00
Female	3	3	100.00	3	100.00	2	66.67	-	-	3	100.00
<b>Total</b>	<b>50</b>	<b>50</b>	<b>100.00</b>	<b>50</b>	<b>100.00</b>	<b>2</b>	<b>4.00</b>	<b>47</b>	<b>98.00</b>	<b>50</b>	<b>100.00</b>

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

	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Insurance		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)
<b>Permanent Workers</b>											
Male	50	50	100.00	50	100.00	-	-	0	-	0	-
Female	0	0	0	0	0	0	0	-	-	0	-
<b>Total</b>	<b>50</b>	<b>50</b>	<b>100.00</b>	<b>50</b>	<b>100.00</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>
<b>Other than Permanent Workers</b>											
Male	1784	1329	74.50	1329	74.50	-	-	0	-	0	-
Female	284	284	100.00	284	100	284	100.00	-	-	0	-
<b>Total</b>	<b>2068</b>	<b>1613</b>	<b>78.00</b>	<b>1613</b>	<b>78.00</b>	<b>284</b>	<b>13.73</b>	<b>0</b>	<b>-</b>	<b>0</b>	<b>-</b>

**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	100.00	100.00	Yes	100.00	100.00	Yes
Gratuity	100.00	100.00	Yes	100.00	100.00	Yes
ESI	N/A	N/A	N/A	N/A	N/A	N/A

\*All employees and permanent workers are paid over and above the ESI threshold and thus, outside the purview of ESI benefits. Permanent employees are covered under group medical insurance.

### 3. Accessibility of workplaces

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

Yes, some of the offices of the Company have entry ramps, lifts, washrooms accessible to differently abled persons and also wheel chair accessible to cater differently abled employees and workers.

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

Yes, the Company believes in equal opportunity at workplace and is committed to provide so without any discrimination on the grounds of age, sex, cast, race or colour. The Company's Equal Opportunity policy is in accordance with the provisions of Rights of Persons with Disabilities Act, 2016.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
<b>Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

### 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	Yes, Works Committee, Grievance committee, POSH committee, Canteen committee are a few forums available to workers to raise their grievances.
Other than Permanent Workers	Yes, HR Help Desk is available in addition to a Complaint register/ Mails
Permanent Employees	Yes, employees can raise their concerns with respective HR SPOC other than POSH committee. In addition, a dedicated interactive AI platform - Amber is also available.
Other than Permanent Employees	Each location has its designated HR team/ helpdesk to handle the grievances.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	951	0	0.00	899	0	0.00
Male	900	0	0.00	858	0	0.00
Female	51	0	0.00	41	0	0.00
<b>Total Permanent Worker</b>	50	30	60.00	60	40	66.00
Male	50	30	60.00	60	40	66.00
Female	0	0	0.00	0	0	0.00

## 8. Details of training given to employees and workers:

	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	900	900	100.00	900	100.00	858	858	100.00	858	100.00
Female	51	51	100.00	51	100.00	41	41	100.00	41	100.00
<b>Total</b>	<b>951</b>	<b>951</b>	<b>100.00</b>	<b>951</b>	<b>100.00</b>	<b>889</b>	<b>899</b>	<b>100.00</b>	<b>899</b>	<b>100.00</b>
<b>Workers</b>										
Male	50	36	72.00	42	84.00	60	32	53.30	31	51.60
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
<b>Total</b>	<b>50</b>	<b>36</b>	<b>72.00</b>	<b>42</b>	<b>84.00</b>	<b>60</b>	<b>32</b>	<b>53.30</b>	<b>31</b>	<b>51.67</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees*</b>						
Male	900	900	100.00	858	858	100.00
Female	51	51	100.00	41	41	100.00
<b>Total</b>	<b>951</b>	<b>951</b>	<b>100.00</b>	<b>899</b>	<b>899</b>	<b>100.00</b>
<b>Workers</b>						
Male	50	29	58.00	60	30	50.00
Female	0	0	0.00	0	0	0.00
<b>Total</b>	<b>50</b>	<b>29</b>	<b>58.00</b>	<b>60</b>	<b>30</b>	<b>50.00</b>

\*All eligible employees have received performance & career development reviews.

## 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 of such system?

Yes, the Company has implemented an Occupational Health and Safety Management System. The Faridabad plant is ISO 45001:2018 certified for health and safety parameters. Various training on health and safety are conducted on regular basis in plants. Workers are provided required awareness on handling tools and apparatus. Various programs relating to mental well-being of employees are organised. Workers undergo regular medical check-ups. Preventive health check-ups are arranged for the employees.

- b. 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 undertakes evaluation of workspace on regular basis to identify & mitigate hazards. Hazard Identification & Risk Assessment (HIRA) is used for the Health and Safety Hazards identification. The Company also follows procedure for hazard identification and risk control for all routine and non-routine work.

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

Yes, the Company conducts Daily Safety Audit to report work related hazards. The Company also maintains a Risk Control Register for all types of hazard reporting.

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

Yes, a medical examination of the workers is conducted every six months and necessary statutory submissions are made to the Government. All the employees are covered under health insurance. Various programs relating to mental well-being of employees are organised. Preventive health check-ups are arranged for the employees.



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

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

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

The Company believes in providing a healthy and safe working environment for its employees and workers. It consistently strides to improve the business practices and take pro-active steps in order to create a healthy work place. Some of the proactive measures taken are:

1. Near Miss Reporting
2. Daily Safety Audit by Line Supervisor
3. Hazards Identification and Risk Assessment (HIRA) Regular Review
4. ISO 45001:2018 System Implemented and Annual Audit by External Certification Body
5. External Audit by third party (Competent Person)
6. Customer Scan and Safety and Security Audit
7. Kaizens and Rewards and Recognition.
8. Work Permit System
9. Mock Drills
9. Trainings on Health and Safety
10. Dedicated Separate OH&S Department
11. OHC Centre with Ambulance van
12. Tie up with Hospitals
13. Reactive Measures: Incident Recording, Incident Investigation and Corrective and Preventive Actions
14. Preventive health check-ups for employees through reputed pathology labs
15. 'Your Dost' a mental well-being support to all employees

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

Benefits	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	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

**14. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Health and safety practices	100.00
Working Conditions	100.00

**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.**

Safety and well-being of employees and workers is the top most priority of the Company. The Company has always focused on safety and individual responsibility. As a part of Proactive Measures, Regular Safety Audits and Plant Safety round are being conducted and regular closure of unsafe act and conditions as and when reported are being done. Elevator checks/ service, HVAC servicing is also conducted on regular intervals. Fire and other safety mock-drills are organised at plants and offices.

**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. The Company has taken group medical insurance and group term insurance covering employees & workers. The Company also provides for the education of children of its deceased employees upto under-graduate level and offers service to spouse of its deceased employees if they are found eligible and willing to take employment.

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

As per the contractual obligations, respective manpower providing organizations are liable to deduct statutory dues such as PF and ESI contribution, as applicable, from the salary of workers and timely deposit of same with respective statutory authority to ensure proper compliance without any delay and provide confirmatory proof periodically to the Company.

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

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

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

Yes, the Company focuses on skill sets and skill upgradation. It regularly conducts sessions to improve the skills of its workers and employees that forms part of their life-long learnings, and will help them even after their retirement and post-employment endeavours.

**5. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	Nil
Working Conditions	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.**

Not Applicable

**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.**

Stakeholders form an integral part at Orient Electric and the Company believes in building strong stakeholder relationships. The Company identifies its internal and external stakeholders based on its analysis of the impact of each stakeholder on the business and its operations.

The key stakeholders include customers, employees and workers, suppliers, shareholders, regulatory bodies and the community at large.

**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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	In person/ Email/ SMS/meetings/ Notice Board/ HR Portal	Continued engagement/ Daily/Monthly/ Need basis	Employees connect sessions/ Health and Wellness / sessions with CEO
Customers	No	Email / SMS	Monthly/Quarterly/ Periodically need basis (at sales/ service times)	Product related information
Suppliers	No	Email	Monthly	Follow up w.r.t order delivery and other deliverables
Investors	No	Email, Meetings	Periodically	Business Operations/ Governance
Analysts	No	Email, Meetings	Need Basis	Business Operations
Shareholders	No	Email, SMS, Newspaper Advertisement, Letters, Annual Report, Notices, Dissemination on the websites of the Company and of Stock Exchanges	Periodically	Statutory requirement and for the benefit of the shareholders in terms of claiming their unclaimed dividend account and for getting their KYC details, etc. updated in the system
Regulatory Bodies	No	Through returns / filings / submissions etc.	Periodically	For completing statutory compliance requirements

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)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community around our plants including school going children, village youths and family belonging to underprivileged section	Yes	Notice Board, Website, display in the locations	Periodically	Statutory Requirement. CSR activities

## Leadership Indicators

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

The Company engages with various stakeholders on regular intervals to discuss various issues related to its business operations on parameters like environmental, social and governance. It also engages consultants to conduct an in depth analysis and due diligence. The Analysis report is then reviewed by the management and further briefed to the Board, on need basis.

### 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, based on the discussions between the Board and the management, Board guides the management on the steps to be taken on above mentioned topics and to incorporate the same in either existing policies or formulate new policies as per the requirement.

Some of them include ERM Policy, Process on Capitalisation of Assets, SOP for Service of Defective Products, Employee Background Verification.

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

The Company is providing support for the education to the children of deceased employee up to Graduation level, employment to the spouse of deceased employee (if they

agree), medical support for a period of 1 year. Medical treatment for critical illness to people from under privileged section of the society. Improved infrastructure for better education and sport facilities in girls' school. Facilitation of meritorious students.

Some of the key actions taken are:

- Infrastructure Development of a Government Girls School (NIT-03) in Faridabad, Haryana, to promote Education/Women Empowerment. Sports event was also organised.
- Contribution for Awakened Citizen Program (ACP) being run by Ramakrishna Mission, a Value Based Education program which aims to inculcate values in the teachers and students.
- In order to promote Education / Women Empowerment, in Government. Girls School, Kaurali Faridabad, CCTV cameras installed, sports equipment provided and regular maintenance and upkeep of Infrastructure developed earlier.
- A Government Hospital in Faridabad (Haryana) provided with Equipment to promote Healthcare.
- Set up of OPD and procedure rooms in Employee State Insurance Corporation Medical College & Hospital, Faridabad (Haryana) to promote Healthcare.
- Tie-up with Sir Gangaram Hospital , New Delhi and SJM Hospital, Noida to provide for the treatment of critical care to people from Below Poverty Line category and medical equipments to promote healthcare.
- Mid-day meals to girl students studying in Government girls schools in Delhi through Akshay Patra - A step towards Eradication of Hunger.
- Tree Plantation drive to promote Ecosystem restoration.

**PRINCIPLE 5: Businesses should respect and promote human rights****Essentials Indicators**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	(% B/A)	Total (C)	No. of employees/workers covered (D)	(% (D/C))
<b>Employees</b>						
Permanent	951	951	100.00	899	899	100.00
Other than permanent	50	50	100.00	49	49	100.00
<b>Total Employees</b>	<b>1001</b>	<b>1001</b>	<b>100.00</b>	<b>948</b>	<b>948</b>	<b>100.00</b>
<b>Workers</b>						
Permanent	50	20	40.00	60	20	33.33
Other than permanent	2068	1182	57.16	1838	878	47.77
<b>Total Workers</b>	<b>2118</b>	<b>1202</b>	<b>56.75</b>	<b>1898</b>	<b>898</b>	<b>47.31</b>

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	(% (B/A))	No. (C)	(% (C/A))		No. (E)	(% (E/D))	No. (F)	(% (F/D))
<b>Employees</b>										
<b>Permanent</b>	951	0	0.00	951	100.00	899	0	0.00	899	100.00
Male	900	0	0.00	900	100.00	858	0	0.00	858	100.00
Female	51	0	0.00	51	100.00	41	0	0.00	41	100.00
<b>Other than Permanent</b>	50	0	0.00	50	100.00	49	0	0.00	49	100.00
Male	47	0	0.00	47	100.00	46	0	0.00	46	100.00
Female	3	0	0.00	3	100.00	3	0	0.00	3	100.00
<b>Workers</b>										
<b>Permanent</b>	50	0	0.00	50	100.00	60	40	66.6	20	33.30
Male	50	0	0.00	50	100.00	60	40	66.6	20	33.30
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
<b>Other than Permanent</b>	2068	636	30.75	1082	52.32	1838	1051	57.18	787	42.81
Male	1784	629	35.26	1050	58.86	1579	861	54.52	718	45.47
Female	284	7	2.46	32	11.27	260	190	73.08	70	26.92

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

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category (₹ Crores)	Number	Median remuneration/ Salary/ Wages of respective category (₹ Crores)
Board of Directors (BoD)*	1	4.08	-	-
Key Managerial Personnel*	2	1.43	0	-
Employees other than BoD and KMP	897	0.11	51	0.13
Workers	50	0.05	0	-

\*Managing Director & CEO, a KMP, has been included in Board of Directors. Non-executive directors are not paid any salary.

### 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 Human Resource department takes care of all human rights related issues.

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

The Company is committed to providing safe and healthy working environment to its employees and workers. The Company has a robust mechanism in place that helps in maintaining a safe working culture at the workplace. Several committees have been commissioned such as Work Committee, Grievance Committee, Internal Complaint Committee under POSH, Whistle Blower Committee, Canteen Committee to address any issue that may arise. Also there are designated location / plant wise HR SPOC for any queries and grievances to be reported.

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

Benefits	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA

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

The Company believes in creating safe and positive workplace for the employees. The Company's POSH Policy is in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. Internal Complaint Committees take care of all the complaints received pertaining to sexual harassment.

Grievance procedures are defined at multiple stages beginning with local hierarchy including HR SPOC which then escalates to higher levels as per escalation matrix level if not resolved.

The Company also has Whistle Blower Policy to raise concerns regarding malicious transactions and grievances.

### 8. Do human rights requirements form part of your business agreements and contracts?

Yes, the Company includes all the required and appropriate provisions in all its business agreements and contracts.

**9. Assessments for the year:**

	<b>% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	
Forced/involuntary labour	
Sexual Harassment	100% offices and plants
Discrimination at workplace	
Wages	

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

There were no significant risks arising out of the assessments. However, the Company has robust mechanism in place to combat human rights issue if any need arises.

**Leadership Indicators**

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

Orient Electric believes in creating a safe working environment for its employees and workers. The Company continuously keep reviewing its processes and SoPs for making them more employee friendly. However during the year under review, no processes were modified as a result of addressing any human rights issue as there were no grievances reported /identified. However, the Company has a robust grievance redressal mechanism in place in case any need arises.

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

The Company is committed towards protecting human rights and ensuring that there are no violations/ infringements. The Company is an equal opportunity employer and does not discriminate on the basis of sex, race, caste, religion etc.

The Company, during the reporting period, commissioned a Social Audit to analyze its human rights risks and prepare a due diligence report to mitigate the same. The areas included were child labor, harassment, discrimination and other pertinent human rights issues.

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

Yes, the Company’s plants and most of the offices are accessible to differently abled visitors. The offices and plants have ramps, lift facilities and wheelchairs, if needed. Also, the Company is consistently working towards improving its infrastructure and making every corner accessible to such visitors too.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	The Company has not conducted any assessment pertaining to its value chain partners for the financial year 2022-23. However, the Company conducts basic compliance and human rights due diligence while onboarding new suppliers/vendors.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others - Please Specify	

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

Not Applicable

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

The Company has been very conscious in energy consumption and taking every possible step to reduce its energy and water consumption. Such steps have paved the way and we have been able to reduce our energy consumption from 45,652.91 GJ in financial year 2021-22 to 29,555.61 GJ in financial year 2022-23 and water consumption from 30,557.56 KI in financial year 2021-22 to 27,200.34 KI in financial year 2022-23, which is a testimonial of our serious efforts towards clean and greener environment.

Parameter	FY 2022-23 (in GigaJoules)	FY 2021-22 (in GigaJoules)
Total electricity consumption (A)	18,847.48	21,808.72
Total fuel consumption (B)	10,826.07	23,886.17
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>29,673.55</b>	<b>45,694.89</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	18.07 GJ/cr	18.66 GJ/cr

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

**No formal assessment has been carried out.**

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

Not Applicable, since the Company is not in the category of Designated Consumers mandated under the PAT Scheme.

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

Parameter	(In kilolitres)	
	FY 2022-23	FY 2021-22
(i) Surface water	0	0
(ii) Groundwater	22,391.40	23,298.70
(iii) Third party water	6,148.29	7,931.36
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>	<b>28,539.69</b>	<b>31,230.06</b>
<b>Total volume of water consumption</b>	<b>28,539.69</b>	<b>31,230.06</b>
Water intensity per rupee of turnover (Water consumed / turnover)	11.28 kl/cr	12.75 kl/cr

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

**No formal assessment has been carried out.**

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

Zero Liquid Discharge is not implemented at present in any of the plants. However, efforts have been made to treat and reuse most of the wastewater generated. An efficient Effluent Treatment Plant is in place and the treated water is reused in different processes after passing it through a Reverse Osmosis system. An effective Sewage Treatment Plant is also installed and the treated effluent is used in horticulture and cleaning purposes.



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

The air emission (other than GHG emission) in the Company's plants and offices are mainly due to use of fossil fuels in manufacturing processes. Even such emission is very meagre. The Company has taken several steps to reduce such air emission including use of PNG Gensets in one plant instead of diesel Gensets. The Company is exploring more options to reduce it further.

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

The air emissions of the entity were meagre, hence not reported.

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

**No formal assessment has been carried out.**

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	744.78	1,440.65
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,173.57	4,857.82
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		<b>1.94 tonCO<sub>2</sub>e/cr</b>	<b>2.57 tonCO<sub>2</sub>e/cr</b>

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

**No formal assessment has been carried out.**

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

The Company is committed to global goals of climate change mitigation and decreasing the emission of greenhouse gases in order to reduce its carbon footprint. The Company has taken up several projects to achieve this goal. The Company has replaced diesel generators with PNG generators to reduce the emission of GHG. Faridabad Plant is completely operational on clean fuels such as PNG. In order to further reduce carbon footprint, the Company harnesses solar energy by using solar panels and generated 60,671 kWh in the FY2021-22 and increased it to 72,083 kWh in the FY2022-23.

Targets were also set & achieved to improve the star ratings of the fans and appliances to conserve energy & meet the ultimate goal of reducing GHG emissions.

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

**Total Waste generated**

Parameter	(In Metric Tonnes)	
	FY 2022-23	FY 2021-22
Plastic waste <b>(A)</b>	61.88	32.52
E-waste <b>(B)</b>	1.23	0.51
Bio-medical waste <b>(C)</b>	0.02	0.03
Construction and demolition waste <b>(D)</b>	15.00	10.00
Battery waste <b>(E)</b>	0.001	0.045
Radioactive waste <b>(F)</b>	0	0
Other Hazardous waste. Please Specify, if any. <b>(G)</b> (Used Oil of Generator sets, Paint Sludge, ETP Sludge, Waste Thinner \ Stripping Chemical)	143.56	213.39
Other Non-hazardous waste generated. Please specify, if any. <b>(H)</b> (Break-up by composition i.e. by materials relevant to the sector) {Metallic Scrap (Aluminium and MS and CU); Cardboard \ Papers \ etc.}	4,762.37	6,761.45
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4,984.06</b>	<b>7,017.95</b>

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations**

Category of waste	(In Metric Tonnes)	
(i) Incineration	0.01	207.19
(ii) Landfilling	5.79	4.97
(iii) Other disposal operations	0	0
<b>Total</b>	<b>5.80</b>	<b>212.16</b>

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

**No formal assessment has been carried out.**

## 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

**Orient Electric has implemented some major Environment Protection Initiatives in order to better manage its waste:**

1. Replaced hazardous chromium and phosphate for metal surface treatment process with Nano (Green Chemical) preventing water pollution.
2. Electric Burners replaced by the PNG clean fuel burners in the hot water tanks.
3. Paint Sludge processed in cement kiln as a fuel.
4. Hazardous waste and E-waste are sent to authorised recycler listed by Central Pollution Control Board.
5. EPR certified collection, treatment and disposal of plastic waste.
6. Canteen waste converted to compost and used in the gardens in the plant.

## 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	Types 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
Not Applicable*					

\* The Company is bringing up a new manufacturing facility in "Ranga Reddy District, Fab City and E-City Manufacturing Cluster", Hyderabad, Telangana, allotted by M/s. Telangana State Industrial Infrastructure Corporation (TSIIC) Ltd. All requirements for the same was done by TSIIC as per Environment Clearance certificate procured by TSIIC Order No. SEIAR/TS/RRD- 4412015- 2319.

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, the Company is in compliance with all the applicable laws/regulations in force.

### 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:

From renewable sources

Parameter	(In Mega Joules)	
	FY 2022-23	FY 2021-22
Total electricity consumption (A)	2,98,278.00	2,18,415.60
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>2,98,278.00</b>	<b>2,18,415.60</b>

From non-renewable sources

Parameter	(In Mega Joules)	
	FY 2022-23	FY 2021-22
Total electricity consumption (D)	1,85,49,198.00	2,15,90,305.20
Total fuel consumption (E)	1,08,26,070.40	2,38,86,172.13
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>2,93,75,268.40</b>	<b>4,54,76,477.33</b>

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

**No formal assessment has been carried out.**

## 2. Provide the following details related to water discharged

### Water discharge by destination and level of treatment

Parameter	(In Kiloliters)	
	FY 2022-23	FY 2021-22
(i) To Surface water	-	-
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater	-	-
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater	-	-
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	-	-
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment	124.10	124.70
- With treatment - please specify level of treatment	12,415.17	20,032.72
<b>Total water discharged (in kilolitres)</b>	<b>12,539.27</b>	<b>20,157.42</b>

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

**No formal assessment has been carried out.**

## 3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

- Name of the area: Sector 6, Faridabad, Haryana (121006)
- Nature of operations: Manufacturing Electrical Appliances & Fans
- Water withdrawal, consumption and discharge in the following format:

### Water withdrawal by source

Parameter	(In Kilolitres)	
	FY 2022-23	FY 2021-22
(i) Surface water	0	0
(ii) Groundwater	15,791.40	16,698.70
(iii) Third party water	4,188.44	6,638.36
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal</b>	<b>19,979.84</b>	<b>23,337.06</b>
<b>Total volume of water consumption</b>	<b>19,979.84</b>	<b>23,337.06</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	7.90 kl/cr	9.53 kl/cr

### Water discharge by destination and level of treatment

Parameter	(In Kilolitres)	
	FY 2022-23	FY 2021-22
(i) Into Surface water		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-

Parameter	(In Kilolitres)	
	FY 2022-23	FY 2021-22
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	6,665.17	14,282.72
<b>Total water discharged</b>	<b>6,665.17</b>	<b>14,282.72</b>

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

**No formal assessment has been carried out.**

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not Assessed	Not Assessed
<b>Total Scope 3 emissions per rupee of turnover</b>			

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

**No formal assessment has been carried out.**

**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. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

S No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy production from renewable sources	Solar panels installed to harness solar energy (renewable energy)	A total of 72,083 Kwh of energy generated to replace energy consumption from non-renewable sources.
2.	Replaced Genset using polluting fuel by a Genset utilizing clean fuel	Diesel Genset replaced by A 125 KVA PNG Genset	Reduced air emission (including greenhouse gas emission) resulting from burning of diesel.
3.	Electrical Heaters replaced by PNG burners	Electrical heaters in power transmission lines replaced by PNG burners to reduce polluting air emissions	Electricity consumption reduced, resulting in reduction of greenhouse gas emissions.
4.	Conversion of solid waste into a natural fertilizer	Kitchen waste (solid) generated converted into Compost (a natural fertilizer). A total of approximately 500 kg of Compost prepared from around 550 kg of kitchen waste.	Reduction in volume of solid waste and the fertilizer promoted growth of plants.

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

The Company's safety policy is equipped to cope with any emergency which may arise due to its own operations or outside forces at any point in time. The responsibilities are fixed to protect all persons, on and off site, against all accidents, emergencies, and disastrous situations.

It is ensured that adequate assembly points and emergency control procedures are laid and all involved personnel are clearly instructed. High-risk points are mapped and emission rates and dispersion behaviours are estimated.

Several outside agencies (Mutual Aids) are involved to prevent emergency, turning in to a disaster.

Business Continuity Plan document provides guidance & procedures to assist process owners in performing listed actions to minimise the disruptions in business operations and impact on brand image. It provides a list of events, if they occur, which may lead to disruption / stoppage in operation / supplies to customer. Further, each Risk Event contains probable "Risk Drivers" that may lead to occurrence of the risk. To ensure continued operations action plans for respective process owners have been defined against each Risk event. The Company also has an Onsite Emergency Plan.

**8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

None, as this parameter has not been assessed for the financial year 2022-23.

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

This parameter has not been assessed for the financial year 2022-23.

**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.**

The Company has four (4) 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.	The Indian Fan Manufacturers Association	National
2.	Electric Lamp and Component Manufacturers Association	National
3.	Indian Electric and Electronics Manufacturers Association	National
4.	Electrical Research & Development 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**

Not applicable, as there were no adverse orders from any regulatory authorities reported during the financial year 2022-23.

## Leadership Indicators

### 1. Details of public policy positions advocated by the entity

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, If available
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The Company, through various Industry associations, participates in advocating matters for the advancement of the Industry and Public Good. The Company has Code of Conduct Policy and Code of Ethical Standards and Behavioural Conduct to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/ Industry bodies.

### PRINCIPLE 8: Businesses should promote inclusive growth and equitable development



### Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
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Not Applicable, as during the financial year 2022-23, the Company was not required to conduct Social Impact Assessment.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
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Not Applicable.

No Rehabilitation and Resettlement has been undertaken by the Company during the FY 2022-23.

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

The Company has various modes of communication where the community at large can raise their queries and grievances. These grievances or concerns can be sent over the email at [investor@orientelectric.com](mailto:investor@orientelectric.com) or in writing by post at Company's address. The Company, through its various CSR projects deal with the community at regular intervals and work closely with the community for their betterment and upliftment. It regularly monitors the progress of the projects in order to redress the grievances in a transparent and prompt manner. As per process, if any grievance is received, same shall be properly enquired by the competent team / officer and resolved promptly to the satisfaction of the aggrieved.

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

	FY 22-23	FY 21-22
Directly sourced from MSMEs/ small producers	45.59%	41.16%
Sourced directly from within the district and neighbouring districts	66.26%	59.12%

## 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
Not applicable	

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

S. No	State	Aspirational District	Amount spent (In ₹)
Not Applicable			
None of the CSR Projects were undertaken in any designated aspirational districts as identified by government bodies. The projects undertaken are mainly in Delhi NCR region.			

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

No. Orient Electric does not give preference to, and does not discriminate with, any supplier.

- (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
Not Applicable		



**6. Details of beneficiaries of CSR Projects:**

<b>S. No</b>	<b>CSR Project</b>	<b>No. of persons benefitted from CSR projects</b>	<b>% of beneficiaries from vulnerable and marginalized groups</b>
1.	Infrastructure Development of a Government Girls School (NIT 03) in Faridabad, Haryana to promote Education/Women Empowerment	2000 girls students	More than 80%
2.	Contribution for Awakened Citizen Program	Not Ascertained	Not Ascertained
3.	In order to promote Education / Women Empowerment, Govt Girls High School, Kaurali, Faridabad provided security and sports equipments and organised sports activities	230	More than 90%
4.	A Government Hospital in Sector 30, Faridabad (Haryana) provided with Equipment to promote Healthcare	over 200 patients per day	More than 60%
5.	Set-up of Out-Patient Ward and treatment / procedure rooms in Employee State Insurance Corporation Medical College & Hospital, Faridabad (Haryana) to promote Healthcare	Total estimated annual OPD of over 50,000 patients	More than 20%
6.	Tie-up with Sir Gangaram Hospital to promote healthcare of Below Poverty Line Category (Reimbursement of treatment expenses for Critical illness)	47	-
7.	Tie-up with SJM Hospital to promote healthcare of Below Poverty Line Category (Provided Equipment & Reimbursement of treatment expenses for Critical illness)	Over 1200 patients	-
8.	Mid-day meals to girl children studying in government schools in Delhi through Akshay Patra - A step towards Eradication of Hunger	2023	-
9.	Tree Plantation Drive with implementing agency to promote ecosystem restoration	-	-

**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.**

Customer satisfaction is of key importance at Orient Electric. The Company believes in resolving all queries and concerns in a time bound manner and with utmost transparency. It has a robust mechanism to keep track and respond to all customer complaints and feedback.

All customers and trade partners have a mechanism to claim warranty services through Company's toll-free number.

Once a complaint is raised, it is then allocated to the nearest service centre as per mapping. After this, a technician is assigned to the job to check for any repairs and functionality. Once the job is complete, the technician collects the happy code from the customer if the customer is satisfied from the service. The Company strives to give an end to end solution to its consumers.

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

S. No.	As a percentage to total turnover
Environmental and social parameters relevant to the product	75
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

Benefits	FY 2022-23		Remarks	FY 2021 - 22		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy		None			None	
Advertising	1	None	-	1	None	-
Cyber-security						
Delivery of essential services		None			None	
Restrictive Trade Practices						
Unfair Trade Practices						

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

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

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

Yes, the Company has a robust Privacy Policy to safeguard itself against all sorts of cyber-risks and privacy issues. The Privacy Policy explains how the Company collects, uses, shares, and protects information. The policy is available on the Company's website at <https://www.orientelectric.com/privacy-policy>

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

No consumer complaints received against delivery of essential services; cyber security and data privacy of customers, re-occurrence of instances of product recalls, etc.

## Leadership Indicators

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

The Company uses various platforms for circulating information relating to its products such as its website, social media handles and media advertisements.

Further information relating all the products can be accessed on: [www.orientelectric.com](http://www.orientelectric.com)

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

The Company takes care of its customers with utmost priority. The Company through Product Manual that are provided with the products aims to educate consumers of safe usage of all of its products. Adequate information as required by law is provided on product packaging.

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

Not applicable to the category of products of the Company.

### 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

According to regulating laws, all product information is displayed. The Company discloses on its products the precise features of the product and its benefits, in addition to the information needed by the Legal Metrology Act of 2009, the Bureau of Indian Standard, the Goods and Services Tax Act of 2017, the Companies Act of 2013, and other applicable regulations.

The Company's website, [www.orientelectric.com](http://www.orientelectric.com) and media marketing also emphasize product characteristics and advantages. The Company follows ethical production and consumption practices.

Continuous customer satisfaction surveys are carried out with reasonable sample sizes throughout the year.

### 5. Provide the following information relating to data breaches:

#### a) Number of instances of data breaches along-with impact

There was no incident of data breach reported during the financial year 2022-23.

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

Not Applicable

## SDG MAPPING: Principle 1-9

**ZERO HUNGER: SDG 2**

- Mid-day meals to girls students studying in government schools in Delhi through Akshay Patra initiative taken as a step towards Eradication of Hunger.

**GOOD HEALTH AND WELL-BEING: SDG 3**

- Group Term insurance and Medclaim Policy taken for employees.
- Health & safety measures & training.
- Ambulance rooms & OHCs in factories.
- Introduction of menstrual leaves for women employees.
- Online counselling & emotional support platform for employees.
- Rewards and Recognitions.
- Employee surveys conducted for enhancing well being
- Team Get Togethers.
- Late Night Cab for Women Employees with safety measures.
- Financial support to family members of deceased employees.
- Support for the education upto graduation level of the children of deceased employees.
- Tie-up with Sir Gangaram Hospital and SJM Hospital to provide for the treatment of critical illness to persons from Below Poverty Line Category.
- Tie-up with SJM Hospital to promote healthcare of Below Poverty Line Category (Provided Equipment & Reimbursement of treatment expenses for Critical illness).
- ISO 45001 certified plant.

**QUALITY EDUCATION: SDG 4**

- The Company made significant contribution in Government Girls High School, Kaurali, and Government Girls Senior Secondary School, NIT-03, both in Faridabad, towards supporting the education and promoting women empowerment.
- Facilitation of meritorious girl students of Government Girls High School, Kaurali, and Government Girls School (NIT 03) in Faridabad, Haryana as an encouragement to achieve newer heights in their career.

**GENDER EQUALITY: SDG 5**

- Introduction of menstrual leaves for women employees.
- Policies on equal opportunities & on maternity and paternity benefits.
- Promoting Diversity and Inclusion- woman on senior managerial positions (Key roles).
- Women connect awareness programs held for all women employees at Orient Electric.
- The Company has also devised Prevention of Sexual Harassment at Workplace Policy ("POSH Policy").
- Infrastructure Development of Government Girls Senior Secondary School (NIT 03) and Government Girls High School, in Faridabad, Haryana to promote Education/ Women Empowerment.



**CLEAN WATER AND SANITATION: SDG 6**

- Rainwater harvesting system at Faridabad factory. This water harvesting system conserves equivalent of 45 rainy days’ worth of water in a single year.
- Use of piezometer and digital telemetry to monitor ground water levels.
- The Company adopted the Government Girls High School in Kaurali, and Government Girls Senior Secondary School, NH-3, NIT, both in Faridabad, wherein the Company provided clean drinking water, sanitation, built washrooms, etc.



**AFFORDABLE AND CLEAN ENERGY: SDG 7**

- The Company adopted various digital processes to enhance speed of process, transparency and governance.
- Conscious efforts driven by the management to integrate energy efficient resources, thus contributing to effectively addressing the climate factor.



**DECENT WORK AND ECONOMIC GROWTH: SDG 8**

- Compliance Monitoring Tool (Kavach) and Litigation Management Tool are used for effective monitoring, control and transparency.
- A satisfactory restitution is monitored to collect complaints and provide the best customer service experiences.
- Medical facility always available at workplace.
- Regular trainings being conducted on sales, product and DE&I.
- Employee connect session being held at regular intervals.
- Received the ‘GREAT PLACE TO WORK’ certification, fourth time in a row.
- “Potential Assessment of Sales Executives”, identifies Hi-Potential talent and helping the front-line sales force to start selling value to the customer.
- 12 months development program to identify high potential/ high performing senior managers.



**INDUSTRY, INNOVATION AND INFRASTRUCTURE: SDG 9**

- Innovative products introduced with 5 Star BEE rating, consuming 10% lower energy.
- Several innovative more energy efficient Fans, including BLDC fans, introduced.
- Mist-based pedestal fan- Cloud3 launched.
- Gold Award towards Environment Excellence from Grow Care India.
- Diamond Award in Environment Excellence from FAME INDIA.
- 100 % recyclable paper cups being used for tea/coffee



**REDUCED INEQUALITIES: SDG 10**

- Non-discrimination policy in place.
- Adequate infrastructure (entry ramp, lift, and wheel chair) in place for differently abled.
- All suppliers treated equally including MSMEs.



### SUSTAINABLE CITIES AND COMMUNITIES: SDG 11

- Company proactively procures goods and services from the local producers to support and help them in their upliftment.
- The Company has set up two rain-water harvesting units at the Government Girls High School, Faridabad.
- The Faridabad plant has a rain-water harvesting unit.
- The Company organized tree plantation drives in Faridabad and Delhi NCR.
- The Company has set up a kitchen garden at one of the plants.
- Treated water used for gardening.
- Diamond Award in Safety Excellence from FAME INDIA.
- A Government Hospital in Faridabad and SJM Hospital (Haryana) provided with Equipment to promote Healthcare.
- Set-up of Out-Patient Ward and treatment / procedure rooms in Employee State Insurance Corporation Medical College & Hospital, Faridabad (Haryana) to promote Healthcare.
- Tie-up with Sir Gangaram Hospital and SJM Hospital to promote healthcare of Below Poverty Line Category (Reimbursement of treatment expenses for Critical illness).
- Contribution for Awakened Citizen Program.



### RESPONSIBLE CONSUMPTION AND PRODUCTION: SDG 12

- The Company launched its 5-star rated BLDC fans which consume up to 50% less energy than ordinary fans thus providing significant savings on electricity bills for consumers without compromising on air delivery.
- Corrugated (Biodegradable) Packaging for many products is being used.
- Canteen Waste is sent to Compost machine.
- Received ISO 14001:2015 certification and audit for ISO 50001 has been concluded.
- Conducted LCA for various products such as LED bulbs, LED CLUM.
- Waste Paint Sludge being used as a fuel by third party thereby reducing the waste.
- Replaced hazardous Chromium and Phosphating for metal surface treatment process with the Nano (Ceramic coating).
- Innovative techniques & sustainable processes in Production- VEDs in electrical devices, non- solder type B22 aluminum caps in LED lamps, BLDC motor and Inverter Technology in products.



### CLIMATE ACTION: SDG 13

- During financial year 2022-23, 72,083 KWH of renewable energy was generated via solar panels which in turn resulted in reducing over 46 tons of CO2 emissions in the environment.
- Biodegradable packaging material (corrugated, pulp etc.) used for several products.



### LIFE BELOW WATER: SDG 14

- Adoption of scientific effluent treatment and correct method of discharging waste.



### LIFE ON LAND: SDG 15

- Tree plantation initiatives / drive with implementing agency to promote ecosystem restoration.
- Improvements in production process with no negative impact on flora fauna.



### PEACE, JUSTICE AND STRONG INSTITUTIONS: SDG 16

- Provisions on ethics, bribery and corruption embedded in the Code of Ethics and Whistle Blower Policies. The Company has also devised Prevention of Sexual Harassment at Workplace Policy ("POSH Policy").
- Company featured among the India's Iconic Brands for the year 2022 by ET Edge.
- Company featured in the "Dun & Bradstreet Top 500 Indian companies 2022".
- Recognised as one of the 'Most Trusted Brands of India 2023' by Team Marksmen based on an industry-wide consumer study.
- Robust Policies on equality, discrimination, human rights and good governance.
- The Company ensures that complaints received under Whistle Blower, if any, are properly investigated and followed by necessary actions taken thereupon.



### PARTNERSHIPS FOR THE GOALS: SDG 17

- Environmental Sustainability - Tree Plantation Drive with implementing agency to promote ecosystem restoration.
- Contribution for Awakened Citizen Program.
- The Company is a member of following trade / business associations: The Indian Fan Manufacturers Associations; Electric Lamp and Component Manufacturers Association of India; Indian Electrical and Electronics Manufacturers' Association; and Electrical Research and Development Association.
- A Government Hospital in Faridabad (Haryana) and one another hospital in Noida (Uttar Pradesh) provided with Equipments to promote Healthcare. Also provided for medical treatment in hospitals for under-privileged peoples.
- Set-up of Out-Patient Ward and treatment / procedure rooms in Employee State Insurance Corporation Medical College & Hospital, Faridabad (Haryana) to promote Healthcare.
- Mid-day meals to girl children studying in government schools in Delhi through Akshay Patra - A step towards Eradication of Hunger.