

BSE Limited  
1<sup>st</sup> Floor, New Trading Ring  
Rotunda Building  
P.J. Towers, Dalal Street  
Fort  
MUMBAI – 400001, India

**Scrip Code : 543498**

**Ref. : Business Responsibility and Sustainability Report ('BRSR') for financial year 2022-23**

Dear Sir/ Madam,

With reference to e-mail dated September 21, 2023 w.r.t. submission of BRSR for financial year 2022-23, following is submitted:

- (a) The Company had submitted Annual Report for financial year 2022-23 with BSE Ltd. on July 26, 2023, including BRSR Report (from page number 53 to 92 (both inclusive)).
- (b) Further, the Company had also submitted BRSR in XBRL format on July 26, 2023 with BSE Ltd.
- (c) Acknowledgement of aforesaid submissions are enclosed herewith as Annexure – I and Annexure – II respectively.

In terms of further requirement of BSE Ltd. vide e-mail dated September 21, 2023, with respect to submission of BRSR in PDF format separately, the Company is uploading the same.

Thanking you,

Yours truly,  
For MotherSON Sumi Wiring India Limited

POOJA MEHRA  
Digitally signed  
by POOJA MEHRA  
Date: 2023.09.25  
18:25:12 +05'30'

Pooja Mehra  
Company Secretary

Enclosure: As above

Date & Time of Download : 25/09/2023 18:15:03

**BSE ACKNOWLEDGEMENT**

<b>Acknowledgement Number</b>	5910419
<b>Date and Time of Submission</b>	7/26/2023 9:08:00 PM
<b>Scripcode and Company Name</b>	543498 - Motherson Sumi Wiring India Ltd
<b>Subject / Compliance Regulation</b>	Reg. 34 (1) Annual Report.
<b>Submitted By</b>	Pooja Mehra
<b>Designation</b>	Designated Officer

**Disclaimer** : - Contents of filings has not been verified at the time of submission.

Date & Time of Download : 25/09/2023 18:12:35

**BSE ACKNOWLEDGEMENT**

<b>Acknowledgement Number</b>	5910420
<b>Date and Time of Submission</b>	7/26/2023 9:11:05 PM
<b>Scripcode and Company Name</b>	543498 - Motherson Sumi Wiring India Ltd
<b>Subject / Compliance Regulation</b>	Reg. 34 (1) Annual Report.
<b>Submitted By</b>	Pooja Mehra
<b>Designation</b>	Designated Officer

**Disclaimer** : - Contents of filings has not been verified at the time of submission.

**BSE LTD**  
**ACKNOWLEDGEMENT**

Acknowledgement No	: 26072023091320	Date & Time	: 26/07/2023 09:13:20 PM
Scrip Code	: 543498		
Entity Name	: Motherson Sumi Wiring India Limited		
Compliance Type	: Business Responsibility & Sustainability Report		
Nature Of Report	:		
Quarter / Period	: 01/04/2022		
Mode	: E-Filing		

# BUSINESS RESPONSIBILITY SUSTAINABILITY REPORTING

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L29306MH2020PLC341326
2.	<b>Name of the Listed Entity</b>	Motherson Sumi Wiring India Limited
3.	<b>Year of incorporation</b>	2020 (date of Incorporation - July 02, 2020)
4.	<b>Registered office address</b>	Unit - 705, C Wing, ONE BKC, G Block Bandra Kurla Complex, Bandra East Mumbai - 400051, Maharashtra (India)
5.	<b>Corporate address</b>	Motherson Corporate Tower, Plot no. 1, 5 <sup>th</sup> Floor, Sector 127, Noida - Greater Noida Expressway, Noida-201301, UP India
6.	<b>E-mail</b>	<a href="mailto:investorrelations@mswil.motherson.com">investorrelations@mswil.motherson.com</a>
7.	<b>Telephone</b>	+91-120-6679500
8.	<b>Website</b>	<a href="http://www.mswil.motherson.com">www.mswil.motherson.com</a>
9.	<b>Financial year for which reporting is being done</b>	Financial Year 2022-23 (April 01, 2022 to March 31, 2023)
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	1. BSE Limited 2. National Stock Exchange of India Limited
11.	<b>Paid-up Capital</b>	INR 4,421 million

### 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:

Company is a part of Motherson Group and follows policies and procedures as laid down for the whole group. BRSR activities are being carried out and are getting monitored by Central Sustainability Team of Motherson. For any queries following persons may be referred to:

1. Mr. Barrie Painter Phone: +91-120-6679500 E-mail: <a href="mailto:sustainability@mswil.motherson.com">sustainability@mswil.motherson.com</a> Chief Sustainability Officer Mr. Barrie Painter is a Chief Sustainability officer at Motherson group. Mr. Painter is heading all sustainability and ESG development goals of Motherson Group and ensures the implementation of same.	2. Mr. Anurag Gahlot Chief Operating Officer Phone: +91-120-6752100 E-mail: <a href="mailto:sustainability@mswil.motherson.com">sustainability@mswil.motherson.com</a> Mr. Anurag Gahlot spearheads the alignment of ESG actions within MSWIL (Motherson Sumi Wiring India Limited) with the group's overarching goals.
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### 13. Reporting boundary-

The Company has no investment in any subsidiary, associate and joint venture, hence reporting disclosures are on Standalone basis.

## II. Products/services

### 14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Wiring Harness & its Components	The Company is in manufacturing of Wiring Harness & its Components majorly sold to Original Equipment Manufacturers (OEMs).	100%

### 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	Wiring Harness & its Components	29304	98%

## 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	26	4	30
International	-	-	-

\* Plants include all operational unit (manufacturing plant, module centres, assembly centres, unit for service businesses), tech centres and representative offices.

### 17. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	16 States and 3 Union Territories
International (No. of Countries)	The Company is focused on domestic business [and exports are negligible

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

Negligible (Zero)

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

The Company is into the manufacturing of wiring harness & its components. The sale is on Business to Business (B2B) model majorly to Original Equipment Manufacturers (OEMs)

## IV. Employees

### 18. Details as at the end of Financial Year: FY 2022-23

The company categorises its employees as Associates who are directly working in production and do not term them as workers.

- 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)	3066	2607	85%	459	15%
2	Other than Permanent (E)	25	14	56%	11	44%
3	<b>Total employees (D + E)</b>	<b>3091</b>	<b>2621</b>	<b>85%</b>	<b>470</b>	<b>15%</b>
<b>ASSOCIATES (WORKERS)</b>						
4	Permanent (F)	1530	1004	66%	526	34%
5	Other than Permanent (G)	39081	20202	52%	18879	48%
6	<b>Total Associates (Workers) (F + G)</b>	<b>40611</b>	<b>21206</b>	<b>52%</b>	<b>19405</b>	<b>48%</b>

Note: All the Workforce of the Company is categorised as 'Employees' and 'Associates'.

- 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)	7	6	86%	1	14%
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total differently abled employees (D + E)</b>	<b>7</b>	<b>6</b>	<b>86%</b>	<b>1</b>	<b>14%</b>
<b>DIFFERENTLY ABLED ASSOCIATES (WORKERS)</b>						
4	Permanent (F)	8	5	63%	3	38%
5	Other than Permanent (G)	7	2	29%	5	71%
6	<b>Total differently abled Associates (Workers) (F + G)</b>	<b>15</b>	<b>7</b>	<b>47%</b>	<b>8</b>	<b>53%</b>

## 19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	3	1	33%

## 20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)\*

	FY 22-23			FY 21-22		
	(Turnover rate in current FY)			(Turnover rate in previous FY)		
	Male	Female	Total	Male	Female	Total
Permanent Employees	10.4%	14.0%	11.0%	12.0%	18.0%	13.0%
Permanent Associates (Workers)	4.7%	6.8%	5.4%	10.0%	9.0%	10.0%

\*Domestic Wiring Harness Division of Samvardhana Motherson International Limited (earlier known as Motherson Sumi Systems Limited) was demerged in the year 2021-2022 with the Appointed date of April 1, 2021 with the company, thus information is presented for the year 2021-22 and 2022-23.

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	NIL	NA	Nil	NA

## VI. CSR Details

### 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes

(ii) Turnover (in Rs.) – INR 70,226 million for FY 2022-23

(iii) Net worth (in Rs.) – INR 13,305 million for FY 2022-23

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Re-remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Re-remarks
Communities	Yes	-	-	NA	-	-	-
Investors (other than shareholders)	Yes	-	-	NA	-	-	-
Shareholders	Yes	-	-	NA	-	-	-
Employees and workers	Yes	6	0	POSH Cases	2	1	-
Customers	Yes	-	-	NA	-	-	-
Value Chain Partners	Yes	-	-	NA	-	-	-
Others (please specify)	NA	-	-	NA	-	-	-

\* The policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website: For detailed policies for grievance redressal mechanism please refer to <https://www.mswil.motherson.com/performance/investors> and <https://www.mswil.motherson.com/performance/investors/queries-and-grievances>.

For detailed policies for Human Rights please refer to the <https://www.mswil.motherson.com/storage/policies/Human-Rights-Policy.pdf>



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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Waste generation from operations	Opportunity & Risk	<p>O - Benefit Environment by reducing waste, manage unavoidable waste, improved economic circularity and performances</p> <p>R - Increase in waste could increase cost and adversely impact environment and reputation</p>	Intent to enhance and optimise process for unavoidable waste management.	Positive impact
2	Water	Opportunity & Risk	<p>O - Reduction in consumption of water</p> <p>R - Operating in water stressed areas.</p>	Increasing the Rain water Harvesting capabilities and actively reducing consumption.	Positive Impact
3	Climate and environmental action	Opportunity & Risk	<p>O - Proactivity as a sustainable solution provider enabling growth</p> <p>R - Global warming and industry transition, failure to meet stakeholder expectations.</p>	Climate change and industry transition is now embedded in company risk management process. Decarbonisation ambition established across the group.	Negative impact
4	Energy	Opportunity & Risk	<p>O - Improved efficiency/ reduced consumption and enhance usage of renewable energy.</p> <p>R - Increasing energy costs and potential availability</p>	Active energy management alongside transition to ISO 50001	Positive impact
5	Emission management	Opportunity & Risk	<p>O - Potential competitive advantage from engaging proactively to address scope 3.</p> <p>R - Challenging roadmap to address scope 3 emissions</p>	Clear roadmap for scope 1 &2 and collaboration strategies in process to address scope 3	Positive impact

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)
6	Circular Economy	Opportunity & Risk	O - Opportunities to reduce, recycle and reuse material and products to provide both commercial and environment benefits R - Economic Demerit in implementing circularity.	Proactive engagement with customers and suppliers to identify and realise potential to create economic circularity.	Positive impact.
7	Materials	Opportunity & Risk	O - Use of NextGen, reclaimed, recycled, and repurposed materials R - Risk of supply and availability of feed stock of current and future materials	Develop new materials and collaborations with both customers and supplier/partners	Positive impact.
8	Supply Chain Environmental Sustainability	Opportunity & Risk	O - New sustainable solutions R - Challenging environment to address scope 3 and introduce sustainable materials.	The company is engaging and collaborating with value chain partners to address challenges emerging out of environmental impact.	Positive & Negative Impact
9	Employee Safety	Opportunity	O - Continuous levelling up across the entity to Health and Safety best practices in line with our global OHS principles.	Engaging in continuous dialogues with stakeholders is an ongoing initiative aimed at achieving superior safety standards. By prioritizing safety, we strive to maintain a proactive approach that keeps us ahead in safety initiatives.	Positive Impact
10	Human Rights	Risk	R - Potential short term business interruption associated with any accusations of breach of Human Rights	Committed to UNGC principles and global deployment on the Human Rights policy	Negative Impact

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)
11	Diversity & Inclusion	Opportunity	O - targetting to increase the diversity across the level.	Improved employer branding to attract a diverse talent pool	Positive impact
12	Supply Chain Social Responsibility	Risk	R - Integration of Motherson principles and policies to the supply chain	To improve transparency on adherence to Motherson principles and policies	Positive impact
13	Community	Opportunity & Risk	O - Talent attraction and retention R: Local issues may impact employees & operations R - Potential for geopolitical/regional/ economic disruption.	Expand focus on local issues at site level, supported by regional offices.	Positive Impact
14	Employee Engagement	Opportunity & Risk	O - Increased loyalty, productivity and empowerment of employees R - Employee satisfactions and retention.	Standardised employee engagement process.	Positive Impact
15	Financial Performance	Opportunity & Risk	O - Ability to invest in growth and achieve sustainability ambitions. R - Generate more resources to fund our Future Growth.	Focus of ROCE and free cash generation.	Positive Impact
16	Risk Management	Opportunity & Risk	O - Continous Evaluation of risks and mitigation plan to avoid negative business performance and capitalize on opportunities R - Growth and diversification strategy could increase threat of anomalies/ fragmentation in Risk Management for the group.	Proactively focus and enhance process to ensure risk management is embedded into our business process.	Positive Impact

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)
17	Ethics and Compliance	Risk	R - Risk with respect to maintaining adherence to changing regulatory requirements and potential for resulting reputational damage.	To keep updating the changes to regulatory requirements as well as have system for monitoring the same.	Negative Impact
18	Products and Innovation	Opportunity & Risk	O - Product enhancement, diversification and value add aligned to industry trends R - Failure to meet customer expectations in terms of product sustainability.	Product and innovation roadmapping process aligned to customer requirements.	Positive Impact
19	Management systems	Opportunity	O - Increased efficiency, agility, consistency and productivity across the entire enterprise	Continual upgradation of skills of the people and adoption of relevant pertinent methods and technologies.	positive impact

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<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)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	<a href="https://www.mswil.motherson.com/performance/investors/policies">https://www.mswil.motherson.com/performance/investors/policies</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	Company follows and is certified with ISO14001:2015 & ISO45001:2018 for its various sites.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Implementation of water preservation initiatives in its facilities by 2030 Net carbon zero in own operations by 2040.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have established 2030 as a major review milestone of our progress towards our set targets								
<b>Governance, leadership and oversight</b>										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer Page No. 15 of the Annual Report								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company has constituted a Sustainability Committee to drive the sustainability goals of the Company. Mr. Barrie Painter & Mr. Anurag Gahlot are responsible for implementation and oversight of Business Responsibility policy(ies) for the Company under the supervision and direction of Sustainability Committee of the Company.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	Yes, the Sustainability Committee of the Board consisting of 4 directors including one Independent director.								
		<b>Name of the Director</b>			<b>Designation in Committee</b>			<b>Status</b>		
		Mr. Laksh Vaaman Sehgal			Chairman			Non Executive Non Independent		
		Mr. Norikatsu Ishida			Member			Non Executive Non Independent		
		Mr. Rajesh Kumar Seth			Member			Non Executive Independent		
		Mr. Anurag Gahlot			Member			Executive Non Independent		

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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually

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.	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
		No	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

#### Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	2	Board of Directors of the company have been made aware of various topics viz regulatory changes, Business environment, Risk management in the company, roles and responsibilities of Directors, Code of conduct for Directors	100%
Key Managerial Personnel	2	Policy Training and Affirmation on an annual basis. The team is made aware about various topic viz regulatory changes, Risk management in the company and Policy related training.	100%
Employees other than BoD and KMPs	7	The company Code of Conduct provides the broad foundation of ethical and behavioral expectations for all employees of the company . To complement the Code, company has a suite of policies related to ethics, transparency and accountability which include whistle-blower, related party transaction, prevention of harassment, data protection, competition and anti-trust, anti-bribery/ gifts/ meal/ entertainment, human rights, equality opportunity. This suite of policy has an associated option of training avenues that include e-learning and live face-to-face training. A vast array of additional, complementary training initiatives also exists across company including multi-tiered leadership training, from function specific leadership to operational frontline leadership to comprehensive multifaceted leadership development programs and external tertiary study; Group DNA, values and behaviour trainings; soft- and hard-skills trainings which are offered both internally and externally.	78%

Segment	Total number of training and awareness programs held	Topics / Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Associates (Workers)	7	A similar framework exists for the associates as it does for the category of Employees. In addition, there are related training initiatives that focus on specific on-the-job related skills and competence development.	83%

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

None

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

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
NA	NA

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

Yes. The Company has guidelines on anti-bribery and anti-corruption. Company has “ZERO TOLERANCE” to any form of bribery and corruption and is committed to ensure that the Company’s employees and contractors working on their behalf do not abet to offer, offer or promise any form of bribery or corruption or act in contravention of any Anti-Bribery and Anti-Corruption Laws. Company believes that in addition to being a legal requirement, any instance of bribery or corruption is morally unacceptable. The Company is committed to upholding the highest moral and ethical standards. The Policy is available at: <https://www.mswil.motherson.com/performance/investors/policies>.



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

	<b>FY 2022-23 Current Financial Year</b>	<b>FY 2021-22 Previous Financial Year</b>
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

There have been no cases involving disciplinary action taken by any law enforcement agency for the charges of bribery / corruption against directors / KMP / employees / Associates (Workers) to the best our knowledge.

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

	<b>FY 2022-23 Current Financial Year</b>		<b>FY 2021-22 Previous Financial Year</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
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.**

Not Applicable

**Leadership indicators**

**1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

<b>Total number of training and awareness programs held</b>	<b>Topics / Principles covered under the training</b>	<b>% of value chain partners covered (by value of business done with such partners) under the awareness programs</b>
1	Total 15, Business Principles, Environment Principles, Human Rights and Workplace Practices	100%

**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 code of conduct for directors which clearly states that every director representing the company shall endeavour to avoid conflict of interest and is expected to act in the best interest of the company.

**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 2022-23</b>	<b>Previous Financial Year 2021-22</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	4%	35%	Current Year Expenditure has been incurred mainly for the - 1. Development of EV ECO-SYSTEM. 2. Focus on Eco-friendly energy generation. Previous year R&D expenditure was mainly to support OEMs for introducing vehicles with less emission (like Bharat VI etc),as well as establishing EV ecosystem.
Capex	3%	4%	

Wiring harness related R&D activities are performed centrally by Samvardhana Motherson International Limited (“SAMIL”) (formerly known as Motherson Sumi Systems Limited) for India region. The Company has reimbursed its share of expenses to SAMIL.

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

Yes.

The Company sources large portion of its raw materials and components from Samvardhana Motherson International Limited (“SAMIL”) which is driving the group sustainability commitment including that of MSWIL. In addition Company is also sourcing from global suppliers including Sumitomo Wiring Systems Limited who is also following sustainability standards.

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

93% of our top suppliers (constituting 80% of our sourcing of components/raw material in value terms) are ISO14001 certified and 79% of such suppliers are ISO45001 certified.

**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 products supplied by MSWIL get assembled into higher level assemblies or the vehicles. Therefore, the end of life disposal, recycling and reuse of the products lies outside MSWIL preview.

MSWIL manufacturing locations are ISO 14001 certified (EMS). Our products are compliant to clean regulations like ELV, RoHS, REACH etc. Auxiliary material used in packaging and e-waste are appropriately managed with third parties per applicable regulations.

**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.**

EPR is not applicable to the Company.

## Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective /Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
	Wiring Harness			N/A	

A major portion of company's products are built to print products where the product design including material selection and end of life specifications are finalised by the customers. Therefore, as of now there is no opportunity for the company to conduct any meaningful LCA. However, to remain future ready, the company has started building necessary capabilities for conducting such analysis in days to come.

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.**

None in Financial Year 2022-23

Name of Product / Service	Description of the risk / concern	Action taken
None	None	None

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 Current Financial Year	FY 2021-22 Previous Financial Year
None	N/A	N/A

The child parts procured by the company are governed by customer specifications / industry standards. Usage of recycled materials is normally not permitted by these specifications. Most of these parts are standard catalogue parts of third-party suppliers and therefore MSWIL has very limited influence on material usage.

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 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N/A	N/A	N/A	N/A	N/A	N/A
E-waste	N/A	N/A	N/A	N/A	N/A	N/A
Hazardous waste	N/A	N/A	N/A	N/A	N/A	N/A
Other waste	N/A	N/A	N/A	N/A	N/A	N/A

Not applicable. Due to nature and application of it's products, the company is not engaged in end of life production reclaim activities.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category		
None	N/A	N/A	N/A

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits*		Paternity Benefits*		Day Care Facilities	
		Numbers (B)	% (B/A)	Numbers (C)	% (C/A)	Numbers (D)	% (D/A)	Numbers (E)	% (E/A)	Numbers (F)	% (F/A)
<b>Permanent employees</b>											
Male	2607	2607	100%	2,607	100%	0	0%	0	0%	0	0%
Female	459	459	100%	459	100%	459	100%	0	0%	247	54%
<b>Total</b>	<b>3066</b>	<b>3066</b>	<b>100%</b>	<b>3066</b>	<b>100%</b>	<b>459</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>247</b>	<b>8%</b>
<b>Other than permanent employees</b>											
Male	14	14	100%	14	100%	0	0%	0	0%	0	0%
Female	11	11	100%	11	100%	11	100%	0	0%	0	0%
<b>Total</b>	<b>25</b>	<b>25</b>	<b>100%</b>	<b>25</b>	<b>100%</b>	<b>11</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

This metric is shown for the employees receiving these benefits out of the total pool of eligible employees mentioned in section A and coverage thereof

**b. Details of measures for the well-being of Associates (workers):**

Category	% of Associates covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Nos. (B)	% (B/A)	Nos. (C)	% (C/A)	Nos. (D)	% (D/A)	Nos. (E)	% (E/A)	Nos. (F)	% (F/A)
<b>Permanent Associates (Workers)</b>											
Male	1004	1004	100%	1,004	100%	0	0%	0	0%	0	0%
Female	526	526	100%	526	100%	526	100%	0	0%	214	41%
<b>Total</b>	<b>1530</b>	<b>1530</b>	<b>100%</b>	<b>1530</b>	<b>100%</b>	<b>526</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>214</b>	<b>14%</b>
<b>Other than permanent associates (Workers)</b>											
Male	20202	17,131	85%	9,642	48%	0	0	0	0%	0	0%
Female	18879	16,127	85%	8,590	46%	16276	86%	0	0%	0	0%
<b>Total</b>	<b>39081</b>	<b>33258</b>	<b>85%</b>	<b>18232</b>	<b>47%</b>	<b>16276</b>	<b>86%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

This metric is shown for the employees receiving these benefits out of the total pool of eligible employees mentioned in section A and coverage thereof.

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

Benefits	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employee State Insurance	100%	100%	Y	100%	100%	Y
Others, please specify	-	-	N.A	-	-	N.A

All eligible employees are covered under relevant benefit. All the deductions are timely deposited with the authority.

## 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, Various offices, including the registered and corporate offices have lifts for easy movement of differently abled people. Most offices are either on the ground floor or have elevators and have infrastructure for differently abled individuals and other adaptations on a case-by-case basis.

## 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.

The Company's Code of Conduct and Inclusion and Diversity can be accessed at <https://www.mswil.motherson.com/performance/investors/policies>. Within the Code of Conduct and Inclusion and Diversity Policy Company emphasizes the importance of Equal Employment Opportunity. The Company is committed to providing a fair and inclusive environment for all individuals associated with it, guided by its policies and practices. Recognizing that a diverse range of backgrounds, opinions, and talents enriches the organization and contributes to its success, the Company places great value on fostering diversity in the workplace.

Furthermore, the Company acknowledges the significance of upholding and promoting fundamental human rights across all its operations. It ensures the provision of fair and equitable wages, benefits, and other employment conditions. Each individual is recognized, respected, and valued for their unique contributions within the organization. The Company understands and appreciates the distinct roles that each person plays in driving its business success and growth. With confidence in the skills and abilities each individual brings, the Company remains optimistic about their collective contribution to the overall development of the organization.

By adhering to its Code of Conduct, the Company is dedicated to cultivating a workplace that champions equal opportunities, diversity, respect, and teamwork. These principles serve as guiding principles in the Company's daily operations and underscore its commitment to maintaining a positive and harmonious work environment.

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

Gender	Permanent employees		Permanent associates (workers)	
	Return to work rate	Retention Rate*	Return to work rate	Retention Rate
Male	-	-	-	-
Female	88%	75%	100%	80%
<b>Total</b>	<b>88%</b>	<b>75%</b>	<b>100%</b>	<b>80%</b>

\*The calculation of the retention rate is based on data collected from FY 2021, taking into account the requirement of employees working for 12 months after returning from maternity leave. Employees left for better prospect.

**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
Other than permanent workers	Yes
Permanent Employees	Yes
Other than permanent employees	Yes

MSWIL has established a comprehensive grievance redressal mechanism that encompasses various channels for receiving and addressing grievances. These mechanisms are designed to provide employees with multiple avenues to express their concerns and suggestions. Various working groups, such as employee consultative committees,, health and safety committees, canteen committees, and welfare committees, have been established to address specific employee matters. These committees facilitate discussions and provide platforms for employee input. The human resources function within MSWIL plays a crucial role in impartially investigating and fact-finding with regard to any employee grievances, acting as an internal due diligence mechanism. Additionally, there are mechanisms in place to facilitate anonymous or private submissions through designated email addresses and/or telephone numbers. Furthermore, MSWIL has a dedicated Whistle-Blower Policy that serves as a formal platform for confidentially reporting and investigating grievances. This policy ensures that employees have a secure channel to raise concerns without fear of reprisal.

Lastly, MSWIL has a comprehensive policy on the prevention, prohibition, and redressal of sexual harassment in the workplace. In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, units have Internal Complaints Committees (ICCs) responsible for conducting inquiries related to such complaints. These committees play a crucial role in ensuring a safe and inclusive work environment.

Overall, grievance redressal mechanisms provide employees with various avenues to raise concerns, seek resolution, and contribute to a positive and respectful work culture.

Please refer policies at: <https://www.mswil.motherson.com/performance/investors/policies>

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

Category	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	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>	<b>3,066</b>	<b>0</b>	-	<b>2,853</b>	<b>0</b>	-
Males	2,607	0	-	2,361	0	-
Females	459	0	-	492	0	-
<b>Total Permanent Workers</b>	<b>1,530</b>	<b>0</b>	-	<b>1,285</b>	<b>0</b>	-
Males	1004	0	-	816	0	-
Females	526	0	-	469	0	-

We recognize the right to freedom of association and provide freedom to our employees to assemble, form teams, appoint representatives and be the member of work councils. These work councils promote measures for securing and preserving amity and good relation between the employers and associates, to discuss upon matter of common interest. Through this platform the employees and associates participate in decision making and share suggestions/feedback to improve work culture and environment. The company does not have any employee union rather has various participatory forums wherein employee participate in decision making.

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

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	Total (A)	On Health & Safety measures		On Skill Upgradation		Total (D)	On Health & 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	2621	2621	100%	2413	92%	2369	1776	75%	1540	65%
Female	470	470	100%	296	63%	502	407	81%	356	71%
Total	3091	3091	100%	2709	88%	2871	2183	76%	1896	66%
<b>Associates (Workers)</b>										
Male	21206	21206	100%	36044	100%	23493	22318	95%	23493	100%
Female	19405	19405	100%	27048	100%	19546	18959	97%	19546	100%
Total	40611	40611	100%	63092	100%	43039	41277	96%	43039	100%

The training provided includes employees who joined and left during the year, including mandatory programs such as health and safety and skill upgradation. Consequently, all employees have participated in these training programs, and some employees have undergone multiple training sessions.

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

Category	FY 23 Current Financial Year			FY 22 Previous Financial Year		
	Total A	No. B	% (B/A)	Total C	No. D	% (D/C)
<b>Employees</b>						
Male	2607	2607	100%	2361	2361	100%
Female	459	459	100%	492	492	100%
Total	3066	3066	100%	2853	2853	100%
<b>Associates (Workers)</b>						
Male	1004	1004	100%	816	816	100%
Female	526	526	100%	469	469	100%
Total	1530	1530	100%	1285	1285	100%

All permanent employees duly undergo performance and career review as per their performance appraisal plan.

## 10. Health and safety management system:

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

Yes, the majority of Motherson's operations have implemented a health and safety management system in the form of certification to ISO45001. There are alternative health and safety management systems that exist which largely map to the ISO standard. Additionally, we have external accreditation with ISO14001 which

form part of or integrated management systems, which also has some substantive cross over to our health and safety outcomes. Apart from this we have also implemented FM global standard for fire management system and follow all SWS safety standards.

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

We proactively engage in hazard and risk identification and assessment. This is achieved through a varied approach of safety inspection walks, scheduled risk assessments, regular inspections, monthly and quarterly audits, review of hazard identification and risk assessment inputs and focussed aspect/impact activities. From equipment and plant perspective, we do regular and scheduled preventative maintenance and pre-work/start-up/production risk assessments. Incidents are investigated with progressive escalation to management, focussed on root cause analysis and risk control.

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

Yes, there is a system for submission of hazard reports for all employees/workers, for resolution. Health and safety committees are an additional platform for review and resolution of hazards and risks identified. Additionally, hazards are identified in the incident, accident and near-miss investigation reports, but also through the various systems for submission of hazard identification report with a focus on shop floor workers.

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

Yes, MSWIL has tie-ups with a network of approved hospitals that are located in close proximity, ensuring easy accessibility. These hospitals are equipped with state-of-the-art facilities and amenities.

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

Safety Incident/ Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.4	0
	Workers	0.3	0.3
Total recordable work-related injuries*	Employees	3	0
	Workers	32	13
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*We have the mechanism in place to report even minor or near misses. These incidents are minor incidents without consequences on production loss days.

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

To ensure a safe and healthy work environment, the entity has implemented several measures as part of their risk mitigation process. These measures include:

- Providing regular safety training to all employees, covering various safety topics.
- Holding weekly safety committee meetings to address safety concerns and discuss preventive measures.
- Consistently reviewing the Hazard Identification and Risk Assessment (HIRA) to ensure its relevance and effectiveness.



- Conducting regular Monthly/Quarterly audits to identify work-related hazards and assess risks.
- Installing safety devices on all machines to mitigate potential risks.
- Performing monthly thermal imaging of electrical equipment and panels using a thermal camera.
- Assessing risks associated with machines and affixing safety stickers on them.
- Implementing a work permit system for activities involving hot work, working at heights, digging, and excavation.
- Providing necessary Personal Protective Equipment (PPE) to eliminate risks.
- Establishing an Emergency Response Team (ERT) to handle any emergency situations that may arise.
- These measures collectively contribute to creating a safe and healthy work environment, minimizing risks and ensuring the well-being of employees.

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

	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	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:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	100% by self assessment by entity
Working conditions	100% by self assessment by entity

**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.**

We have implemented various corrective measures to address safety-related incidents and mitigate risks in our workplace. One significant action we have taken is the installation of safety covers and safety sensors on all machines, ensuring that potential risks associated with machine operations are eliminated or minimized.

Additionally, we have modified the safety covers of our C&C machines to further enhance their protective capabilities and reduce any potential risks they may pose. By enhancing the design and functionality of these covers, we have taken proactive steps to prevent accidents and maintain a safe working environment.

To ensure the safety of our employees during maintenance or repair work, we have implemented the LOTO (Lockout-Tagout) system. This system allows us to de-energize all machines and electrical panels before any maintenance or repair activities take place. By following this procedure, we significantly reduce the risk of electrical accidents and provide a safe working environment for our staff.

To address the potential threat of fire, we conduct thermal imaging of 100% of our machines and electrical panels. This proactive measure helps us identify any abnormal heat signatures that may indicate potential fire hazards.

By promptly detecting and addressing such issues, we can effectively control and mitigate the risk of fires in our workplace.

In order to maintain a culture of safety awareness, we regularly organize safety promotional activities. These initiatives aim to educate and raise awareness among our employees about various safety practices, procedures, and potential risks. By actively promoting safety consciousness, we create a work environment where employees are vigilant and actively contribute to maintaining a safe workplace.

Furthermore, we have implemented the use of RCCB (Residual Current Circuit Breaker) 30 mA devices in our electrical installations. RCCBs are safety devices specifically designed to protect against electrical shocks by quickly detecting any imbalance in the electrical circuit and interrupting the power supply. By incorporating RCCBs with a high Earth impedance, we prioritize human safety and minimize the risk of electrical accidents.

These comprehensive actions and measures demonstrate our commitment to maintaining and enhancing health and safety practices in our workplace. We continually assess our working conditions and practices to identify any potential risks or concerns, taking appropriate steps to address them promptly and effectively.

### 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, we have extended the Group Term Life cover to all our Permanent On roll employees. This policy serves as a testament to our commitment to the well-being of our workforce by providing comprehensive protection and financial security to the beneficiaries of the insured.

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

The company has process to verify proof of deposit of statutory dues (such as GST, PF, ESI etc) deposited by value chain partners and payment to the suppliers are made to the same accordingly.

**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:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
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, our Transition Assistance Program provides retired employees with the chance to work as consultants or advisors, utilizing their valuable expertise and continuing to earn after retirement. Additionally, we offer a range of training programs, and sponsorship opportunities for external courses to ensure that all employees can enhance their technical know-how and remain employable even after completing their superannuation age. This holistic approach highlights our dedication to supporting our employees' growth and ensuring a successful transition into retirement.

**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	95.15%
Working Conditions	95.15%

We conduct a business audit prior to engaging with any supplier and all such points are assessed onsite. We then periodically assess our suppliers to ensure they are operating upto the MSWIL standards.

**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.**

NIL

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

**Essential Indicators**

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

The key stakeholder groups for the entity are well known based on serving the needs of customers, investors, shareholders and the communities in which we are present in cooperation with our suppliers and partners. Listings of all key stakeholders are maintained and amended based upon the development of the entity and its strategy and the vision “to be a globally preferred sustainable solutions provider”.

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Shareholders	No	Company’s website, Press releases and Investor conferences, information to SEBI and exchanges, conference calls	Maximum at quarterly interval	Quarterly financial performance of the Company
Customers	No	Continuous monitoring of shipments & production processes to meet customer schedules Customer meetings plant / site audits Sustainability assessments	Frequent and Need basis	Responsible operations and deliveries, Safety, cost, quality and delivery Business continuity and reliability Social and environmental sustainability in value chain.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Whistle blower mechanisms, Responsive Communication platform Talent development process, Interactions session between Management & employees, E-mails, Intranet, newsletters	Frequent and Need basis	Grievance mechanisms Safe, fair and conducive work environment Career development and growth opportunities
Society	No	BRSR reporting. Community visit and Charities	Annual, As & When events are planned	Community involvement Education/ trainee programs Career opportunities, employment
Suppliers / Partners	No	Regular supplier meetings Supplier portals Annual Audits	Frequent and Need basis	Communicating MSWIL's Code of Conduct for Suppliers and assessing their level of compliance. Key topics: Business Principles, Environment Principles, Human Rights and Workplace Practices
Government bodies/ Industry Associations	No	Membership in industry bodies (ACMA, CII), media release, Seminars	As and when held	Changes in regulatory framework, proactive engagement, Skill and capacity building

### 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.**

Delegated to multiple interaction points with stakeholder groups. The feedback is shared with the board through board meetings and sustainability sub committees of the board

**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. Multiple responsible representatives of the group interacting with stakeholders on a continuous basis providing input to the materiality assessment process of the organizations. We engage with internal and external stakeholders and identify material issues that impact our ability to create value. Detail material topics are reviewed on an annual basis for management processes, risk assessment and strategic objectives.

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

Not Applicable

## PRINCIPLE 5- Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	3,066	2390	78%	2,853	2,641	93%
Other than permanent	25	25	100%	18	18	100%
<b>Total Employees</b>	<b>3,091</b>	<b>2415</b>	<b>78%</b>	<b>2,871</b>	<b>2,659</b>	<b>93%</b>
<b>Associates (Workers)</b>						
Permanent	1,530	1267	83%	1,285	1,151	90%
Other than permanent	39,081	39081	100%	41,754	41,754	100%
<b>Total Associates</b>	<b>40,611</b>	<b>40348</b>	<b>99%</b>	<b>43,039</b>	<b>42,905</b>	<b>100%</b>

Formal Human Rights principles policy was duly adopted by board. We trained our employees on human rights principles as it was part of our Code of conduct. The training pertains to Code of conduct covering business ethics and Human rights topics.

2. **Details of minimum wages paid to employees and workers, in the following format: (Details mentioned in pdf as to what does it includes)**

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (A)	Equal Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	3,066	-	-	3,066	100%	2,853	-	-	2,853	100%
Male	2,607	-	-	2,607	100%	2,361	-	-	2,361	100%
Female	459	-	-	459	100%	492	-	-	492	100%
Other than permanent	25	-	-	25	-	-	-	-	-	-
Male	14	-	-	14	100%	-	-	-	-	-
Female	11	-	-	11	100%	-	-	-	-	-
<b>Associates (Workers)</b>										
Permanent	1,530	-	-	1,530	100%	1,285	-	-	1,285	100%
Male	1,004	-	-	1,004	100%	816	-	-	816	100%
Female	526	-	-	526	100%	469	-	-	469	100%
Other than permanent	39,081	20,849	53%	18,232	47%	41,754	41,754	100%	-	-
Male	20,202	10,560	52%	9,642	48%	22,677	22,677	100%	-	-
Female	18,879	10,289	54%	8,590	46%	19,077	19,077	100%	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	Distribution provided below			
a. Executive Directors	1	15,317,458	-	-
b. Non-Executive Director - Non-Independent Directors	5	-	-	-
c. Non-Executive Independent Directors	4	5,270,000	1	5,200,000
Key Managerial Personnel *	1	30,815,508	1	8,068,976
Employees other than BoD and KMP	2621	492,606	470	407,142
Workers / Associates	21,206	174,060	19,405	174,060

\*There are three KMP's in the Company, one of whom is an Executive Director (Whole-Time Director {'WTD'}) and the details of WTD have been mentioned in the column of Executive Directors.

**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, in adherence with the Human rights policy these are addressed by the management leadership team.

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

Human Rights Policy available at <https://www.mswil.motherson.com/storage/policies/Human-Rights-Policy.pdf> emphasizes the company's recognition of international human rights principles. Company's approach to human rights aligns with local needs and requirements, leading to a variety of approaches and processes across its global footprint. These processes complement the Whistle-Blower policy and include multiple anonymous submission platforms such as email accounts, phone numbers, mobile apps, web portals, and physical drop boxes. In addition, Company has established various working groups and committees focused on areas such as health and safety, employee representation, anti-sexual harassment, grievance handling, works council, union-management, consultation, canteen, welfare, and more. These groups work alongside formal complaints resolution procedures.

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

	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment (POSH Cases)	6	0	-	2	1	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company is committed to providing a safe, flexible and respectful environment for its employees and clients free from all forms of discrimination, intimidation, exploitation and harassment. Group sets a standard of ‘zero tolerance’ for any kind of discrimination at work. Each person representing the Group is responsible for ensuring that all actions or behaviour that are, or could be, viewed as discriminatory are avoided. Group requires all employees of its companies and the persons representing the Group to treat each other with respect and dignity and expects everyone to promote a sense of personal responsibility. All Motherson Persons shall be respectful to their colleagues and all other persons and maintain the highest standards of conduct and encourage a healthy and conducive working environment that is free from any and all sorts of discrimination. The foundation for the prevention of harassment is the Motherson Prevention of Harassment Policy, itself. In this policy each entity within Motherson is charged with establishment of a complaints committee for the receipt, investigation, submission of findings and coordination of appropriate actions for each submitted case, handled with strict confidentiality to the fully extent possible. Any retaliation or victimisation of an aggrieved person is strictly prohibited. This group Motherson policy and procedure is complemented by additional local regulatory requirements relating to retaliation and victimisation.

Please refer policy at <https://www.mswil.motherson.com/performance/investors/policies>

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

Yes

**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	100% By Entity
Forced/involuntary labour	100% By Entity
Sexual harassment	100% By Entity
Discrimination at workplace	100% By Entity
Wages	100% By Entity
Others – please specify	100% By Entity

**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 / concerns arising from the human rights assessments.

**Leadership Indicators**

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

As an organization we upheld the basic principles of human rights in all our dealings. This is in alignment with its Human Rights Principle Statement. We regularly sensitize our employees on the Code of Conduct through various training programmes as well.

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

The Policy is applicable to all forming part of MSWIL and emphasizes the fundamental principles shaping the corporate responsibility of Motherson with regard to its employees and contractors and provides a basis for its business relations and working environment within the group.

The responsibility for the implementation of the policy rests with the location HR Department and the security staff who do not permit underage persons to enter the factory as workers. Employment contracts and other records documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorized personnel or relevant statutory body. Compliance with the policy is evident in the transparent system of recruitment, development, and welfare. Proper systems checks and balances are in place to ensure zero errors to points of Human Rights policy.

**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. Various offices, including the registered and corporate offices have ramps/lifts for easy movement of differently abled people. Most offices are either on the ground floor or have elevators and infrastructure for differently abled Visitors.

**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	95%
Discrimination at workplace	95%
Child Labour	95%
Forced Labour/Involuntary Labour	95%
Wages	95%
Others – please specify	N.A.

Declaration of adherence to the supplier COC on the above is obtained from the value chain partners as part of their contract. The contracts are not renewed or they are terminated in case of non-adherence to the code of conduct agreed upon. <http://www.mswil.motherson.com/storage/policies/supplier-code-of-conduct-Motherson-Sumi-wiring-india-pdf>.

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

No such concern noticed.

**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:**

<b>Parameter</b>	<b>FY 22-23 Current Financial Year</b>	<b>FY 21-22 Previous Financial Year</b>
Total electricity consumption (A)	94,263 Gj	94,184 Gj
Total fuel consumption (B) Diesel	16449Gj	9,919 Gj
Energy consumption through other sources (C) Gas	19,719 Gj	
<b>Total energy consumption (A+B+C)</b>	130,431Gj	104,103
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1.84Gj/INR million	1.85Gj/INR million
Energy intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity	NA	NA

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 Independent assessment/evaluation/assurance has been carried out by an external agency.



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

Not Applicable

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

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	335,800	348,129
(iii) Third party water	338,232	215,636
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	674,032	563,765
<b>Total volume of water consumption (in kilolitres)</b>	674,032	563,765
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	9.22	9.53
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	NA	NA

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. We have our own trained team to carry out the activity whereas to meet legal compliance we do testing of Drinking & Waste water carried out by NABL Accredited Lab.

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

Yes. The Company optimizes water consumption through conservation, sewage treatment and reuse, and rainwater harvesting.

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

Parameter	Please specify	FY 22-23	FY 21-22
	unit	Current Financial Year	Previous Financial Year
NOx	G/KW-HR	2.79	2.3
SOx	G/KW-HR	0.94	NA
Particulate matter (PM)	G/KW-HR	3.19	0.16
Persistent organic pollutants (POP)	Not applicable	NA	NA
Volatile organic compounds (VOC)	Not applicable	NA	NA
Hazardous air pollutants (HAP)	Not applicable	NA	NA
Others- please specify	Not applicable	NA	NA

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

No. We have our own trained team to carry out the activity whereas to meet legal compliance we do testing of Stack carried out by NABL Accredited Lab.

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

Parameter	Unit	FY 22-23	FY 21-22
		Current Financial Year	Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,118	705
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	19,078	13,539.00
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.0003	0.0003
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>		NA	NA

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. We have our own trained team to carry out the activity.

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

The Company is targeting a reduction in its GHG emissions in three ways, with different combinations at site level depending upon geographical location and opportunity:

- i) Progressively reviewing, and then implementing wherever possible, renewable energy sources such as Solar panels
- ii) Switching to renewable energy contracts for grid supplied electricity
- iii) Actively monitoring and becoming more efficient in its energy usage

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

Parameter	FY 22-23	FY 21-22
	Current Financial Year	Previous Financial Year
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	795.1	778
E-waste (B)	8.5	5
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	4.2	194
Radioactive waste (F)	-	-

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Other Hazardous waste. Please specify, if any. (G) Solvent based waste, oils, and general batteries	35.1	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) General non hazardous waste Food Packaging Water based paint Metals	966.9	1,193
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>1809.8</b>	<b>2,170</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Recycled</b>	<b>258</b>	
<b>Re-Used</b>	<b>0</b>	
<b>Other recovery operations</b>	<b>0</b>	
<b>Category of waste</b>		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	N/A	N/A

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, As a legal compliance we sent spent oil in form of Hazardous waste to Authorized recycler. Units don't dispose waste in any of disposal method such as incinerator/landfill etc.

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

The Company does not generate hazardous and toxic chemicals in process. However spent oil is used in DG sets and Power-pack of Lifts and we strive to ensure 100% safe disposal of spent oil as per legal compliance.

**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:**

Not applicable

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.	
	N/A	N/A	N/A	N/A

Not applicable as the Company does not have operations/offices in/around ecologically sensitive areas

**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
-	-	-	-	-	-

There is no such project which required such impact assessment.

**12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes. The Company is compliant with the applicable environmental law/ regulations/ guidelines in India.

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

**Leadership Indicators**

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

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
<b>From renewable sources</b>		
Total electricity consumption (A)	13,493Gj	9936Gj
Total fuel consumption (B) Biodiesel	-	-
Energy consumption through other sources (C )	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	13,493Gj	9936Gj
<b>From non-renewable sources</b>		
Total electricity consumption (D)	96045	84,248
Total fuel consumption (E) Diesel	15722	9919
Energy consumption through other sources (F)Gas	11	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	111778	94,167

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 Independent assessment/evaluation/assurance has been carried out by an external agency.

**2. Provide the following details related to water discharged:**

<b>Parameter Kilolitres</b>	<b>FY 22-23 Current Financial Year</b>	<b>FY 21-22 Previous Financial Year</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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 (to sewer)	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment		
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>		

To handle wastewater effectively, all MSWIL units have been equipped with sewage treatment plants (STPs). These systems allow us to collect water, which can be used for non-potable purposes such as landscaping, irrigation, and toilet flushing.

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 Independent assessment/evaluation/assurance has been carried out by an external agency.

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

Low levels of water are used in our processes and overall operations for the manufacturing of Wiring Harnesses. MSWIL units are applying Rain Water Harvesting solutions that also percolate rainwater into groundwater to maintain groundwater levels. The Company is in process to capture the data at the levels requested.

MSWIL have 11 sites which operate in areas deemed to be Over-Exploited as per CGWB guidelines, and no sites operating in areas deemed as Critical. The table below consolidates the water withdrawal numbers across these 11 sites.

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

- (i) Name of the area
- (ii) Nature of operations

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

Note - MSWIL have 11 sites which operate in areas deemed to be Over-Exploited as per CGWB guidelines, and no sites operating in areas deemed as Critical. The table below consolidated water withdrawal numbers across these 11 sites

<b>Parameter Kilolitres</b>	<b>FY 22-23 Current Financial Year</b>	<b>FY 21-22 Previous Financial Year</b>
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	1,31,586	-
(iii) Third party water	1,76,917	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	3,08,503	-
<b>Total volume of water consumption (in kilolitres)</b>	3,08,503	-
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	4.37	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(ii) Into Groundwater	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iii) Into Seawater	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iv) Sent to third-parties	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(v) Others	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
<b>Total water discharged (in kilolitres)</b>	N/A	N/A

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

**No.**

At present the company is focusing on managing and reducing scope 1 & 2 emissions . moving forward we will devise process for capturing and reporting scope 3 emissions.

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

Parameter	Unit	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of Co2 equivalent	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	-	-	-
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

**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 as the Company does not have operations/offices in/around ecologically sensitive areas.

**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:**

Below are the initiatives:

- Conversion of T5 to LED for energy conservation.
- Almost all MSWIL unit have STP for waste water treatment.
- 8 Units have already operational with Solar system & 7 more units are to be operational by Sept 2023.
- In way of Green Energy, 3 Chennai plants are using wind power as energy conservation.
- In continuation to sustainable energy, we are evaluating option for Roof Top Wind Mill.

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

Yes We do have business continuity and disaster management plan in place. Also, Operation of the Company are spread in different states to maintain business continuity.

**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.**

No such adverse impact noticed.

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

95%

**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.** - 3 affiliations.
- 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 chamber associations	Reach of trade and industry chambers/ associations (State/National)
1	Hinjewadi Industries Association	State
2	Bidadi Industrial Association	State
3	Gurgaon Industrial Association	State

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.**

MSWIL has a guidance note for its associate for anti competition and anti trust practices. These are available at <https://www.mswil.motherson.com/storage/Policies/Competition-and-Anti-trust-Policy.pdf>. There are no current adverse orders from regulatory authorities and therefore no corrective action taken or underway at this time.

Name of authority	Brief of the case	Corrective action taken
N/A	N/A	N/A

**Leadership Indicators**

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

No such policy is advocated by the Company.

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
	N/A	N/A	N/A	N/A	N/A

**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.**

There are no Social Impact Assessments applicable for the reporting 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
-	-	-	-	-	-
-	-	-	-	-	-



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

There are no projects ongoing for which Rehabilitation and Resettlement is being undertaken in the reporting year.

S. No.	Name of Project for which R&R is going	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
-	-	-	-	-	-	-
-	-	-	-	-	-	-

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

The company has established mechanisms to receive community grievances. The Individuals outside the company can contact to lodge complaints or grievances via the website i.e. [www.mswil.motherson.com](http://www.mswil.motherson.com). Further, the Company has appointed an Ombudsman to handle complaints related to unethical and improper practices. The Individuals can report such complaints to designated Ombudsman whose details are mentioned in the Whistle Blower Policy of the Company available on the website at <https://www.mswil.motherson.com/storage/policies/Whistle-blower-Policy.pdf>. The company encourages regular interactions with the community, which are facilitated through physical visits, CSR events and engagement with local community representatives. These interactions serve to open communication lines and gather feedback.

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

	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	0.60%	3.00%
Sourced directly from within the district and neighboring districts	The Company has always given priority towards development of peripheral areas. The company has been operating since 2020 have seen obscure villages turn into large industrial hubs. In this regard, procurement has been prioritized from the local suppliers subject to availability and feasibility. Some recent initiative which aligns with this can be mentioned. Example such as: The recent initiative "Ispati Illakon Ka Vikas – SAIL Ke Saath" under Mission Poorvodaya by the Government of India has seen more than 140 MSMEs join the scheme.	

**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):**

Not applicable

Details of negative social impact identified	Corrective action taken
No such impact identified	NIL

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Pan India (All States)	23	1,510,000
MSWIL has its CSR interventions in several aspirational districts across the country. The overall CSR expenditure for development of these aspirational districts is 15,10,000 INR which amounts to approximate 3% of the CSR project expenditure.			

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

No

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

Not applicable

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

Not applicable

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

Not applicable as the Company does not own any intellectual property.

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
	N/A	N/A	N/A	N/A

**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.**

No such case of disputes has arisen or pending for FY 2022-23

Name of authority	Brief of the Case	Corrective action taken
N/A	N/A	N/A

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Armed Forces Flag Day Fund (PAN India)	2508	3%
2	Health ATM in 2 locations (Kasna Dhada and Bisrakh in Noida)	10470 (Based on Census 2011 data)	40%

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

**Essential Indicators**

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

We are a B2B company supplying our product directly to OEMs therefore we don't have a direct consumer contact. However, to address feedback/complaints the Company has a robust system to track and respond to customer feedback and complaints.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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

	FY 22-23 Current Financial Year		Remarks	FY 21-22 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year		
Data privacy	NA	NA	NA	NA	NA	NA
Advertising	NA	NA	NA	NA	NA	NA
Cyber-security	NA	NA	NA	NA	NA	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	NA	NA	NA	NA	NA	NA
Unfair Trade Practices	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA

Company does not have any consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices.

The complaints in relation to defects relating to sales are not significant in number compared with annual sales volume.

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

	Number	Reasons for recall
Voluntary recalls	0	No recalls
Forced recalls	0	No Recalls

**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.

<https://www.mswil.motherson.com/storage/policies/Data-Protection-Policy.pdf>

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

The Company has no cases relating to advertising, and delivery of essential services; cyber security and data privacy of customers.

**Leadership Indicators**

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

All information regarding the Company's business can be accessed through the Company's website: [www.mswil.motherson.com](http://www.mswil.motherson.com)

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

Company sells products mainly to Original Equipment Manufacturers (OEMs).

Product handling related awareness to OEM's for safe usage of product is imparted as and when required.

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

Motherson provides products and services to customers as a B2B tier 1 supplier in accordance with customer specifications and compliance to any relevant regulations. Majority of the customers are OEMs. Information in relation to the production and their delivery schedule are exchanged on day to day basis with Customers.

If any contingency is foreseen which can lead to disruption of continued services to customer, there exists a well-defined mechanism "Business Continuity Plan".

All actions/communications are initiated as stipulated in the procedure.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) NO 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)**

Motherson supplies parts and services to customer requirements (B2B) and the packaging is in accordance to their requirements.

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

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

No such case of happened during FY 2022-23

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

None