

Business Responsibility & Sustainability Report

Annexure – VIII

SECTION A: GENERAL DISCLOSURES

I. DETAILS

1	Corporate Identity Number (CIN) of the Listed Entity	L35911DL1984PLC017354
2	Name of the Listed Entity	HERO MOTOCORP LIMITED
3	Year of incorporation	19-01-1984
4	Registered office address	The Grand Plaza, Plot No. 2 Nelson Mandela Road, Vasant Kunj - Phase-II New Delhi-110070
5	Corporate address	The Grand Plaza, Plot No. 2 Nelson Mandela Road, Vasant Kunj - Phase-II New Delhi-110070
6	E-mail	secretarialho@heromotocorp.com
7	Telephone	+91-11-46044220
8	Website	www.heromotocorp.com
9	Financial year reported	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	Equity shares are listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 39,96,79,436
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name of Contact Person	Reema Jain
	Contact Number of Contact Person	+91-11-46044220
	Email of Contact Person	reema.jain@heromotocorp.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken, together).	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
1	Manufacturing	Manufacturing of two-wheelers: motorcycles & scooters	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	Motorcycles & Scooters	30911	100

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	8	54	62
International	2	2	4

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	36
International (No. of Countries)	47

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

3.4% of the total turnover of the Company is contributed through exports.

c. A brief on types of customers

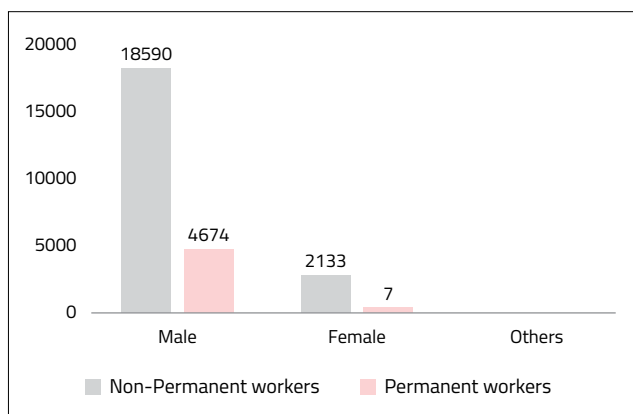
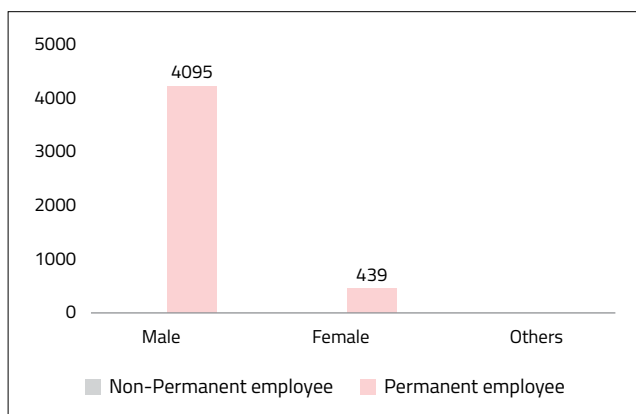
Hero MotoCorp is the world's largest motorcycles and scooters manufacturer. Company sells its products to customers across the globe and the products of the Company caters to adult customers of all ages and gender. It is a testimony of the trust our customers have bestowed on us, generation after generation that enabled the Company to be the largest selling motorcycle and scooter Company in the world by volumes, exceeding 100th million vehicles in the previous year.

IV. EMPLOYEES

18. Details as at the end of Financial Year:

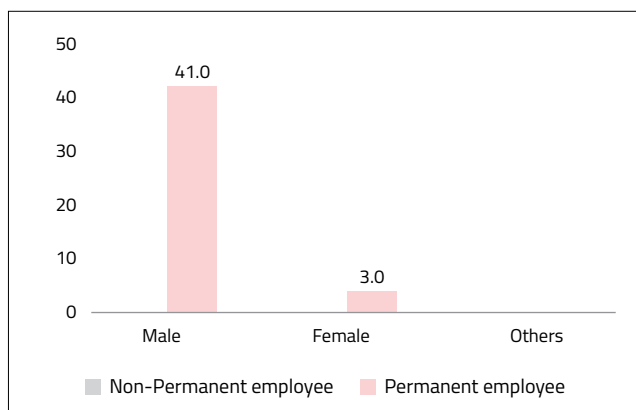
a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
EMPLOYEES								
1.	Permanent (D)	4,534	4,095	90.32	439	9.68	-	0.00
2.	Other than Permanent (E)	0	-	0.00	-	0.00	-	0.00
3.	Total employees (D + E)	4,534	4,095	90.32	439	9.68	0	0.00
WORKERS								
4.	Permanent (F)	4,681	4,674	99.85	7	0.15	-	0.00
5.	Other than Permanent (G)	20,723	18,590	89.71	2,133	10.29	-	0.00
6.	Total workers (F + G)	25,404	23,264	91.58	2,140	8.42	0	0.00



b. Differently abled Employees and workers:

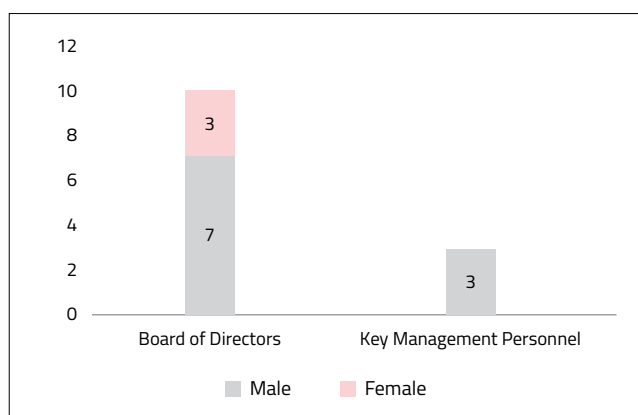
S. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	44	41	93.18	3	6.82	-	0.00
2.	Other than Permanent (E)	0	-	0.00	-	0.00	-	0.00
3.	Total employees (D + E)	44	41	93.18	3	6.82	0	0.00
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	11	11	100.00	0	0.00	-	0.00
5.	Other than Permanent (G)	50	44	88.00	6	12.00	-	0.00
6.	Total workers (F + G)	61	55	90.16	6	9.84	0	0.00



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19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	3	30.00
Key Management Personnel	3	0	0.00

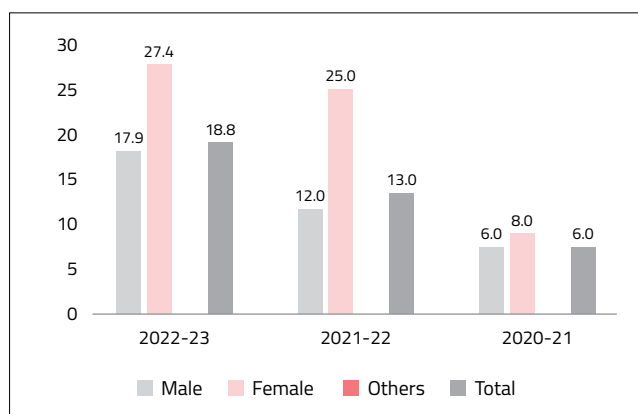


20. Turnover rate for permanent employees and workers:

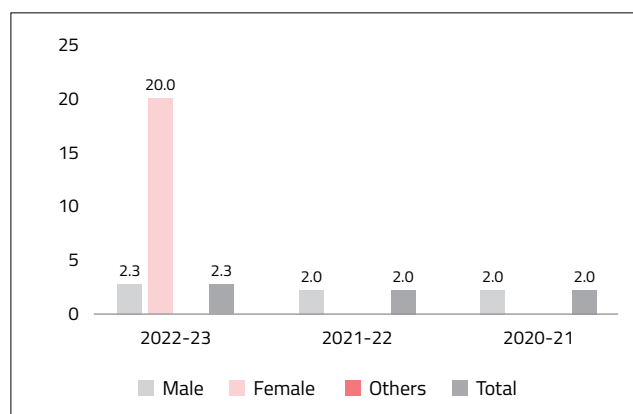
(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)				FY 2021-22 (Turnover rate in previous FY)				FY 2020-21 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent Employees	17.9%	27.4%		18.8%	12%	25%		13%	6%	8%		6%
Permanent Workers	2.3%	20%		2.3%	2%	0		2%	2%	0		2%

Permanent Employees



Permanent Workers



V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Hero FinCorp Limited	Associate	41.19	No
2	Ather Energy Private Limited	Associate	36.54	No
3	HMC MM Auto Limited	Subsidiary	60	No
4	HMCL Americas Inc.	Subsidiary	100	No
5	HMCL Netherlands B.V.	Subsidiary	100	No
6	HMCL Colombia S.A.S	Subsidiary	68	No
7	HMCL Niloy Bangladesh Limited	Subsidiary	55	No
8	Hero Tech Center Germany (GmbH)	Subsidiary	100	No

The subsidiary/associate companies have their own business responsibility (BR) initiatives and generally do not participate in the BR initiatives of the Company. However, there are instances where subsidiaries make joint commitments to support BR initiatives such as COVID-19 relief measures.

VI. CSR DETAILS

22. CSR Details:

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (in ₹)	33,805.65 crore
Net worth (in ₹)	16,705.09 crore

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	if Yes, then provide web-link for grievance redress policy	FY 2022-23			FY 2021-22		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://www.heromotocorp.com/en-in/key-policies.html	-	-	-	-	-	-
Investors (other than shareholders)	Yes	https://www.heromotocorp.com/en-in/key-policies.html	-	-	-	-	-	-
Shareholders	Yes	https://www.heromotocorp.com/content/dam/hero-aem-website/investor-assets/shareholder-and-resources/Shareholders_Reference.pdf	1,311	46	Pending complaints resolved in FY 2023-24	481	3	Pending complaints resolved in FY 2022-23
Employees and workers	Yes	https://www.heromotocorp.com/en-in/key-policies.html	9	1	-	8	1	-
Customers	Yes	https://www.heromotocorp.com/en-in/key-policies.html	24,712	350	98.6% closed	34,401	770	2.2% pendency
Value Chain Partners	Yes	https://www.heromotocorp.com/en-in/key-policies.html	4	0	-	7	-	-
Others	Yes	https://www.heromotocorp.com/en-in/key-policies.html	-	-	-	9	0	-

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, 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	Shift from Internal Combustion Engine vehicles to Electric Vehicles	O	Identification of risk associated with the effects of environmental changes	<ol style="list-style-type: none"> 1. Launched VIDA powered by Hero. Much anticipated launch of Hero's own, premium, differentiated EV product, with multiple industry firsts including removable battery, during the year. 2. Investment in Ather Energy 3. Collaboration with Zero Motorcycle to accelerate the transition of electric mobility in India and across our global markets. 	Positive Implications
2	Shift in spending patterns due to uncertainties	R	Customers wanting to delay certain discretionary purchases	<ol style="list-style-type: none"> 1. Multiple new launches planned across segments to interest the customer. 2. Attractive offers planned for customers. 3. Subvention finance schemes (Low Rate of Interest) 	Negative Implications

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.

P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable

P2 Businesses should provide goods and services in a manner that is sustainable and safe

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 Businesses should respect the interests of and be responsive towards all its stakeholders

P5 Businesses should respect and promote human rights

P6 Businesses should respect, protect and make efforts to restore the environment

P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 Businesses should promote inclusive growth and equitable development

P9 Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes									
1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, the Sustainability Policy, which is an overarching policy of the Company contains the guiding principles of the Company. The Sustainability Policy covers all the aforesaid 9 Principles.								
b) Has the policy been approved by the Board? (Yes/No)	Yes, the Sustainability Policy has been approved by the Board of Directors.								
c) Web Link of the Policies, if available	https://www.heromotocorp.com/en-in/key-policies.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the Company has translated the policies as applicable into procedures and practices in all spheres of activities that the Company does. Ex.- To ensure adherence to the Company's Code of Conduct, Ethics Committee has been constituted to investigate the violations. Further, the Company has well defined SOPs to handle the stakeholders' grievances.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the Company's Sustainability Policy covering the above 9 principles is expected to be adhered by its stakeholders. 100% of our direct supply chain partner groups signed the Sustainable Procurement Guidelines agreement.								
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.	Yes, the Code of Conduct of the Company, which forms the pillar of the Company is based on the GBS Codex, A® HBSP, approval #614127 All compliances as stated in HMCL's Sustainable Procurement Guidelines.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company aims to have: Carbon Neutral operations by 2030, 500% water positive by 2025 and Zero Waste to Landfill by 2025.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance on specific targets are as under: Carbon Neutral operations by 2030- Achieved 39% 500% water positive by 2025- Achieved 405% 100% Zero Waste to Landfill by 2025- Achieved 87.5%								

The Sustainability Policy, which is an overarching policy of the Company contains the guiding principles of the Company. The Sustainability Policy covers all the aforesaid 9 Principles.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	At Hero MotoCorp, we remain committed to making a significant contribution towards shaping a better future because 'We Care' unconditionally. We remain committed to leading from the front in demonstrating the responsibility of being good corporate citizens by offering smart mobility solutions, spurring technological innovation, enabling the transition to a low-carbon economy and creating shared benefits for all our stakeholders as we work towards a sustainable future. We are also progressing on our three key sustainability aspirations. We are working to achieve 100% carbon neutral operations by 2030 by reducing and offsetting Scope 1 and 2 emissions through various means, 500% water positive facilities by 2025 by creating 5x recharge potential within and beyond the fence cumulatively, and 100% waste neutral facilities through Zero Waste to Landfill (ZWL) certifications by 2025. In FY 2022-23, we achieved carbon neutrality of 39%, water positivity of 405%+ and generated clean renewable energy of 1.36 crore units from solar plants. Diversity and Inclusion (D&I) have always been our foundation and key guiding principles for everything we do at Hero MotoCorp. Our Company remains committed to promoting gender diversity, and this is reflected in an increase in our female workforce to 2500+. We have also signed the United Nations Women's Empowerment Principles, reiterating our commitment to being a leader in empowering women. Health Safety and Well-Being of our employees is a foremost area of work which is fundamental to our organisational growth. We believe that safe work practices lead to better business performance, motivated workforce and higher productivity. We have been accelerating our focus to improve our safety systems over the years to provide a safe, pleasant and healthy workplace environment to our people including the relevant training & awareness.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name : Mr. Vikram Sitaram Kasbekar Designation : Executive Director - Operations (Plant) DIN Number : 00985182
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues?	Yes, Sustainability and Corporate Social Responsibility Committee: Dr. Pawan Munjal - Chairman Mr. Pradeep Dinodia - Member Prof. Jagmohan Singh Raju - Member Ms. Tina Trikha - Member

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board	Committee of the Board
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee	Any other Committee
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
Performance against above policies and follow up action	Any other	Any other	Any other	Any other	Any other	Any other	Any other	Any other	Any other
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Any other	Any other	Any other	Any other	Any other	Any other	Any other	Any other	Any other
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.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Price Waterhouse Chartered Accountants LLP								

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

Not Applicable

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	13	Covering all Principles	100
Key Managerial Personnel	13	Covering all Principles	100
Employees other than BoD and KMPs	42	Sustainability, human rights, health	32
Workers	-	-	-

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):

Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine				
		Not Applicable		
Settlement				
Compounding fee				
Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment				
Punishment		Not Applicable		

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.

Both matters related the accident case of Dharuhera & Gurgaon have been closed.

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes, the Code of Conduct covers the Anti-Corruption and Anti-Bribery. The policy reiterates Company's stance of zero tolerance towards bribery and corrupt practices. The same is available at https://www.heromotocorp.com/en-in/uploads/code_policy/20191224114146-code-policy-495.pdf

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

NIL

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	-	NIL	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	-	NIL	-

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.

Both matters related to the accident case of Dharuhera & Gurgaon have been closed.

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

Sr. no	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	4	Awareness about Sustainability, ESG and HMCL's SPDP Program	91

Training session is organised for APV of the Direct Component Suppliers.

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 Code of Conduct of the Company has principle on management of conflict of interest to identify actual of potential conflict of interest of Company with its directors and employees, which may arise during the course of its business activities. The policy is available at <https://www.heromotocorp.com/en-in/key-policies.html>

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.**

(₹ in crore)

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	532.88	431.42	-
Capex	227.06	184.43	-

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

Yes

Sustainable procurement guideline is signed by our 100% of our direct supply chain partner groups.

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

100%

In terms of Sustainability Policy of the Company, the Company is committed to handhold its value chain partners to implement relevant policies and processes to enhance their sustainability performance.

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

Not Applicable

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

Yes, EPR is in line with the plan submitted to Pollution Control Board.

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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?

Yes

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.
30911	HF Deluxe	17.42	To understand the actual environmental performance of the product with key focus on primary energy consumption, GHG emissions, acidification potential, blue water consumption, primary energy demand and photochemical ozone creation potential with a cradle to grave approach.	Yes	Yes	https://www.heromotocorp.com/en-in/uploads/sustainability_report/SR-2019.pdf

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

Name of Product / Service	Description of the risk / concern	Action Taken
Carburettor System	Higher fuel consumption.	Replacing with efficient fuel injection system that enables higher fuel atomisation thereby reducing unused fuel wastage and hence substantial reduction in scope 3 emissions.
Idle start stop system (i3s) implementation	Idle start stop system (i3s) implementation	i3S improves fuel efficiency by up to 5% and ensures carbon footprint reduction in the use phase of the product and hence substantial reduction in scope 3 emissions.

Company also accelerated its efforts on developing in house electric vehicle as a part of its emerging mobility strategy and transitioning towards sustainable mobility solutions.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Aluminum (%)	61.1	61.10
Steel (%)	11.22	6.29

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	NIL	NIL	NIL	1,367
E-waste	NIL	NIL	NIL	NIL	NIL	5.4
Hazardous waste	NIL	NIL	NIL	NIL	NIL	1,652
Other waste	NIL	NIL	NIL	NIL	NIL	8,056.6

Exploring possibility to engage with scrapping agencies for ELV to reuse, recycle, and to safely dispose products after used phase.

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
	NIL

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	4,095	4,095	100.00	4,095	100.00	-	0.00	4,095	100.00	4,095	100.00
Female	439	439	100.00	439	100.00	439	100.00	-	0.00	439	100.00
Total	4,534	4,534	100.00	4,534	100.00	439	100.00	4,095	100.00	4,534	100.00
Other than Permanent employees											
Male	0	0	0.00	0	0.00	-	0.00	-	0.00	-	0.00
Female	0	0	0.00	0	0.00	-	0.00	-	0.00	-	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	4,674	4,674	100.00	4,674	100.00	-	0.00	1,049	22.44	4,674	100.00
Female	7	7	100.00	7	100.00	7	100.00	-	0.00	7	100.00
Total	4,681	4,681	100.00	4,681	100.00	7	100.00	1,049	22.44	4,681	100.00
Other than Permanent workers											
Male	18,590	18,590	100.00	18,590	100.00	-	0.00	0	0.00	18,590	100.00
Female	2,133	2,133	100.00	2,133	100.00	2,133	100.00	-	0.00	2,133	100.00
Total	20,723	20,723	100.00	20,723	100.00	2,133	100.00	0	0.00	20,723	100.00

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	NA	100	100	NA
ESI	100	100	Yes	100	100	Yes
Others - please specify						

ESI -Only Eligible employees as per law

3. Accessibility of workplaces

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

Yes, the premises of the Company are accessible to differently abled employees and workers.

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

The Company has adopted an Equal Opportunity Policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder. The policy is on the Company's intranet and is available to internal stakeholders.

Business Responsibility & Sustainability Report

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	87%	100%	100%
Female	100%	74%	100%	100%
Total	100%	86%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?

Yes

If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)	Remark
Permanent Workers	Yes	We have various committees within the plants that comprise of both management and worker representatives to address and handle the grievances such as POSH committee, Ethics Committee etc. If a grievance remains unresolved by the committee, it will be escalated to the appropriate level of authority, such as the HOD, ER Head, or Plant HR Head, based on the nature and severity of the issue. The Whistle-blower Policy of the Company provides a formal platform to share grievances on various matters. New recruits are also sensitised on the various mechanism during the employee induction programme.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	Company has various redressal mechanisms in place for addressing grievances. Policies such as prevention, prohibition and redressal of sexual harassment of women at the workplace have an Internal Complaints Committee (ICC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The policy on the same is placed on the Company's website. Members of the Company's ICC are responsible for conducting inquiries pertaining to such complaints. The Company, on a regular basis sensitizes its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programmes which are held on a regular basis. Company also has Ethics committee to deal with Code of Conduct violation incidents.
Other than Permanent Employees	Yes	The grievance redressal policies in place for internal employees are equally applicable to the other than permanent employees based out of Offices as well as plants.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	0	0	0.00	0	0	0.00
- Male			0.00			0.00
- Female			0.00			0.00
- Others			0.00			0.00
Total Permanent Workers			100.00			100.00
- Male	3,402	3,402	100.00	3,399	3,399	100.00
- Female	0	0	0.00	0	0	0.00
- Others			0.00			0.00

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	4,095	1,021	24.93	3,160	77.17	4,150	4,150	100.00	4,150	100.00
Female	439	124	28.25	420	95.67	424	424	100.00	424	100.00
Others			0.00		0.00			0.00		0.00
Total	4,534	1,145	25.25	3,580	78.96	4,574	4,574	100.00	4,574	100.00
Workers										
Male	4,674	4,674	100.00	4,674	100.00	4,596	4,596	100.00	4,596	100.00
Female	7	7	100.00	7	100.00	3	3	100.00	3	100.00
Others	0	0.00		0.00				0.00		0.00
Total	4,681	4,681	100.00	4,681	100.00	4,599	4,599	100.00	4,599	100.00

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	4,095	4,095	100.00	4,150	4,150	100.00
Female	439	439	100.00	424	424	100.00
Others			0.00			0.00
Total	4,534	4,534	100.00	4,574	4,574	100.00
Workers						
Male	4,674	4,674	100.00	4,596	4,596	100.00
Female	7	7	100.00	3	3	100.00
Others			0.00			0.00
Total	4,681	4,681	100.00	4,599	4,599	100.00

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).

Yes

If yes, the coverage such system?

Yes, we have an Occupational health and safety management system. An organisation wide internal occupational health management system and safety and environment management system consisting of global best practices is existing and being managed accordingly. All our manufacturing units are certified with ISO 45001- Occupational health & safety management system certification. All category employees working at manufacturing units are covered under this.

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

HIRA- Hazard identification and risk assessment system exists for this purpose. Regular health and safety audits, safety surveys, periodic occupational health surveillance are conducted.

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

Yes, all employees are encouraged to report unsafe or unhealthful working conditions at workplace to their immediate supervisor or to safety department directly who will promptly investigate the situation and take appropriate corrective actions and also review the HIRA.

An incident report will be generated and a safety representative will respond to the location to investigate.

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

Yes, all category of employees including contractor workman can access the Occupational Health Centre 24X7 and take treatment for non occupational medical services.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.16	0
	Workers	0.44	0.1
Total recordable work-related injuries	Employees	3	0
	Workers	15	5
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

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

The Company undertake various proactive measures to improve safety and health such as safety audits through internal and external experts, safety training for its employees on topics like behavioural based safety training, fire safety, process safety etc. The Company puts serious efforts to prevent accidents or mishaps that may lead to loss of workdays, bodily injury or fatality. The Company is further involved in proactive measures which are designed to eliminate potentially dangerous workplace behaviour and situations that may be dangerous to employees. HIRA (hazard identification and risk assessment) -for identification of all types of hazards and risk assessments to control and prevent any injury or health issues , Implementation of best practices related to health and safety, ensuring full compliance related to health and safety statutory compliances, Compliance of ISO-45001 system, Ergonomic surveys are done to ensure ergonomically safe workplace, Industrial hygiene surveys to have a safer work environment, occupational health surveys and surveillance, safety audits and surveys, work environment monitoring, workplace hygiene monitoring, safety committee consists of all category employees, monthly health and safety meetings, feedback is taken from all category employees regarding safety and health, robust accident and near miss reporting system, injury prevention system, compliance monitoring system, focus on sustainability. Regular internal and external audits for health and safety management and compliances.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

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

Corrective actions are taken against all safety related incidents after detailed root cause analysis for each incidents. The actions implemented in one plant are also horizontally deployed to other plants of Hero MotoCorp Ltd. through a safety look across system. The Hazards and risks are identified through various auditing and inspection process. Control measures are planned to mitigate significant Health and Safety hazards according to the hierarchy of controls. As per hierarchy of controls, the elimination of hazard is the most effective control method and the use of Personal Protective Equipment (PPE) is the least effective control. Action taken report is submitted by the concerned agencies after closure of observation either through hazard notification system or otherwise and followed up by the Safety Coordinator. Any serious (high potential to cause injury) deficiencies are repaired immediately.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of

a. Employees (Y/N)

Yes, the employees are covered under life insurance. During Covid period, in the unfortunate case of death of any employee, the Company decided to make contribution equivalent to the pay-out by insurance company.

b. Workers (Y/N).

Yes, the employees are covered under life insurance. In the unfortunate case of death of any employee, the company decided to cover natural as well as accidental death cases, unforeseen and unfortunate event of death at any point in time, anywhere in the world.

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

Business agreements, as applicable mandates the value chain partners to comply with all the statutory laws, regulations and rules made thereunder.

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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	1	0	0	0

The injured person is still under treatment in a rehabilitation center.

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

No

Given that the employees are mostly high skilled, the transition assistance programme for the retirees are not found to be compelling.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	95
Working Conditions	

Completed Fire & Safety risk assessment to improve the safety performance and working conditions of 111 suppliers against a plan of 116 by the end of "FY'23"

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.

The risk identified during the safety assessment of each value chain partner is categorised into low, medium and high where all risks are duly closed by all the suppliers with a proper action plan. No significant risk are pending for action at any value chain partner.

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.

Yes, the Company has mapped and identified its internal and external stakeholders. Company recognises employees, customers, shareholders, NGOs and communities, dealers, suppliers, investors, media, government, regulators, peers and industry ecosystem as our key stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Customers	Yes	Advertisement	Others	Customer feedback on product and services
Employees	No	Other	Others	Discussion long-term strategy and welcome their insights and perspective
Value Chain Partners	No	Website	Others	Discussion on business volume, customer expectations, sustainability
Shareholders and Investors	No	Website	Others	Discussion on business volume, customer expectations, sustainability
Industrial Association	No	Community Meetings	Others	Participation and External communication, Knowledge gaining sharing
Local Communities	Yes	Community Meetings	Others	Promote activities to raise awareness on green, safe and sustainable living & inclusive prosperity.
Regulatory Bodies	No	Community Meetings	Others	Policy strengthening and social economic benefits to stakeholders

LEADERSHIP INDICATORS

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

The organisation has identified key internal and external stakeholders to achieve its SCSR initiatives to make a 'Greener, Safer and Equitable' world. This is done through a process of thorough need assessment in the field, followed by a conceptualisation of the project appropriate for the community and on-boarding subject matter experts to ensure proper implementation. The Board is kept abreast about them through quarterly meetings. Feedback is sought from the SCSR committee to shape our way forward.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).

Yes

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.

As the process is described above. All the stakeholders play a key role in identifying and working on the CSR projects. For Example - In water conservation initiatives we conduct need assessments where feedback from villagers, panchayats, block district officers and many more to decide on the most appropriate locations for its implementation.

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

Working in tandem with the marginalised stakeholder's groups and responding to their concerns is of utmost priority to the SCSR department of Hero MotoCorp. An example of this is the CSR flagship project 'Hero for Humanity'. The CSR focused on supporting women who lost their primary bread-earners in the covid-19 pandemic. The department identified these vulnerable households near the different plant locations with the help of local government bodies and provided ration and education support to immediately help the families for 6 months. This was regularly accompanied with field visits and interaction with the stakeholders. The constant engagement helped in designing the second stage of support, which was to enable the beneficiaries to set up their own enterprises and be financially independent. To do this, the women actively participated in deciding what enterprise they wanted to set up and how they wanted to run it.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**ESSENTIAL INDICATORS**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	4,534	4,534	100.00	4,574	4,574	100.00
Other than permanent	-	-	0.00	-	-	0.00
Total Employees	4,534	4,534	100.00	4,574	4,574	100.00
Workers						
Permanent	4,681	4,681	100.00	4,599	4,599	100.00
Other than permanent	0	0	0.00	19,782	19,782	0.00
Total Workers	4,681	4,681	100.00	24,381	24,381	100.00

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	4,534	0	0.00	4,534	100.00	4,574	0	0.00	4,574	100.00
Male	4,095	0	0.00	4,095	100.00	4,150	0	0.00	4,150	100.00
Female	439	0	0.00	439	100.00	424	0	0.00	424	100.00
Others			0.00		0.00			0.00		0.00
Other than permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male			0.00		0.00			0.00		0.00
Female			0.00		0.00			0.00		0.00
Others			0.00		0.00			0.00		0.00
Workers										
Permanent	4,681	0	0.00	4,681	100.00	4,599	0	0.00	4,599	100.00
Male	4,674	0	0.00	4,674	100.00	4,596	0	0.00	4,596	100.00
Female	7	0	0.00	7	100.00	3	0	0.00	3	100.00
Others			0.00		0.00			0.00		0.00
Other than permanent	20,723	20,723	100.00	0	0.00	19,782	19,782	100.00	0	0.00
Male	18,590	18,590	100.00		0.00	18,130	18,130	100.00		0.00
Female	2,133	2,133	100.00		0.00	1,652	1,652	100.00		0.00
Others			0.00		0.00			0.00		0.00

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

(₹ in crore)

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD) (Executive Director)				
Mr. V S Kasbekar	1	8.13	-	-
Key Managerial Personnel				
Dr. Pawan Munjal	1	99.55	-	-
Mr. Niranjana Gupta	1	7.89	-	-
Mr. Dhiraj Kapoor	1	1.35	-	-
	Numbers		Median Remuneration	
Employees & Workers (As on 31.03.2023)	9215		0.12	

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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

We have various committees within the company such as POSH Committee, Ethics Committee etc., which are responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to provide a safe business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	17	1		7	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

The Company has Vigil Mechanism/ Whistle Blower Policy to ensure protection of the complainant from discrimination, victimisation, retaliation or adoption of any unfair employment practices.

Link: https://www.heromotocorp.com/en-in/uploads/code_policy/20200903060455-code-policy-95.pdf

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

Yes, agreements provide that all the statutory & regulatory laws including the human right to have a safe working place, timely payment of dues etc. are required to be complied by the service provider.

9. Assessments for the year:

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

100% of Plants and offices are assessed during the statutory audit ensuring compliance with all the Statutory laws/Regulatory requirement, Labour laws and rules made thereunder.

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

Not Applicable

LEADERSHIP INDICATORS

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

The Code of Conduct of the Company is based on GBS Codex and respects the rights of its employees. Further, the Sustainability Policy of the Company respects and promote human rights. The Company regularly sensitises its employees on the Code of Conduct through various training programmes. At HMCL, we believe in providing equal opportunities and platforms to hear the voice of our employees to capture employee grievances including human rights grievances / complaints. In order to achieve so, we have taken several initiatives to hear our employees and provide the necessary solutions to the concerns raised by them. Such initiatives include fortnightly meetings at shop floor, Monthly CFT meetings, Open house, provision of HR Help desk to capture and address grievances.

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

Please refer to the response mentioned in point no. 1 above.

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

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	Company expects its value chain partners to comply with its Sustainability Policy and with the law of the land where they do business. No specific assessment has been done.
Sexual harassment	
Discrimination at workplace	100% of our direct supply chain partner have signed sustainable procurement guideline which cover above parameters.
Wages	
Others - please specify	

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

Corrective actions are identified by Supply Chain Partners for the closure of the gaps posing the significant risks.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	Joules or multiples	467244	423754
Total fuel consumption (B)	Joules or multiples	326090	460718
Energy consumption through other sources (C)	Joules or multiples	0	0
Total energy consumption (A+B+C)	Joules or multiples	793334	884472
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	Joules or multiples	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity	Joules or multiples	0.148	0.184

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

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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)

No

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	Please specify unit	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	297408	305529
(ii) Groundwater	kilolitres	549694	518483
(iii) Third party water	kilolitres	0	0
(iv) Seawater / desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	847102	824012
Total volume of water consumption (in kilolitres)	kilolitres	847102	824012
Water intensity per rupee of turnover (Water consumed / turnover)	kilolitres		
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	0.158	0.17

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Price Waterhouse Chartered Accountants LLP

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes

If yes, provide details of its coverage and implementation.

Yes, the Zero Liquid Discharge (ZLD) plant comprises of Ultra Filtration (UF), three stage Reverse Osmosis (RO) plant. Ultra Filtration: The treated effluent from the outlet of ETP is passed through UF a modern process technology to purify water for a wide range of applications, including semiconductors, food processing, biotechnology, pharmaceuticals, power generation, sea water desalting, and municipal drinking water. Reverse Osmosis: The permeated of the UF is passed through 3 stages of RO the water moves to the salty side of the membrane until equilibrium is achieved. The permeate of each stage is used back in the process, the reject of each stage of RO become feed for the next stage of the RO. The Final concentrated reject from RO stage 3 is sent to Multi Effect Evaporator (MEE). Multi Effect Evaporator: The Multi effect evaporator vaporises the rejected water with High TDS in 3 stages under vacuum, the condensate from each stage is used back into the process. The solidified salt from the agitated thin film drier (ATFD) is collected in HDFE bags and sent for secured landfill/Co-processing.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	MT	16.1	33.75
SOx	MT	0.9	2.56
Particulate matter (PM)	MT	6.3	11.08
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others - please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	19867	26545
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	82484	84115
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	tCO ₂ e	19.07 KG/Veh	22.94 KG/Veh

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

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7. Does the entity have any project related to reducing Green House Gas emission?

Yes

If Yes, then provide details.

Initiated process for RE Wheeling (2 MW). Apart from this energy efficiency projects in plant operation especially in utilities , lighting, ventilation were successfully implemented.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)			
Plastic waste (A)	metric tonnes	1491.9	1367
E-waste (B)	metric tonnes	15.1	5.4
Bio-medical waste (C)	metric tonnes	0.3	0.32
Construction and demolition waste (D)	metric tonnes	914	0
Battery waste (E)	metric tonnes	71.3	127
Radioactive waste (F)	metric tonnes	0	0
Other Hazardous waste. Please specify, if any. (G)	metric tonnes	1801.6	1652
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	metric tonnes	6273.5	7930
Total (A+B + C + D + E + F + G + H)	metric tonnes	10567.6	11081.72
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	metric tonnes	0	0
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	0.00	0.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	metric tonnes	0.30	0.32
(ii) Landfilling	metric tonnes	0	7
((iii) Other disposal operations	metric tonnes	10567.3	11073.7
Total	metric tonnes	10567.6	11081.02

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

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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.

Company is committed to regularly improve its Waste management initiatives at its facilities. All Plants dispose waste in compliance with operating permits and hazardous waste authorisations. Company engage with waste disposal facilities/ waste recyclers/ cement companies after due validation. As per our strategic drive to divert hazardous wastes away from landfill and incineration, a number of recycling options have been explored and implemented across organisation level.

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

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 there of and corrective action taken, if any.
Not Applicable				

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

No Environmental impact assessment of projects were undertaken by the Company during the current financial year.

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).

The Company is complying with all applicable environmental law/ regulations/ guidelines in India;

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	Please specify unit	FY 2022-23	FY 2021-22
From renewable sources			
Total electricity consumption (A)	Joules or multiples	49016	38401
Total fuel consumption (B)	Joules or multiples	-	-
Energy consumption through other sources (C)	Joules or multiples	-	-
other sources			
Total energy consumed from renewable sources (A+B+C)	Joules or multiples	49016	38401
From non-renewable sources			
Total electricity consumption (D)	Joules or multiples	418228	383311
Total fuel consumption (E)	Joules or multiples	326090	461365
Energy consumption through other sources (F)	Joules or multiples	-	-
other sources			
Total energy consumed from non-renewable sources (D+E+F)	Joules or multiples	744318	844676

Yes

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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.

2. Provide the following details related to water discharged:

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	kilolitres	0.00	0.00
- No treatment	kilolitres		
- With treatment - please specify level of treatment	kilolitres		
(ii) To Groundwater	kilolitres	0.00	0.00
- No treatment)	kilolitres		
- With treatment - please specify level of treatment	kilolitres		

Parameter	Please specify unit	FY 2022-23	FY 2021-22
(iii) To Seawater	kilolitres	0.00	0.00
- No treatment	kilolitres		
- With treatment - please specify level of treatment	kilolitres		
(iv) Sent to third-parties	kilolitres	0.00	0.00
- No treatment	kilolitres		
- With treatment - please specify level of treatment	kilolitres		
(v) Others	kilolitres	0.00	0.00
- No treatment	kilolitres		
- With treatment - please specify level of treatment	kilolitres		
Total water discharged (in kilolitres)	kilolitres	0.00	0.00

**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.**

Not Applicable

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

- (i) Name of the area Haryana and Rajasthan
- (ii) Nature of operations Manufacturing of two-wheelers, Global Parts Centre and Research & Development.
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Please specify unit	FY (Current Financial Year)	PY (Previous Financial Year)
Water withdrawal by source			
Surface water	kilolitres	141146	138869
Groundwater	kilolitres	271466	262916
Sent to third-parties	kilolitres	-	-
Seawater / desalinated water	kilolitres	-	-
Others	kilolitres	-	-
Total volume of water withdrawal	kilolitres	412612	401785
Total volume of water consumption	kilolitres	412612	401785
Water intensity per rupee of turnover (Water consumed / turnover)	kilolitres	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	-	-
Water discharge by destination and level of treatment			
(i) Into Surface water	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(ii) Into Groundwater	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(iii) Into Seawater	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(iv) Sent to third-parties	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
(v) Others	kilolitres	-	-
- No treatment	kilolitres	-	-
- With treatment - please specify level of treatment	kilolitres	-	-
Total water discharged	kilolitres	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

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Business Responsibility & Sustainability Report

4. Please provide details of total Scope 3 emissions & its intensity:

Not Applicable

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Not Applicable

7. Does the entity have a business continuity and disaster management plan?

Yes

Give details in 100 words/ web link.

Yes, the Company recognises the importance of Business Continuity Plan (BCP) for the smooth running of business particularly during unfavourable times, including pandemic. The Company focuses on business continuity, both from a business operations sustainability viewpoint as well as employee welfare measures perspective. A team of executives' as part of developing a BCP, focus on key action steps, roles and responsibilities, trigger mechanisms, turnaround times etc. to be always prepared to tackle any situation that can potentially affect the business operations. Emergency preparedness aims to reduce the consequences of damaged caused by unexpected situations like accidents, fire, sabotage, spills, explosions, natural disasters, terrorist activities and medical emergencies. It includes a series of actions to be taken in the case of such emergencies. It shows the preventive actions, preparation to meet adverse situations, how to mitigate them and how to have positive controls during that situation to save lives and reduce property damage.

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.

As per information available, there has been no significant impact to the environment, arising from the value chain of the Company.

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

Total 236 supplier manufacturing facilities has been assessed so far which amounts to 92% of total business volume. During FY23, under Sustainable Partner Development Program, Baseline Assessment done for 128 SCP Groups which caters to 91% of total procurement value.

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. - 7

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	CII - Confederation of Indian Industry	National
2	SIAM - Society of Indian Automobile Manufacturers	National
3	ECMA - Emission Controls Manufacturer Association	National
4	ACMA - Automotive Component Manufacturer Association	National
5	FADA - Federation of Automobile Dealers Association	National
6	IMMA - International Motorcycle Manufacturers Association	International
7	SAFE - Society of Automotive Fitness & Environment	National

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

Name of authority	Brief of the case	Corrective action taken
	NA	

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
1	Deferment of standardisation regulations for battery swapping.	Direct Communication (through SIAM)	Yes	Others	
2	Deferment of MHI Guidelines for FAME-2 & PLI for battery and BMS testing to enhance human safety from 1 st April 2023 to 1 st Oct 2023.	Direct Communication (through SIAM)	Yes	Others	https://heavyindustries.gov.in/writereaddata/UploadFile/MHI-Guidelines-Safety-parameters-.pdf
3	Implementation of AIS 156 in two phases	Direct Communication (through SIAM)	Yes	Others	https://egazette.nic.in/WriteReadData/2022/239203.pdf
4	Type approval framework formulation for Quark (2-3 Combi-vehicle)	Direct Communication (through SIAM)	Yes	Others	https://morth.nic.in/sites/default/files/ASI/6-AIS-177-Type%20Approval%20Requirement%20for%20vehicle%20of%20category.pdf
5	On-Board Diagnostic (OBD) II Deferment of OBD II in 2 phases - Phase 1: 1 st April, 2023 Phase 2: 1 st April 2025	Direct Communication (through SIAM)	Yes	Others	https://egazette.nic.in/WriteReadData/2022/236905.pdf
6	Green Hydrogen Policy	Direct Communication (through SIAM)	Yes	Others	https://mnre.gov.in/img/documents/uploads/file_f-1673581748609.pdf
7	Exclusion / Postponement of 2W & 3W in new Cybersecurity Regulations	Direct Communication (through SIAM)	No	Others	
8	Standardisation of LEV AC/DC Combined Charging - Connector & EVSE standards	Direct Communication	Yes	Others	
9	Wheel rim QCO deferment from 21 st Sept 2022 to 22 nd June, 2023	Direct Communication (through SIAM)	Yes	Others	1150 3896(E) 12 th August 2022 Wheel RIM third extension.pdf (morth.nic.in)

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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.

Not Applicable

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

Not Applicable

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

Not Applicable

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	5%	2%
Sourced directly from within the district and neighbouring districts	77%	59%

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

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	Uttarakhand	Haridwar	1,39,00,879
2	Odisha	Koratpur	51,50,809

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

No

(b) From which marginalised /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

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.

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Project Shiksha - Education	7,782	100
2	Diversity and Inclusion	1,239	100
3	Project Arogya - Promoting preventive health care	5,99,952	100
4	Khelo Hero	2,437	100
5	Covid-19 Relief	854	100
6	Community Development	1,793	100

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.**

Company has robust customer's grievance capturing mechanism through different medium like toll free number, social media, corporate website, e-mails, etc. Customer's grievances are recorded into the system which has loop closing mechanism and transparency till satisfaction of the customer.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	-	-	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	-	-	-
Restrictive Trade Practices	0	0	-	-	-	-
Unfair Trade Practices	33	33	Consumer complaints pending for adjudication	244	244	Consumer complaints pending for adjudication
Other	24,712	350	98.6% closed	34401	770	-

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		NIL

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web-link of the policy.

<https://www.heromotocorp.com/en-in/privacy-policy.html>

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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.

We have defined and documented Cybersecurity framework spanning across, technical risk, access management, Vulnerability management and security operations. There are periodic audits such as ISO 27001 audit and IT General controls audit conducted by independent third parties to provide assurance on the controls effectiveness. We have dark web monitoring services also to check for any potential data breaches.

LEADERSHIP INDICATORS

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

Information relating to all the products and services provided by the Company are available at the corporate website, www.heromotocorp.com and also at <https://eshop.heromotocorp.com>. In addition, the owner's manual containing the details of product of the Company is handed to all customers during delivery of vehicle. The Company also actively uses various social media and digital platforms to disseminate information about its products and services.

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

During the new vehicle delivery and service, customers are informed and educated on the safe and responsible usage of the products. Company also undertakes various safety initiatives to educate customers about safe ride.

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

Company has Business Continuity Committee to deal with any kind of disruption and discontinuation. In case of any disruption/discontinuation of essential services, customers are informed through various media channels both print and digital and also through individual SMS to the customers.

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

Yes

If yes, provide details in brief.

The details on information label are as per the requirements of the Legal Metrology Act, 2009 and Rules made thereunder. The Company voluntarily and actively informs all its dealers about any changes in product packaging through notices and circulars. It has also been running educative campaigns informing customers to operate vehicles in a more fuel efficient manner and to read the operating manual and the road safety leaflet. The leaflet enumerates good to emulate riding practices, fuel saving tips etc. in a reader - friendly and easy to understand manner. The spare parts come with a customer toll free number, address and e-mail ID, where consumers can reach our executives with feedback, grievances and even queries regarding the products. Besides, consumers can also log on to the website of the Company and give their feedback or register complaints. In order to check the genuineness of spare parts, a Unique Part Identity (UPI) number is printed on the Maximum Retail Price (MRP) label of the spare part. The Company also runs campaigns informing customers about the same. The Company also measures customer satisfaction through its programme Customer Experience Index.

5. Provide the following information relating to data breaches:

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

No data breach incident pertaining to customers has been reported in current financial year.

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

No data breach for personally identifiable information of customers