

REF:TSL:SEC:2023/264

August 28, 2023

National Stock Exchange of India Ltd.,
5th Floor
Exchange Plaza, Bandra (E),
Mumbai - 400 051

BSE Limited
P J Towers
Dalal Street, Fort,
Mumbai 400 001

Scrip Code: TVSSRICHA
by NEAPS

Scrip Code: 509243
by Listing Centre

Dear Madam / Sir

Sub : Business Responsibility and Sustainability Report – 2022-23

Please find enclosed the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23.

The BRSR is also available on the Company's website www.tvseurogrip.com

Kindly take the above on record.

Thanking you

Yours faithfully
For TVS SRICHAKRA LIMITED

Chinmoy Patnaik
Company Secretary & Compliance Officer
Membership No. A14724



**BUSINESS
RESPONSIBILITY &
SUSTAINABILITY
REPORT**

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L25111TN1982PLC009414
2.	Name of the Listed Entity	TVS Srichakra Limited
3.	Year of incorporation	02/06/1982
4.	Registered office address	TVS Building, 7-B West Veli Street, Madurai 625 001
5.	Corporate address	No.10, Jawahar Road, Madurai 625 002, Tamil Nadu.
6.	E-mail	secretarial@eurogriptyres.com
7.	Telephone	0452 2443300
8.	Website	www.tvseurogrip.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 7,65,70,500
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- Mr. Chinmoy Patnaik (Company Secretary) Telephone No.- 0452 2443300 Email ID- secretarial@eurogriptyres.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)

Sr. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Manufacture of tyres and tubes	Manufacture of rubber tyres and tubes for motor vehicles, motorcycles, scooters, three-wheelers, tractors and aircraft	99.59%

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

Sr. No.	Product / Service	NIC Code	% of contributed total turnover
1	Manufacture of tyres and tubes	Class 22111* *As per National Industrial Classification (2008)	99.59%

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	2	118	120
International	-	1	1

17. Markets served by the entity

a. Number of Locations

Location	Number
National (No. of States)	Pan India
International (No. of Countries)	80+ Countries

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

% to Total Turnover - 12.91%

c. A brief on types of customers

Domestically, the company supplies tyres to vehicle manufacturers (commonly known as Original Equipment Manufacturers - OEMs) as well as the replacement market, serviced through a network of depots, distributors and retailers. The company also sells its range of products in the global markets.

IV. Employees

18. Details as at the end of Financial Year:

a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
EMPLOYEES						
1	Permanent (D)	2681	2660	99%	21	1%
2	Other than Permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	2681	2660	99%	21	1%
WORKERS						
4	Permanent (F)	1979	1979	100%	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total Workers (F+G)	1979	1979	100%	-	-

b) Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors*	9	2	22%
Key Management Personnel**	3	1	33%

* Includes Managing Director

** Key Management Personnel are Managing Director, Chief Financial Officer and Company Secretary.

20. Turnover rate for permanent employees and workers (Disclose the trend for the past three years)

Particulars	Turnover rate in FY 2022-23		
	Male	Female	Total
Permanent Employees (in %) Permanent Workers (in %)	9.45	28.57	9.60
	3.55	-	3.55
	Turnover rate in FY 2021-22		
	8.07	33.33	8.28
	5.25	-	5.25
	Turnover rate in FY 2020-21		
	5.82	20.69	5.97
	5.04	-	5.04

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	TVS Srichakra Investments Limited	Subsidiary	100%	No
2	TVS Sensing Solutions Private Limited	Step down Subsidiary	100%	No
3	Fiber Optic Sensing Solutions Private Limited	Step down Subsidiary	90%	No

VI. CSR Details

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

(ii) Turnover - Rs.2865.39 crores

(iii) Net worth - Rs.1040.36 crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)"	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	NIL			NIL		
Investors (Other than shareholders)	Yes	NIL			NIL		
Shareholders	Yes-Stakeholders Relationship Committee monitors this on a monthly basis	4	NIL	Resolved all the complaints	NIL		
Employees & Workers	Yes	NIL			NIL		
Customers	Yes www.tvseurogrip.com	1,593	NIL	Resolved all the complaints	1,125	NIL	Resolved all the complaints
Value chain partners	Yes - Issue based resolution through one on one communication	NIL			NIL		

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	Environment & Sustainability	Opportunity	Initiatives to increase the use of renewable energy, reduce energy and material consumption, are in place. This will work towards reducing the impact of the company's operations on the environment as well as build sustainability.	NA	Positive The initiatives taken should see an impact on cost and wastage reduction as well as reduction in carbon footprint.
2	Business concentration	Risk	In the past, the company's operations have been concentrated in a few segments and geographies.	The company has embarked on a program to enlarge its presence in a larger number of segments (product as well as customer). In addition, greater focus on global markets has also been initiated.	Negative Risk of non achievement of financial goals because of exposure to concentrated business segments and geographies. Positive The initiatives taken by the company provide the opportunity to expand its business into a larger number of segments and geographies.
3	Management of cost	Risk	The recent past has seen significant cost inflation - especially in the cost of raw materials as well as fuel.	The company has been working on measures to contain costs through a program of alternate sourcing, strategic build up of inventory, use of alternate fuels, and internal actions to improve operating efficiencies.	Negative Cost increase not mitigated to the extent of finished goods price increase or cost reduction actions has a direct impact on financial performance of the company.
4	Innovation	Opportunity	The changing nature of the market, including the emergence of a rising electric vehicle segment provides an opportunity to deliver innovative products and services.	NA	Positive The company has a strong development program in place to address emerging product and market segments. This should have a positive impact on revenue & profitability.
5	Global economic conditions	Risk	The company's operations are increasingly influenced by global conditions. The conflict in Europe and the outlook for depressed economic conditions in some major economies has the potential to impede the company's growth.	The company is working to spread its presence to a larger global footprint, to mitigate against the effect of poor economic conditions in select economies.	Negative Depressed global economic conditions could have a negative effect on the company's growth ambitions and affect the company's financial performance.
6	Employee engagement and organisation capability	Opportunity	The company has taken initiatives to align its organisation structure, build organisation capabilities and engage with employees.	NA	Positive The actions initiated are targeted at fulfilling the twin objectives of business success and an engaged workforce.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Policies are available in the company's website - www.tvseurogrip.com								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair-trade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949, ISO 45001, ISO 14001, ISO 9001, ISO 50001								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	The company's functional leadership is tasked with ensuring compliance with the principles of the National Guidelines on Responsible Business Conduct (NGRBC).								
6. Performance of the entity against the specific commitments, goals & targets along-with reasons in case the same are not met	Review of compliance with guidelines is done on an annual basis. No exceptions were noted.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	Considering the nature of business of the company, ensuring that the environment is not adversely impacted either directly or indirectly by the operations of the company is a key ESG related challenge. We give utmost importance to all ESG aspects in our business decisions. We have increased renewable energy consumption, recycling of the wastes, reduced the usage of fossil fuels - in an effort to contribute to the circular economy. Our performance against each principle of National Guideline on Responsible Business Conduct is stated in Section C of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Shobhana Ramachandhran (Managing Director) DIN : 00273837								
9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Corporate Social Responsibility Committee comprises members of the board of directors and are responsible for implementation of CSR and BR policies. The Committee comprises of following Directors:								
	Name	Designation	DIN						
	Ms. Shobhana Ramachandhran	Managing Director	00273837						
	Mr. V Ramakrishnan	Director	00002931						
	Mr. Rasesh R Doshi	Director	00538059						

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	Annual review of policies and performance are made and necessary actions, as required, are taken.	Policies are reviewed depending upon applicable laws and whenever there is a need.
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The company is in compliance with all applicable material statutory requirements.	The policies are reviewed as prescribed under applicable laws.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	The Company has framed the required policies and practices under each of the above principles and has not carried out any independent assessment of working of these policies.								

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

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

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year 2022-23:

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	1	Learning materials on NGRBC and sustainability related aspects shared. Need based clarifications provided internally or from an external consultant.	100.00%
Key Managerial Personnel	1	These materials help in effective review of compliance with Environmental, Social & Governance aspects & its continuous improvement.	100.00%
Employees other than BoD and KMPs	24	Skill Development	99.50%
	2	Health & Safety	100.00%
	16	Managerial Excellence	72.50%
Workers	1	Skill Development	100.00%

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

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

Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes. To ensure that management is aware of its responsibilities for detection and prevention of fraud and for establishing procedures for preventing fraud and/or detecting fraud when it occurs. To provide clear guidance to employees and dealing with company forbidding them from involvement in any fraudulent activity and action to be taken by them where they suspect any fraudulent activity. More details on the policy are provided in the policy itself and the same is available on company's website.

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

Particulars	FY 2022-23	FY 2021-22
Directors	NIL	
KMPs		
Employees		
Workers		

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

Particulars	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			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines, penalties, action taken by regulators, law enforcement agencies, judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

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.

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	2.49%	0.57%	<p>R&D 1) Development actions targeted at tyres for the Electric Vehicle (EV) segment, which reduces the overall carbon footprint.</p> <p>Others 1) Use of electric vehicle for intra plant movement, which is eco-friendly and helps in reducing the carbon footprint. 2) Adoption of technologies which help to promote fuel savings, thermal energy savings, avoid air pollution and reduce the depletion of natural resources. 3) Green belt plantation at plants 4) Number of measures taken for energy savings, power quality improvement and to avoid pollution. 5) Rainwater harvesting to improve the ground water level.</p>
Capex	1.25%	1.94%	

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

The company practices sustainable sourcing. Most raw material suppliers have, at minimum, the ISO 9001 certification. Terms & conditions under which the company procures materials stipulates adherence to various regulatory requirements including environment protection.

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

100% as mentioned in 2.a. above

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

The company continues to explore ways to increase the safe reclamation of products for reuse, recycle and eventual disposition at end of life.
At present, the company has the following processes in place:
Plastics – Sold to specified agency that uses it for recycling.
E-waste – Sold to Tamil Nadu Pollution Control Board (TNPCB) authorised agency
Hazardous waste – Sold to TNPCB authorised agency for reuse as raw material in cement factory.
Other waste – such as boiler ash, is sent to fly ash bricks manufacturers for reuse.
During the year, TSL disposed 0.92 MT of e-waste and 109.78 MT of plastic waste.

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, Extended Producer Policy is applicable to the company's activities. The company has submitted its application for registration as producer to the Central Pollution Control Board (CPCB), the implementing authority of EPR and awaits further instructions from the authority.

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

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

Essential Indicators

Category	Total(A)	% of employees covered by									
		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	2,660	2,181	82%	2,660	100%	-	-	2,660	100%	-	-
Female	21	11	52%	21	100%	21	100%	-	-	-	-
Total	2,681	2,192	82%	2,681	100%	21	1%	2,660	99%	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total(A)	% of Workers covered by									
		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	1,979	1,649	83%	1,979	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	1,979	1,649	83%	1,979	100%	-	-	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-



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

Benefits	FY 22-23			FY 21-22		
	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% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes	100% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes
Gratuity	100% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes	100% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes
ESI	100% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes	100% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes

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

- Facilities and amenities have been provided to disabled persons to enable them to work effectively;
- List of posts identified to sustain diversity and inclusion;
- Manner of selection of disabled persons for various posts, post-recruitment and pre-promotion training, preference in transfer, preference in allotment of residential accommodation (if any) and other facilities;
- Provisions for assistive devices, barrier-free accessibility and other provisions for disabled persons; and
- Appointment of a liaison officer to look after the recruitment of disabled persons

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

Yes. It is covered in the Business Responsibility & Sustainability policy of the company. Weblink - www.tvseurogrip.com

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%		NA	
Female				
Total				

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.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Employees can bring their grievances to the HR department through Union committee members or via their supervisor. If required, they can raise the grievances directly to HR and respective functional heads for clarification. A separate Family Counselling Center (FCC) also functions to keep the grievances handling on the right path and also for employee easy access to raise grievances.
Other than Permanent Workers	Yes. These employees can also report their grievances to their respective contractor or supervisors. Frequent meetings are held with female employees to understand their grievances. HR takes steps based on the nature of grievances raised.
Permanent Employees	Yes. These employees can report their grievances to their respective HRBP representative or the Head HR. The company, on a regular basis, sensitizes its employees on the prevention of the sexual harassment at the workplace, through workshops, group meetings, online training modules and awareness programs.
Other than Permanent Employees	NA

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

Category	FY 22-23			FY 21-22		
	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/Work ers in respective category(C)	No.of employees/Work ers in respective category, who are part of association(s) or Union(D)	%(D/C)
Total Permanent Employees	2,681	1,859	69%	2,757	1,904	69%
Male	2,660	1,859	70%	2,736	1,904	70%
Female	21	-	-	21	-	-
Total Permanent Workers	1,979	1,859	94%	2,028	1,904	94%
Male	1,979	1,859	94%	2,028	1,904	94%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 22-23					FY 21-22				
	Total(A)	On health and safety		On skill upgradation		TOTAL(D)	On health and safety		On skill upgradation	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
Employees										
Male	2,660	2,660	100%	323	12%	2,736	2,736	100%	195	7%
Female	21	21	100%	-	-	21	21	100%	-	-
Total	2,681	2,681	100%	323	12%	2,757	2,757	100%	195	7%
Workers										
Male	1,979	1,979	100%	75	4%	2,028	2,028	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	1,979	1,979	100%	75	4%	2,028	2,028	100%	-	-

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	2,660	2,660	100%	2,736	2,736	100%
Female	21	21	100%	21	21	100%
Total	2,681	2,681	100%	2,757	2,757	100%
Workers						
Male	1,979	1,979	100%	2,028	2,028	100%
Female	-	-	-	-	-	-
Total	1,979	1,979	100%	2,028	2,028	100%

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, manufacturing units of the company have an occupational health and safety management system in place. This is in accordance with the guidelines of ISO 45001:2018 standards, covering the employees, workers, visitors, contractual service providers, suppliers. Coverage is 100%.
The company's occupational health safety & environment policy works as a guiding document to implement, monitor and assess the occupational health and safety management system. EHS risk is monitored during regular safety committee meetings, monthly review meeting with senior team, safety audits, various EHS training/ awareness (Induction/ PEP Talk/ On the Job Training (OJT)/ Fire Safety etc.), work permit system, etc.

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

These risks are assessed through conducting regular Hazard Identification & Risk Assessments (HIRA) and controlled through standard operating procedures, operational control procedures, visual display signages, safety audits, inspections, etc., Non-routine activities which may have hazards and related risks are assessed through conducting Job Safety Analysis (JSA) by expert teams (safety officer, engineering head, area head, contractor, safety committee member). Safety procedure has been developed for execution.
All critical activities are monitored through 8 types of work permits to ensure the health and safety of man, machines and materials. These are:
a) Hot work permit
b) Confined space entry permit
c) Height work permit
d) Night work permit
e) Excavation work permit
f) Lock Out Tag Out (LOTO) work permit
g) Lifting work permit
h) Heavy vehicle entry permit
We have various forums to record work related risks by consultation and participation of employees/workers in safety committee meetings, daily review meetings, PEP talks and shift start up meetings. Based on the nature of the recorded observations, actions are taken by supervisors and reviewed by the safety officer. This is horizontally deployed in all respective areas as corrective actions and are regularly reviewed.

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

Yes, The company has a well-defined system to encourage employees/workers to record, monitor and mitigate work related hazards through various means including safety suggestions, near miss incident reporting, safety committee meetings, etc.,
We conduct various awareness sessions inside the manufacturing facilities on reporting unsafe conditions, near miss incidents, etc., to all our employees.
Daily PEP talk is conducted inside manufacturing facilities on job related standard operating procedures through discussion with employees.
Safety signages are provided inside the manufacturing facility on potential hazards.

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

Yes. The company has appointed certified medical officers (MO), who conduct various medical camps on diabetes, hypertension, anemia, cardiac health, etc. Awareness sessions on preventive healthy lifestyle are conducted. Our occupational health center is equipped with adequate and required PPE with medical services.

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

Safety Incident/Number	Category	FY 22-23	FY 21-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	0.83	1.5
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	7	8
No. of fatalities	Employees	NIL	NIL
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	2	

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

The company strives to achieve a target of "ZERO ACCIDENTS, ZERO HEALTH HAZARDS AND ZERO LIQUID DISCHARGE". The company's Occupational Health Safety and Environment (OHSE) policy covers the manufacturing plants of the company. The scope extends to employees and contractors.

We conduct internal audits and third-party audits with experts at regular intervals, for identification and elimination of unsafe acts and unsafe working conditions. As part of the initiative of implementing good safety practices, at the beginning of the shift, operators conduct a self check of safety devices located on their machines.

We regularly conduct safety awareness programs on the shop floor through safety PEP talks, KY training, fire & life support training including training through visual control displays. We follow a stringent practice of work permits system to ensure safe working methods are in place.

We have conducted mass safety awareness programs during National Safety Day celebrations, Road Safety Week celebrations, for employees and their family members. We conduct periodical medical examinations and also health related awareness programmes for all employees.

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

Particulars	FY 22-23			FY 21-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL					
Health & Safety						

14. Assessments for the year:

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

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

We have a defined audit system to carry out internal & external audits of environmental, occupational health & safety parameters. Corrective actions for all categories of incidents/significant risks are identified and suitable actions are taken.

We have developed a pool of internal auditors trained in the different ISO standards to review compliances periodically. Internal audits are conducted twice a year and external audits are conducted by a third party. Opportunities for improvement and non compliances raised in the internal/external audits are addressed. These are reviewed in monthly review meetings.



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

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

The policies of the company provide the approach for identifying and engaging with stakeholders that include shareholders, customers, employees, suppliers, communities, civil society, media and the government. The company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth. The company has put in place systems and procedures to identify, prioritize and address the needs and concerns of its stakeholders across businesses and units in a continuous, consistent, and systematic manner, so that the stakeholder priorities and interests are attended to and all their concerns are addressed.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication(Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, meetings, newspaper, company website, stock exchanges, other statutory authority	Regularly through company's website & website of stock exchanges, through annual general meetings	Disseminating and sharing of information with the shareholders with a view to update
All local Residents living within the vicinity of the plant	No	Designated representative is available to have a periodical communication, handling grievances and maintaining smooth relationship.	As and when required	To maintain a smooth relationship as to ensure harmonies environment to run the plant amicably.
Employee	No	Town hall, notice board, meeting	As and when required	1.Communicate the business requirements & priorities. 2.Family counselling. 3.Employee engagement programme
Channel partners	No	Physical meetings, dealer meets, audits, loyalty programmes, 1 on 1 interactions, whatsapp communication.	As and when required	Customer relationship, product knowledge, business development.
Suppliers	No	Supplier meets, audits, physical meetings and email	As and when required	New product development, supplier relationship

PRINCIPLE 5: Businesses should respect and promote human rights

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			FY 21-22		
	Total(A)	No. of employees / workers covered (B)	%(B/A)	Total.(C)	No. of employees / workers covered (D)	%(D/C)
Employees						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-



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

Category	FY 22-23					FY 21-22				
	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										
Male	2,660	-	-	2,660	100%	2,736	-	-	2,736	100%
Female	21	-	-	21	100%	21	-	-	21	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	1,979	-	-	2,660	100%	2,028	-	-	2,028	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	7	15,00,000	1	10,00,000
Key Managerial Personnel	2	76,27,448	1	5,58,14,591
Employees other than BoD & KMP	2658	6,39,372	20	9,20,330
Workers	1979	5,65,896	NA	NA

* Excludes Managing Director

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

Yes, the company has a process to address human rights issues, to provide counselling and to escalate critical issues to management for resolution.

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

The company has grievance and harassment forums such as FCC, Union committee to address issues relating to human rights.

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

Particulars	FY 22-23			FY 21-22		
	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						
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.

We have POSH Policy and committee is in place to address any issues that may arise.

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

Yes

9. Assessments for the year:

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

Note: All the above requirement assessed by labour department and internal audit system.

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

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

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

Parameter	FY 22-23	FY 21-22
Total electricity consumption (A)	1,43,366	1,55,102
Total fuel consumption (B)	11,52,907	11,62,732
Energy consumption through other sources (C)	1,86,546	1,67,922
Total energy consumption (A+B+C)	14,82,819	14,85,756
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000052	0.000060
Energy intensity (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

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

No

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

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	3,01,595	3,07,990
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,01,595	3,07,990
Total volume of water consumption (in kilolitres)	3,01,595	3,07,990
Water intensity per rupee of turnover (Water consumed / turnover)	0.000011	0.000013
Water intensity (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

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

Yes. The entity has implemented a mechanism for zero liquid discharge. We have achieving zero liquid discharge (ZLD) which is sustained through our waste water treatment plants. The company's Madurai factory is equipped with 2 Multiple Effect Evaporators (MEE) for waste water treatment.

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

Madurai Plant

Parameter	Please specify unit	FY 22-23	FY 21-22
Nox	$\mu\text{g}/\text{M}^3$	Max up to 28.6	Max up to 25
Sox	$\mu\text{g}/\text{M}^3$	Max up to 26	Max up to 21.6
Particulate matter (PM)	$\mu\text{g}/\text{M}^3$	Max up to 90	Max up to 70
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)	mg/m ³	Max up to 0.6	Max up to 0.5
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable

Uttarakhand Plant

Parameter	Please specify unit	FY 22-23	FY 21-22
Nox	$\mu\text{g}/\text{M}^3$	Max up to 39.8	Max up to 35.9
Sox	$\mu\text{g}/\text{M}^3$	Max up to 16.4	Max up to 11.3
Particulate matter (PM)	$\mu\text{g}/\text{M}^3$	Max up to 82.5	Max up to 82.6
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)	mg/m ³	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable

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

Yes, independent assessment has been carried out by external agencies, plant wise. Details are as follows:
 Madurai Plant - Excellence Laboratory
 Uttarakhand Plant – Arihant Analytical Laboratory Pvt Ltd.

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
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,20,000	1,20,000
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	32,259.93	34,044.55
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000053	0.0000063
Total Scope 1 and Scope 2 emission intensity (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.

Yes. Scope 1 emissions are assessed by an external agency. As per their report, emissions are within the above mentioned limits
 Madurai Plant - Excellence Laboratory

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

Yes, the entity has the following projects related to reducing green house gas emission:

1. Factories are equipped with Electro Static Precipitators (ESP) in boilers, to reduce particulate matter in stacks.
2. The company has been driving to increase the share of green power in its total mix. Power from renewable energy increased from 66% to 71% of total consumption.
3. Installed 5 MW roof top solar plants in the Madurai factory premise. This facility generates around 25,000 units of electricity per day.

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

Parameter	FY 22-23	FY 21-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	109.78	61.40
E-waste (B)	0.92	0.75
Bio-medical waste (C)	-	-
Construction and waste demolition (D)	-	-
Battery waste (E)	10.83	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any (G)	593.56	956.26
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	6,124.00	5,915.00
Total (A+B + C + D + E + F + G + H)	6,839.10	6,933.41
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	72.47	84.18
(ii) Re-used	421.35	770.11
(iii) Other recovery operations	-	-
Total	493.82	854.29
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	99.74	101.97
(ii) Landfilling	-	-
(iii) Other disposal operations	6,245.54	5,977.15
Total	6,345.28	6,079.12

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

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.

1. Waste water coming out of cooling towers is treated by an ETP. The reject water from the ETP is further treated through evaporator. The reject is converted into the form of salts through the evaporator. The result is the maintenance and sustenance of zero liquid discharge.
2. Waste water from toilets is treated in the STP and recycled. This also contributes to zero liquid discharge.
3. All our boilers are equipped with ESPs to significantly reduce particulate emission and maintain green chimneys.
4. Solid wastes generated from rejected tyres in process defective materials are disposed of through specified recycling contractors.
5. Generated sludge is stored and sold through TNPCB authorized disposal agencies.
6. Ash generated from boilers is sold to fly ash brick manufacturers as raw materials.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable					

12. Is the entity complied 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 has complied with applicable environmental law/ regulations/ guidelines in India.

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

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.

SI.No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Automotive Tyre Manufacturer Association (ATMA)	National
3	Indian Rubber Manufacturers Research Association (IRMRA)	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.

SI.No	Name of Authority	Brief of the case	Corrective action taken
NIL			

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

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

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

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

CSR projects promote and strengthen community level children forums (village related needs and issues), government's grievance redressal committee (for child related needs and issues), community based organisations (for elder related needs and issues) and the local level institutions that bring to the fore, needs and grievances and also adequately build their capacities to resolve (or) redress the same. Periodic generation of MIS reports duly support in assessing field level challenges and shortfalls and help in timely resolution. Project cases documented at the community level provide insights on the concern areas that are addressed during the subsequent cycles of the project. Periodic interaction with project stakeholders (Communities, Government Partners, Implementing agencies, Resource institutions) on the emerging needs, existing grievances and anticipated challenges help in timely redressal of grievances and aid in averting any possible situations which may lead to grievances.

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

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	1.72%	0.28%
Sourced directly from within the district and neighbouring districts	15.62%	20.48%

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

Essential Indicators

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

The company has in place processes and a dedicated team for customers to reach out. There are multiple touch points through whom a quick solutions are provided.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY 22-23		Remarks	FY 21-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy			NIL			
Advertising						
Cyber-Security						
Delivery of essential Services						
Restrictive trade practices						
Unfair trade practices						
Other						

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

Particulars	Number	Reasons for recall
Voluntary Recalls	NIL	
Forced 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, we follow as per the ISO 27001 Standards for our IT operations and the policy is published internally.

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 keep upgrading our security tools as per the ISMS standards across our devices. No complaint regarding cyber security and data privacy of all our Customers, Employee, Vendor has been registered.