



**STEEL STRIPS WHEELS LTD.**

**CIN: L27107PB1985PLC006159**

**Head Office :** ISO/TS16949 Certified  
SCO 49-50, Sector 26,  
Madhya Marg, Chandigarh 160 019 (INDIA)  
Tel : +91 172-2793112, 2790979, 2792385  
Fax : +91 172-2794834 / 2790887  
Website : www.sswlindia.com

Date: 29.07.2023

BSE Limited  
Department of Corporate Services,  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai – 400 001

**BSE Code: 513262**

The National Stock Exchange of India  
Limited  
Exchange Plaza,  
Plot No. C/1, G Block,  
Bandra-Kurla Complex, Bandra (E),  
Mumbai – 400 051

**NSE Code: SSWL**

**Subject: Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2022-23**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2022-23 which forms part of the Annual Report for the Financial Year 2022-23.

Kindly take the same on your records

Thanking you.

Yours faithfully,

For Steel Strips Wheels Limited

(Shaman Jindal)  
Company Secretary  
M. No. A15397  
Encl: as above

**Regd. Office :** Village Somalheri/Lehli, P.O. Dappar, Tehsil Derabassi, Distt. Mohali, Punjab (India)  
Tel. : +91 (1762) 275249, 275872, 275173 Fax : +91 (1762) 275228  
Email : hrdho@sswlindia.com Website : www.sswlindia.com

# BUSINESS RESPONSIBILITY

## AND SUSTAINABILITY REPORT 2022-23

### SECTION A: GENERAL DISCLOSURES

#### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L27107PB1985PLC006159
2.	Name of the Company	Steel Strips Wheels Limited (SSWL)
3.	Year of Incorporation	1985
4.	Registered Office Address	Village Somalheri/ Lehli P.O. Dappar Tehsil Derabassi, District S.A.S Nagar (Mohali), Punjab-140506
5.	Corporate Address	SCO 49-50, Madhya Marg, Sector-26, Chandigarh-160019
6.	Email Address	<a href="mailto:ssl_ssg@glide.net.in">ssl_ssg@glide.net.in</a>
7.	Telephone	0172-2793112
8.	Website	<a href="https://sswllindia.com/">https://sswllindia.com/</a>
9.	Financial Year Reported	01.04.2022 to 31.03.2023
10.	Name of the Stock Exchanges where shares are listed	<ul style="list-style-type: none"> <li>National Stock Exchange of India Limited</li> <li>BSE Limited</li> </ul>
11.	Paid-up Capital	Rs. 15,65,13,200 divided into 156513200 equity shares of face value Re. 1/- each
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	<ul style="list-style-type: none"> <li>Sh. Mohan Joshi, Executive Director (Commercial) (0172-2793112, <a href="mailto:mohan@sswllindia.com">mohan@sswllindia.com</a> )</li> <li>Sh. Andra Veetil Unnikrishnan, Deputy Managing Director (0172-2793112, <a href="mailto:avunnikrishnan@sswllindia.com">avunnikrishnan@sswllindia.com</a> )</li> <li>Sh. Manohar Lal Jain, Executive Director (0172-2793112, <a href="mailto:mljain@sswllindia.com">mljain@sswllindia.com</a> )</li> <li>Sh. Naveen Sorot, Chief Financial Officer (0172-2793112, <a href="mailto:naveen.sorot@sswllindia.com">naveen.sorot@sswllindia.com</a> )</li> <li>Sh. Shaman Jindal, Company Secretary (0172-2793112, <a href="mailto:shamanjindal@sswllindia.com">shamanjindal@sswllindia.com</a> )</li> </ul>
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).	The disclosures under this report are made on a standalone basis for Steel Strips Wheels Limited (SSWL).

#### II. Products/Services

##### 14. Details of business activities

Sr. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Manufacture of Wheel Rims (Auto Parts and Equipment Industry)	Manufacturing of Steel Wheel Rims and Alloy Wheel Rims which are used in automotive vehicles	100 %

##### 15. Products/Services sold by the Company

Sr. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Manufacture of Wheel Rims (Auto Parts and Equipment Industry)	29301	100 %

#### III. Operations

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

Location	Number of plants	Number of offices	Total
National	05	21*	26
International	-	-	-

\* Includes 18 Warehouses.



## 17. Markets served by the Company

### a. Number of locations

Locations	Number of plants	Number of offices	Total
<b>National (No. of States)</b>	18 states and 5 Union Territories	0	23
<b>International (No. of Countries)</b>	19	0	19

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

7.26%

### c. Types of customers

Automotive and Autocomponent Manufacturers (National and International)

## IV. Employees

### 18. Details as at the end of Financial Year, i.e., March 31, 2023

#### a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1607	1586	98.69%	21	1.31%
2.	Other than Permanent (E)	185	175	94.59%	10	5.41%
3.	<b>Total employees (D+E)</b>	<b>1792</b>	<b>1761</b>	<b>98.27%</b>	<b>31</b>	<b>1.73%</b>
<b>WORKERS</b>						
4.	Permanent (F)	694	694	100.00%	0	0.00%
5.	Other than Permanent (G)	4442	4440	99.95%	2	0.05%
6.	<b>Total workers (F+G)</b>	<b>5136</b>	<b>5134</b>	<b>99.96%</b>	<b>2</b>	<b>0.04%</b>

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	<b>Total differently abled employees (D+E)</b>	<b>1</b>	<b>1</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	6	6	100.00%	0	0.00%
5.	Other than Permanent (G)	8	8	100.00%	0	0.00%
6.	<b>Total differently abled workers (F+G)</b>	<b>14</b>	<b>14</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	1	8.33
a) Executive Directors	3	0	0.00
b) Non-Executive - Independent Directors	6	1	16.67
c) Non-Executive - Nominee Directors	1	0	0.00
Key Management Personnel*	5	0	0.00

\* KMP here includes CS, CFO & Executive Directors.

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

	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	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	20%	35%	<b>20%</b>	16%	19%	<b>16%</b>	36%	30%	<b>36%</b>
<b>Permanent Workers</b>	2%	0%	<b>2%</b>	4%	0%	<b>4%</b>	15%	0%	<b>15%</b>

Note: This includes employees/workmen who have retired during the year.

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

#### 21. Name of holding/subsidiary/associate companies/joint ventures

Sr. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Clean Max Astria Private Limited	Associate	26 %	No

**Note:** Business responsibility initiatives disclosed are pertaining to SSWL on Standalone basis and does not include the information/ initiatives undertaken, if any, by the companies indicated in column A.

### VI. CSR Details

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

(ii) Turnover (in Rs.) for the year ended 31<sup>st</sup> March, 2023 : Rs. 4,04,054.49 Lakhs

(iii) Net worth (in Rs.) for the year ended 31<sup>st</sup> March, 2023 : Rs. 1,08,191.26 Lakhs

### VII. Transparency and Disclosure 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 weblink for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes; <a href="https://sswllindia.com/wp-content/themes/sswl/assets/docs/code_of_conduct_for_business_partners.pdf">https://sswllindia.com/wp-content/themes/sswl/assets/docs/code_of_conduct_for_business_partners.pdf</a>	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes; <a href="https://sswllindia.com/wp-content/themes/sswl/assets/docs/investor_grievance_policy.pdf">https://sswllindia.com/wp-content/themes/sswl/assets/docs/investor_grievance_policy.pdf</a>	Nil	Nil	-	Nil	Nil	-
Shareholders*	Yes <a href="https://sswllindia.com/wp-content/themes/sswl/assets/docs/investor_grievance_policy.pdf">https://sswllindia.com/wp-content/themes/sswl/assets/docs/investor_grievance_policy.pdf</a>	16	1	The complaint pending for resolution at the close of the year, was resolved in the month of April, 2023.	18	Nil	-
Employees and workers	Yes <a href="https://sswllindia.com/investors/vigil-mechanism-and-whistle-blower-policy/">https://sswllindia.com/investors/vigil-mechanism-and-whistle-blower-policy/</a>	15	0	-	22	0	-
Customers	Yes; <a href="https://sswllindia.com/wp-content/themes/sswl/assets/docs/code_of_conduct_for_business_partners.pdf">https://sswllindia.com/wp-content/themes/sswl/assets/docs/code_of_conduct_for_business_partners.pdf</a>	36	Nil	-	60	Nil	-
Value Chain Partners	Yes; <a href="https://sswllindia.com/wp-content/themes/sswl/assets/docs/code_of_conduct_for_business_partners.pdf">https://sswllindia.com/wp-content/themes/sswl/assets/docs/code_of_conduct_for_business_partners.pdf</a>	Nil	Nil	-	Nil	Nil	-
Others (please specify)	Not Applicable						

\* Number of complaints reported above represent genuine and agreed complaints.

**24. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:**

<b>Material Issue Identified</b>	<b>Risk/ Opportunity</b>	<b>Rationale for identifying the material issue as risk/ opportunity</b>	<b>Mitigation Strategies</b>	<b>Financial Impact (Positive/ Negative)</b>
Ethics and Compliance	Risk	The Company expects all its employees to adhere to the Code of Conduct Policy of SSWL and practice Ethical behaviour. The Company follows zero tolerance for any non-compliance as this will have adverse impact on the Company. Due to the dynamic nature of laws, rules and regulation, it becomes imperative for the company to ensure their compliance. Any failure to comply with same may impact the reputation of the Company adversely.	SSWL's Code of Conduct, Whistle blower Policy, Code of conduct for prevention of insider trading, Code of practices and procedures for fair disclosure of unpublished price, Policy on materiality of Related Party Transaction and Grievance Redressal across stakeholders ensures ethical behavior and compliance with applicable laws and regulations. The said Code and policies provide for a framework for employees and other stakeholders to ensure that business is governed only by ethical practices. Further, any amendments on the laws, rules and regulations are checked on regular basis. The said policies and code of conducts and any changes thereon are duly communicated to the stakeholder groups.	Negative
Health and Safety	Risk	Managing safety and health is on top priority at SSWL. Risk Assessment is a continuous process followed by measures to effectively control them in order to ensure safety and good health of our employees at work. Safe place and good health of employees at work contributes to better productivity.	To mitigate the risk, we strictly follow the rules and procedures laid down by our stringent health and safety management systems. We regularly conduct trainings to create awareness on safe working conditions and building confidence of the employees. Further, the Company conducts routine health check-ups and maintains internal health centers to monitor the wellbeing of our employees.	Negative
Employees	Risk and Opportunity	Employees engagement and productivity contributes to the growth of the Company. To meet the organization goals and customer expectations, the employees with creativity, innovative ideas and expertise in different areas are an asset to the Company. Attrition of talent have negative impact on the growth of the company.	Focused approach on employee engagement and retention of talent through multiple initiatives including providing cross functional access, training opportunities, recognitions, skill development and experience. Company continuously makes efforts to promote diversity and offer equal opportunities to all irrespective of their age, gender, colour or religion.	Both

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Material Issue Identified	Risk/ Opportunity	Rationale for identifying the material issue as risk/ opportunity	Mitigation Strategies	Financial Impact (Positive/ Negative)
Competition	Risk and Opportunity	<p>Competition in the business has increased significantly causing a serious adverse impact on the margins of the auto component manufacturers. Customer dissatisfaction on price, quality, delivery performance, and design could lead to loss of market share.</p> <p>In contrary to above, Shift of the un-organized market to brand-based product offerings and developing new components turn the competition into opportunity.</p>	<p>The Company continues to strive to improve its operational performance, strict quality controls and develop new components, which are technologically superior and have an edge over its competitors.</p> <p>The Company also ensures close cooperation with its key customers on product development and remains ahead on technology front on light weighting the products to offer best in class products to its customer.</p>	Both
Social costs	Risk	SSWL's assumptions while estimating social cost like gratuity funding are subject to capital market and actuarial risks and any shortfall could put pressure on financial performance.	A framework to manage social cost risks has been deployed to ensure that obligations remain affordable and sustainable, whilst protecting the asset market exposure.	Negative
Community wellbeing	Opportunity	The company is committed to its social responsibility by taking various initiatives which would benefit the society at large. Efforts are directed towards education, public health, environment and community welfare.	-	Positive
Environment	Risk and opportunity	Manufacturing sectors are generally associated with high pollution during the manufacturing processes. Growing environmental concerns have made the Companies to focus its investments in renewable sources of energy and controlling and modifying of various manufacturing processes having adverse impacts on the environment.	SSWL is working on alternate source of energy, water recycling and enhanced use of returnable packaging to minimize waste and maximize reuse. Company is constantly striving ahead in converting its fossil fuel consumption to renewable resources. Additionally, we have undertaken a hybrid plant (Solar plus wind energy) implementation which will start saving close to 35000 units daily from fossil fuel power generation. All plants have moved completely on fresh polycarbonate sheets to improve lux levels and save power consumption.	Both



**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7*	P 8	P 9
<b>Policy and management processes</b>										
1.	a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes*	Yes	Yes
	b. Has the policy been approved by the Board? ** (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available	Yes The requisite policies are available on SSWL's Website under Investors head. <a href="https://sswliindia.com/investor/">https://sswliindia.com/investor/</a>								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes, the Code of Conduct for business partners extends to value chain partners.								
4.	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of International Standards, including, ISO 9001, ISO 14001, ISO 27001, ISO 45001, ISO 50001 GRI-standards and ILO principles.								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	The commitments and goals, wherever required, are set by the Company and have been mentioned in the respective principles.								
6.	Performance of the Company against the specific commitments, goals, and targets along with reasons, in case the same are not met.	NA								
<p>*Considering the nature of the Company's business, these principles have limited applicability. The Company complies with Regulations governing its operations and has taken initiatives to promote inclusive growth and environmental sustainability.</p> <p>**Code of conduct for Employee, Senior Management and Directors, Vigil Mechanism and Whistle Blower Policy, Policy for Prevention, Prohibition and Redressal of Sexual Harassment of Women at Workplace, Code of conduct for Business Partners, Investor Grievance Policy, Code of conduct for prevention of insider trading, Code of practices and procedures for fair disclosure of unpublished price sensitive information, Dividend Distribution Policy, Policy on materiality of Related Party transaction, Information Security Policy, CSR Policy, Nomination and Remuneration Policy are approved by the Board of Directors of the Company and are signed by the Managing Director of the Company.</p>										
<b>Governance, leadership, and oversight</b>										
7.	<p><b>Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets, and achievements:</b></p> <p><b>Environment</b> The Company is putting its efforts towards conserving natural resources, reducing pollution, and sustaining the environment. The Company is taking various initiatives for reducing the carbon footprints, water conservation, usage of alternate source of energy etc. The Company continues to promote sustainable development through its business decisions and actions.</p> <p><b>Social</b> The Company is socially responsible towards its employees and the community at large. The Company encourages to create and maintain a diverse, inclusive, and vibrant work environment that nurtures and motivates its employees. For the community, the Company's CSR policy intends to focus its efforts on socio-economic backward groups of the society by innovatively supporting them through programmes designed in the domains of education, health, and environment.</p> <p><b>Governance</b> The Company's philosophy in relation to Corporate Governance is to ensure transparent disclosures and reporting that conforms fully to laws, regulations, and guidelines and to promote ethical conduct throughout the organization with the primary objective of enhancing stakeholders' value while being a responsible corporate citizen. The Company has always thrived towards building trust with shareholders, employees, customers, suppliers, regulators, and other stakeholders based on the principles of good Corporate Governance.</p>									

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8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	CSRS (Corporate Social Responsibility & Sustainability) Committee																	
9.	Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board of Directors has empowered the Corporate Social Responsibility and Sustainability Committee (CSRS) to exercise oversight on the implementation of targets under ESG. The committee is led by Sh. Surinder Singh Viridi, Independent Director, with members Sh. Virander Kumar Arya, Independent Director, Sh. Andra Veetil Unnikrishnan, Deputy Managing Director and Sh. Manohar Lal Jain, Executive Director, of the Company.																	
10.	Details of review of NGRBCs by the Company:																		
<b>Subject for review</b>		<b>Indicate whether review was undertaken by Director/Committee of the Board/any other Committee</b>								<b>Frequency (Annually/Half yearly/Quarterly/Any other – please specify)</b>									
		<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
Performance against above policies and follow up action		The Managing Director & the Deputy Managing Director reviews the performance of the systems and processes in place for NGRBC related principles. The Audit Committee reviews the performance and grievance redressal mechanisms as per the Code of Conduct of the Company.									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		The Board of Directors of the Company review the compliance with all the applicable statutory requirements and rectifies, non-compliance, if any.									Quarterly								
11.	Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	No.								

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

Questions	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
The entity does not consider the principle material to its business (Yes/No)	Not applicable.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									





**Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.**

**Essential Indicator:**

**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	6 sessions	The topics are aligned with the material topics as identified during the stakeholder consultation, including, but not limited to, Business & Financial performance, Corporate Social Responsibility (CSR), assessments of Risks associated with Business, Evaluation of internal financial controls, Digitization initiatives, compliance, and governance parameters, Companies Act, 2013, SEBI regulations as applicable to the Company, Code of Conduct for Employees and Prevention of Sexual Harassment at Workplace (POSH) etc.	100
Key Managerial Personnel	6 sessions		
Employees other than Board of Directors and KMPs	The employees other than the Board of Directors and KMPs have undergone 1938 awareness sessions and training programmes.	The topics were aligned with material topics as identified during stakeholder consultation, including, but not limited to, POSH, water and energy conservation, IT security, incident investigation, productivity, environment protection, digitization, safety related sessions and sensitization of compliances under Code of Conduct to regulate, monitor, and report trading by Designated Persons	100
Workers	320 Awareness (all Plants) and Skill Development Programmes at Plants.	Awareness Programmes on Health and Safety and On-skill Development Programmes	100

**2. Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year in the following format :**

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine			NIL		
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			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

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

Yes. The policy on bribery and corruption prevention is embedded in the Company's Codes of Conduct for employees, Directors and Senior Management and the Code of Conduct for Business Partners, Whistle Blower Policy and HR policies and practices.

The relevant policies can be accessed at:

[https://sswllindia.com/wp-content/themes/sswl/assets/docs/code\\_conduct.pdf](https://sswllindia.com/wp-content/themes/sswl/assets/docs/code_conduct.pdf),

[https://sswllindia.com/wp-content/themes/sswl/assets/docs/code\\_of\\_conduct\\_for\\_business\\_partners.pdf](https://sswllindia.com/wp-content/themes/sswl/assets/docs/code_of_conduct_for_business_partners.pdf),

<https://sswllindia.com/wp-content/themes/sswl/assets/docs/whistleblower.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:**

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

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	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 conflict of interest.**

Not applicable.

### Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL		

**2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

Yes, the Company has Code of conduct for Employee, Senior Management and Directors, which requires the Employees, Senior Management and Directors of the Company to take utmost care when participating in any transaction directly or indirectly in which they have a direct or indirect interest that conflicts, or may conflict, with the interests of the Company. They are expected to:

1. Avoid conflicts of interest
2. Refrain from accepting benefits from third parties
3. Disclose interest in a proposed transaction or arrangement (transactional conflicts)
4. Declare interest in an existing transaction or arrangement.

Every member of the Board and Senior Management is required to submit an affirmation of compliance with the provisions of the code of Conduct annually.



**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.

	Financial Year 2022-23	Financial Year 2021-22	Details of improvements in environmental and social impacts
R&D	2.37%	2.36%	<ul style="list-style-type: none"> <li>Developed processes that are safe, non-infringing, cost effective, scale-able, and have low Environmental Factors.</li> <li>Improvement of existing processes by adopting the latest technology to reduce waste and generate value added products.</li> <li>Developed lighter wheels to reduce environmental impacts.</li> </ul>
Capex other than R&D Exp	2.65%	13.46%	The capital spends include investments in renewable energy, installation of environment monitoring systems, expenditure on energy efficient equipment, waste reduction & treatment infrastructure and automation of laborious activities among others.
Capex Including R&D Exp	2.61%	11.38%	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
 Yes, the company's policies and procedures focus on sustainability. For all supply contracts, this process includes supplier selection, delivery. Further, we clearly discuss all expectations with the suppliers & service providers and ensure sustainable development throughout.

b. If yes, what percentage of inputs were sourced sustainably?  
 Approximately 85%

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.

SSWL has introduced the concept of re-usable packing all across its plants and continues to explore innovative ways to convert single use packaging methods into reusable packaging methods. SSWL also has the Life Cycle Management Process of the packaging material in place. E-waste, Hazardous Waste, and other waste (ETP Sludge, Paint Sludge, Bio Medical Waste, Spent Oil, Discarded Containers, Non-Hazardous Waste, Oil-Soaked Cotton Waste, Phosphate Sludge, etc.) are sent to the authorized processors for disposal with negligible land-fill risk.

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

Not Applicable.

**Leadership Indicators**

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

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

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
	No Concern.	

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	
	FY2023 (Current Financial Year)	FY2022 (Previous Financial Year)
Do not record, may do so in the future.		

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

	FY 2022-23 (Current Financial Year)			FY 2021- 22 (Previous Financial Year)		
	Re - Used	Recycled	Safely Disposed	Re - Used	Recycled	Safely Disposed
Plastics (Including Packaging) (MT)	286	0	0	91	0	0
E-waste (MT)	0	5.09	0	0	5.21	0
Hazardous Waste (MT)	3134	209	554	2916	194	577
Other Waste (MT)	0	0	0	0	0	0

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
Not Applicable	

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

#### Essential Indicators

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

% of Employees Covered By											
Category	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)
<b>Permanent Employees</b>											
Male	1586	1586	100%	1586	100%	0	0%	1586	100%	0	0%
Female	21	21	100%	21	100%	21	100%	21	100%	0	0%
<b>Total</b>	<b>1607</b>	<b>1607</b>	<b>100%</b>	<b>1607</b>	<b>100%</b>	<b>21</b>	<b>1.31%</b>	<b>1607</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Employees</b>											
Male	175	175	100%	175	100%	0	0%	0	0%	0	0%
Female	10	10	100%	10	100%	0	0%	0	0%	0	0%
<b>Total</b>	<b>185</b>	<b>185</b>	<b>100%</b>	<b>185</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

% of Workers Covered By											
Category	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)
<b>Permanent Workers</b>											
Male	694	694	100%	694	100%	0	0%	694	100%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>694</b>	<b>694</b>	<b>100%</b>	<b>694</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>694</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Workers</b>											
Male	4440	0	0%	4440	100%	0	0%	0	0%	0	0%
Female	2	0	0%	2	100%	0	0%	0	0%	0	0%
<b>Total</b>	<b>4442</b>	<b>0</b>	<b>0%</b>	<b>4442</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	9.20%	28.81%	Y	11.95%	43.56%	Y
Other Please Specify	NA	NA	NA	NA	NA	NA

**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 appropriate infrastructural facilities and amenities are provided to employees and workers with disabilities to enable them to discharge their duties safely and effectively in the establishment.

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

The equal opportunity policy is embedded in the Code of Conduct of the Company which can be accessed at <https://sswliindia.com/investors/sswls-code-of-conduct/>. The code of conduct is also shared with all the employees and workers at the time of induction.

**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%	100%	Not Applicable	
Female	No Leaves Taken	-		
<b>Total</b>	<b>100%</b>	<b>100%</b>		

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

SSWL's policies provide opportunities for employees and workers to freely communicate their concerns. Grievances received from workers are duly recorded in the appropriate registers maintained at the plant premises. The Company also conducts programmes that allow employees/workers to communicate their concerns with team members and the top management. It also enables quick resolution of various issues. To improve the working environment, various committees - canteen committee, safety committee, Town hall committees, etc. have been formed. The grievances are addressed periodically. Further, in accordance with the Vigil Mechanism and Whistle-Blower Policy, any employee/worker can approach to the Ethics Counsellor or the Chairman of the Audit Committee of the Company.

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

SSWL has Union's at 3 locations (Dappar, Chennai, and Jamshedpur). Below are the details of the membership of employees or workers with the Union:

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Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association (s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association (s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	1586	0	0%	1542	0	0%
Female	21	0	0%	27	0	0%
<b>Total Permanent Workers</b>						
Male	694	681	98%	707	702	99%
Female	0	0	0%	0	0	0%

### 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)
<b>Employees</b>										
Male	1761	1761	100%	1761	100%	1570	1570	100%	1570	100%
Female	31	31	100%	31	100%	27	27	100%	27	100%
<b>Total</b>	<b>1792</b>	<b>1792</b>	<b>100%</b>	<b>1792</b>	<b>100%</b>	<b>1597</b>	<b>1597</b>	<b>100%</b>	<b>1597</b>	<b>100%</b>
<b>Workers</b>										
Male	5134	5134	100%	5134	100%	1888	1888	100%	1888	100%
Female	2	2	100%	2	100%	0	0	0%	0	0%
<b>Total</b>	<b>5136</b>	<b>5136</b>	<b>100%</b>	<b>5136</b>	<b>100%</b>	<b>1888</b>	<b>1888</b>	<b>100%</b>	<b>1888</b>	<b>100%</b>

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

Performance reviews are conducted twice a year, along with yearly career development reviews. For workers, performance and development reviews are conducted yearly and rewards are linked to skills and performance. The details are provided below:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1761	1761	100%	1570	1570	100%
Female	31	31	100%	27	27	100%
<b>Total</b>	<b>1792</b>	<b>1792</b>	<b>100%</b>	<b>1597</b>	<b>1597</b>	<b>100%</b>
<b>Workers</b>						
Male	5134	5134	100%	1888	1888	100%
Female	2	2	100%	0	0	0%
<b>Total</b>	<b>5136</b>	<b>5136</b>	<b>100%</b>	<b>1888</b>	<b>1888</b>	<b>100%</b>

### 10. Health and safety management system:

- a. *Whether an occupational health and safety management system has been implanted in the entity? (Yes/ No). If yes, the coverage such system?*

Yes, all plants of SSWL have implemented ISO 45001 – Occupational, Health and Safety management systems and the scope of certification covers operations related to product manufacturing and supply. SSWL pays special attention to the health and safety of its employees.

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

To ensure adherence to prescribed safety norms, teams visit workplaces/locations to carry out inspections and assessments of potential hazards that could harm workers. They also interact with the workmen and explain hazards and risks involved in allocated activities through toolbox talks. The Company also has a HIRA (Hazard Identification and Risk Assessment) process that involves identification of existing as well as potential workplace hazards, assessing risks, and determining and implementing controls to review hazards periodically. Hazards related to working at heights, working in confined spaces, hot areas, conveyor belts, heat stress, inadequate guarding etc. are covered under the HIRA policies.

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

Apart from implementing safety measures, the Company encourages its employees and workmen to report work hazards, near misses, unsafe acts, etc. It allows the Company to implement corrective and preventive measures that safeguard people against potential hazards. The applause system felicitates employees and workmen for sharing best ideas and capturing near-miss incidents.

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

Yes, all employees/workers are covered under the Company's health insurance and group personal accident policy.

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	8	0
	Workers	6	1
Total recordable work-related injuries	Employees	1	0
	Workers	4	4
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

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

- Various safety trainings and awareness programmes like HIRA (Hazard Identification & Risk Assessment), Emergency Preparedness Mock Drills and Fire safety are carried out. Along with it, MSDS, work at confined spaces within plants Health and Safety at Workplace also provided by the Company.
- The Company has designated team members to continuously monitor activities and safety permits are issued by safety officers for high risk working conditions including working at heights, in confined locations, hot areas, on moving machinery and other critical activities.
- Across the plants of SSWL, an applause system is followed, wherein employees and workmen are felicitated for sharing the best ideas, the highest number of near-miss incidents, initiatives for environmental improvement and energy efficiency.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	15	0	No pending complaints	22	0	No pending complaints

**14. Assessments for the year:**

The Company regularly assesses health and safety measures, both internally and with the help of external agencies. The ISO Management Certifying agencies – BQC ASSESSMENT PRIVATE LIMITED, DQS Inc., TUV Nord, carry out periodic assessments on health and safety practices, across all plants and offices. In addition to above, our value chain partners conduct routine EHS audits to ensure zero non-compliance. The Company has not noticed significant risks or concerns related to health and safety from stakeholders.

	% 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.**

As a proactive measure, several activities such as free medical treatment, organisation of medical camps, awareness programmes on various aspects (preventive health care, plastic waste, COVID, sanitation, AIDS, and so on) are undertaken by the Company. Various safety protocols/SOPs are in place to ensure workplace safety and safety of team members. All leading and lagging indicators are captured and accordingly, corrective, and preventive actions are planned and implemented across all operations.

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## Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes. SSWL extends the Group Insurance and Group Mediclaim Policy for all its employees and workers.

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

Every contract issued by SSWL has "Standard Terms and Conditions" which needs to be followed by the value chain partners. The Purchase/ Service Order is binding for adherence to the payment of statutory dues by the value chain partners. The provisions include but not limited to – payment of "Taxes & Duties," "Audit Provisions", "Compliance with Laws", "Compliance with Statutory Obligations", "Intellectual Property Rights", "Data Privacy", "Indemnification" etc.

All contractual obligations with value chain partners are vetted regularly to ensure the payment of statutory dues such as PF, Gratuity, Insurances, Taxes, and obligations as stated above.

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:**

None of the employees/workers suffered grave consequences due to work-related injury / ill-health / fatalities during the reporting period.

	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 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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)**

The Company does not have policy on transition assistance. However, the Company provides various skill upgradation trainings on regular basis on diverse areas for the employees/workers which facilitate them in smooth transition to the new roles/ organisations.

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	Nil
Working Conditions	Nil

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

No such assessments were undertaken during the year under review. However, we may do it in the future in order to address the health and safety concerns of our value chain partners.

## PRINCIPLE 4: Business 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 Company.**

Stakeholder mapping is undertaken at various levels, covering the Company's plant level and corporate level. SSWL identified the key stakeholder groups by considering the individuals or entities that have a significant interest or influence on our activities, operations, or success. The list of identified stakeholders includes the Employees, Communities, Suppliers / Service Providers, Opinion Leaders / Experts / Academic Institutions, Media, Customers, Investors, Shareholders and Regulators / Government Authorities.



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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory bodies/ Government/ Industry Associations	No	Emails, Conferences, Representations, One-to-one meetings; Meetings in Industry Forum	Need-based	Compliance-related requirements such as the filing of periodic returns, reports, payment of taxes, etc.
Opinion Leaders / Experts / Academic Institutions	No	Emails, One-to-one meetings	Need-based	Compliance to legal requirements, advice on business, legal, tax and environment-related issues.
Investors/ Funders/ Shareholders	No	Annual general meetings, Notices, Advertisements, Meetings, Annual report, Regulatory filings, Website updating, Investor presentations, Investor Meets, Investor Calls, Shareholder/ Investors Grievance Forum;	Annual, Quarterly, Monthly, Weekly, Daily.	Regulatory compliances, Financial performance and business updates
Vendors/ Suppliers/ Contractors/ Sellers	No	Emails, Supplier meets, one-to-one interaction	Annual, Quarterly, Monthly, Weekly, Daily.	To share and understand mutual needs and expectations including for quality, cost & delivery, growth in business avenues. Also, to ensure compliance to ethical practices.
Customers	No	Customer Meets, Key Account Process, Surveys; Feedback calls; Training Forums; Direct Visits	Need-based	Promote and grow business by educating them about the product, services, and new initiatives (if any). Understanding their expectations about products and services and ways to improve them. Fulfil transactions involved for doing business. Brand Satisfaction Survey.
Local communities	Yes	Meetings with local community; Public hearing; CSR Initiatives	Annual, Quarterly, Monthly, Weekly, Daily.	SSWL has identified the disadvantaged, vulnerable and marginalized stakeholders in its areas of operation. Based on their needs, the Company engages in initiatives related to healthcare, education, infrastructure development, provision for safe drinking water, fighting hunger and sustainable livelihoods, etc. These objectives are achieved through the Company's CSR initiatives.
Employees	No	Sunrise and sunset meetings, weekly / monthly reviews, HR forum; meetings town halls; focused group discussions meetings.	Annual, Quarterly, Monthly, Weekly, Daily.	Employee well-being, Enhancing efficiency and productivity, Imparting training through regular programmes; increasing awareness of all aspects of the business (codes, values, etc.), Health and safety, Rewards, and recognitions

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Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Management/ Board	No	Emails and Written communication (reports, data submission, policies)	Board meetings with defined frequency.	To meet the highest standards of governance. Guidance on smooth operations, improving efficiency and productivity
Media/NGOs	No	Regular Interactions	Ongoing	Maintaining quality standards, health, well-being, and inclusive growth in the community. Interaction is done with NGO's to do need analysis for the CSR project related to Local Community and communication to local media for awareness.

### Leadership Indicators

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

The Company performs the materiality assessment periodically. By using the Principles of Global Reporting Initiatives to pinpoint the Company's crucial economic, environmental, and social issues, stakeholder assessment was carried out. The identification of material issues is based on inputs from the stakeholder engagement process, global and sectoral sustainability trends, and other factors. The comprehensive materiality evaluation helps the Company prioritize strategies, policies, and action plans relating to economic, environmental, and social consequences by providing context for sustainability. The outcomes of the materiality analysis are provided to the Board through CSRS Committee.

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

Yes. Based on the consultation SSWL has adopted policies which include the CSR policy, Environmental Policy as well as SSWL's Code of Conduct.

SSWL has implemented various CSR projects, energy, and water efficiency projects, adopted principles of circular economy, and continuously improved on the HR practices. We take this feedback from the stakeholders to improve our performance.

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

The Company has identified avenues to be meaningfully engaged with the communities through structured projects for improving their livelihood through education, skill-based trainings as well as health awareness programs. Under its CSR, the Company has been driving various activities to uplift the marginalized and vulnerable community. Details of CSR initiatives are available at the Company's website [www.sswlindia.com](http://www.sswlindia.com)

## PRINCIPLE 5: Business should respect and promote human rights

### Essential Indicators

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

Training sessions are conducted periodically to make the employees and workers aware of the policies of the Company.

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1607	1607	100%	1569	1569	100%
Other than Permanent	185	185	100%	28	28	100%
<b>Total Employees</b>	<b>1792</b>	<b>1792</b>	<b>100%</b>	<b>1597</b>	<b>1597</b>	<b>100%</b>

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Workers</b>						
Permanent	694	694	100%	707	707	100%
Other than Permanent	4442	4442	100%	1888	1888	100%
<b>Total Workers</b>	<b>5136</b>	<b>5136</b>	<b>100%</b>	<b>2595</b>	<b>2595</b>	<b>100%</b>

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

The Company follows the minimum wage regulations notified in its area of operations. During the reporting period, the Company paid equal or more than the minimum wage applicable in respective states to all of its permanent and non-permanent employees & workers. The details are provided below:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent										
Male	1586	485	31%	1101	69%	1542	487	34%	964	66%
Female	21	10	48%	11	52%	27	7	29%	17	71%
Other than Permanent										
Male	175	18	10%	157	90%	28	0	0%	28	100%
Female	10	5	50%	5	50%	0	0	0%	0	0%
<b>Workers</b>										
Permanent										
Male	694	522	75%	172	25%	707	522	75%	173	25%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	4440	3434	77%	1006	23%	1888	1888	100%	0	0
Female	2	1	50%	1	50%	0	0	100%	0	0

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

The details are provided below:

	Male		Female	
	Number	Median remuneration/salary/wages (Per Annum) of respective category (Rs. In Lakhs)	Number	Median remuneration/salary/wages of respective category (Rs. In Lakhs)
Board of Directors (BoD)	3	126.73	0	Not Applicable
Key Managerial Personnel (KMP)	5	76.48	0	
Employees other than BoD and KMP	1756	4.04	31	4.57
Workers	694	3.51	0	Not Applicable

**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 HR Head at plant level is focal point responsible for addressing human rights related issues. However, the Company employs stringent measures to ensure that there are no human rights violations in its area of influence. The Company has also established a POSH (Prevention of Sexual Harassment) Committee, which is active throughout the organization including the plants and monitors activities, conducts trainings and carries out investigations to minimize irregularities. Employees are also allowed the opportunity to lodge complaints or grievances via email as per the Vigil Mechanism and Whistle Blower policy of the Company. Human rights concerns within the organization are addressed at the level of the Plant Head, the Corporate HR Head, Ethics Counsellor, Chairman of Audit Committee, Deputy Managing Director, and the Managing Director. At corporate level the Corporate HR Head, Ethics Counsellor, Chairman of Audit Committee, Deputy Managing Director, and the Managing Director shoulder the responsibility.

## STEEL STRIPS WHEELS LIMITED

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

As stated above, employees have the freedom to lodge complaints or express their concerns and grievances via email, as per the Vigil Mechanism and Whistle Blower policy of the Company. Human rights concerns within the organization are addressed by the Plant head, Corporate HR Head, Ethics Counsellor, Chairman of Audit Committee, Deputy Managing Director, and the Managing Director.

Detailed mechanism of the Company's Vigil Mechanism and Whistle Blower Policy is available at - <https://sswllindia.com/wp-content/themes/sswl/assets/docs/whistleblower.pdf>

Further, as per the SSWL's POSH Policy, each complaint of sexual harassment is dealt with utmost confidentiality and on a priority basis by the ICC. The Committee maintains a register to endorse the complaint received by it and keeps the contents confidential, if so desired, except to use the same for discreet investigation.

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

The details are provided below:

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Please see the answer of question number 5 above. Wherever some stray concerns have been raised by identified complainant, it has been ensured that they have zero adverse consequences.

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

Yes, the Code of Conduct for Business Partners and Policy on Human Rights specifically contains clauses to adhere to human rights requirements such as no use of child labour, provide safe & healthy environment etc.

**9. Assessment for the year:**

	% of the Company's plants and offices that were assessed (By the Company or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Other- please specify	Not Applicable

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

No instances or grievances relating to child labour, forced labour and/or involuntary labour, sexual harassment, discrimination at the workplace, wages, etc. have been noted or reported during the year. Various awareness sessions are held on a regular basis to educate all employees and workers on the subject.

### Leadership Indicators

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

The company has not received any grievances / complaints on human rights issue. Hence, no business modifications were required.

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

The company has not received any grievances / complaints on human rights issue. Hence, no due diligence was required.

**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:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	In accordance with the Company's policy on Code of Conduct for Business Partners, all business partners must treat all employees with respect and dignity and exhibit zero tolerance towards sexual harassment, workplace discrimination and must not engage in child labour, Forced Labour/Involuntary Labour, etc. They must provide safe and healthy workplace for their employees and contractors. Business Partners must be compliant with local and national laws and regulations on Minimum wages, Occupational Health & Safety, and have the required permits, licenses and permissions granted by local and national statutory authorities. They must also provide their employees with safe and humane working conditions.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable.

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

**Essential Indicators**

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

<b>Parameter</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
Total electricity consumption (GJ) (A)	490884	429192
Total fuel consumption (GJ) (B)	530579	437649
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>1021464</b>	<b>866841</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees in lakhs)	2.53	2.43
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/MT)	4.22	3.80
Steel Wheel (GJ/MT)	2.27	2.37
Aluminum Wheel (GJ/MT)	19.11	19.40

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.**

Not applicable, as the company does not fall in the category of industries mandated under PAT Scheme.

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

<b>Parameter</b>	<b>FY 2022-23 (Current Financial Year)</b>	<b>FY 2021-22 (Previous Financial Year)</b>
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	322117	292868
(ii) Groundwater	166500	191024
(iii) Third party water	101225	106952
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>589842</b>	<b>590844</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>589842</b>	<b>590844</b>

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Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover in Rs. In Lakhs)	1.46	1.66
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity (kL/Ton)	2.44	2.59
Steel Wheel (kL/Ton)	1.57	1.77
Aluminum Wheel (kL/Ton)	5.45	6.08

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.**

The Company has active mechanism of zero liquid discharge through ETP & STP systems. The recycled water is used within the plants itself.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	kg	8761	9261
SOx	kg	3560	3740
Particulate matter (PM)	kg	22	17
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) If yes, name of the external agency. **No.**

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	36944	30159
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	85440	95913
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO2 equivalent	0.303	0.354
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent	0.51	0.55

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.**

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

Yes.

**Targets Undertaken by SSWL**

**Mehsana:-**

Sr. No	Project Term	Targets Met	Results
1	Short Term	Scope 2	42% renewable energy procurement
2	Short Term	Scope 2	2% energy consumption reduction (evaluated on the specific energy consumption)
3	Short Term	Scope 1	Major Scope 17% - emissions reduced by reduction in NG consumption at HT 6

Sr. No	Project Term	Targets Met	Results
4	Medium Term	Scope 1	Major Scope 17% - emissions reduced by heat recovery at PT Shop
5	Medium Term	Scope 2	1% GHG reduction by various Energy efficiency projects
6	Medium Term	Scope 1	90% of avoidable Scope-1 reductions achieved
7	Medium Term	Scope 3	15% reduction in travel (Air, train, bus, taxi) and switching to Remote communication
8	Long Term	Scope 3	Fuel Switching in DG from HSD to CNG
9	Long Term	Scope 3	Fuel Switching in freighting vehicle from HSD to CNG
10	Long Term	Scope 3	Fuel Switching in company bus from HSD to CNG
11	Long Term	Scope 3	Green ticket purchase for air travel
12	Long Term	Scope 1,2 or 3 as applicable	Using green aluminium to reduce major carbon emission
13	Long Term	Scope 3	Supplier mapping to reduce the supply chain carbon emissions
14	Long Term	Scope 2	PPA for renewable energy wheeling

**Chennai:-**

Sr. No	Project Term	Targets Area	Results
1	Short Term	Scope 1	Major Scope partially reduced by 20 % emissions reduced- LPG / Propane replaced with LNG
2	Short Term	Scope 2	Above 78 % renewable energy procurement
3	Short Term	Scope 2	2 MW rooftop installation
4	Medium Term	Scope 2	5 % energy consumption reduction (evaluated on the specific energy consumption)
5	Medium Term	Scope 1 to 2	Reduction in Scope 1 emissions from LNG to renewable electricity
6	Medium Term	Scope 2	Energy efficiency improvement projects
7	Medium Term	Scope 3	15 % reduction in travel (Air, train, bus, taxi) and switching to Remote communication
8	Long Term	Scope 3	Fuel Switching in DG from HSD to CNG
9	Long Term	Scope 3	Fuel Switching in freighting vehicle from HSD to CNG
10	Long Term	Scope 3	Fuel Switching in company bus from HSD to CNG
11	Long Term	Scope 3	Green ticket purchase for air travel
12	Long Term	Scope 1,2 or 3 as applicable	Purchasing carbon credits for offsetting
13	Long Term	Scope 3	Supplier mapping to reduce the supply chain carbon emissions
14	Long Term	Scope 2	4 MW solar

**Dappar:-**

Sr. No	Project Term	Targets Met	Result
1	Short Term	Scope 1	Major Scope 80 % - emissions reduced. LPG / Propane replaced with PNG
2	Short Term	Scope 2	8 % reduction in GHG emissions. Addition of Solar power
3	Medium Term	Scope 1 > 2	3 % reduction in Scope 1 emissions by switching the HSD forklift with renewable electricity charged forklifts
4	Medium Term	Scope 2	20 % Energy efficiency projects
5	Medium Term	Scope 3	15 % reduction in travel (Air, train, bus, taxi) and switching to Remote communication
6	Long Term	Scope 3	Fuel Switching in DG from HSD to CNG
7	Long Term	Scope 3	Fuel Switching in freighting vehicle from HSD to CNG
8	Long Term	Scope 3	Fuel Switching in company bus from HSD to CNG
9	Long Term	Scope 3	Green ticket purchase for air travel
10	Long Term	Scope 1,2 or 3 as applicable	Purchasing carbon credits for offsetting
11	Long Term	Scope 3	Supplier mapping to reduce the supply chain carbon emissions

## STEEL STRIPS WHEELS LIMITED

### Jamshedpur

Sr. No	Project Term	Targets Met	Result
1	Short Term	Scope 1	Partially reducing the major Scope 14 % - emissions reduced
2	Short Term	Scope 2	4 % reduction in GHG emissions
3	Medium Term	Scope 2	3 % Energy efficiency projects
4	Medium Term	Scope 3	15 % reduction in travel (Air, train, bus, taxi) and switching to Remote communication
5	Long Term	Scope 3	Fuel Switching in DG from HSD to CNG
6	Long Term	Scope 3	Fuel Switching in freighting vehicle from HSD to CNG
7	Long Term	Scope 3	Fuel Switching in company bus from HSD to CNG
8	Long Term	Scope 3	Green ticket purchase for air travel
9	Long Term	Scope 1,2 or 3 as applicable	Purchasing carbon credits for offsetting
10	Long Term	Scope 3	Supplier mapping to reduce the supply chain carbon emissions

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	286	91
E-waste (B)	5.09	5.21
Bio-medical waste (C)	0.25	0.30
Construction and demolition waste (D)	344	0
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. (Please Specify : ETP Sludge, Paint Sludge, Phosphate Sludge, Spent Acid, Spent Oil, Empty Containers & Oil Soaked Cotton.) (G)	4241	4159
Other Non-hazardous waste generated (such as MS, Copper, Wood, Aluminium, Electrical, Stainless Steel, Carbide, Brass, Tyre, Coolant Oil Water, Cardboard & Sweeping Waste) (Break-up by composition i.e., by materials relevant to the sector) (H)	92907	76821
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>97783</b>	<b>81076</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	214	199
(ii) Re-used	94954	78693
(iii) Other recovery operations	-	-
<b>Total</b>	<b>95168</b>	<b>78892</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	554	577
(ii) Landfilling	2062	1607
(iii) Other disposal operations	-	-
<b>Total</b>	<b>2616</b>	<b>2184</b>

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



**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.**

SSWL is making every possible effort to drive the circular economy. It is a combined effort of power of innovation, policy, and people. SSWL anticipates waste as a resource and treats it as a profitable business. SSWL generates the best economic out of its discards, and at the organizational level, we endeavor to reduce overall waste generation. SSWL also improvises its waste minimization goal following the waste minimization inventiveness. We believe that the waste reduction goal is economical and ethical. Additionally, SSWL has systematically avoided and eliminated discarded materials and all discharges to land, water, or air that threaten human, animal, or plant health. SSWL is committed to continuously improve the Waste Management Practices at all its plants. We manage the waste in the following manner:

- Waste Minimization
- Waste Recovery
- Development and adaptation of eco-friendly waste disposal methods.

**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:**

Sr. 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.
-			

**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
-					

**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).**

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

If not, provide details of all such non-compliances, in the following format:

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

**Leadership Indicators**

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	82867	65623
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>82867</b>	<b>65623</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	408017	363569

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Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total fuel consumption (E)	530579	437649
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>938596</b>	<b>801218</b>

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

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water	None of the plant discharges water outside the plant	-
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kiloliters)</b>		

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

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

None of the SSWL plants are located in water stress areas.

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	None of the plant is situated in water stress region	None of the plant is situated in water stress region
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kiloliters)</b>		
<b>Total volume of water consumption (in kiloliters)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) – therelevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		



Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(i) Into Surface water	None of the plant is situated in water stress region	None of the plant is situated in water stress region
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kiloliters)</b>	<b>0</b>	<b>0</b>

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

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1560301	1644430
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO2 equivalent	3.86	4.62
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent	6.45	7.20

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

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

We do not pose any risk on biodiversity.

**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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of Wind Energy	SSWL Chennai Plant is utilizing Wind Energy	Reduces the use of Grid Electricity which results in reduction of GHG Emissions caused using Grid Electricity.
2	Installation of 2.08 MW Solar Plant	SSWL Dappar has installed 2.08 MW Solar Plant	Reduces the use of Grid Electricity which results in reduction of GHG Emissions caused using Grid Electricity.
3	Various Energy Efficiency Projects at all sites of SSWL	There are several projects.	Reduces the use of Grid Electricity which results in reduction of GHG Emissions caused using Grid Electricity.

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

Yes, Our Onsite Emergency Plan (OEP), is a comprehensive response plan to react to foreseeable emergencies, in accordance with the ISO 14001:2015, ISO 45001:2018 & all applicable requirements. Emergency / Disaster planning is an integral management of an incident / event to minimize environmental impacts and losses to people part of the overall loss control program and is essential for smooth operation of the organization. The objectives of OEP is to describe the installation's emergency preparedness / response organization, the resources available and response actions applicable to deal with various types of emergencies that could occur at the installation with the response organization structure being deployed in the shortest time possible during an emergency.

**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.**

At SSWL, we consider our suppliers as an integral part of our business, playing a significant role for us to achieve our business objectives. We follow our checklist before undertaking any supplier. This consists of assessing potential suppliers on their social, environmental, and economic performance. Each parameter is weighted equally. Suppliers who qualify the assessment are on boarded. SSWL will also get an undertaking signed from the Suppliers to comply with all applicable environmental and social laws and regulations.

There are no significant adverse impacts to the environment, arising from the value chain of the entity.

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

100

**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.**

Nil

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
Nil		

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

Name of the authority	Brief of the case	Corrective action taken
Nil		

**Leadership Indicators**

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

Sr. 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
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 Company, based on applicable laws, in the current financial year.**

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



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

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

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

The Company works closely with the community in the identified areas of contribution in the thrust areas for carrying out the Corporate Social Responsibility initiatives. Within the area of work, the employees of the Company work with the communities to understand the impact of the initiatives on the intended beneficiaries. These interactions provide the people with ample opportunities to gauge and address community concerns. Based on these interactions, we have not encountered any specific grievances from the community at present.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/small producers	0.04	0.14
Sourced directly from within the district and neighbouring districts	47.10	49.27

The raw material and packing material purchases from within the same State where the Company's manufacturing facilities are located have been considered for sourcing from within the district and neighbouring districts.

#### Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not applicable as no social impact assessment was carried out during FY 2022-23	

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

Sr. No.	State	Aspirational District	Amount spent (Rs. In lakhs)
1.	Jharkhand	East Singhbhum, Jamshedpur	16.68
		Lohardaga	2.54

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

No.

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

Not applicable.

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

Not applicable.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
The company does not own / acquired any intellectual properties based on traditional knowledge. Hence not applicable.				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
As no intellectual properties involved, this is not applicable		

## STEEL STRIPS WHEELS LIMITED

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

The Company actively interacts with the community and performs need-based assessments for the implementation of CSR activities. The details of all CSR activities undertaken by the Company during the financial year 2022-23, can be accessed in the Annual Report on CSR forming part of Directors' Report.

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Providing free quality of education to 12 most needy children who had lost their parents due to covid-19	12	100
2	Construction of Modern Anganwadi Centres under Jeoli, Kurli, Meerpur	105	55
3	Running Shelter based learning Centre to provide free basic education to drop-out & non-school going Tribal Children.	108	100
4	Restoration of Old Pond at Tejpura in Mehsana, Gujarat	145	60
5	Higher Education Support to Needy Slum Children	350	100
6	Running Smart Learning Centres	105	50
7	Annual scholarship programme for differently abled (SOREM)	3	100
8	Construction of new class rooms building at Tejpura School, Mehsana	167	65
9	Construction New Class Rooms & Anganwadi Centre at GPS Lehli	100	50
10	Ensuring Environment Sustainability through Awareness Generation & Cleanliness activities	1080	100
11	Rural Development Project -Chennai	500	75
12	Disha - Menstruation Health & Hyenine Management among Adolescent Girls	144	100
13	Gyansetu - Open Learning Centre for Non-school going migrant children at slum area Dappar, JEOLI, Jamshedpur	256	100
14	Medical Support to Needy Person	2	100
15	Support to National Female Archer	1	100
16	Construction of Anganwadi Centre -Sangrur	25	60
17	Contribution to Punjab Bridge Association	20	40
18	Renovation and Modernization of schools at Moonak	1000	70
19	School Development Program at Moonak	500	68
20	Community Library	150	70
21	Annual Scholarship Program for needy/poor children	12	100
22	Higher Education Support Program for Needy girl	1	100
23	Self-Business Start-up Support to Underprivileged Women	3	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.

SSWL has a comprehensive mechanism in place to receive and respond to consumer feedback and complaints. SSWL is B to B company and we are in direct contact with the OEMs. We have various channels, such as the direct feedback, email address as well as meetings. All customer complaints are jointly handled by Quality and Marketing & Research and Development Departments of the Company, whose primary responsibility is to address customer grievances and arrive at prompt and workable resolution. Each complaint is documented using a complaint form that captures important details about the kind and scope of the concern. The said departments promptly resolve each complaint by performing the root cause analysis, and escalating the matter to the appropriate officials (as applicable). The entire process is closely monitored and tracked until a satisfactory resolution is provided to 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	Not applicable as wheel is a part of automobile. SSWL is a B-to-B company, and the customer furnishes necessary information as per applicable requirement.
Safe and responsible usage	
Recycling and/or safe disposal	



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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	No issues have been reported	NIL	NIL	No issues have been reported
Advertising	NIL	NIL		NIL	NIL	
Cyber- security	NIL	NIL		NIL	NIL	
Delivery of essential services	Not Applicable			Not Applicable		
Restrictive Trade Practices	NIL	NIL	No issues have been reported	NIL	NIL	No issues have been reported
Unfair Trade Practices	NIL	NIL		NIL	NIL	
Other (product related)	36	NIL	-	60	NIL	NIL

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

	Number	Reasons for recall
Voluntary recalls	NIL	-
Forced recalls	NIL	-

**5. Does the Company 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. SSWL has a framework on cyber security and data privacy. The same can be found at [https://sswlandia.com/wp-content/themes/sswl/assets/docs/information\\_security\\_policy.pdf](https://sswlandia.com/wp-content/themes/sswl/assets/docs/information_security_policy.pdf). The Company has also been certified for the Information Security Management System Standard: ISO/IEC 27001.

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

Not applicable.

**Leadership Indicators**

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

The Company's website, "<https://sswlandia.com/>" provide adequate information regarding its products and services.

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

We adopt globally recognized standards like IT- TAC (Indian Technical Tyre Advisory Committee) and ETRTO (European Tyre Rim Technical Organization), TRA (Tyre Rim Association), and other National and International good practices. Product Responsibility aspects are considered from product concept and development stages until delivery in accordance with RoHS/ REACH/ GADCL or customer-specific requirements. We declare the material and upload the data on the IMDS platform for specific customer requirements. We label the wheels as per the IS Standards (IS 9436:2018, IS 9438:2018, IS 16192:2014 part 2) and applicable statutory requirements (for example, BIS for India, SNI for Indonesia, Inmetro for Brazil, DOT for the USA, etc.) and customer-specific requirements (as applicable). SSWL manufactures the wheels which are fitted on car, MUV, tractors, commercial vehicles, two wheelers, OTR vehicles etc. SSWL leverages digital media to educate customers and other stakeholders by sharing information related to its product through catalogues, which eventually leads to selection of right wheel category.

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

This does not relate to our business since we are 24x7 process industry. However, in case of any such adverse situation, we have the channels to communicate through mass Email, SMS, Whatsapp and through our social media handles.

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

No.

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

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

Nil.

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

Not applicable.