

SEIL/Sec./SE/2023-24/41

August 22, 2023

The Manager
Listing Department
National Stock Exchange of India Ltd
Exchange Plaza, Bandra Kurla Complex
Bandra (East), MUMBAI 400 051
Fax # 022-2659 8237/8238/8347/8348

The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street
MUMBAI 400 001
Fax # 022-2272 3121/2037/2039

Symbol: SCHNEIDER

Scrip Code No. 534139

Sub: Notice of the 13th Annual General Meeting and the Annual Report for the financial year 2022-23 including Business Responsibility and Sustainability Report and matters related thereto

Dear Sir/Madam,

We wish to inform you that the 13th Annual General Meeting (“**AGM/Meeting**”) of the Company is scheduled to be held on Thursday, September 14, 2023 at 3:30 p.m. (IST) through Video Conferencing (“**VC**”)/Other Audio Visual Means (“**OAVM**”) in accordance with the relevant circulars/notifications issued by the Ministry of Corporate Affairs (“**MCA**”) and the Securities and Exchange Board of India (“**SEBI**”), to transact the businesses set out in the Notice of the 13th AGM dated June 29, 2023 (“**Notice**”).

The calendar of events related to the AGM is detailed below:

Event	Day & Date	Time
Cut-off Date for e-Voting	Thursday, September 7, 2023	-
e-Voting commencement date	Monday, September 11, 2023	9:00 a.m. (IST)
e-Voting closure date	Wednesday, September 13, 2023	5:00 p.m. (IST)
AGM Date	Thursday, September 14, 2023	3.30 p.m. (IST)

Pursuant to Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“**Listing Regulations**”), please find enclosed herewith the Annual Report for the financial year 2022-23 including Business Responsibility and Sustainability Report, along with the Notice of AGM, being sent today, i.e. August 22, 2023 in electronic mode to only those shareholders of the Company, who have registered their e-mail ids with the Company or their Depository Participants.

Pursuant to Section 91 of the Companies Act, 2013 read with Rule 10 of Companies (Management and Administration) Rules, 2014 and the provisions of the Listing Regulations, the Register of Members and Share Transfer Books of the Company will remain closed from Friday, September 8, 2023 to Thursday, September 14, 2023 (both days inclusive), for the purpose of the AGM.

Schneider Electric Infrastructure Limited

Corp. Office: 9th Floor, DLF Building No.10.Tower C, DLF Cyber City, Phase II, Gurgaon – 122002, India; Tel: +91 124 7152300; Fax: +91 (0) 124-422 2036; www.schneider-infra.in

Regd. Office: Milestone-87, Vadodara - Halol Highway, Village Kotambi, Post Office Jarod Vadodara -391510, Gujarat; Tel: +91 02668 664300 Fax: +91 664621; CIN: L31900GJ2011PLC064420

The aforesaid documents are also available on website of the Company at <https://infra-in.se.com/>.

We request you to kindly take the above on record.

Thanking you.

Yours Sincerely,
For **Schneider Electric Infrastructure Limited**

(Bhumika Sood)
Company Secretary and Compliance Officer
Encl: As above

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L31900GJ2011PLC064420
2	Name of the Listed Entity	SCHNEIDER ELECTRIC INFRASTRUCTURE LIMITED (SEIL/Company)
3	Year of incorporation	2011
4	Registered office address	Milestone 87, Vadodara-Halol Highway, Village Kotambi, Post Office Jarod, Vadodara, Gujarat 391 510, India
5	Corporate address	9 th Floor, Tower C, DLF Building No. 10, DLF Cyber City, Phase II, Gurugram - 122 002, Haryana
6	E-mail	company.secretary@schneider-electric.com , investor.relations@schneider-electric.com ;
7	Telephone	Tel: +91 02668 664300; Fax: +91 02668 664621
8	Website	https://infra-in.se.com/en/
9	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. The BSE Limited (BSE)
11	Paid-up Capital	₹ 2198.21 Million (which includes both equity and preference share capital)
12	Contact Person	
	Name of the Person	1. Mr. Roshan Ouseph - <i>Senior Manager-Sustainability</i> 2. Ms. Bhumika Sood - <i>Company Secretary & Compliance Officer</i>
	Telephone	02668 - 664466/664300
	Email address	1. Roshan.ouseph@se.com 2. bhumika.sood@se.com
13	Reporting Boundary	
	Type of Reporting	Standalone Basis

II. Product/Services

14	Details of business activities	Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Manufacturing	Manufacturing of advanced products for electricity distribution including products transformers, medium voltage switchgear, relays, and automation equipment	89.5%
		2	Trading	Trading	3.2%
		3	Services	Recharges including markups and service revenue i.e., AMC	7.3%
15	Products/ Services sold by the entity	Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Manufacture of electric motors, generators, transformers, electricity distribution and control apparatus	271	100%

III. Operations

16	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	of No. of Offices	Total
		National	4*	17	21
		International	0	0	0
17	Market served by the entity	Locations	Numbers		
		a. No. of Locations	National (No. of States)		
		International (No. of Countries)			
	b. What is the contribution of exports as a percentage of the total turnover of the entity?	15%			
c. A brief on types of customers	The Company serves customers across all segments viz. End users, EPCs, Channel Partners, Panel Builders, Distributors, contractors, etc. The Company works closely with power, infrastructure and industry customers, serving a diverse range of end markets, including renewables, conventional power generation, power distribution companies, smart cities, oil & gas, mining & metals, transportation, automotive, manufacturing industries, and commercial buildings.				

* Including 1 under construction/under development site.

IV. Employees

18. Details as at the end of Financial Year:						
Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and Workers (including differently abled)						
Employees						
1	Permanent Employees (D) ¹	772	643	83	129	17
2	Other than Permanent Employees (E) ²	47	34	72	13	28
3	Total Employees (D+E)	819	677	83	142	17
Workers						
4	Permanent Workers (F) ³	451	419	93	32	7
5	Other than Permanent Workers (G) ²	385	382	99	3	1
6	Total Workers (F+G)	836	801	96	35	4
b. Differently abled employees and workers						
Differently abled Employees						
1	Permanent Employees (D) ¹	1	0	0	1	100
2	Other than Permanent Employees (E) ²	0	0	0	0	0
3	Total Differently abled Employees (D+E)	1	0	0	1	100
Differently abled Workers						
4	Permanent Workers (F) ³	0	0	0	0	0
5	Other than Permanent Workers (G) ²	0	0	0	0	0
6	Total Differently abled workers(F+G)	0	0	0	0	0

1. Employees are all management-level employees employed with the Company.
2. Other than permanent employees and workers excludes contract services.
3. Workers are all operators employed with the Company.

19. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	6	1	17
2	Key Management Personnel	4	1	25

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	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 previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	10%	16%	11%	8%	19%	10%	9%	8%
Workers	5%	3%	5%	9%	0%	8%	14%	11%	15%

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

21	Names of holding / subsidiary / associate companies / joint ventures	S.No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
		1	Energy Grid Automation Transformers and Switchgears India Private Limited	Holding Company	70.57%	No

VI. CSR Details

22	a. Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	Turnover (in millions of ₹)	15,303.39
	Net worth (in millions of ₹)	(131.99)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes.	https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/	0	0		0	0	
Investors (other than shareholders)			0	0		0	0	
Shareholders			3	0		5	1	Complaint received on March 28, 2022 was resolved after closure of the year on April 5, 2022
Employees and workers			6	2	Pending cases under investigation	4	0	
Customers			0	0		0	0	
Value Chain Partners			1	1	Pending cases under investigation	0	0	
Other (please specify)			0	0		0	0	

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

Sl. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Environment					
1	GHG Emission Reduction	Risk & Opportunity	<p>Risk</p> <ol style="list-style-type: none"> 1. Failure to meet 1.5°-aligned GHG reduction emissions targets. 2. Reputational impacts and loss of trust from customers, investors and employees. <p>Opportunity</p> <p>Market growth for Schneider Electric energy efficiency, electrification and renewable offers.</p>	<ol style="list-style-type: none"> 1. Climate strategy for operations and supply chain. 2. Net Zero commitment as per SBTi for operations and value chain. 3. Climate & resource specific sustainability goals: SSI* #1 & #3, SSE* #1,#2,#3,#4,#5#7. 	Positive & Negative
2	Water Stewardship	Risk	<ol style="list-style-type: none"> 1. Poor water resource management will lead to depletion of water resources. 2. Public backlash due to pollution of water bodies. 	<ol style="list-style-type: none"> 1. Integrated Management System with ISO 14001 certification. 2. SSE #11- Deploy a water conservation strategy and action plan for sites in water-stressed areas. 3. Environment policy. 4. Site EHS assessment. 	Negative
3	Waste Management	Risk & Opportunity	<p>Risk</p> <ol style="list-style-type: none"> 1. Non-compliance leading to fines. 2. Health impacts on personnel and local communities. <p>Opportunity</p> <ol style="list-style-type: none"> 1. Increased recyclability leading to revenue generation. 2. Enhancing circularity in value chain. 	<ol style="list-style-type: none"> 1. Integrated Management System with ISO 14001 certification. 2. SSE #9- Give a second life to waste in 'Waste-to-Resource' sites. 3. Environment policy. 4. Site EHS assessment. 	Positive & Negative
4	Reduce Resource Footprint, use green materials & Sustainable packaging	Risk & Opportunity	<p>Risk</p> <p>High virgin material footprint will result in:</p> <ul style="list-style-type: none"> • Cost increase of primary materials and energy. • Disruption of supply due to resource scarcity. <p>Opportunity</p> <ol style="list-style-type: none"> 1. Differentiation through greater environmental performance. 2. Superior resiliency to face potential decrease in availability of virgin raw materials. 	<ol style="list-style-type: none"> 1. SSI #4: Increase green material content in our products. 2. SSI #5: Primary and secondary packaging free from single-use plastic, using recycled cardboard. 	Positive & Negative
5	Eco-development of Supply Chain	Risk	<ol style="list-style-type: none"> 1. Non-compliance leading to fines & penalties. 2. Poor brand image among customers and global community. 	<ol style="list-style-type: none"> 1. SSI #3- Reduce CO₂ emissions from top 1,000 suppliers' operations (Globally). 2. Supplier code of conduct. 3. Independent risk assessment of suppliers. 	Negative

Sl. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	End of life of products	Risk & Opportunity	<p>Risk Safety risk if assets handled by non-certified third parties (repair, end-of-life):</p> <ul style="list-style-type: none"> • People health and safety impact • Resource waste <p>Opportunity Market growth for Schneider Electric circular offers (repair, retrofit, takeback, EOL).</p>	<ol style="list-style-type: none"> 1. SSE #10: Avoid primary resource consumption through 'take-back at end-of-use' since 2017. 2. Schneider Electric provide offers to customer such as repair, retrofit, takeback, End of life. 3. End of life management methodology clearly defined and communicated to customers as part of product manual. 	Positive & Negative
Social					
7	Quality and Safety of Products	Risk & Opportunity	<p>Risk</p> <ol style="list-style-type: none"> 1. Liabilities for tangible or intangible damages, or personal injuries. 2. Incurred costs related to the product recall. <p>Opportunity Become a leader in products quality driving brand reputation and value.</p>	<ol style="list-style-type: none"> 1. Development of Agile method in Offer Creation enabling Quality and Customer Satisfaction Transformation. 2. Customer surveys to improve customer satisfaction. 3. SSE #15- Reduce total number of safety recalls issued to 0. 	Positive & Negative
8	CSR & Energy Access	Opportunity	<ol style="list-style-type: none"> 1. Opportunity to give back to community. 2. Upliftment of local community. 3. Contribute to achievement of UN SDGs. 	<ol style="list-style-type: none"> 1. CSR Policy and framework. 2. SSI #9: Provide access to green electricity. 	Positive
9	Social development of Supply chain	Risk	<p>Lack of transparency at suppliers or the discovery of malpractices in terms of human rights may lead to</p> <ul style="list-style-type: none"> • Workers Health & well-being impact • Legal impact • Reputation and brand image 	<ol style="list-style-type: none"> 1. On-site supplier audits with Responsible Business Alliance (RBA) protocol. 2. Supplier Code of Conduct. 3. ISO 26000 assessment. 4. SSI #6: Decent Work program. 5. SSE #12: Social Excellence' program through multiple tiers of suppliers. 6. SSE #17: Suppliers assessed under our 'Vigilance Program'. 	Negative
10	Cybersecurity and data privacy	Risk	<p>Risk of a malicious exploitation or intrusion into the infrastructures of the Company production and distribution centers</p> <ul style="list-style-type: none"> • Impacts on productivity, data privacy, operations. • Financial cost, and loss of confidence from stakeholders. 	<ol style="list-style-type: none"> 1. Dedicated cybersecurity management with policies focusing on data privacy, Assets management, IT security and Business continuity. 2. SSE #13: Employees trained on Cybersecurity. 3. SSE #16: External ratings for Cybersecurity performance achieved. 4. Mandatory Cybersecurity & Data Privacy annual training sessions. 	Negative

Sl. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Diversity, Equality & Inclusion	Risk & Opportunity	<p>Risk:</p> <p>Not providing equal opportunities to everyone and limiting the ability to attract and retain the best talents may lead to:</p> <ul style="list-style-type: none"> • Cost of turnover • Loss of women in top potential pipeline • Legal issues • Company image <p>Opportunity</p> <ol style="list-style-type: none"> 1. People attraction and retention with equal opportunities for everyone. 2. Reduce discrimination at workplace. 	<ol style="list-style-type: none"> 1. SSI #8: Increase gender diversity in hiring, front-line management and leadership teams. 2. SSE #18: Reduce pay gap for both females and males to <1% 3. Discrimination, Harassment or unfair treatment Trust Line alerts successfully treated. 4. Diversity & Inclusion Policy. 	Positive & Negative
12	Healthy and Safe working conditions	Risk & Opportunity	<p>Risk</p> <p>Serious or fatal employee injury or illness could result in:</p> <ul style="list-style-type: none"> • Loss of, or impact to employees • Property damage • Impact to Company image • Decreased customer confidence • Fines <p>Opportunity</p> <ol style="list-style-type: none"> 1. Increase confidence of current and prospective employees. 2. Continuous Safety improvement. 	<ol style="list-style-type: none"> 1. Safety strategy & Global safety directives. 2. Serious Incident Investigation Process (SIIP). 3. GlobES reporting, Global Safety Alerts. 4. Site EHS assessment. 5. SSE #14 - Decrease the Medical Incident rate. 6. Mandatory Mental Health training program for employees. 	Positive & Negative
13	Talent acquisition, development & retention	Risk & Opportunity	<p>Risk</p> <p>Not attracting, developing, and retaining the best talent in the market especially for critical skills leads to:</p> <ul style="list-style-type: none"> • Cost of recruiting and onboarding • Gaps in critical skills • Less positive brand perception by talent pool <p>Opportunity</p> <p>Recognition as an employer of choice and market leader for talent development for everyone, everywhere, leading to greater talent attractiveness</p>	<ol style="list-style-type: none"> 1. Celebrating Global Career Week. 2. SSE #21: Improve the number of employee-driven development interactions on the Open Talent Market. 3. SSE #22: Support the digital upskilling of our employees. 4. SSE # 23: Provide access to meaningful career development programs for employees during later stages of their career. 5. SSE #24: Increase our employee engagement level. 6. Global candidate feedback tool to track recruitment experience. 7. Functional and digital skills program (CoMET) deployed. 	Positive and Negative

Sl. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
14	Human rights, labour practices & fair wages	Risk & Opportunity	<p>Risk</p> <p>Not providing ideal working conditions may lead to:</p> <ul style="list-style-type: none"> • Absenteeism • Disengagement • Poor company image in the marketplace • Poor talent retention • Legal issues <p>Opportunity</p> <ol style="list-style-type: none"> 1. Improved company-employee relationship. 2. Greater employee performance, brand image and loyalty. 	<ol style="list-style-type: none"> 1. Training to employees on Trust charter, POSH and Human right issues. 2. Flexibility at work place policy. 3. Ensuring above “Living wage” to all employees. 4. Well-being practices and training. 5. Trust line for employees to complain on any Human rights issues. 	Positive and Negative
Governance					
15	Risk Management	Risk	<ol style="list-style-type: none"> 1. Poor resiliency towards any business disruptive incidents. 	<ol style="list-style-type: none"> 1. Established ERM framework and setup region wise officer. 2. Identified top risks in the organization and prepared mitigation plan. 	Negative
16	Innovation & Technology	Risk & Opportunity	<p>Risk</p> <ol style="list-style-type: none"> 1. Lose competitive edge in the market 2. Revenue loss <p>Opportunity</p> <ol style="list-style-type: none"> 1. Development of more green offers 	<ol style="list-style-type: none"> 1. Edison expert program. 2. Driving Industry 4.0 and Smart Manufacturing program. 3. Dare to Disrupt culture embedding among employees. 	Positive and Negative
17	Transparent Governane, Business ethics and Zero corruption	Risk	<p>Corruption and poor business conduct which may occur through third parties’ activities (partners, suppliers, agents, companies to be acquired) and wil cause various impacts for the company:</p> <ul style="list-style-type: none"> • Reputational • Legal • Financial • Development of the company • Employer brand 	<ol style="list-style-type: none"> 1. Trust Line whistleblowing system. 2. SSI #7: Measure the level of confidence of our employees to report unethical conduct. 3. Additional modules as part of anti-corruption e-learning. 4. Various policies towards minimizing corruption and bribery implemented. 	Negative

*SSI- Schneider Sustainability Impact targets
 *SSE- Schneider Sustainability Essentials target

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
c. Web Link of the Policies, if available	https://infra-in.se.com/en/investor/reports/policies.jsp https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/ https://www.se.com/ww/en/about-us/suppliers/								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
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 your entity and mapped to each principle.	<p>All our sites are certified for ISO 9001, 14001, 45001, 50001 and our products are certified as per BIS.</p> <p>At group level, we also abide by international sustainability frameworks of UN SDGs and are part of UNGC, WBCSD, The Climate Group.</p>								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Currently all ESG goals are set at Schneider Electric group level under different pillars like Climate, Resources, Trust, Equal, Generations and Local.</p> <p>Please refer the link for more information: https://www.se.com/ww/en/about-us/sustainability</p>								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Breakdown of the commitments & targets at entity level and establishing process for target monitoring is to be completed by FY23-24. These will be disclosed once finalized & performance against the same will be periodically monitored & reported to stakeholders.</p>								
Governance, Leadership and Oversight									
7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>At Schneider, sustainability has and will continue to be at the core of everything we do. In 2005, we were one of the first companies to monitor our impact on people, planet, and profit with an industry-leading sustainability barometer. And it's an extremely proud moment for us to be ranked as one of the world's most sustainable corporation by research company Corporate Knights.</p> <p>As an Impact Company, we're determined to keep intensifying our meaningful and lasting impact across all dimensions of ESG (environmental, social, corporate governance and ethics), from employees to supply chain partners, customers, as well as local communities and institutions.</p> <p>As part of contributing to sustainability, we work in alignment with our Global 2021-2025 Schneider Sustainability Impact (SSI) targets. These are aligned to both our six long-term commitments related to climate, resources, equal opportunities, trust, all generations, and local communities, and to the United Nations' Sustainable Development Goals. We have constituted our ESG & CSR committee and Entity Sustainability Council which will drive our ESG goals and target across the Company. This year also saw materiality assessment being done for the first time at entity level to identify our key material issues and we will be developing entity level goals and targets in the next financial year to strengthen focused ESG actions at entity level.</p> <p>The latest requirement from SEBI on BRSR has been a shot in the arm for upgrading the country's sustainability actions and expediting country commitment towards UN SDGs. It also provided us with a platform to showcase to stakeholders, our good practices in carbon emission reduction, water conservation, sustainable packaging, improving diversity and transparent governance at entity level.</p>								

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sanjay Sudhakaran, Chief Executive Officer & Managing Director (DIN: 00212610)
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Company has duly constituted Environmental, Social and Governance & Corporate Social Responsibility (ESG & CSR) Committee, responsible for decision making on Sustainability & ESG related matters. Please refer to the Corporate Governance Report for details of the composition of ESG & CSR Committee.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Half-yearly	NA	Quarterly	Quarterly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	NA	Quarterly	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 name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	Yes	No	No	Yes	NA	No	Yes

While external audits are carried out as per ISO requirements by Bureau Veritas. Internal audits are carried out by respective functions, which assess the working of policies & procedures across the entity.

Questions 12: If all Principles are not covered by a policy, reasons to be stated.	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
The entity is not at a stage where it is able to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	The Company does not have a policy for Principle 7 as the Company does not look to actively influence public & regulatory policy. Whenever the company is asked for inputs/ opinions by regulators or industrial bodies, it participates actively.	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs 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	1	Trust Charter	66%
Key Management Personnel	15+	Trust Charter, Anti-Corruption, Anti Bribery, Gift & Hospitality, Well Being Training - Financial, Health & Safety, Customer Sensitivity Program,	100%
Employees other than BODs and KMPs	15+	POSH, Sustainability Training, Cybersecurity,	96%
Workers	15+	Digital Boost.	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):

a. Monetary					
Type	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	No penalty/fines/settlement fees/Compounding fees has been paid by the entity or the directors/KMPs to the regulators/ law enforcement agencies/ judicial institutions, in the financial year 2022-2023.				
Settlement					
Compounding fee					
b. Non-Monetary					
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)	
Imprisonment	None of the directors/KMPs have been imprisoned or punished by regulators/ law enforcement agencies/ judicial institutions, in the financial year 2022-2023.				
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.

Not applicable since no monetary or non-monetary actions has been taken against the entity or its directors/KMPS in the financial year 2022-23.

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

Yes, Our Trust Charter & Anti-Corruption policy comply with the legal requirements of applicable laws and regulations, including anti-bribery, anti-corruption and ethical handling of conflicts of interest.

At Schneider Electric, we act ethically and responsibly. It is the only way to build an attractive and sustainable company. For this we have developed Anti-Corruption policy that serve as a handbook which stakeholders may consult when having doubts about appropriate business practices to reassert a zero-tolerance policy toward corruption, bribery and all other unethical practices.

Anti-corruption policy includes definitions on various types of activities that come under the ambit of corruptive/bribery practices and the key action points to be taken care by the stakeholders during gifting, facilitating payments, corruption with business partners, philanthropy, sponsoring, conflict of interest, M&A and lobbying. It also clearly mentions how to raise the concern on corruption and bribery activities and the actions taken on the impacted employees.

Self-training modules are available for making employees aware on these policies, in addition to conducting virtual trainings.

Weblink: <https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/>

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

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

6. Details of complaints about conflict of interest:

Topic	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	0	-	0
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0	-	0	-

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

Not Applicable as there were no issues related to fines/penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest during the financial year 2022-2023.

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	1. Zero carbon & Sustainability 2. Decent Work Program	27*

*Does not include indirect procurement and Schneider group companies.

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 in place a comprehensive Code of Conduct – Trust Charter ('Code') which forms the foundation of its ethics and compliance program, applicable to the Board Members, senior management and employees of the Company. The Directors, on an annual basis, provide an affirmation that they abide by the Trust Charter/Code of the Company.

Further to these processes in place, to avoid/ manage conflict of interests involving members of the Board, the Independent Directors on the Board are required to comply with certain additional provisions viz., submission of declaration of their independence (i.e. they meet the criteria of independence & that they are not aware of any circumstance or situation, which exist or may be reasonably anticipated, that could impair or impact their ability to discharge his duties with an objective independent judgment & without any external influence). Unless, specifically permitted by the Board, no interested person shall participate in the discussion or vote in the Board's proceedings or participate in any other manner in the conduct or supervision of such dealings.

The Company also undertakes training and awareness sessions on ethical business practices, including sessions to avoid or manage the instances of conflict of interests in an appropriate manner.

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.**

The Company comes under Global ETO (Engineering to Order) business of Schneider Electric and all the R&D related to the products are being done at Global level and through SEPL (Schneider Electric Private Limited), a fellow subsidiary. Hence, we do not have R&D function under the Company. However, ~5% of overall budget is allocated for R&D activities at Global level.

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

Yes.

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

34%* of material spend were sourced sustainably.

**Does not include indirect procurement and Schneider group companies.*

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.**

At SEIL, we do provide an offer to the customers to take back the products at their end-of-life. However, we are majorly engaged in B2B and most of our customers have procedures in place to ensure proper disposal of the product at end-of-life. Since the product is the property of the customer, it is left to the customer's choice whether to give back to the Company or dispose off at the end of life of products.

We also do provide an End-of-life instruction document as part of the product manual to ensure the customer is educated about the proper disposal methodology.

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

Yes.

At SEIL, we are tracking and continuously updating all new compliances related to Environment, Social and Governance. Towards compliance to EPR regulations for plastic waste we have taken a 2 step-approach:

1. The plastic packaging waste generated in the plant through various packaging coming from domestic and import are segregated and stored at scrap yard. The plastic wastage is sent to the pollution control board authorized recyclers for further recycling process.
2. We have populated the data for all the plastics that become part of the product during manufacturing and value chain. The plastic base raw materials data & plastic packaging data for finished goods are populated. The details are under evaluation by the environment management committee of the respective plants. The application will be submitted* to central pollution control board through EPR portal to obtain the specific license of importer and brand owner to ensure the compliance of EPR within the stipulated time defined by pollution control board.

**Status as on March 31, 2023. We have submitted the application for EPR on 1st May'2023 to CPCB.*

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.	Remarks (Need to Enter this product code in search portal)
271	FBX	6.88%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1512004EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	FBX-C/CCT1
271	PremSet	0.26 %	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP110602EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	Premset - D02N
271	PIX Roll on Floor	4.37%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1811001EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	PIX RoF
271	PIX 36	2.30%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP2001004EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	PIX
271	GHA	2.14%	Cradle to Grave	No - TYPE II - (ENVPEP1311017EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	GHA
271	EasyPact EXE	2.63%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP2102018EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	EASYPACT EXE
271	HVX-EP	0.15%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1611003EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	Embedded pole HVX 24-25-12
271	Easergy P1	0.34%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1907003EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	REL15000
271	Easergy P3-Easergy P3F30	2.46%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1706005EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	P3F30
271	Easergy P3-Easergy P3U30		Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1706006EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	P3U30
271	Power Logic P5	0.18%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1901010EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	REL50453
271	MiCOMP20	0.81%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (Old-ENVPEP1404009EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	REL10208
271	MiCOMP30	0.05%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1708002EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	P139 40TE
271	MiCOMP40	0.83%	Cradle to Grave	No - TYPE II - (Old-ENVPEP1304029EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	P443
271	VAMP Arc - Vamp 321	0.29%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1806004EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	V221
271	SEPAM 10 series	0.02%	Cradle to Grave	No - TYPE II - (Old-ENVPEP070903EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	REL59810
271	SEPAM 40 series		Cradle to Grave	No - TYPE II - (Old-ENVPEP1604001EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	59604
271	SEPAM 80 series		Cradle to Grave	No - TYPE II - (Old-ENVPEP1411007EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	59704

2 Statutory Reports

2.4 Business Responsibility & Sustainability Report

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.	Remarks (Need to Enter this product code in search portal)
271	FPI-EASERGY Flair 2xD		Cradle to Grave	No - TYPE II - (Old-ENVPEP1309037EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	EMS58355
271	FPI-Easergy Flair 5xx	0.001%	Cradle to Grave	No - TYPE II - (Old-ENVPEP1310023EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	EMS58606
271	FPI-Easergy FLITE 116-SA		Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1803027EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77	EMS58200

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.

S,No.	Name of the product	Description of the risk
Product / Service	Description of the risk / concern	Action Taken
FBX	Contains SF6 Gas & PCBA	
Premset	Contains battery, external electric cables, Printed Circuit Boards	
PIX Roll on Floor	Contains ceramic, PCBA	
GHA	Contains electronic boards, Batteries, LCDs, capacitors & SF6	
Easergy P1	Contains PCBA	
Easergy P3	Contains PCBA, LCD screen	End of life instruction shared in public domain to be used by Recycler or any concerned authority for safe disposal of the concerned components.
Power Logic P5	Contains PCBA	
MiCOMP20	Contains PCBA, LCD screen	
MiCOMP30	Contains PCBA, LCD screen	
MiCOMP40	Contains PCBA, LCD screen	
Easergy T300	Contains PCBA, LCD screen	
VAMP Arc	Contains PCBA	
SEPAM	Contains Battery, PCBA, wires, LCD	
FPI	Battery, PCBA, wires	

3. Percentage (input material wise) of recycled or reused input material to total material (by value) used in production/service for current and previous FY.

Indicate Input Material	Recycled or re-used input material to total material	
	Current Financial Year	Previous Financial Year
Not applicable. We are currently not using any recycled or reused input material in our product to maintain quality in our products. However, we are aiming to increase the usage of recycled/reused materials by 2025 in our products.		

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

We have not received any request from customer to take back products at the end-of-life for current or previous FY and plastic reclamation as per EPR will be started after approval from CPCB*.

*We have submitted the application for EPR on 1st May'2023 to CPCB.

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable			Not applicable		
E-waste						
Hazardous waste						
Other waste						

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

We have not received any request from customer to take back products at the end-of-life for current or previous FY and plastic reclamation as per EPR will be started after approval from CPCB*.

*We have submitted the application for EPR on May 1, 2023 to CPCB.

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

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by ¹									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	643	643	100	643	100	643 ²	100	643	100	0 ³	0
Female	129	129	100	129	100	129	100	NA	NA	129	100
Total	772	772	100	772	100	772	100	643	100	129	17
Other than Permanent Employees											
Male	34	34	100	34	100	34 ²	100	34	46	0 ³	0
Female	13	13	100	13	100	13	100	NA	NA	13	100
Total	47	47	100	47	100	47	100	34	100	13	34

- The count of employees only include the employees who are part of the payroll as on March 31, 2023. (Dependents of Expired & Separated employees to whom insurance has been extended for a fixed period has not been included)
- Maternity benefits provided to spouse as part of medical insurance.
- We have started providing day care facility for primary care-giver, irrespective of gender from FY23-24.

Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by ¹									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	419	419	100	419	100	419 ²	100	419	100	0 ³	0
Female	32	32	100	32	100	32	100	NA	NA	32	100
Total	451	451	100	451	100	451	100	419	100	32	7
Other than Permanent Workers											
Male	382	382	100	382	100	382 ²	100	382	100	0 ³	0
Female	3	3	100	3	100	3	100	NA	NA	3	100
Total	385	385	100	385	100	385	100	382	100	3	1

- The count of employees only include the employees who are part of the payroll as on March 31, 2023. (Dependents of Expired & Separated employees to whom insurance has been extended for a fixed period has not been included)
- Maternity benefits provided to spouse as part of medical insurance.
- We have started providing day care facility for primary care-giver, irrespective of gender from FY23-24.

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

Sr. No.	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees*	No. of workers covered as a % of total worker*	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 worker*	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Y	100%	100%	Y
2	Gratuity	100%	100%	NA	100%	100%	NA
3	ESI	100%	100%	Y	100%	100%	Y

*Number of employees and workers decided as per the eligibility based on the pay scale.

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. Our Diversity, Equity, Inclusion (DEI) Charter ensures that all SEIL workplaces are accessible and comply with Local Government regulations. Towards this endeavor we continuously strive towards creating accessible infrastructure in alignment with PWD Act, 2016. We have established a task force & Liaison officer to monitor and make relevant progress along with our Professional Association (DEOC) to identify opportunities for changes. Through robust redressal mechanism, we have made significant progress in creating accessible ecosystem.

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

Yes. We do have equal opportunity policy stated in our Diversity and Inclusion policy*. You can refer the same in the below link.

<https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/>

*We are in the process of developing India specific Equal opportunity policy. We will be unveiling the same in Q1'FY'2024.

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%	100%	100%
Female	100%	100%	NA*	NA*
Total	100%	100%	100%	100%

*No maternity leave was taken in SEIL among workers in FY22-23.

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.

In Schneider Electric trust is the foundation of business, it serves as a compass, showing the true north in an ever more complex world and is core to our commitments aligned with our sustainability strategy. Clear mechanisms clarify how to act, and therefore help to build trust. This also means people can be empowered more easily to take daily operational decisions, and therefore act fast. We want trust to power all our interactions with stakeholders and all our relationships with customers, shareholders, employees and the communities we serve, in a meaningful, inclusive and positive way. Having a Speak Up mindset means having people who feel comfortable to voice doubts. Ensuring a Speak Up mindset means building a system and atmosphere that allows and encourages people to do so.

Trust Line (<https://www.se.com/ww/en/about-us/sustainability/responsibility-ethics/trustline/>) is our single-entry point for all internal & external stakeholders to blow the whistle/ raise a grievance. When an alert is raised, it is subject to a thorough and confidential investigation, protecting all individuals involved. The findings of such investigations are then submitted to the relevant governing committees, who decide on the appropriate action to be taken.

Employees and workers also have the option of airing grievances via HR directly or via different employee committees in the Company.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Provided above
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	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)
	Permanent Employees					
Male	643	0	0.00	654	0	0.00
Female	129	0	0.00	101	0	0.00
Total	772	0	0.00	755	0	0.00
Permanent Workers						
Male	419	419	100	426	426	100.00
Female	32	32	100	32	32	100.00
Total	451	451	100	458	458	100.00

*All our sites have internal works committee in which all the operators are a part of. However we do not have any externally affiliated trade union.

8. Details of training given to employees & workers:

Category	FY 22-23 Current Financial Year				FY 21-22 Previous Financial Year					
	Total (A)	On Health and safety measures		On Skill upgradation ¹	Total (D)	On Health and safety measures		On Skill upgradation		
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (E)	% (E/D)	No. (F)	% (F/D)		
Employees										
Male	643	626	97	622	97	654	NA ²	NA	645	100
Female	129	118	91	115	89	101	NA	NA	97	100
Total	772	744	96	737	95	755	NA	NA	742	100
Workers										
Male	419	419	100	419	100	426	NA ²	NA	426	100
Female	32	32	100	32	100	32	NA	NA	32	100
Total	451	451	100	451	100	458	NA	NA	458	100

- Count of employees taken as any employee who has attended more than 1hr of any training session or self-learning module.
- Considered only mandatory Well Being training numbers for employees and workers and this course was introduced in 2022, hence 2021 data is not available. However 100% of the employees and workers are trained in EHS during induction into Company.

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

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
	Permanent Employees					
Male	643	638	99	654	545	83
Female	129	112	87	101	72	71
Total	772	750	97*	755	617	82
Permanent Workers						
Male	419	419	100.0	426	426	100.0
Female	32	32	100.0	32	32	100.0
Total	451	451	100.0	458	458	100.0

*The performance review cycle is between January-December. Hence there will be a drop in coverage % if there is a recruitment between December-March of every financial year.

10. Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)</p>	<p>A. Yes. All sites/locations of SEIL have a robust occupational health and safety management system which is aligned with ISO 45001 – Occupational health and safety(OHS) management system and are regularly audited by external auditors from accredited organizations. Internally, SEIL is driving OHS Management system through Safety & Environment Strategy which cover various pillars like “Technical qualification & self-behaviours”, “Leading as a role model”, “Operational discipline & execution” & “Safe workplace for everyone”. These pillars have five guiding principles and top five hazards. These top 5 hazards are derived from the proactive and reactive indicators which covers driving, falls, machines, electrical and powered industrial trucks. These hazards are addressed with the principles which are “Unsafe-We stop the work”, “We are qualified”, “We report opportunities”, “We resolve & share solutions” and “We care for each other”. The OHS management system is assessed through EHS Assessment tool every year by internal auditors. EHS Assessment covers plant hazard profile, specific hazards mapping, 16 dedicated safety assessment cards and 6 environment assessment cards.</p>
<p>a1. What is the coverage of such system?</p>	
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>SEIL has adopted the global approach for assessing the work-related hazards through various processes. This process includes:</p> <ol style="list-style-type: none"> 1. Safety walk-by audit (conducted by various level of employees including the top management of the plant). 2. Specific audit & inspections being carried out for the high-risk activities such as working at height, electrical work, driving, Material Handling Equipment operation, Gas cylinder and chemical handling, hot work etc. <p>The management has also formed an internal EHS committee which meets every quarter to review the actions and update the plant level risk assessment. Specific risk assessment formats are developed for on job risk assessment and routine assessment for records. The management of change process is in place to ensure that any new modification, changes in the existing systems are pre-assessed & address the risk to safeguard the man, machine and materials of the plant. The non-routine activities are performed under the work permit system where the on-job risk assessment compliance and tool-box talk are ensured. The various risk assessment are carried out by external expert agency for the specific activities like electrical, fire and machines.</p>
<p>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)</p>	<p>Yes. SEIL has multiple system for employees to report the work-related hazards such as, LDS (Lean Digitization system), Safety Enablon App, DISS – Digitized Idea & Short Interval Meeting (SIM) System, physical reporting formats, EHS Committees, IDEA system, walk-by with employees, monthly communication meetings. These systems are well accessible for all the employees to report the hazards. The action owner for addressing the issue will get alert message and mail on the issue reported so that the actions can be initiated to correct the issue. SIM meeting is conducted in every shift where operators can share the work-related hazard and can get it addressed through cross functional team.</p>
<p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>Yes. SEIL has dedicated Occupational Health Centres with trained medical staff including Doctor and Paramedical staff. There are various initiatives taken for well-being of the employees and to enhance the Health awareness like health check-up camps through external health experts, free consultation for employees, spouse & dependent family, Bone mineral density camp & Ortho Consultation, topics on Healthy bytes, extensive work during Covid19 scenario, Annual Health Check Up, Quiz campaign for Skin care, Heart care, Free Dental Health Check Up Camp, The Holidays as a Risk Factor, Preventive Tetanus Vaccination Camp etc. We also provide medical insurance and ESI to our employees and workers to cover the non-occupational medical and healthcare services.</p>

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

Safety Incident/Number	Category	FY 2022-2023		FY 2021-2022	
		Current Financial Year	Year	Previous Financial Year	Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees		0.27		0.54
	Workers		0.81		0.27
Total recordable work-related injuries	Employees*		1		2
	Workers*		3		1
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

*Definition of employees and workers taken as per Factories act to report work related injuries.

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

At SEIL, employee safety is of the utmost priority for our operations. To ensure our employees are working in a safe working environment, we have implemented many robust measures as described below:

1. Robust Induction and job-specific training program for all the employees and visitors entering the facility of SEIL.
2. Advance technology used to safe guard the machine operators by equipping machines with physical guarding, light curtain sensors, occupancy sensors, two hand operations.
3. New machineries with advance safety features are procured, and obsolete old machines are used for fabrication works.
4. For addressing the ergonomic points, the television screen's camera is attached with the machines like hump bending machines which is ensures safety and ergonomics of operators.
5. The state-of-the-art technology adopted for CRGO – Cutting machine in SEIL Transformer plant.
6. The positive air pressure respiratory welding helmets are procured to enhance the safety and health of the workmen.
7. The vertical life-line system installed in all the vertical ladders and horizontal life-line system installed for roof top work.
8. To ensure fire-safety, CO₂ gas suppression system was installed in the electrical panels for fire protection, fire wall has been made for the separation of panel room and 2 Hrs. fire-rated coating was applied on the electrical cables. Firefighting system including hydrant system, sprinkler system, capacity enhancement of fire water tanks and fire alarm systems are revamped as per the National Fire Protection Association guidelines which is also complying with the BIS Standards.
9. Towards ensuring sustenance of safety management systems, safety walk-by with plant leadership team to identify safety opportunities, LDS system for all workforce to report any safety opportunities, monthly Safety committee meetings comprising of management and shop floor employees to discuss shop floor related issues has been enforced.
10. We also drive Quarterly Safety Campaigns across the sites where everyone unitedly works towards one specific safety theme.
11. Annual Assessment is also being performed based on EHSA guidelines to assess the sites with special focus on top 5 hazards and compliance.
12. Global Safety Alerts are communicated to all Employees in shop floor to learn and improve upon. Site wise actions are also being tracked against the alerts.
13. Safety Directives are available with every site to work as per the Directives.
14. Machine specific Risk Assessment is performed to identify hazards and to assess the risk to take corrective and preventive Actions. All Employees before working on Machines, undergo Machine specific Safety training. At the end of training, employees also undergo assessment and only qualified employees are deployed in the lines.

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

Topic	FY 2022-2023 (Current Financial Year)			FY 2021-2022 (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	0	0	-	0	0	-

14. Assessments for the year:

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

*Assessment are carried out by both internal audit teams as well external auditor towards safety management systems.

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

We did not have any major non-conformances from the assessments in the financial year (FY 2022-2023). However as a mechanism, at SEIL, all the non-conformances and accidents are reported, and incident investigation is carried out to find out the root cause. The detailed procedure is available for the incident investigation which includes analyzing factors like Human element, methods, equipment factor, transportation management, organizational changes, and working environment. Any significant accident that occurs at any entity of Schneider Electric is communicated through Safety Alert system and the action plan of the same is also horizontally deployed at all SEIL sites.

LEADERSHIP INDICATORS

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

Yes. We do provide term insurance for both employee 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.

The Company obtains proof of payment of TDS & GST constantly from suppliers while proof of payment of wages & deposit of other statutory dues is also taken from manpower agencies.

Supplier Vigilance teams conduct regular audits of value chain partners on a sample basis where a variety of parameters are checked including minimum wages, statutory dues deduction, etc. Some assessed sites were found to not meet the Responsible Business Alliance standard requirements on regular payment of Statutory Dues including Indirect Taxes, Tax Deducted at Source, Bonus, ESIC, Provident Fund and Profession Tax. This could range from actual on-ground violations of the systems (For either third-party employees or full-time employees) to not having a documented policy or monitoring and review system in place.

The suppliers were informed of the corrective action that was expected of them with a clear timeline for closure. The supplier teams were required to nominate an individual onsite (Usually Human Resources team members) who would then work with the Schneider Vigilance team member to periodically review the progress on the closure.

Final closure of the identified point is either done through onsite verification or remote evidence submission based on applicability

The Company began implementation of the "Decent Work Program" where categories of suppliers are sent questionnaires to be answered on a variety of parameters (67 questions across 10 pillars) & the Company works with them to ensure that they have the necessary policies & procedures in place to meet the highest standard on these pillars/ focus areas.

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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

No fatal accidents in the Company during last two financial years. Safety accidents, incidents, near miss are reported by factory EHS team to the management on a regular basis as per the EHS guidelines and processes.

Category	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 2022-2023 (Current Financial Year)	FY 2021-2022 (Previous Financial Year)	FY 2022-2023 (Current Financial Year)	FY 2021-2022 (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).

Yes, in-house Transition Assistance programs like 'Career Transition workshop' are available to Employees aged 56 and above. These include sessions on health, financial wellness, social security, holistic wellness, etc.

5. Details on assessment of value chain partners:

Schneider Electric leverages our partnership with Responsible Business Alliance (RBA), joined by Elevate, a ESG risk analyses company to annually analyze our Worldwide suppliers (direct, indirect). The assessment marks each supplier on a scale of 10 (1 being the lowest score and 10 being the highest score).

If a supplier receives a score equal to or less than 5 then they are classified as a high-risk supplier and need to be assessed onsite as per the RBA standard.

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%*
Working Conditions	100%*

*100% of the suppliers were assessed by Elevate through (Virtual assessment) and 5% by inhouse team (On-site audit).

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.

Non-conformances such as inadequate safety measures from engineering controls to personal protective equipment, unreported/ unmonitored/ undocumented/ inappropriately investigated incidents which could also have inadequate corrective and preventive actions, not carrying out a risk assessment of the facility, failure to monitor adherence to health & safety requirements, not having an improvement program on site, missing out on developing and implementing training programs for employees on safe practices, inadequate safe work procedure, not conducting periodic testing of equipment on the site for pressure limits, load limits or regulatory monitoring, failure to conduct onsite testing of occupational hazards, etc. were identified.

Suppliers were individually coached on the site-specific action plans to mitigate the risk arising from the identified non-conformances.

Based on the requirement at each site, supplier teams were trained on risk assessment methodologies, monitoring programs, tracking systems for compliance, improvement programs, training need identification systems, PPE need analysis procedures.

The progress is monitored by the Schneider Vigilance team to ensure the system is appropriately implemented at the audited sites and suppliers are encouraged to setup an internal review system to monitor the sustenance of the actions.

Final closure of the identified point is either done through onsite verification or remote evidence submission based on applicability.

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

ESSENTIAL INDICATORS

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

At Schneider Electric, we consider stakeholder as any Individual, group of individuals, community or an institution which can have an impact on our operations and perception of the brand. The Company engages with a broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop sustainable strategies for the short, medium and long term. Stakeholder engagement also helps to manage risks and opportunities in business operations.

The key stakeholders are identified in consultation with the Company’s management, business & functional heads and they majorly include Investors, Shareholders, Customers, Business partners (including suppliers, service providers, distributors), Employees & workers, Regulatory bodies, Trade bodies & other organizations, Local community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Website, newspaper publications, Analyst meetings, investor presentations.	Quarterly and Annually	Financial performance; Annual Report
Investors	No	Investor Presentations, meetings & calls, Press releases & E-mails, Factory visits, Websites, Annual reports.	Quarterly, Ongoing, Need Based	Strategy and risk management Financial performance Business outlook

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Phone calls, Visits, One-one Meetings, Seminars, Conferences & Events, E-Mails, Customer care number, Customer satisfaction Surveys, Website, Social media.	Ongoing, Need Based	New Product availability Relationship management Product quality & effectiveness Product pricing Innovation Customer feedback & grievances Environmental information on products
Business Partners (Suppliers, Dealers/ Distributors/ etc.)	No	Supplier meets & Conferences, Face-face meetings, phone calls, Business reviews, Trainings, Events, Audits/ assessments.	Ongoing, Need Based, Annual	Business continuity and business development Relationship management Business transparency Environment footprint, Social accountability Training and development of partners and suppliers Business ethics and transparency
Employees & Workers	No	Internal Surveys, Internal communication through E-mails, Yammer group, Town halls, Workshops, Events, Meetings & Trainings, Internal Website, Notice Boards, Newsletters.	Ongoing, Need Based	Professional & Personal Improvement Global & Local Policy changes Company performance Work-life balance Employee engagement Diversity and equal opportunity Learning & development Organization culture / workplace CSR Volunteering
Regulatory Bodies	No	Compliance filings.	Ongoing	Compliance reporting Disclosures on aspects defined by the government
Trade Bodies & Other Organisations	No	Need basis Participation in industry level consultation groups, Participation in forums.	Ongoing	Contribution Innovation Inputs on policy Sharing Sustainable best practices
Local Community & Civil Society	Yes	Direct engagement through meetings, Websites, Social Media, Volunteering, Visits and camps, CSR projects and engagement.	Ongoing	Education & healthcare Environmental protection Social upliftment Company updates & performance Employment opportunities

LEADERSHIP INDICATORS

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

Besides regular modes of stakeholder engagement mentioned above, we also have a process for engagement with stakeholders for the purpose of materiality assessment.

We connect with our priority stakeholders to understand key focus areas in Environment, Social, Governance pillars of sustainability.

Results of materiality assessment via stakeholder engagement are shared with the board for the review & inputs and the same is being used to develop the ESG roadmap for the Company.

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

Yes, materiality assessment exercise via stakeholder engagement was carried out. Material topics emerging out of this exercise form the basis for our future ESG strategy & programs.

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

We at Schneider Electric believe that Access to Energy is the basic human right and is the backbone of sustainable development.

Our initiatives are diversified and fall under our focus areas of 5 Es and traverse across skilling the youth of the country in the electrical and solar domains, providing access to energy to Indian hinterland, educating young minds to become ambassadors of energy and environment conservation, restoring energy infrastructure during an emergence: leading to sustainable future. Our mission is to empower local groups and to reach out to every segment of the society for sustainable living. We have worked relentlessly towards our goal of transforming lives through access to energy for over a decade and will continue to do so in the future."

To carry out these social initiatives, Schneider Electric India Foundation (SEIF) was established in 2008 with a vision to empower the lives of people from a disadvantaged background. We have collaborated with Channel Partners and NGO Partners to successfully undertake flagship projects and create remarkable results in making a difference to the society. SEIF the social commitment of Schneider Electric India-leader in digital transformation of energy management and automation, reached a milestone of positively impacting lakhs of households benefitting 4 million people, in the last 10 years, through programmes aimed at making New India Energy Positive.

Sustainable development and providing access to energy is at the core of Schneider Electric's philosophy. Since its inception, the organization has made substantial contribution to provide access to energy to 5 million people. The goal is now to reach 50 million people within the next 10 years.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2022-23 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)
Employees						
Permanent	772	741	96	755	724	96
Other than permanent	47	0	0	39	0	0
Total Employees	819	741	90	794	724	91
Workers						
Permanent	451	451	100	458	458	100
Other than permanent	385	203	53	370	242	65
Total Workers	836	753	90	828	700	85

2 Statutory Reports

2.4 Business Responsibility & Sustainability Report

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

Category	FY 2023 (Current FY)					FY 2022 (Previous FY)				
	Total Count in Current FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage	Total Count in Previous FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage
Permanent Employees										
Male	643	0	0	643	100.0	654	0	0	654	100
Female	129	0	0	129	100.0	101	0	0	101	100
Other than Permanent Employees										
Male	34	0	0	34	100	28	0	0	28	100
Female	13	0	0	13	100	11	0	0	11	100
Workers										
Male	419	0	0	419	100	426	0	0	426	100
Female	32	0	0	32	100	32	0	0	32	100
Other than Permanent Workers										
Male	382	0	0	382	100	365	0	0	365	100
Female	3	0	0	3	100	5	0	0	5	100

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	2*	16602719	1	NA*
Key Managerial Personnel	3	11517094	1	8475571
Employees other than BoD and KMP (Permanent Employees)	762	1359961.5	165	763084
Workers	468	825799	33	768925

* Only 2 Board members are on whole-time employment of the Company. Independent Directors are paid sitting fees for attending Board and committee meetings.

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, anyone can lodge a complaint/ query on any issues covering all the principles through Trust Line (<https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/>). These are then investigated by compliance/ relevant team and acted upon.

However final decision is as per Zone VP HR – who is the authority for addressing HR related issues.

For any POSH related cases:

Yes, anyone can lodge a complaint/ query on any issues through Trust Line POSH email ID/reaching out to ICC or HRBP. These are then investigated by relevant committees and acted upon. There is a central ICC Committee and a local ICC Committee. Central team has 5 members and also 3 external panelists. All locations have 3-4 local ICC members as well. This committee convenes meetings every quarter to discuss priorities pertaining to POSH.

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

Trust Line is Schneider Electric’s global helpline for internal & external stakeholders. It is a confidential channel through which anyone can ask questions and raise concerns about ethics, compliance or Schneider Electric’s Trust Charter or Code of Conduct and related policies. It also assists management and employees in working together to address fraud, abuse, and other misconduct in the workplace to promote a safe and positive work environment.

The Trust Line can be used by employees and temporary workers (like trainee, temp) of Schneider Electric and is designed for employees to report any violation of laws and regulations or our Code of Conduct - Trust Charter and related policies (e.g., our Anti-Corruption Code of Conduct), resulting from the activities of Schneider Electric and its subsidiaries, as well as the activities of subcontractors and suppliers with whom a business relationship has been maintained.

Any allegation of non-compliance reported either on-line or via telephone through the Trust Line, the Group Compliance Committee is notified of all reports. The Committee forwards reports to the appropriate regional Compliance Officers and their investigation teams after a preliminary check of the validity of the report according to the Whistleblowing policy. In accordance with local regulations and Company practices, an investigation is conducted. All investigations are conducted in an objective, timely and thorough manner. Reporters may check the status of the investigation by clicking the Follow Up link on the Trust Line.

The Trust Line makes these reports available only to certain high-level executives, compliance officers, and investigators within the Company who have the responsibility to address concerns reported.

6. 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
Sexual Harassment	1	0		2	0	
Discrimination at workplace	2	2	Pending cases under investigation	0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

Retaliation is against our values. All complaints can be made without fear of reprisal and with the assurance that the Company stands with you. Threats, retribution, or retaliation against any person who has in good faith reported a violation or a suspected violation of law, this Code or other Company policies, or against any person who is assisting in any investigation or process with respect to such a violation is prohibited by the Company.

Investigation teams adhere to the principles of natural justice, confidentiality, sensitivity, non-retaliation and fairness while addressing concerns. The concerns are handled with sensitivity, while delivering timely action and closure. A detailed investigation process ensures fairness for all involved, with an opportunity to present facts and any material evidence.

When anyone chooses to submit a report via the web portal, Schneider Electric Compliance Team ensures a secure and confidential environment for collection, storage and transmission of the reports.

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

(Yes/No)

Yes. We do include human right requirements as part of agreements and contracts for Global Supply Chain Purchasing, Indirect Procurement, Distributor and Channel Partner contracts.

9. Assessments for the year: (CE)

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

*Assessments include the assessments done by internal audit team.

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

All identified risks/concerns related to human right issues were addressed by respective teams through internal committees. During the year under review, one (1) sexual harassment complaint was reported, which was withdrawn by the complainant and therefore, no action was taken. It was ensured by ICC that the complaint was withdrawn under free will and not under any influence or coercion. Thereafter, the case was closed.

LEADERSHIP INDICATORS

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

No new business process raised because of addressing human rights complaint.

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

No Human rights due diligence has been carried out during the year.

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. Our Diversity, Equity, Inclusion (DEI) Charter ensures that all SEIL workplaces are accessible and comply with Local Government regulations. Towards this endeavor we continuously strive towards creating accessible infrastructure in alignment with PWD Act, 2016. We have established a task force & Liaison officer to monitor and make relevant progress along with our Professional Association (DEOC) to identify opportunities for changes. Through robust redressal mechanism, we have made significant progress in creating accessible ecosystem.

4. Details on assessment of value chain partners:

Schneider Electric leverages our partnership with Responsible Business Alliance (RBA), joined by Elevate, a ESG risk analyses company to annually analyze our World-Wide suppliers (direct, indirect). The assessment marks each supplier on a scale of 10 (1 being the lowest score and 10 being the highest score).

If a supplier receives a score equal to or less than 5 then they are classified as a high-risk supplier and need to be assessed onsite as per the RBA standard.

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	100%
Forced/involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

*100% of the suppliers were assessed by Elevate through (Virtual assessment) and 5% by inhouse team (On-site audit).

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

Some assessed sites were found to not meet the Responsible Business Alliance standard requirements on minimum wages, working hours, young worker management, compensation practices, forced Labour practices and discrimination/harassment prevention systems. This could range from actual on-ground violations of the systems (For either third party employees or full-time employees) to not having a documented policy or monitoring and review system in place.

The suppliers were informed of the corrective action that was expected of them with a clear timeline for closure. The supplier teams were required to nominate an individual onsite (Usually Human Resources team members) who would then work with the Schneider Vigilance team member to periodically review the progress on the closure.

Final closure of the identified point is either done through onsite verification or remote evidence submission based on applicability.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (GJ)	26,397.52	26,899
Total fuel consumption (B) (GJ)	8,095.46	4,730
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption (A+B+C) (GJ)	34,492.98	31,628.58
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ per crore INR)	19.41	20.67
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, Energy audits are being carried out by competent agencies such as Green Flames and by Bureau Veritas as part of ISO 14001 and ISO 50001 certification. We have also carried out data verification and assurance of the BRSR data by TUV SUD.

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

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	239	950
(iii) Third party water	70,572	71,528
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater storage)	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	70,811	72,478
Total volume of water consumption (in kiloliters)	70,811	72,478
Water intensity per rupee of turnover (Water consumed / turnover) (kl per crore INR of revenue)	39.84	47.36
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, The management system has been assessed and certified by Bureau Veritas as part of ISO 14001 certification. We have also carried out data verification and assurance of the BRSR data by TUV SUD.

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

Partially yes. The Medium voltage India plant & Transformer Business India plants of the Company located in Vadodara are zero liquid discharge facilities. The only source of wastewater is from domestic purposes since there is no water involved in the manufacturing process and these sites are having sewage treatment plant to treat this domestic wastewater. The treated water of sewage treatment plant is tested as per the defined BIS standard. The treated water is reused for gardening within the plant. The SLW Plant of the Company in Kolkata is having an effluent treatment plant to treat the process wastewater and the treated wastewater is discharge into the permitted Government discharge line whereas the domestic wastewater is discharged directly to municipal wastewater channels. An initiative has been taken to install the ZLDP – zero liquid discharge plant addition to current effluent treatment plant at SLW, Kolkata plant.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	ppmv	41.844	46.067
Sox	mg/Nm ³	42.481	52.587
Particulate matter (PM)	mg/Nm ³	46.265	46.698
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

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

Yes, all the measurements and reporting is being carried out 3rd party agencies approved by respective pollution control boards and as per BIS standards and the data has been verified as part of BRSR report assurance by TUV SUD.

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

Parameter	Unit	FY2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	Total	938.21
		CO ₂	493.18
		SF ₆	445.03
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	5102.77	5278.20
Total Scope 1 and Scope 2 Emissions	tCO ₂ e	6040.99	5949.74
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/ crore of rupees	3.40	3.89

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

Yes. All the BRSR data is verified by an independent verification agency- TUV SUD South Asia.

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

Yes, SEIL has a very detailed strategy to work on the reduction of greenhouse gas emission. For ensuring alignment to science-based target the carbon footprint mapping has been carried out for all the SEIL facilities. To identify potential of reduction, the site has conducted detail energy audit through certified auditor of Bureau of Energy Efficiency. The significant CO₂ emission contributors are electricity drawing from grid, SF₆, LPG & Diesel. Primary actions for reducing Scope 1 & 2 are decreasing or substituting fossil fuel, electrification of processes replacing oil and gas, and improving efficiency by energy audits, digitalisation, and optimization techniques. The actions to reduce the energy consumptions includes:

- Optimizing operating pressure of compressed air, delivered pressure reduced by 0.5 bar & arresting air Leakages (continuous action).
- Occupancy sensor installation for office areas.
- HVAC chiller pump - Insulate chiller pump body to eliminate heat loss & Operational controls to optimize usage.
- Solar heater for canteen ie. PV solar panel for heating water, Segregate air conditioned & kitchen exhaust system, Reinsulate cold refrigerant lines, Operational control during non-occupancy hours etc.
- As part of our commitment towards Renewable Energy (RE100), EV Charging station is installed for employees to promote transition to green mobility.
- Various actions are in progress to eliminate and reduce the GHG emission through fugitive emission sources like SF₆ gas. Detailed process assessment has been carried out and steps have been taken to ensure negligible leakage through installation of advance machinery which includes leakage detector sensors and alarm system, Inert gas usage for leakage testing in the equipment.

- G. Solar panels are installed in the Vadodara facility to generate renewable power which provides 15 % of total power consumption of the plant.
- H. Substituting diesel with LPG in autoclave oil heating which reduces CO2 emission by 50%.

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

Parameter	FY 22-23 Previous Financial Year	FY 21-22 Current Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste	11.62	16.40
E-waste	0.76	0.43
Bio-medical waste	0.02	0.01
Construction and demolition waste	-	-
Scrap Waste used Transformer Oil Mixed	0.10	0.14
Battery waste	-	3.54
Water mixed sludge oil	-	11.00
Radioactive waste	-	-
Other Hazardous waste. Please specify, if any.	5.17	8.82
Other Non-hazardous waste generated. Please specify, if any.	349.59	384.93
(Break-up by composition i.e., by materials relevant to the sector)	-	-
Aluminium scrap	4.65	21.39
Copper scrap	32.06	24.33
Brass scrap	88.12	133.52
Metal Scrap	1.07	-
Waste Carton Paper	371.21	412.02
Waste wood scrap	252.30	193.90
Lan Cable / Electric wire	483.93	500.85
Total	1,600.59	1,711.28
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
Plastic waste	11.62	16.40
E-waste	0.76	0.43
Construction and demolition waste	-	-
Scrap Waste used Transformer Oil Mixed	0.10	0.14
Non-Hazardous waste(H)	4.65	21.39
Used Oil	-	0.18
Copper scrap	88.12	133.52
Waste Carton Paper	252.30	193.90
Waste wood scrap	483.93	500.85
Lan Cable / Electric wire	-	-
Metal Scrap	371.21	412.02
Lead dross waste	1.03	-

2 Statutory Reports

2.4 Business Responsibility & Sustainability Report

Parameter	FY 22-23 Previous Financial Year	FY 21-22 Current Financial Year
Aluminium scrap	32.06	24.33
Waste residue containing oil	0.16	11.05
Empty/barrels/containers with hazardous chemicals/wastes	5.07	6.81
Other non-hazardous	349.59	384.77
(ii) Re-used	-	-
Copper etching residues	-	-
(iii) Other recovery operations	-	-
Total	1,600.60	1,705.80
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	0.16
(ii) Landfilling	-	5.37
(iii) Other disposal operations	-	-
Phosphate Sludge	-	-
Used Spent Oil	-	0.18
Wastes/Residue containing oil	-	0.16
Chemical Sludge from wastewater treatment	-	-
Concentration waste from MEE previously plating metal sludge	-	-
(iii) Other disposal operations	-	-
Total	-	5.87

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, The management system has been assessed and certified by Bureau Veritas as part of ISO 14001 certification. We have also carried out data verification and assurance of the BRSR data by TUV SUD

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.

All the sites under SEIL is zero-landfill sites. The waste generation at all locations are monitored based on the generation activities such as production processes, logistics activities, and office activities. All the generated hazardous waste is managed as per the legal requirements stated. Non-hazardous waste generated is either reused or recycled. The special category of wastes are recycled through pollution control board authorized vendors. The hazardous waste is sent for the disposal through incineration and recycling. It is ensured that none of the residues are sent for the landfilling under the zero-land fill initiative. Some of the initiatives taken up at the sites are segregation of waste at source by placing the different color code wastage bins, removal of multiple waste bins from the office area for better segregation, different chambers allocated for waste storage at scrap yard, and weighing provision before the waste is sent to designated location for recycling. Some of the projects employed to reduce the non-hazardous waste generation are using of recyclable wooden pallets, reusing the carton boxes, replacing cartons with multiple-use plastic boxes for transporting and storing, packing optimization, etc. There are many projects initiated for elimination of single use plastics and packaging waste in the processes as well as daily use such as replacing plastic water bottles with steel water bottles, plastic bags replaced with compostable plastic bags in the dustbins, reusable metal boxes for the top bottom material for the busway line, wooden pallet design changed for less wood usage, second life to the packaging boxes by internal usage, honeycomb packaging implementation done which replaces the wood packaging, corrugated packaging implementation instead of wood packaging, returnable metal trolley implemented which eliminated the packaging, wooden pallet replaced by the base frame. The metal frame base is implemented to eliminate the wood for raw material coming from the vendors. E-Wastage is sent for recycling to the authorized recycler under the e-waste management rules. Food wastage is monitored and used for making compost in the plant which is utilized for gardening purpose.

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

The Company does not have any operations/offices in ecologically sensitive areas.

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

No new construction/expansion projects were taken up in the financial year 2022-23.

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

Yes. The Company is compliant with all applicable environmental laws/regulations in India.

LEADERSHIP INDICATORS

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

Parameter	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
From renewable sources		
Total electricity consumption (GJ)	1,806	1,462
Total fuel consumption (GJ)	-	-
Energy consumption through other sources (GJ)	-	-
Total energy consumed from renewable sources (GJ)	1,806	1,462
From non-renewable sources		
Total electricity consumption (GJ)	24,592	25,437
Total fuel consumption (GJ)	8,095	4,730
Energy consumption through other sources (GJ)	-	-
Total energy consumed from non-renewable sources (GJ)	32,687	30,167

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes. Bureau Veritas carried out data verification as part of ISO 50001 & ISO 14001 certification of our sites for consumption from Renewable energy sources. We also got the BRSR report data verified and assured by TUV SUD.

2. Provide the following details related to water discharged:

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third parties	25334.5*	30821.2*
- No treatment	21602.2	24229.5
- With treatment – Secondary treatment	3732.3	6591.7
(v) Others	20291	15149
- No treatment	0	0
- With treatment – Secondary treatment	20291	15149
Total water discharged (in kiloliters)	20291	45970.2

*Water sent to City Sewage Treatment plant for treatment.

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

Yes, Bureau Veritas carried out data verification as part of ISO 14001 certification. We also carried out independent verification by TUV SUD as part of BRSR report assurance.

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

None of locations where the sites of the Company are located are classified as over-exploited or critical by CGWB.

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

Scope 3 emissions are not currently calculated at entity level.

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

Not applicable since the Company does not have any operations/offices in ecologically sensitive areas.

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

At SEIL, reducing environmental impact of operations is of paramount importance as part of our sustainability strategy. We have identified numerous energy saving, waste recycling, water saving initiatives to reduce the resource consumption. The plants are having building management system for monitoring the HVAC system. The BMS system is effectively used to identify the energy saving actions and efficient usage of HVAC system. The energy meters are connected to the power monitoring system and we track the energy usage digital and initiating the actions on energy savings. Water meters are installed for the tracking of water usage and mapping the water footprint of the plant. We have also installed renewable energy on-site and usage is also tracked in the our in-house Environment IT system- Resource advisor along with energy, water, waste, etc. Treated wastewater is also reused for gardening at MVI and TBI plants in Vadodara.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Reduction in single use plastics.	Removed all plastic water bottles & distributed 300 SS water bottles to employees of TBI plant. Replaced plastic garbage bags with biodegradable garbage bags in offices as well as at shopfloor.	Reduction in single use plastics &, better awareness among employees.
2	Sustainable packaging	New Design Proposal for VI Packing based on the feedback from our Schneider Regensburg Plant, to reduce packing material wastage such as materials like wood, plastic foil, aluminium foil, foam. New Eco fit Design of 1 MVA transformer on the feedback from our Schneider UK Leeds Plant.	Because of the Two Layer Staging number of VI loading capacity increased in the New packing box, which has reduced the overall Packing wastage. Because of the multi-Layer Staging number of Transformer loading capacity increased in the new packing box on logistic, which has reduced the overall Packing waste reduction.
3	Reuse of Wooden packaging	Wooden packaging from suppliers are reutilized for our accessory packing box while sending to our customer as per our packaging size.	Reusing of wastage material and promoting circular economy in operations.
4	CRGO as circular economy	Scrap CRGO from core cutting machine was utilised as premium grade raw material to CT/ PT manufacturers been identified to divert it.	Reusing of wastage material and promoting circular economy in operations.
5	Energy Audit conducted by Third party	Restore solar power generation to designed / optimum capacity by inverter module repair & solar panel cleaning. Insulate chilled water pump body to eliminate heat loss & load on chiller. Keep chiller pump (suction) valve fully open i.e., NO throttling to apply. Operate single primary & secondary pump.	63000 Kwh saving 25200 Kwh saving
6	Non-production hour's consumption reduction	Reduction of usage of power for equipment's non-production hour operation - heli fan timer installed.	113488 Kwh saving

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	Energy efficient lighting for warehouse/ LV Shop floor.	Lighting converted in 61 nos from tube light to LED at Warehouse & LV shop Floor.	25360 Kwh saving
8	Sensor fitting done in admin washroom and admin area occupancy	Installation of occupancy sensors or photocell, programmable switches, time clock, automation etc.	568 Kwh saving
9	Air supply line leakage work under progress.	Air audit to define actual pressure requirements, air intake temperature reduction feasibility, exhaust Vs intake air short cycle, low vs high cfm requirements etc.	341 Kwh saving
10	Compressor	Compressor and Shop floor leakage arrest.	341 Kwh saving
11	Install stoppage of AC after office hours	Put timer on the admin building, to automate on time (8:45 am) & Off time (5:45 am).	14341.6 Kwh saving
12	Replace the pending MERCURY Lights with LED lighting	95 no's LED replaced at shop floor done.	52240 Kwh saving

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

Yes, we do have Business Continuity Plan (BCP) which includes disaster management. The management of the business continuity is based on an evaluation of the risks and the business impact to identify critical activities. Therefore, the content of the BCP needs to be adapted for each site following the detailed risk assessment and business impact analysis. The risk assessment matrix is used to identify major risks by assessing probability of occurrence and impact on personnel, real estate and business. The objective of this document is to describe the actions, roles, and responsibilities within the site to ensure the management of the initial phase following an incident, the business continuity and the recovery of critical activities. It is focused on industrial activities. The plant Business continuity and disaster management is reviewed every year with plant leadership and key stakeholders. The disaster management mock drill is also exercised every six months to ensure the preparedness. The mock drills are also conducted with the external authorities for better coordination in case of real emergency scenario. The details of the emergency preparedness are displayed in the Company at various places which includes emergency numbers and incident scenario. The facilities are equipped with the fire hydrant, fire sprinkler, smoke detection system and fire water storage in adequate quantity. The external experts are engaged for ensuring the adequate fire protection system installation and every two year the audit is performed by these external experts. The internal emergency response team is identified under the fire fighter, first aiders, crisis management team with their roles and responsibility to perform during the emergency scenario. The disaster management is also including the pandemic scenario which supports during the actual emergency like covid19. The emergency preparedness plan is also reviewed by the authority during their inspection and visit to the plant. The NDRF, Fire authorities are consulted for ensuring adequate measures to handle the emergency situations. The fire facility is assessed, and revamped project is initiated to ensure the requirement as per national fire protection association and national building code fire protection guidelines.

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?

Non-conformances with respect to environmental aspects were observed at some of the audited supplier sites. Observations at supplier sites ranged from functioning with lapsed licenses from the respective pollution control board, operating processes that generated emissions or effluents that were discharged without the necessary control measures, poor management of hazardous waste (Generation, storage, and disposal), engaging unlicensed vendors for the disposal of hazardous and solid waste and exceeding regulatory limits on environmental noise generation. A very preliminary check is done with suppliers on monitoring of GHG (Scope 1 & 2) and implementation of cost effective methods to improve energy efficiency as per the RBA standard.

The supplier team is expected to provide a corrective action plan wherein they will comply with both legal and RBA requirements. They are required to demonstrate the capability/system to monitor their compliance requirements in a sustainable manner. The vigilance team members review and validate the actions based on the completion of the action by the supplier team. We do provide training and assistance to supplier teams wherever required but they are expected to implement and monitor these programs independently.

Final closure of the identified point is either done through onsite verification or remote evidence submission based on applicability.

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

Schneider Electric leverages our partnership with Responsible Business Alliance (RBA), joined by Elevate, a ESG risk analyses company to annually analyze our Worldwide suppliers (direct, indirect). The assessment marks each supplier on a scale of 10 (1 being the lowest score and 10 being the highest score).

If a supplier receives a score equal to or less than 5 then they are classified as a high-risk supplier and need to be assessed onsite as per the RBA standard.

100% of the suppliers are being assessed.

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: 9
- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S.no	Name of the trade and industry chambers/ associations*	Reach of trade and industry chambers/ associations (State/National)
1	CII	National
2	FICCI	National
3	IFCCI	National
4	IEEMA	National
5	IGBC	National
6	AEEE	National
7	BIS	National
8	NASSCOM	National
9	TERI	National

*All association memberships are for Schneider Electric India level and is applicable to all SE entities operating in India.

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

The Company has not received any adverse order on any issues related to anti-competitive conduct from any regulatory authority in the financial year 2022-23.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

S. no	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
1	National Electricity Policy - NEP	Took inputs from our local and global colleagues, prepared a draft and sent to IEEMA	Yes	Annual	
2	Energy Conservation Building Code - ECBC	Took inputs from our local colleagues, prepared a draft and influenced through IGBC	Yes	Annual	Not available
3	National Electricity Code - NEC	We are members of ETD-20 committee of BIS and we influence through BIS committee	Yes	Once every 5 years	

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

ESSENTIAL INDICATORS

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

No new construction/expansion projects were taken up in the financial year 2022-23.

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

No new construction/expansion projects were taken up in the financial year 2022-23.

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

The Schneider Electric India Foundation, the CSR arm of the group (Foundation) works closely with the community in identified areas of education, healthcare, disaster relief, etc. Within its areas of work, the Foundation has robust mechanisms to assess the impact of projects on intended beneficiaries. These mechanisms range from one-on-one and group discussions with beneficiaries to impact assessments, among others, and provide ample opportunity to receive and redress grievances of the intended beneficiaries. Additionally, the Trust Line is also available to community members to lodge any grievances.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Directly sourced from MSMEs/ Small producers	31%	29%
Sourced directly from within the district and neighboring districts	49%	52%

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):

No new construction/expansion projects were taken up in the year 2022-23.

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

S.no	State	Aspirational District	Amount spent (INR)
NA	NA	NA	NA

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

(b) From which marginalized /vulnerable groups do you procure? - Not applicable

(c) What percentage of total procurement (by value) does it constitute? - Not applicable

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

All the products of the Company are based out of electrical and electronics components and does not include any IP from traditional knowledge.

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.

Since our products are not based out of traditional knowledge we have no adverse order on intellectual related property related disputes.

6. Details of beneficiaries of CSR Projects.

S.no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Access to Renewable source of Energy	10,000*	100%

*Beneficiary Calculation- We had distributed solar lamps to 2000 families and assumption of 5 person/family.

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

ESSENTIAL INDICATORS

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

At SEIL, we have a dedicated customer service and quality team to respond to all consumer complaints and feedback. Customer reaches to customer care centre (CCC) through Phone, Chat or E-mail. CCC would create a case of the complaint and ask for relevant information like product name, invoice details to check for the warranty period of the product. If the product is in warranty, CCC will try and resolve the issue through remote trouble shooting. If the issue cannot be resolved over remote then work order is created for an engineer to visit the site. Once the engineer visits the site, he will confirm if the issue requires replacement of the product/ spare on FOC or by the Customer themselves. Accordingly, the work order and the case is closed in the system and customer is auto intimated about the closure over a mail.

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

	As a percentage to total turnover
Environment and Social parameters relevant to product	47%
Safe and responsible usage	26%
Recycling and/or safe disposal	24%

3. Number of consumer complaints

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-	Not applicable	-	-	Not applicable
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	

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

	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Yes, we maintain robust information security and data privacy programs which is consistent with industry standards and applicable legal requirements, designed to protect against unauthorized data disclosures and attacks on our network. Like any other large business organizations, we do experience such incidents from time to time. When an incident happens, we respond quickly to investigate the incident, take remedial action, and provide notification to affected parties where appropriate. As a matter of good security practice, we generally only discuss the details of specific incidents in the context of notification.

<https://www.se.com/ww/en/about-us/cybersecurity-data-protection/>

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

We have not received any adverse order from any regulatory authority for the financial year 2022-23.

LEADERSHIP INDICATORS

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

- (a) <https://www.se.com/in/en> – this is our corporate website, open for all partner/end users/home owners/students/ job seekers
- (b) <https://www.apc.com/in/en/> - this is our acquired brand website for APC. Open for all but it caters to Secure power business.
- (c) <https://infra-in.se.com/en/> - this website is meant for the Company and caters to our investors, and open for all.
- (d) mySchneider web : https://www.se.com/myschneider/?countrycode=in&lang=en_IN – this website is meant only for all our partners and not open to all. It needs registration and login credentials to avail the services/content.
- (e) mySchneider App - <https://www.se.com/in/en/work/support/myschneider-app/> - this is the app meant only for all our partners and not open to all. It needs registration and login credentials to avail the services/content.
- (f) mySchneider Electrician App - this is the app meant only for Electricians and not open to all. It needs registration and login credentials to avail the services/content.
- (g) mySchneider Retailer App - this is the app meant only for Retailer and not open to all. It needs registration and login credentials to avail the services/content.
- (h) We also have a call center to service customers as required

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

We majorly communicate to our customers about safe and responsible usage of products and/or services through:

- 1. Information/declarations on product catalogs/manuals and end of life documents.
- 2. Information/declarations on product website.

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

In case of disruption, we either play a message on the IVR so that any customer calling through phone will be intimated about the situation. For our registered Customers, we update the same message on “my Schneider app” and website to notify them. There will be similar notification circulated by Channel partner / Distribution Team to the Customers.

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

Not applicable.

Yes. There are 2 types of survey mechanisms:

- 1. Customer Net Promoter Score (CNPS) survey done annually via phone calls through an independent 3rd party agency which focuses on customer’s overall perception of Brand Schneider. CNPS for CY2022 was 45.2%.
- 2. Net Satisfaction Score (NSS) survey happens at multiple touch points for every customer transaction (with quarantine rules in place). This survey is done via e-mail to get customer satisfaction and feedback. NPS Score for CY2022 was 65.5%.

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 - Nil

On behalf of the Board of Directors,
For Schneider Electric Infrastructure Limited

Date: June 29, 2023

Place: London

Namrata Kaul
Chairperson
DIN: – 00994532