

# Business Responsibility & Sustainability Reporting.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L29306MH2020PLC341326
2. Name of the Listed Entity	Motherson Sumi Wiring India Limited
3. Year of incorporation	2020 (date of Incorporation - July 02, 2020)
4. Registered office address	Unit - 705, C Wing, ONE BKC, G Block, Bandra Kurla Complex, Bandra East, Mumbai - 400051, Maharashtra (India)
5. Corporate address	Motherson Corporate Tower, Plot No.1, 5th Floor, Sector 127, Noida - 201301 UP India
6. E-mail	<a href="mailto:investorrelations@mswil.motherson.com">investorrelations@mswil.motherson.com</a>
7. Telephone	+91-120-6679500
8. Website	<a href="http://www.mswil.motherson.com">www.mswil.motherson.com</a>
9. Financial year for which reporting is being done	Financial Year 2023-24
10. Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11. Paid-up Capital	INR 4,421 million

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

Company is a part of Motherson Group and follows policies and procedures as laid down for the whole group. BRSR activities are being carried out and are getting monitored by Central Sustainability Team of Motherson. Contact details of persons for any queries related to BRSR report is as under:

1. Mr. Barrie Painter Phone: +91-120-6679500 E-mail: <a href="mailto:sustainability@mswil.motherson.com">sustainability@mswil.motherson.com</a> Mr. Barrie Painter is a Chief Sustainability officer and Executive Vice President - General Management at Motherson Group. Mr. Painter is heading all sustainability and ESG development goals of Motherson Group.	2. Mr. Anurag Gahlot Chief Operating Officer Phone: +91-120-6752100 E-mail: <a href="mailto:Sustainability@mswil.motherson.com">Sustainability@mswil.motherson.com</a> Mr. Anurag Gahlot spearheads ESG actions within the company in line with Group's goals.
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13. Reporting boundary-

The Company has no investment in any subsidiary, associate and joint venture, hence reporting disclosures are given on Standalone basis for Motherson Sumi Wiring India Limited.

14. Name of Assurance Provider: Not Applicable

15. Type of Assurance Obtained: Not Applicable

### II. Products/services

16. Details of business activities (accounting for 90% of the turnover): from continuing operations

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

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Wiring Harness & its Components	29304	99%

### III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of Offices	Total
National	26	4	30
International	-	-	-

Plants include all operational unit (Manufacturing Plant, module centres, assembly centres) tech centres and representative offices.

19. Markets served by the entity:

a. Number of locations

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

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

Negligible.

c. A brief on types of customers

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

### IV. Employees

20. **Details as at the end of Financial Year:** The company does not categorise any of the employees as workers and refers employees working in production and related areas as Associates

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	3386	2900	86%	486	14%
2	Other than Permanent (E)	32	17	53%	15	47%
3	<b>Total Employees (D+E)</b>	<b>3418</b>	<b>2917</b>	<b>85%</b>	<b>501</b>	<b>15%</b>
<b>ASSOCIATES (WORKERS)</b>						
4	Permanent (F)	1632	1093	67%	539	33%
5	Other than Permanent (G)	41331	19845	48%	21486	52%
6	<b>Total Associates (Workers) (F+G)</b>	<b>42963</b>	<b>20938</b>	<b>49%</b>	<b>22025</b>	<b>51%</b>

Note: All the workforce of the company is categorised as "Employees" and "Associates".

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	13	11	85%	2	15%
2	Other than Permanent (E)	0	0	0%	0	0%
3	<b>Total differently abled employees (D + E)</b>	<b>13</b>	<b>11</b>	<b>85%</b>	<b>2</b>	<b>15%</b>
<b>DIFFERENTLY ABLED ASSOCIATES (WORKERS)</b>						
4	Permanent (F)	13	9	69%	4	31%
5	Other than Permanent (G)	27	16	59%	11	41%
6	<b>Total differently abled Associates (Workers) (F + G)</b>	<b>40</b>	<b>25</b>	<b>63%</b>	<b>15</b>	<b>38%</b>

21. Participation/Inclusion/Representation of women

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

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

	FY 23-24			FY 22-23			FY 21-22		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	11%	9%	10%	14%	11%	12%	18%	13%
Permanent Associates (Workers)	5%	10%	7%	5%	7%	5%	10%	9%	10%

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

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

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

#### VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No)** Yes  
(ii) Turnover (in Rs.) – **INR 83,282 million for FY 2023-24**  
(iii) Net worth (in Rs.) – **INR 16,768 million for FY 2023-24**

#### VII. Transparency and Disclosures Compliances

25. 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 Redresal Mechanism in place (Yes/No) (If Yes, then provide web-link for grievance redress policy)*	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	NA	-	-	NA
Investors (other than shareholders)	Yes	-	-	NA	-	-	NA
Shareholders	Yes	-	-	NA	-	-	No shareholder complaint required under principles.
Employees and workers	Yes	3	1	POSH Cases: Pending case closed	6	0	POSH Cases
Customers	Yes	-	-	NA	-	-	NA
Value Chain Partners	Yes	-	-	NA	-	-	NA
Others (please specify)	NA	-	-	NA	-	-	NA

\* The policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website:

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

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Emissions & Climate and environmental action	Opportunity & Risk	<p>O: To be a Pro-active sustainable solutions provider enabling growth, potential competitive advantage.</p> <p>R: Climate Change poses potentially acute physical risks to our operations and value chain. Increased severity of extreme weather events (floods / wild fires etc), asset risk, increased insurance premiums;negative impacts on workforce (health, safety, absenteeism). Water – operating in “Central ground water Board ministry of Jal Shakti Government of India” identified water scarcity high impact areas, Availability of insufficient supply of renewable electricity. Climate change poses transition risks to our business, with potential failure to meet stakeholder expectations.</p>	Operational roadmaps aligned to our strategic ambitions and our intermediate targets. Partnering through the value chain driving environmental action including increased utilisation of renewable energy, reduction in resource use, waste generation and water use.	Negative through Risk of higher operational costs and potential Impact on business.
2	Environmental Innovation and Technology	Opportunity & Risk	<p>O: Improved resource efficiency and opportunities to reduce, recycle and reuse material and products to provide both commercial and environment benefits.</p> <p>R: Expediting operational transition and potential failure to meet stakeholder expectations. Negative economic impact if not implementing circularity, Potential failure to deliver technological advances in products and processes with evolving market and policy landscapes.</p>	Implementing operational climate transition plans. Develop new materials and solutions. Collaborations with both customers and supplier/partners.	Negative short term, positive long term

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Product Sustainability and stewardship	Opportunity & Risk	<p>O: Product enhancement and value addition aligned to industry trends. Reducing product carbon footprint.</p> <p>R: Failure to meet customer expectations in terms of product sustainability. Risk of supply due to recycled materials feedstock availability.</p>	Product road mapping process utilising innovation and technology. Pro-active engagement with customers & suppliers to identify and realise potentials to reduce environmental impact and create economic circularity.	Positive
4	Diversity, Equity and Inclusion	Opportunity & Risk	<p>O: Capitalizing on and leveraging existing talent pool. Our diversity and inclusion strategy harnesses the unifying power of our differences and values the unique qualities of each member of our workforce.</p> <p>R: Inability to attract and retain talent and failure to develop a diverse workforce with critical skills to enable the delivery of sustainable solutions.</p>	Improved employer branding, Communication and development, actions to attract diverse talent, retain and empower existing employees and associates.	Positive
5	Employee Engagement	Opportunity	<p>O: Engaged employees are more motivated, leading to higher productivity, reducing turnover and associated costs. Increased loyalty and commitment to success of the business.</p>	Actions to develop capabilities, empowerment and motivation resulting in increased productivity and positive engagement. Talent upskilling programmes to ensure our people have the skills and capabilities required.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Employee Well-being	Opportunity	O: Improved well-being can lead to better performance and higher quality of work and reduced absenteeism and turnover. Access to mental health resources can create a supportive work environment. Positive employee experience can lead to attraction of talent and improve the company's reputation.	Action towards Well-being initiatives to boost employee morale and engagement, reduce absenteeism and attrition. Employees who feel cared for are more likely to be motivated and committed to their work.	Positive
7	Human rights throughout our operations and value chain	Risk	R: Potential business interruption, impact on employees and communities, Potential for accusations related to Human Rights through the value chain and risk of damage to reputation and loss of business.	Committed to UNGC principles and deployment on the Human Rights policy. Use third-party tool to assess industry and country specific Human Rights risk. Upholding the Human rights policy statement in letter and spirit and zero tolerance towards any Human rights Violations. Assess the value chain for upholding Human Rights.	Negative
8	Corporate Governance & Strategy	Opportunity & Risk	O: Adoption of transformational governance practices to maximise growth opportunities and realization of sustainability ambitions. R: Risk of failing to meet changing stakeholder expectations and broader societal needs.	Continuous stakeholder engagement, materiality assessments and governance of the board including sustainability subcommittee	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Data Privacy and Information Security	Risk	R: We are exposed to IT risks since IT plays an important role in our operations, including the manufacturing, design of engineering processes. Breaches can lead to loss of customer trust, business disruption, and reputational damage in an increasingly digitally connected landscape.	Cybersecurity strategy, robust information security management system, multi-layered security technologies, training and user awareness.	Negative
10	Management Systems	Opportunity	O: Potential for continuous increases in efficiency, agility, reliability and productivity across the entire enterprise.	Continual upgradation of skills of the people and adoption of relevant pertinent methods and technologies	Positive
11	Risk Management and Compliance	Opportunity & Risk	O: Continuous Evaluation of risks and mitigation plan to avoid negative business performance and capitalize on opportunities R: Growth and diversification strategy could increase threat of anomalies/ fragmentation in Risk Management for the group. Risk with respect to maintaining adherence to changing regulatory requirements and potential for resulting reputational damage.	Proactively focus and enhance process to ensure risk management is embedded into our business process to protect business continuity in all circumstances.	Positive financial impact from de-risking strategy
12	Health & safety	Risk	R: Health and safety of employees is of paramount importance. Failure to protect health and safety and adhere to evolving and varied regulations could create significant disruption, commercial and reputational damage.	Occupational Safety and Health (OHS) principles statement, deployment and training to all employees. Regular reporting on safety metrics and sharing of best practices	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Supply chain sustainability and responsibility	Opportunity & Risk	O: New sustainable solutions to support reduction in product carbon footprint and forge more sustainable partnerships R: Challenge to address scope 3 and introduce sustainable solutions. Transparency and traceability of the value chain and actions required to ensure sustainability throughout the supply chain.	Engaging and collaborating with supplier/partners; Integration of principles and policies to the supply chain.	Potential negative financial impact
14	Community	Opportunity & Risk	O: Talent attraction and retention R: Potential for geopolitical/ regional/ economic disruption, where issues may impact employees & operations.	Expand focus on local issues at site level, supported by regional office.	Positive Impact

#### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web link of the Policies, if available	<a href="https://www.mswil.motherson.com/performance/investors/policies">https://www.mswil.motherson.com/performance/investors/policies</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001 and ISO 45001, In our drive towards energy conservation, the company is preparing and striving for ISO50001 certification.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any	Net carbon zero in own operations by 2040. Implementation of water preservation initiatives at all owned facilities by 2030.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have established 2030 as a major milestone of our progress towards our set targets.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9																																																																																																																												
<b>Governance, leadership and oversight</b>																																																																																																																																					
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer page No 8 and 17 of the Annual Report for statements for implementation and oversight for Business Responsibility Report.																																																																																																																																				
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company has constituted a Sustainability Committee to drive the sustainability goals of the Company. Mr. Barrie Painter is highest authority responsible for implementation and oversight of Business Responsibility policy(ies) for the Company under the supervision and direction of Sustainability Committee of the Company.																																																																																																																																				
	Yes, the Sustainability Committee of the Board consisting of 4 directors including two Independent director.																																																																																																																																				
	<b>Name of the director</b>	<b>Designation in Committee</b>	<b>Status</b>																																																																																																																																		
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.	Mr. Rajesh Kumar Seth	Chairman	Non-Executive Independent Director																																																																																																																																		
	Mr. Norikatsu Ishida	Member	Non-Executive Non-Independent Director																																																																																																																																		
	Mr. Anupam Mohindroo	Member	Non-Executive Independent Director																																																																																																																																		
	Mr. Anurag Gahlot	Member	Executive Non-Independent Director																																																																																																																																		
10. Details of Review of NGRBCs by the Company:	<table border="1"> <thead> <tr> <th rowspan="2">Subject for Review</th> <th colspan="9">Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</th> <th colspan="9">Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</th> </tr> <tr> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> </tr> </thead> <tbody> <tr> <td>Performance against above policies and follow up action</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> </tr> <tr> <td>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Yes</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> <td>Annually</td> </tr> <tr> <td>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.</td> <td><b>P1</b></td> <td><b>P2</b></td> <td><b>P3</b></td> <td><b>P4</b></td> <td><b>P5</b></td> <td><b>P6</b></td> <td><b>P7</b></td> <td><b>P8</b></td> <td><b>P9</b></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td></td> <td colspan="19">No, the company has not carried out any independent assessment, however the company is following the policies of the group.</td> </tr> </tbody> </table>																			Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>											No, the company has not carried out any independent assessment, however the company is following the policies of the group.																		
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12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

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

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

##### Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	1	<ul style="list-style-type: none"> <li>Board Charter</li> <li>Audit Committee Charter</li> <li>Risk Management Committee Charter</li> <li>Nomination and Remuneration Committee Charter</li> <li>Corporate Social Responsibility Committee Charter</li> <li>Stakeholders' Relationship Committee</li> <li>Role &amp; Responsibilities of Key Managerial Personnel</li> <li>Code of conduct for Directors.</li> </ul>	100
Key Managerial Personnel	1	Policy Training and Affirmation on an annual basis	100
Employees other than BoD and KMPs	7	The Motherson Code of Conduct provides the broad foundation of ethical and behavioral expectations for all employees of Motherson. To complement the Code, Motherson has a suite of policies related to ethics, transparency and accountability which include whistle-blower, related party transaction, prevention of harassment, data protection, competition and anti-trust, anti-bribery/ gifts/ meal/ entertainment, human rights, equality opportunity. This suite of policy has an associated option of training avenues that include e-learning and live face-to-face training. Motherson DNA, values and behaviour trainings; soft- and hard-skills trainings which are offered both internally and externally.	83%

Segment	Total number of training and awareness programs held	Topics / Principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Associates (Workers)	7	A similar framework exists for the Workers as it does for the category of Employees. In addition, there are related training initiatives that focus on specific on-the-job related skills and competence development.	93%

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

None

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

Non-Monetary	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NA	NA	NA
Punishment	NIL	NA	NA	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

Yes, the Company has strict guidelines on anti-bribery and anti-corruption, maintaining a "ZERO TOLERANCE" policy towards any form of bribery and corruption. The Company is committed to ensuring that its employees and contractors do not engage in, offer, or promise any form of bribery or corruption, nor act in violation of any Anti-Bribery and Anti-Corruption Laws. The Company views any instance of bribery or corruption as not only a legal violation but also morally unacceptable. It is dedicated to upholding the highest moral and ethical standards. For more details, the Policy is available at: <https://www.mswil.motherson.com/performance/investors/policies>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	62	68

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	65%	63%
	b. Sales (Sales to related parties / Total Sales)	2%	3%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

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

The company conducted a supplier webinar to raise awareness about sustainability, covering governance, social, and environmental principles. Additionally, we partnered with EcoVadis, a third-party assessor, to evaluate suppliers' sustainability status. Webinar invitations and the code of conduct were shared with suppliers responsible for 80% of our direct material spend.

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

Yes. The company has code of conduct for directors which clearly states that every director representing the company shall endeavour to avoid conflict of interest and is expected to act in the best interest of the company. Additionally, we have a comprehensive directors manual to ensure clarity regarding their expectations and roles.

## 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.

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	1%	4%	The Company's R&D expenditure supports the OEMs for introducing vehicles with less emission (e.g. Bharat VI etc.). The Company has spent significantly to develop wiring harness for electric vehicle in FY 2022-23 while its more standardized in FY 2023-24
Capex	6%	3%	Capex has been incurred as capacities added for manufacturing of wiring harness for electric vehicles.

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

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

Yes. <https://www.mswil.motherson.com/performance/investors/policies>

The Company sources large portion of its raw materials and components from SAMIL (and group companies) which is being monitored for sustainability commitment. In addition Company is also sourcing from global suppliers including Sumitomo Wiring Systems Limited who is also following sustainability standards.

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

94% of our top suppliers (constituting 80% of our sourcing of components/raw material in value terms) are ISO14001 certified and 81% of such suppliers are ISO45001 certified.

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

The products supplied by MSWIL are incorporated into higher-level assemblies or vehicles. Consequently, the end-of-life disposal, recycling, and reuse of these products fall outside of MSWIL's purview. MSWIL's manufacturing locations are ISO

14001 certified (EMS). Our products comply with environmental regulations such as ELV, RoHS, and REACH. Additionally, auxiliary materials used in packaging and e-waste are managed appropriately with third parties in accordance with applicable regulations.

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

EPR is not applicable to the Company. At present we are not supplying any product under the current scope of EPR.

#### Leadership Indicators

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

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

A major portion of company's products are built to print products where the product design including material selection and end of life specifications are finalised by the customers. Therefore, as of now there is no opportunity for the company to conduct any meaningful LCA. However, to remain future ready, the company has started building necessary capabilities for conducting such analysis in days to come. Further while no LCA assessment has been done with company, the knowledge and methodology will be applied to company from the LCA done by SAMIL as well as support from Sumitomo Wiring Systems Limited for the same.

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

None in Financial Year 2023-24

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
None	N/A	N/A

The child parts procured by the company are subject to customer specifications and industry standards, which typically do not permit the use of recycled materials. As most of these parts are standard catalog items supplied by third-party vendors, MSWIL has very limited control over the materials used in their manufacture.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N/A	N/A	N/A	N/A	N/A	N/A
E-waste	N/A	N/A	N/A	N/A	N/A	N/A
Hazardous waste	N/A	N/A	N/A	N/A	N/A	N/A
Other waste	N/A	N/A	N/A	N/A	N/A	N/A

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

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

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

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

##### Essential Indicators

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

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits*		Paternity Benefits*		Day Care Benefits	
	Numbers (B)	% (B/A)	Numbers (C)	% (C/A)	Numbers (D)	% (D/A)	Numbers (E)	% (E/A)	Numbers (F)	% (F/A)	
<b>Permanent employees</b>											
Male	2900	2900	100%	2900	100%	0	0%	0	0%	0	0%
Female	486	486	100%	486	100%	486	100%	0	0%	258	53%
<b>Total</b>	<b>3386</b>	<b>3386</b>	<b>100%</b>	<b>3386</b>	<b>100%</b>	<b>486</b>	<b>14%</b>	<b>0</b>	<b>0%</b>	<b>258</b>	<b>8%</b>
<b>Other than permanent employees</b>											
Male	17	17	100%	17	100%	0	0%	0	0%	0	0%
Female	15	15	100%	15	100%	15	100%	0	0%	0	0%
<b>Total</b>	<b>32</b>	<b>32</b>	<b>100%</b>	<b>32</b>	<b>100%</b>	<b>15</b>	<b>47%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

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

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits*		Paternity Benefits*		Day Care Benefits	
	Numbers (B)	% (B/A)	Numbers (C)	% (C/A)	Numbers (D)	% (D/A)	Numbers (E)	% (E/A)	Numbers (F)	% (F/A)	
<b>Permanent Associate (Workers)</b>											
Male	1093	1093	100%	1093	100%	0	0%	0	0%	0	0%
Female	539	539	100%	539	100%	539	100%	0	0%	249	46%
<b>Total</b>	<b>1632</b>	<b>1632</b>	<b>100%</b>	<b>1632</b>	<b>100%</b>	<b>539</b>	<b>33%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Associate (Workers)</b>											
Male	19845	18820	95%	8793	44%	0	0%	0	0%	0	0%
Female	21486	21332	99%	8897	41%	21332	99%	0	0%	0	0%
<b>Total</b>	<b>41331</b>	<b>40152</b>	<b>97%</b>	<b>17690</b>	<b>43%</b>	<b>21332</b>	<b>51.6%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.06%	0.05%



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

Benefits	FY2023-24 (Current Financial Year)			FY2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Employee State Insurance	100%	100%	Y	100%	100%	Y
Others, please specify	-	-	N.A	-	-	N.A

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

3. Accessibility of workplaces

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

Yes, various offices, including the registered and corporate offices, are equipped with lifts to facilitate easy movement for differently abled individuals. Most offices are either located on the ground floor or have elevators and infrastructure specifically designed for accessibility. Additionally, adaptations such as special desks or office equipment are provided on a case-by-case basis.

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

The Company's Code of Conduct, available at <https://www.mswil.motherson.com/performance/investors/policies>, highlights the importance of Equal Employment Opportunity in Clause 3.7. Committed to fostering a fair and inclusive environment, the Company values the diversity of backgrounds, opinions, and talents, recognizing their role in enriching the organization and contributing to its success. All the job ads are based on job specification.

The Company is dedicated to upholding fundamental human rights in all its operations, ensuring fair and equitable wages, benefits, and other employment conditions. It values each individual's unique contributions and appreciates the distinct roles they play in driving business success and growth. The Company confidently supports the skills and abilities of its employees, believing in their collective contribution to the organization's development.

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

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

Gender	Permanent employees		Permanent associates (workers)	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	-	-	-	-
Female	95%	76%	100%	82%
<b>Total</b>	<b>95%</b>	<b>76%</b>	<b>100%</b>	<b>82%</b>

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

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

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

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

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

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	3386	0	-	3066	0	-
Males	2900	0	-	2607	0	-
Females	486	0	-	459	0	-
Total Permanent Workers	1632	0	-	1530	0	-
Males	1093	0	-	1004	0	-
Females	539	0	-	526	0	-

We recognize the right to freedom of association and provide freedom to our employees to assemble, form teams, appoint representatives and be the member of work councils. These work councils promote measures for securing and preserving amity and good relation between the employers and associates, to discuss upon matter of common interest. Through this

platform, the employees and associates participate in decision making and share suggestions/feedback to improve work culture and environment. The company does not have any employee union rather various participatory forums wherein employee participate in decision making.

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health & Safety measures		On Skill Upgradation		Total (D)	On Health & Safety measures		On Skill Upgradation	
		No. B	% (B/A)	No. C	% C/A)		No. E	% (E/D)	No. F	% (F/D)
<b>Employees</b>										
Male	2917	2917	100%	2327	80%	2621	2621	100%	2413	92%
Female	501	501	100%	501	100%	470	470	100%	296	63%
<b>Total</b>	<b>3418</b>	<b>3418</b>	<b>100%</b>	<b>2828</b>	<b>83%</b>	<b>3091</b>	<b>3091</b>	<b>100%</b>	<b>2709</b>	<b>88%</b>
<b>Associates (Workers)</b>										
Male	20938	20938	100%	20938	100%	21206	21206	100%	36044	100%
Female	22025	22025	100%	22025	100%	19405	19405	100%	27048	100%
<b>Total</b>	<b>42963</b>	<b>42963</b>	<b>100%</b>	<b>42963</b>	<b>100%</b>	<b>40611</b>	<b>40611</b>	<b>100%</b>	<b>63092</b>	<b>100%</b>

The training provided for our associates includes mandatory programs such as health and safety and skill upgradation. Consequently some employees have undergone multiple training sessions, thus accounting for 100% training coverage.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total A	No. B	% (B/A)	Total C	No. D	% (D/C)
<b>Employees</b>						
Male	2900	2900	100%	2607	2607	100%
Female	486	486	100%	459	459	100%
<b>Total</b>	<b>3386</b>	<b>3386</b>	<b>100%</b>	<b>3066</b>	<b>3066</b>	<b>100%</b>
<b>Workers</b>						
Male	1093	1093	100%	1004	1004	100%
Female	539	539	100%	526	526	100%
<b>Total</b>	<b>1632</b>	<b>1632</b>	<b>100%</b>	<b>1530</b>	<b>1530</b>	<b>100%</b>

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

10. Health and safety management system:

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

Yes, the majority of Motherson's operations have implemented a health and safety management system in the form of certification to ISO45001. There are alternative health and safety management systems that exist which largely map to the ISO standard. Additionally, we have external accreditation with ISO14001 which form part of or integrated management systems, which also has some substantive cross over to our health and safety outcomes. Apart from this we have also implemented FM global standard for fire management system and follow all SWS safety standards.

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

We proactively engage in hazard and risk identification and assessment. This is achieved through a varied approach of safety inspection walks, scheduled risk assessments, regular inspections, monthly and quarterly audits, review of

hazard identification and risk assessment inputs and focussed aspect/impact activities. From and equipment and plant perspective, we do regular and scheduled preventative maintenance and pre-work/start-up/production risk assessments. Incidents are investigated with progressive escalation to management, focussed on root cause analysis and risk control.

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

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

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

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

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.242	0.412
	Workers	0.087	0.326
Total recordable work-related injuries	Employees	2	3
	Workers	9	32
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Controls are strengthened to capture near misses so that corrective actions can be deployed to mitigate chances of incidents. We perform monthly and quarterly audits to ensure zero incidents, identify work-related hazards, and assess risks. These safety audits also ensure that near misses are captured and corrective actions are taken. We consistently review the Hazard Identification and Risk Assessment (HIRA) to ensure its relevance and effectiveness.

Regular safety training is provided to all employees, covering a wide range of related topics. Safety devices are installed on all machines to mitigate potential risks, and monthly thermal imaging of electrical equipment and panels is conducted using a thermal camera. We assess the risks associated with all machines and affix safety stickers on them.

A work permit system is in place for activities involving hot work, working at heights, digging, and excavation. To eliminate risks, necessary Personal Protective Equipment (PPE) is provided. Weekly safety committee meetings are held to address safety concerns and discuss preventive measures. Additionally, an Emergency Response Team (ERT) is available to handle any emergency situations that may arise.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	NIL	NIL	NA	NIL	NIL	NA
Health & Safety	NIL	NIL	NA	NIL	NIL	NA

14. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Working Conditions	100% self assessment by entity
Health & Safety	100% self assessment by entity. ISO45001 certified

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

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

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

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

To address the potential threat of fire, we conduct thermal imaging of 100% of our machines and electrical panels. This proactive measure helps us identify any abnormal heat signatures that may indicate potential fire hazards. By promptly detecting and addressing such issues, we can effectively control and mitigate the risk of fires in our workplace.

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

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

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

#### Leadership Indicators

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

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

To ensure the utmost efficiency and professionalism, we have collaborated with a trusted insurer, to extend this policy.

The Group Term Life cover provides a crucial financial safeguard to the nominee in the event of the covered individual's untimely demise during the policy term. By extending this vital protection, we not only prioritize the welfare of our employees but also recognize the importance of providing lasting support to their families during difficult times.

Through this comprehensive policy, we strive to offer our employees and their loved ones a sense of security and stability. We firmly believe that investing in their well-being not only fosters a positive work environment but also demonstrates our commitment to their long-term welfare.

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

Our value chain partners are required to ensure legal compliance as per the provisions in the agreements. The company has process to verify proof of deposit of statutory dues (such as GST, PF, ESI etc) deposited by value chain partners and payment to the suppliers are made to the same accordingly.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	<b>Total no. of affected employees/ workers</b>		<b>No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</b>	
	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

Yes. Our Transition Assistance Program provides retired employees with the chance to work as consultants or advisors, utilizing their valuable expertise and continuing to earn after retirement. Additionally, we offer a range of training programs, and sponsorship opportunities for external courses to ensure that all employees can enhance their technical know-how and remain employable even after completing their superannuation age. This holistic approach highlights our dedication to supporting our employees' growth and ensuring a successful transition into retirement.

5. Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	92.79%
Working Conditions	92.79%

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

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

We regularly assess our suppliers to ensure that they adhere to adquest health and safety standards and working conditions in their business

#### 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.

We have identified both internal and external stakeholders who significantly influence the Company's operations. These stakeholders encompass Investors and Shareholders, Employees, Customers, Communities, Suppliers and Service Providers, Regulators and Government entities, Experts from Academic and Research Institutions, and the Media. We strive to create value for all our stakeholders and engage with them with continuous basis.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Company's website, Press releases and Investor conferences, information to SEBI and exchanges, conference calls	Maximum at quarterly interval	Quarterly financial performance of the Company
Customers	No	Continuous monitoring of shipments & production processes to meet customer schedules, Customer meetings, plant / site audits Sustainability assessments	Frequent and Need basis	Responsible operations and deliveries, Safety, cost, quality and delivery Business continuity and reliability, Social and environmental sustainability in value chain.
Employees	No	Whistle blower mechanisms, Responsive Communication platform, Talent development process, Interactions session between Management & employees, E-mails, Intranet, newsletters	Frequent and Need basis	Build strong employee engagement, Grievance mechanisms, Safe, fair and conducive work environment Career development and growth opportunities
Society	No	BRSR reporting, Community visit and Charities	Annual, As & When events are planned	Community involvement, Education/ trainee programs, Career opportunities, employment
Suppliers / Partners	No	Regular supplier meetings, Supplier portals, Annual Audits	Frequent and Need basis	Communicating MSWIL's Code of Conduct for Suppliers and assessing their level of compliance. Key topics: Business Principles, Environment Principles, Human Rights and Workplace Practices
Government bodies/ Industry Associations	No	Industry bodies (ACMA, CII) media release, Seminars	Need based	Changes in regulatory framework, proactive engagement, Skill and capacity building

#### Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.  
Delegated to multiple interaction points with stakeholder groups. The feedback is shared with the board through board meetings and sustainability sub committees of the board. Directors periodically visit the manufacturing plants to engage directly with stakeholders on health and safety issues. The insights and feedback gathered during these visits are then communicated to the Board for further consideration and action.
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/ No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

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

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

Not Applicable

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

##### Essential Indicators

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	3386	2806	83%	3066	2390	78%
Other than permanent	32	17	53%	25	25	100%
<b>Total Employees</b>	<b>3418</b>	<b>2823</b>	<b>83%</b>	<b>3091</b>	<b>2415</b>	<b>78%</b>
<b>Associate (Workers)</b>						
Permanent	1632	1515	93%	1530	1267	83%
Other than permanent	41331	41331	100%	39081	39081	100%
<b>Total Employees</b>	<b>42963</b>	<b>42846</b>	<b>100%</b>	<b>40611</b>	<b>40348</b>	<b>99%</b>

We train our employees on human rights principles as part of our Code of conduct. The training pertains to Code of conduct covering business ethics and Human rights topics. Employees other than permanent employees/associates are covered through onboarding trainings on policies of Code of conduct & Human Rights..

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (A)	Equal Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C /A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	3386	56	2%	3330	98%	3066	-	-	3066	100%
Male	2900	39	1%	2861	99%	2607	-	-	2607	100%
Female	486	17	3%	469	97%	459	-	-	459	100%
Other than permanent	32	0	0	32	100%	25	-	-	25	100%
Male	17	0	0	17	100%	14	-	-	14	100%
Female	15	0	0	15	100%	11	-	-	11	100%

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal Minimum Wage to		More than Minimum Wage		Total (A)	Equal Minimum Wage to		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Associates (Workers)</b>										
Permanent	1632	5	0.3%	1627	100%	1530	0	0%	1530	100%
Male	1093	2	0.2%	1091	100%	1004	0	0%	1004	100%
Female	539	3	1%	536	99%	526	0	0%	526	100%
Other than permanent	41331	33178	80%	8153	20%	39081	20849	53%	18232	47%
Male	19845	15816	80%	4029	20%	20202	10560	52%	9642	48%
Female	21486	17362	81%	4124	19%	18879	10289	54%	8590	46%

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	<b>Distribution provided below</b>			
a. Executive Directors	1	18,124,058	-	-
b. Non-Executive Director- Non-Independent Directors	4	-	-	-
c. Non-Executive Independent Directors	4	5,705,000	1	6,790,000
Key Managerial Personnel	1	9,771,134	1	9,065,147
Employees other than BoD and KMP	2,915	505,008	500	424,780
Workers / Associates	9,886	173,040	9,436	173,040

\* KMP position included as on March 31, 2024.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	30%	29%

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

At Motherson, we prioritize the well-being of our employees and strive to cultivate an environment of mutual trust among them. Our core values revolve around being accountable to our people. These principles, aimed at achieving this objective, are embedded in our Human Rights policy. Our Code of Conduct further reinforces our commitment to these principles. To address any potential breaches, we have implemented a Whistle-Blower policy and procedure. This process involves engaging a third party for initial contact, investigation, and resolution facilitation. Additionally, we offer anonymous channels for the submission of concerns, supplementing the existing framework.

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

Clause 3.1 of the Human Rights Principles Statement, available at <https://www.mswil.motherson.com/storage/policies/Human-Rights-Policy.pdf> states the following: "Motherson acknowledges the importance of international principles referenced in Section 1.3 of these Principles. It recognizes the need to conduct a human rights due diligence process and will evaluate its effectiveness through this process. This entails internally analyzing the implications within the business units and integrating the topic into the existing risk assessment system. The purpose is to fulfill Motherson's duty of diligence in relation to human rights. The human rights due diligence process involves assessing both actual and potential human rights impacts by consulting with potentially affected groups and relevant stakeholders. The findings from impact assessments will be incorporated and acted upon across relevant internal functions. Responses will be monitored using appropriate qualitative and quantitative indicators, and external communication will address how the impacts are being addressed. The process aims to identify, prevent, mitigate, and account for how Motherson handles human rights issues, establishing a solid and sustainable approach.

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

	FY 2023-24 (Current Financial Year)			FY 22-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment (POSH Cases)	3	1	Pending case closed April 2024 (FY 2024-25)	6	0	All cases closed within FY 22-23
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	6
Complaints on POSH as a % of female employees / workers	0.01%	0.03%
Complaints on POSH upheld	2	5

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

Motherson Group is committed to providing a safe, flexible and respectful environment for its staff and clients free from all forms of discrimination, intimidation, exploitation and harassment. Group sets a standard of 'zero tolerance' for any kind of discrimination at work. Each person representing the Group is responsible for ensuring that all actions or behaviour that are, or could be, viewed as discriminatory are avoided. Group requires all employees of its companies and the persons representing the Group to treat each other with respect and dignity and expects everyone to promote a sense of personal responsibility. All Motherson Persons shall be respectful to their colleagues and all other persons and maintain the highest standards of conduct and encourage a healthy and conducive working environment that is free from any and all sorts of discrimination. The foundation for the prevention of harassment is the Motherson Prevention of Harassment Policy, itself. In this policy each entity within Motherson is charged with establishment of a complaints committee for the receipt, investigation, submission of findings

and coordination of appropriate actions for each submitted case, handled with strict confidentiality to the fully extent possible. Any retaliation or victimisation of an aggrieved person is strictly prohibited. This group Motherson policy and procedure is complemented by additional local regulatory requirements relating to retaliation and victimisation.

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

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

Yes

10. Assessments for the year:

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

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

While no specific claim on its own is deemed to be significant, local management continually assesses its internal processes. Some modifications that have been implemented by certain companies over the reporting period of this BRSR include firming up employment separation procedures to more clearly communicate the process to the employee, improving employee training as to their rights and obligations related to employment in their respective jurisdictions, and analysis of employment contracts to ensure continued compliance with local regulations.

There were no significant risks/concerns arising from the human rights assessment.

#### Leadership Indicators

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

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

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

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programs, policy manuals and intranet portals.

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

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

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

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	93%
Discrimination at workplace	93%
Child Labour	93%
Forced Labour/Involuntary Labour	93%
Wages	93%
Others – please specify	

Declaration of adherence to the Supplier CoC on the above is obtained from the value chain partners as part of their contract. The contracts are not renewed or they are terminated in case of non-adherence to the Code of Conduct agreed upon. <https://www.mswil.motherson.com/storage/policies/Supplier-Code-of-Conduct-Motherson-Sumi-Wiring-India-Limited.pdf>

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

– No such concern noticed

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

##### Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable Source (Gj)</b>		
Total electricity consumption (A)	13,312	13,082
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumption from renewable Sources (A+B+C) Gj</b>	13,312	13,082
<b>From Non - renewable Source (Gj)</b>		
Total electricity consumption (D)	1,06,382	94,263
Total fuel consumption (E) Diesel	12,156	16,449
Energy consumption through other sources (F) Gas	13,299	19,719
<b>Total energy consumption from Non Renewable Source (D+E+F) Gj</b>	1,31,836	1,30,431
<b>Total energy consumption (A+B+C+D+E+F)</b>	1,45,148	1,43,510
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (INR Mn)	1.7	2.0
Energy intensity per rupee of turnover Adjusted for Purchasing Power parity (PPA)	NA	NA
Energy Intensity in terms of Physical Output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

2. No. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable as we are not included under PAT scheme of Government of India

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	3,56,611	3,35,800
(iii) Third party water	2,24,433	3,38,232
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	5,81,044	6,74,032
<b>Total volume of water consumption (in kilolitres)</b>	5,81,044	6,74,032
<b>Water intensity per rupee of turnover (Water consumed / turnover) (INR Mn)</b>	7	9.6
<b>Water intensity per rupee of turnover Adjusted for Purchasing Power parity (PPA) (Total Water Consumption/revenue from Operations adjusted for PPA)</b>	NA	NA
<b>Water Intensity interms of Physical Output</b>	NA	NA
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	NA	NA

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

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

4. Provide the following details related to water discharged:

Parameter Kilolitres	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment (to sewer)	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

Company does not use water in processes and to handle waste water effectively, all MSWIL units have been equipped with sewage treatment plants (STPs). These systems allow us to collect water, which can be used for non-potable purposes such as landscaping, irrigation, and toilet flushing.

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

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

Yes. The Company is aiming towards zero liquid discharge across all the units. The Company optimizes water consumption through conservation, sewage treatment and reuse, and rainwater harvesting

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

Only GHG emissions are emitted, and almost entirely CO2. The burning of the diesel in generators emits some NOx (<40kgs) and some CH4 (<200kgs) as per GHG standard calculations

Parameter	Please specify	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	<b>unit</b>		
NOx	G/KW-HR	2.91	2.79
SOx	G/KW-HR	0.5	0.94
Particulate matter (PM)	G/KW-HR	6.65	3.19
Persistent organic pollutants (POP)	Not applicable	NA	NA
Volatile organic compounds (VOC)	Not applicable	NA	NA
Hazardous air pollutants (HAP)	Not applicable	NA	NA
Others- please specify	Not applicable	NA	NA

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

No. We have our own trained team to carry out the activity whereas to meet legal compliance we do testing of Stack carried out by NABL Accredited Lab. Also, we take support from external consultants for testing based on the regional presence.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2,578	1,118
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	19,739	19,078
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover (INR)</b>		0.00027	0.00030
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)</b>		NA	NA
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		NA	NA
<b>Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity</b>		NA	NA

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

No. We have our own trained team to carry out the activity.

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

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

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

Few Initiatives taken are -

- Solar type street lights installed for energy saving as well as help to reduce the carbon emission
- Energy meter installed in all the floor panels & DBs which helps in energy monitoring and results in to control the power consumption in plant.
- Electrical operated Cut off valve are installed floor wise to save electricity during non- production time

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	498.3	795
E-waste (B)	8.1	8.5
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	2.7	4.2
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) Solvent based waste, oils, and general batteries	2.0	2.7
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) General non hazardous waste Food Packaging Water based paint Metals	5792*	966.9
<b>Total (A+B + C + D + E + F + G + H)</b>	5,795	1,777
<b>Waste Intensity per rupee of turnover</b>	0.07	0.03
<b>Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)</b>	NA	NA
<b>Waste Intensity in terms of physical output</b>	NA	NA
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	NA	NA
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Recycled</b>	<b>5,795</b>	<b>258</b>
<b>Re-Used</b>	0	0
<b>Other recovery operations</b>	0	0
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Category of waste</b>		
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
<b>Total</b>	NA	NA

\*In FY 2023-24 Non-hazardous waste data definition has been expanded.

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

No, As a legal compliance we sent spent oil in form of Hazardous waste to Authorized recycler. Units don't dispose waste in any of disposal method such as incinerator/Landfilling etc.

10. 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.

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

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

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

There is no such project which required such impact assessment

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

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

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



## Leadership Indicators

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

Wiring Harness facility does not uses water in our production processes. MSWIL units are applying Rain Water Harvesting solutions that also percolate rainwater into groundwater to maintain groundwater levels. To reduce the dependency on ground water, we have started to collect the rainwater by creating the dedicated pond. By the use of smart automation, we have achieved to add this in on our reservoir results reducing the dependency on ground water.

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

- (i) Name of the area:

Facility name	Water status
The water stress areas have been identified based on "Central ground water Board ministry of Jal Shakti Government of India. According to this report, our Noida, Faridabad, Gurgaon, Pathredi, Pithampur locations has been classified as 'Over-Exploited', while Bangalore location is classified as 'Critical'.	No groundwater abstraction is being carried out to meet the industrial water requirements at our plants, as we do not use water in our production process.

- (ii) Nature of operations: Production Assembly

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater	2,72,903	1,31,586
(iii) Third party water	84,348	1,76,917
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)	3,57,251	3,08,503
Total volume of water consumption (in kilolitres)	3,57,251	3,08,503
Water intensity per rupee of turnover (Water consumed / turnover)	4.29	4.37
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)	-	-
(i) Into Surface water	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(ii) Into Groundwater	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iii) Into Seawater	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(iv) Sent to third-parties	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
(v) Others	N/A	N/A
- No treatment	N/A	N/A
- With treatment – please specify level of treatment	N/A	N/A
Total water discharged (in kilolitres)	N/A	N/A

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

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

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	N/A	N/A	N/A

Below are the initiatives:

Transitioning to Cleaner Fuels- In our endeavour to reduce pollution and optimize operational costs, we have replaced diesel as a fuel source in generators with cleaner alternatives such as Piped Natural Gas (PNG). This transition not only helps us save on diesel costs but also significantly reduces our carbon emissions, contributing to a healthier environment.

We are procuring new Diesel gensets based on latest CPCB IV norms . This will help in reducing the carbon emissions and to achieve in carbon net zero goals

To diversify our energy procurement and reduce our carbon footprint, we have initiated power purchase agreements with private sources, including wind power providers in addition to installing roof solar plants.

In our ongoing quest for innovative renewable energy solutions, we are striving to use cutting-edge technologies such as windmills and solar power. These installations harness the power of nature to supplement our energy needs, resulting in reduced reliance on conventional energy sources.

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

Yes, we do have business continuity and disaster management policy in place. Presence in multiple locations and standardized processes is essential for de-risking operations. By diversifying risk across several sites, we ensure that even a single catastrophic event, such as a natural disaster or political upheaval, does not incapacitate the entire operation. Furthermore, implementing a standardized shop floor layout across all locations ensures uniformity in processes, which simplifies training, enhances efficiency, and maintains consistent quality. Standardized procedures also facilitate quicker recovery and continuity during a disaster, as personnel can seamlessly transition between sites without a learning curve.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No such adverse impact noticed.

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

95.15% (Local Suppliers)

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations. - 3 affiliations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Hinjewadi Industries Association	State
2	Noida Management Association	State
3	Gurgaon Industrial Association	State

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

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

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

**Leadership Indicators**

1. Details of public policy positions advocated by the entity:  
No such policy is advocated by the Company.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
	N/A	N/A	N/A	N/A	N/A

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

**There are no Social Impact Assessments applicable for the reporting year.**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

None of the projects undertaken by MSWIL in FY 2023-24 required Social Impact Assessments (SIA).

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

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

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

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

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

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	0.85%	0.60%
Directly from within India	69.08%	63.86%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	40.0%	39.6%
Semi Urban	8.0%	8.2%
Urban	52.1%	52.1%
Metropolitan	0%	0%

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
No such impact identified	Not Applicable

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

S. No.	State	Aspirational District	Amount spent (In INR)
		None	

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

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

Not applicable as Company does not own any intellectual property.

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

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

Not applicable

Name of authority	Brief of the Case	Corrective action taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Segregation of Organic Waste and Treatment (SORT), Delhi NCR	492687	100%
2	Segregation of Organic Waste and Treatment (SORT) Mumbai	19801	100%
3	Kailash Charitable Trust	1500	100%
4	Skill Development Centre Project - Noida	924	100%
5	WASHE (Water, Sanitation, Hygiene and Education) NCR	637	100%

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

#### Essential Indicators

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

Our mission is to ensure customer delight. To achieve this, the Company has implemented a robust system for tracking and responding to customer complaints promptly. We are proud to receive numerous customer awards for our contributions to their businesses, including accolades for quality excellence, design development, and best performance. These awards are a testament to our commitment to customer satisfaction. Detailed information about these honors can be found in the "Awards and Recognition" section of the Annual Report.

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

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

Not applicable, as the Company is in B2B business and the products do not reach end customers directly.

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NA	NA	NA	NA	NA	NA
Advertising	NA	NA	NA	NA	NA	NA
Cyber-security	NA	NA	NA	NA	NA	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	NA	NA	NA	NA	NA	NA
Unfair Trade Practices	NA	NA	NA	NA	NA	NA
Other	NA	NA	NA	NA	NA	NA

The Company does not have any consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices. The complaints in relation to defects relating to sales are not significant in number compared with annual sales volume.

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

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

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

Yes. <https://www.mswil.motherson.com/performance/investors/policies>

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

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

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - 0
- Percentage of data breaches involving personally identifiable information of customers - No such case happened during FY 2023-24
- Impact, if any, of the data breaches - None

#### Leadership Indicators

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

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

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

Not applicable as the Company sells products mainly to Original Equipment Manufacturers (OEMs)

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

Majority of the customers are OEMs. Information in relation to the production and their delivery schedule are exchanged on day to day basis with Customers.

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

No. Not applicable as the Company sells products to businesses which is used as raw material for their finished products.