



# Olectra Greentech Limited

31<sup>st</sup> August, 2024

To BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001 <b>Scrip Code: 532439</b>	To National Stock Exchange of India Ltd Exchange Plaza, 5 <sup>th</sup> Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (E) Mumbai-400 051 <b>Symbol: OLECTRA</b>
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Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for FY 2023-24;**

Pursuant to the Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for FY 2023-24:

This is for your information and records.

Thanking You.

Yours Sincerely,

**For Olectra Greentech Limited**

**P Hanuman Prasad**  
**Company Secretary & Compliance Officer**



**Encl:** As above

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FY 2023-24

### BRSR Overview

<b>Section A</b>	General Disclosures
<b>Section B</b>	Management and Process Disclosures
<b>Section C</b>	Principle-wise Performance Disclosure
<b>Principle 1</b>	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
<b>Principle 2</b>	Businesses should provide goods and services in a manner that is sustainable and safe
<b>Principle 3</b>	Businesses should respect and promote the well-being of ALL employees, including those in their value chains
<b>Principle 4</b>	Businesses should respect the interests of and be responsive to ALL their stakeholders
<b>Principle 5</b>	Businesses should respect and promote human rights
<b>Principle 6</b>	Businesses should respect and make efforts to protect and restore the environment
<b>Principle 7</b>	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
<b>Principle 8</b>	Businesses should promote inclusive growth and equitable development
<b>Principle 9</b>	Businesses should engage with and provide value to their consumers in a responsible manner

### SECTION A: GENERAL DISCLOSURES

#### I. Details of listed entity

1	<b>Corporate Identity Number (CIN) of the listed entity</b>	L34100TG2000PLC035451
2	<b>Name of the listed entity</b>	Olectra Greentech Limited (Olectra or the Company)
3	<b>Year of Incorporation</b>	11 <sup>th</sup> October, 2000
4	<b>Registered office address</b>	S-22, 3rd Floor, Technocrat Industrial Estate, Balanagar, Hyderabad-500 037, Telangana, India
5	<b>Corporate address</b>	S-22, 3rd Floor, Technocrat Industrial Estate, Balanagar, Hyderabad-500 037, Telangana, India
6	<b>E-mail</b>	<a href="mailto:info@olectra.com">info@olectra.com</a>
7	<b>Telephone</b>	+91-40-46989999
8	<b>Website</b>	<a href="http://www.olectra.com">www.olectra.com</a>
9	<b>Financial year for which reporting is being done</b>	April 01, 2023 – 31 <sup>st</sup> March, 2024
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	BSE Limited National Stock Exchange of India Limited
11	<b>Paid-up Capital (Rs. lakhs)</b>	3283.23
12	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries in the BRSR report</b>	Mr. K.V. Pradeep, Chairman & Managing Director Telephone Number: 040-46989999 E-mail ID: <a href="mailto:info@olectra.com">info@olectra.com</a>

<b>13</b>	<b>Reporting boundary</b>	The disclosures under this report are made on a Standalone basis.
<b>14</b>	<b>Name of assurance provider</b>	This does not apply to the Company in the current year. Olectra will undertake assurance in the coming few years.
<b>15</b>	<b>Type of assurance obtained</b>	This does not apply to the Company in the current year. Olectra will undertake assurance in the coming few years.

## II. Products/services

### 16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Electric Vehicles	Manufacturing, operations & annual maintenance of Electric Buses and Trucks	87.17%
2	Power Insulators	Manufacturing of Polymer Insulators	12.83%

### 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	Electric Vehicles	2910	87.17%
2	Power Insulators	2610	12.83%

## 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	4	1	5
International	0	0	0

### 19. Markets served by the entity

#### a) Number of locations

Locations	Number
National (No. of States)	E-Vehicles – 11 Insulators – Pan India
International (No. of Countries)	E-Vehicles – 01 Insulators – 01

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

The contribution of exports as a percentage to the total turnover of Olectra stands at 3.81%

#### c. A brief on types of customers

Olectra serves a broad range of customers across the E-Vehicles segment and the Composite Insulator segment. The customer range for the two segments are as follows:

- E-Vehicles: State and Central Government bodies spread across Indian cities such as Pune, Hyderabad, Mumbai, Ahmedabad, Silvassa, Nagpur, Surat, Tirupati, Cochin, Kullu, Panjim, and Dehradun.
- Composite Insulator: State and Central Power generation and distribution corporations, private power generation companies and multinational infrastructure companies, located in India, the United States, Nigeria, Mozambique, Kenya, and Zambia.

#### IV. Employees

##### 20. Details as at the end of the Financial Year:

##### 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)	441	434	98.41%	7	1.59%
2.	Other than Permanent (E)	203	201	99.01%	2	0.99%
3.	Total employees (D + E)	644	635	98.60%	9	1.40%
<b>WORKERS</b>						
4.	Permanent (F)	51	49	96.08%	2	3.92%
5.	Other than Permanent (G)	844	809	95.85%	35	4.15%
6.	Total workers (F + G)	895	858	95.87%	37	4.13%

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

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

##### 21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	3	0	0

Note: Chairman & Managing Director is covered under both Board of Directors and Key Management Personnel

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

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	35.0%	0.0%	35.0%	35.0%	0.0%	35.0%	63.1%	1.2%	64%
Permanent Workers	5.1%	0.0%	5.1%	93.1%	0.0%	93.1%	25.0%	0.0%	25%

## 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 company/ joint venture	% of shares held by / in listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	MEIL Holdings Limited	Holding	50.02%	No, the Holding, Subsidiary, and Associate Companies do not participate in the Business Responsibility initiatives of Olectra. However, the Company ensures that all its subsidiaries are informed about initiatives undertaken and processes implemented by Olectra to be a responsible and sustainable organization. Olectra also encourages its subsidiaries to participate in activities that create shared value for the planet, people and the economy.
2	Evey Trans (GTC) Private Limited	Subsidiary	51%	
3	Evey Trans (SIL) Private Limited	Associate	26%	
4	Evey Trans (UJJ) Private Limited	Associate	34%	
5	Evey Trans (JAB) Private Limited	Associate	26%	
6	Evey Trans (BLR) Private Limited	Associate	26%	
7	Evey Trans (MHS) Private Limited	Associate	26%	
8	Evey Trans (SMC) Private Limited	Associate	26%	
9	Evey Trans (TEL) Private Limited	Associate	26%	
10	Evey Trans (MSR) Private Limited	Associate	34%	
11	SSISPL OGL BYD Consortium	Joint Venture (JV)	100%	

## VI. CSR Details

24. (i) **Whether CSR is applicable as per Section 135 of Companies Act, 2013:** Yes, CSR is applicable as per section 135 of Companies Act, 2013

(ii) **Turnover (in Rs. Lakhs):** 111,397.16

(iii) **Net worth (in Rs. Lakhs):** 91,916.57

## 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 Redressal 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		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks
Investors (other than shareholders)	Yes, the Company has a mechanism for investors to report mechanism through <a href="https://olectra.com/investor-grievances/">https://olectra.com/investor-grievances/</a>	NIL		-	NIL		-
Communities	Yes, the Company's Whistle Blower Policy serves as a grievance redressal platform for Employees, Directors of the Company and other external stakeholders associated with the Company to report concerns or complaints on policy violations and to freely communicate their concerns about illegal or unethical practices.						
Shareholders							
Employees and workers							
Customers							
Value Chain Partners							
Other (Please specify)	<a href="https://olectra.com/wp-content/uploads/Whistle-Blower-Polity.pdf">https://olectra.com/wp-content/uploads/Whistle-Blower-Polity.pdf</a>						

The Company being a listed entity has in place the Stakeholders Relationship Committee constituted as per the provisions of Regulation 20 of SEBI (LODR) Regulations, 2015. This Committee must meet every quarter to address stakeholder issues.

Stakeholders having any issues with the Company, or its Management can reach out to the Management through an email ([info@olectra.com](mailto:info@olectra.com)) or in case of any insufficient or no response from the Management, they may raise a complaint on SEBI's SCORES platform or may reach out to the Registrar and Transfer agents (RTA) of the Company. Also, the Company every quarter-upon declaration of financial results ensures that all stakeholders are provided an opportunity to raise their concerns on the business or any other conduct of the Company. They can also enquire about the Company's future and the status of ongoing projects. They are also intimated on the schedule of calls and are provided access to audio recordings, transcripts, and presentations. This can be accessed by the public at large within the timelines specified under the SEBI (LODR) Regulations, 2015. Generally, the Company within 24 hours of receipt of any query or concern from the stakeholders - responds and resolves it. Complaints raised against the Company are resolved within a reasonable time in the best interest of the stakeholders and the Company.

Also, at every Stakeholder Relationship Committee meeting, the status of complaints received, resolved and pending from both the RTA and SCORES platforms is presented to the Committee members for their review. During this reporting period, zero complaints are outstanding across stakeholders (i.e., investors, employees, customers, etc.).

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

Sl. 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 opportunity (Indicate positive or negative implications)
1	Corporate Governance	Opportunity	Corporate Governance is crucial to ensure that the Company is managed to meet stakeholders' needs and create a positive impact on the planet, people, and economy. Through a best-in-class management approach and impactful decision-making, we can spearhead our sustainability journey, reduce costs and work towards holistic growth.	The Company has undertaken the following initiatives to ensure robust governance: <ul style="list-style-type: none"> <li>• Formulated Company Code of Conduct</li> <li>• Conducts familiarization programs for Board of Directors and Key Managerial Personnel</li> <li>• Conducts Board effectiveness reviews</li> </ul>	Positive
2	GHG Emissions	Opportunity	Managing GHG emissions presents the Company with an opportunity to optimize costs, meet customer needs, attract sustainability-driven investors, improve company ratings, reduce climate-related risks, and mitigate negative impacts on the environment.	The Company has undertaken the following initiatives to minimize emissions: <ul style="list-style-type: none"> <li>• Annual GHG Inventorisation</li> <li>• Invests in energy-efficient technologies</li> <li>• Plans to transition to renewable energy sources</li> <li>• Monitors power consumption of the Electric vehicle fleet</li> </ul>	Positive

Sl. 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 opportunity (Indicate positive or negative implications)
3	Employee Retention & Wellbeing	Opportunity	Human capital is one of the most valuable resources to tap the perennial growth of the business. The success of any business depends on maintaining positive relationships with its employees. By prioritizing employee attraction, well-being, and engagement, the Company can create a workplace where individuals thrive, and sustainability efforts flourish.	<p>The Company has undertaken the following initiatives to ensure employee retention and well-being:</p> <ul style="list-style-type: none"> <li>• Formulated internal policies for employee well-being related to participation, freedom, gender equality, a good environment and a harassment-free workplace</li> <li>• Formulated a Remuneration Policy</li> <li>• Building a diverse and inclusive work culture</li> </ul>	Positive
4	Business Conduct & Ethics	Opportunity	<p>The highest standards of ethical business conduct ensure that employees and other stakeholders follow and carry out business activities with honesty and integrity. This is crucial to foster trust among the stakeholders and public.</p> <p>Moreover, violations of the code of conduct present significant risks to the Company, including damage to reputation, legal liabilities, and financial implications. Such breaches may result in diminished trust among stakeholders, regulatory penalties, litigation, and erosion of brand equity, thereby affecting overall business performance and profitability.</p>	<p>The Company has undertaken the following initiatives to ensure ethical business conduct:</p> <ul style="list-style-type: none"> <li>• Formulated Company Code of Conduct</li> <li>• Established Whistle Blower Mechanism</li> <li>• Monitors policy violations</li> </ul>	Positive
5	Occupational Health & Safety	Opportunity	Employee health and safety represents a critical risk area for the Company, given the potential for workplace accidents, injuries, and illnesses. Neglecting these issues could result in reduced productivity, higher insurance costs, legal exposure, and harm to the Company's reputation. This makes it critical for companies to adopt best-in-class health and safety practices to increase staff productivity, well-being and morale.	<p>The Company has undertaken the following initiatives to provide a safe, secure and healthy workplace:</p> <ul style="list-style-type: none"> <li>• Established safety committee</li> <li>• Internationally accredited Occupational Health and Safety Management System (OHSMS)</li> <li>• Robust Hazard Identification, Risk Assessment and Incident Investigation</li> <li>• Provision of comprehensive health and accident insurance</li> </ul>	Positive

Sl. 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 opportunity (Indicate positive or negative implications)
6	Waste Management	Opportunity	Poor waste management practices can lead to environmental pollution, regulatory violations, and damage to reputation. Effective waste management such as adopting the 3R's principles (Reducing, Reusing and Recycling) is essential to improve operational efficiency, ensure resource efficiency and minimise environmental harm while maintaining a safe and healthy workplace. This ensures regulatory compliance and reduction in environmental pollution.	The Company has undertaken the following initiatives to ensure resource efficiency: <ul style="list-style-type: none"> <li>• Adopting 3R's principles</li> <li>• Segregates waste for reuse or recycling</li> <li>• Ensures safe sorting, storage, and disposal of hazardous waste</li> <li>• Disposes waste through authorized recyclers</li> </ul>	Positive
7	Training & Development	Opportunity	Through comprehensive training and development programs, employees are empowered to embrace sustainability principles, innovate, and drive positive change within our organization and beyond. This ensures skill upgradation and career growth while boosting workplace engagement and relationships.	The Company has undertaken the following initiatives to ensure skill upgradation: <ul style="list-style-type: none"> <li>• Addresses skill upgradation through regular training programs and assessments</li> <li>• Conducts periodic performance reviews</li> </ul>	Positive
8	Opportunity in Clean Technology	Opportunity	With increasing need to transition to sustainable transportation domestically and globally, this presents the Company with an opportunity to invest in technology to innovate, research and develop environment friendly products which provides a competitive edge and positively impacts the demand for our products.	The Company has undertaken the following initiatives to transition to clean technology: <ul style="list-style-type: none"> <li>• Acquiring technical know-how for localized manufacturing of chassis</li> <li>• Focusing on state-of-the-art green product development</li> </ul>	Positive



## 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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and it's core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<ul style="list-style-type: none"> <li>• Whistle Blower Policy: <a href="https://olectra.com/wp-content/uploads/WhistleBlower-Poliy.pdf">https://olectra.com/wp-content/uploads/WhistleBlower-Poliy.pdf</a></li> <li>• Code of Ethics: <a href="https://olectra.com/code-of-ethics/">https://olectra.com/code-of-ethics/</a></li> <li>• CSR Policy: <a href="https://olectra.com/wp-content/uploads/OlectraCSR-policy-1.pdf">https://olectra.com/wp-content/uploads/OlectraCSR-policy-1.pdf</a></li> <li>• Determination of Materiality Policy: <a href="https://olectra.com/wp-content/uploads/determination-ofmateriality-for-disclosures.pdf">https://olectra.com/wp-content/uploads/determination-ofmateriality-for-disclosures.pdf</a></li> <li>• Nomination &amp; Remuneration Policy: <a href="https://olectra.com/wp-content/uploads/Nomination-andRemuneration-Policy.pdf">https://olectra.com/wp-content/uploads/Nomination-andRemuneration-Policy.pdf</a></li> <li>• Code of Internal Procedure: <a href="https://olectra.com/wp-content/uploads/code-ofinternalprocedure-policy-09.01.2021-3.pdf">https://olectra.com/wp-content/uploads/code-ofinternalprocedure-policy-09.01.2021-3.pdf</a></li> <li>• Material Subsidiary Policy: <a href="https://olectra.com/wp-content/uploads/Policy-onMaterialSubsidiary.pdf">https://olectra.com/wp-content/uploads/Policy-onMaterialSubsidiary.pdf</a></li> <li>• Code of Independent Directors: <a href="https://olectra.com/wp-content/uploads/code-ofindependentdirectors-gil-f.pdf">https://olectra.com/wp-content/uploads/code-ofindependentdirectors-gil-f.pdf</a></li> <li>• Related Party Transaction Policy: <a href="https://olectra.com/wp-content/uploads/Policy-onRelated-PartyTransactions.pdf">https://olectra.com/wp-content/uploads/Policy-onRelated-PartyTransactions.pdf</a></li> <li>• Human Rights Policy: <a href="https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf">https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf</a></li> <li>• Anti-Corruption and Anti-Bribery Policy: <a href="https://olectra.com/wp-content/uploads/Anti-Corruption-andAnti-Bribery-Policy.pdf">https://olectra.com/wp-content/uploads/Anti-Corruption-andAnti-Bribery-Policy.pdf</a></li> <li>• Others: <a href="https://olectra.com/other-disclosures/">https://olectra.com/other-disclosures/</a></li> </ul>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	<ul style="list-style-type: none"> <li>• IATF 16949:2016 – Quality Management System</li> <li>• ISO 9001:2015 – Quality Management System</li> <li>• ISO 45001 – Health &amp; Safety Management System</li> <li>• ISO 14001 – Environmental Management System</li> </ul>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	In FY 2023, the Company began developing its Environment Social & Governance (ESG) strategy. It has completed the materiality assessment and identified priority ESG focus areas through stakeholder consultations. The company plans to set its aspirations and develop a clear pathway to implement initiatives to achieve set goals.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	During this year, the Company has embarked on a baseline study to understand its current performance on ESG focus areas vis-à-vis the industry benchmarks. While the Company has progressed on various parameters with improved performance, it will disclose commitment-driven performance after goal setting.								

## Governance, leadership, and oversight

### 7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

We, at Olectra, are committed to integrating sustainability into every aspect of our business, from vehicle manufacturing to customer engagement. Sustainability is not just a goal for us; it's a guiding principle that shapes our decisions and drives innovation across our Company. As a provider of electric vehicles, we recognize the critical role we play in reducing greenhouse gas emissions and mitigating climate change. By transitioning from fossil-fueled vehicles, we aim to significantly reduce carbon emissions and air pollution associated with the transportation of the masses. We endeavour to create a workplace culture that values safety, well-being, diversity and inclusion that strengthens the Company and reflects broader societal values. We foster equitable, inclusive and shared value creation by building proactive relationships with our stakeholders including employees, workers, investors, suppliers, customers and the local community. Additionally, we consider good governance an inseparable element of sustainable business and prioritize transparency and ethical standards in every aspect of our business. As we continue to embrace new challenges and seize opportunities, we are proud of the strides we have made, and we remain committed to raising the bar for sustainability in industry.

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. K.V. Pradeep

Chairman and Managing Director. Telephone Number 040-46989999; E-mail- ID [info@olectra.com](mailto:info@olectra.com)

### 9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.

Yes, the Board of Directors (Board) oversees sustainability-related risks and opportunities and undertakes decision-making activities on strategy, governance, risk management and accountability. The Board guides and monitors the Company's sustainability efforts and is responsible for developing the Company's sustainability strategy, implementing initiatives, and monitoring the impact of the Company's business activities and practices on ESG pillars.

Additionally, the Risk Management Committee (RMC) is responsible for formulating risk management policy to include a framework for the identification of internal and external risks faced by Olectra, that inter alia includes sustainability (particularly, ESG-related risks), and information.

### 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Company's policies are regularly reviewed by the Directors or Risk Committee often or as needed. Policies are also evaluated on their effectiveness during the review, and modifications required to the policies and processes are implemented.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all applicable laws and regulations. The Senior Management provides the Board with a detailed Compliance Report and other Statutory Compliance Certificates on applicable laws. Furthermore, the Company's Management Information System records all compliances and creates a consolidated report for the Board. The Board regularly examines compliance reports on all subjected legislation. If there are any instances of non-compliance, the Company takes corrective action. The Company's Annual Report includes a certificate of corporate governance compliance.								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Regularly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Regularly								

### 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
No, the company does not undertake an independent evaluation of its policies by an external agency. However, the Board of Directors evaluates the policies from time-to-time.									

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

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 categorised 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

Olectra places a strong emphasis on ethical corporate citizenship and fostering a positive corporate culture. The company is committed to adhering to the highest governance standards to protect the interests of all stakeholders while ensuring the healthy growth of the organization. Olectra actively discourages abusive, corrupt, and anti-competitive practices. The Company believes in conducting business with integrity and upholding ethical standards in its interactions with employees, customers, suppliers, government entities, and the community. We regularly train our workforce on matters of good governance and ethical practices. The Company has implemented a robust Whistleblower Policy aimed at preventing and identifying actual or suspected misconduct. This policy encourages individuals to responsibly and confidentially raise concerns about potential wrongdoing within the organization at an early stage. Importantly, the mechanism is designed to protect employees from any form of retaliation for using it.

#### Essential Indicators

#### 1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BOD)	7	All Directors who are on the Board have undergone induction and orientation training on the Company’s vision, strategic direction, and core values, including ethics, corporate governance practices, Code for the Independent Directors and the Board Members, policies of the Company on Corporate Social Responsibility, Remuneration Criteria, Vigil Mechanism, Related Party Transactions, Risk Management etc., updates on significant amendments in corporate and other laws and its impact on the Company.  During the year, the organization’s Board of Directors and KMPs participated in familiarization programmes comprising Policy formation & Policy Deployment, Business, regulations, Economy and Environmental, Social and Governance parameters.	100%
Key Managerial Personnel (KMP)			
Employees other than Board of Directors and Key Managerial Personnel (KMPs)	36	Human Rights Employee Wellness Employee upskilling Product Sustainability Employee Safety	100%
Workers	15		100%

**2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2023-24 (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)**

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
Penalty/ Fine			NIL		
Settlement					
Compounding fee					
<b>Non-Monetary</b>					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment			NIL		
Punishment					

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

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

**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 upholds a strict policy of “Zero Tolerance” towards bribery, corruption, and any form of unethical behavior. The Board has established guidelines to combat such acts through the “Code of Ethics & Business Conduct” and “Anti-Bribery and Anti-Corruption Policy”. These policies aim to uphold and promote lawful business practices across the organization, preventing and prohibiting corruption, bribery, and similar misconduct. All employees, Key Managerial Personnel (KMP), Directors, and third parties engaged with the Company are obligated to adhere to ABAC (Anti Bribery Anti Corruption) Policy, which complements the Code of Ethics & Business Conduct.

The policies are accessible on the company website at:

- Code of Ethics & Business Conduct: <https://olectra.com/code-ofethics/>
- Anti-Bribery and Anti-Corruption Policy (ABAC): <https://olectra.com/wp-content/uploads/Anti-Corruption-and-Anti-Bribery-Policy.pdf>

Additionally, Olectra has adopted a “Code of Conduct for Directors and Senior Management” that outlines behavioral and ethical standards. Annually, Directors, Key Managerial Persons, and Senior Management affirm their compliance with this Code.

Olectra is dedicated to conducting its affairs professionally, fairly, and with integrity in every transaction. The Company has implemented a vigilance mechanism enabling Directors, employees, and other stakeholders to report genuine concerns or grievances related to unethical behavior, suspected fraud, or violations of the Company’s Code of Conduct. As part of this mechanism, Olectra has established a Whistleblower Policy to empower internal and external stakeholders to identify and report improper activities within the Company.

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

Segment	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	NIL	NIL
Key Managerial Personnel (KMP)		
Employees		
Workers		

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

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

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

Not Applicable

**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	173	182

**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	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0	0
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers /distributors as % of total sales to dealers/distributors	0	0

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	5.35%	0.54%
	b. Sales (Sales to related parties/Total Sales)	62.02%	77.45%
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	77.36%	73.06%
	d. Investments (Investments in related parties/Total Investments made)	100%	100%

Note:

- Trading houses have been defined as companies facilitating trade/transaction between domestic country and foreign country, and do not include related parties. Hence, there are no purchases from trading houses in FY 2023-24.
- The Company does not engage with dealers and distributors for sales. Hence, there are no sales to dealers/distributors in FY 2023-24.

## PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Olectra is at the forefront of introducing electric buses to the Indian market. Its ongoing commitment to electric buses underscores its efforts to enhance public transport by offering a safe, economical, comfortable, and sustainable alternative. These buses provide a pollution-free ride while lowering operational costs, aligning with Olectra's vision to revolutionize travel, protect the environment, and establish a prominent presence in the electric vehicles sector. Dedicated to pushing the frontiers of eco-friendly mobility, its focus on green innovation not only enhances environmental stewardship but also results in exceptional products that set a new benchmark for customers. Through its electric vehicle initiatives, Olectra has played a crucial role in environmental conservation, notably reducing air pollution and enhancing mass mobility. The company's endeavors aim to reconnect people with innovative travel solutions, promoting a cleaner, more efficient mode of transportation.

### 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.**

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	100%	100%	<p><b>E Vehicle Segment</b></p> <p>Through its extensive R&amp;D initiatives, Olectra has focused on improving the design of its environment-friendly E-Buses. The design of a new platform for EV bus and EV Tipper has increased the product portfolio and enabled more options for customers to use EV vehicles in many applications and reduce the usage of conventional Diesel vehicles.</p> <p><b>Insulator Segment</b></p> <p>The R&amp;D initiatives of Olectra focus on improving the design of its environment-friendly insulators. We have optimized the 765 kV &amp; 500kV designs resulting in reduced raw material usage and wastage in the manufacturing processes. We have also developed new Products for export market with optimized usage of raw Materials. These initiatives have ensured optimized use of input material, energy consumption and increased the product efficiency.</p>

Particulars	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
Capex	38%	31%	<b>E Vehicle Segment</b> <ol style="list-style-type: none"> <li>Olectra acquired technical know-how for localized manufacturing of chassis. This has created social benefits such as improved accessibility, employment opportunities and employee upskilling.</li> <li>Olectra conducts testing of its designs to evaluate them on emissions and other environmental considerations. Olectra conducted many regulatory and safety tests, which enables road friendliness of the EV vehicles for the customers apart from the necessity to comply with the Central Motor Vehicles Rules requirements.</li> </ol>

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

Yes, Olectra maintains a comprehensive sourcing policy that addresses critical elements such as anti-bribery measures, child labor prevention, and worker safety standards. Suppliers are mandated to endorse this policy as part of their confirmation during the onboarding process.

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

Approximately 95% of the inputs used by Olectra are sourced sustainably. The company's global supply chain is intricate, spanning various regions for raw materials and services. Over time, Olectra has implemented responsible sourcing practices across all stages of its supply chain, navigating socio-economic and cultural challenges in different countries to uphold long-term sustainability. Olectra has established a responsible sourcing policy applicable to all its suppliers. This policy mandates hygienic working conditions, payment of minimum wages, and adherence to safety standards for all employees throughout its global supply chain, in strict compliance with international labor policies.

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

Olectra has implemented substantial initiatives to incorporate recycled materials whenever feasible. The company opts for environmentally friendly and biodegradable packaging materials such as corrugated paper boxes/cores and wooden crates. Plastic usage is kept to a minimum across Olectra's business operations.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's activities. Olectra is registered with Central Pollution Control Board (CPCB) for battery waste management as an EPR responsibility of an OEM. We are exploring registered/licensed recyclers for the same and as when the battery ages we shall follow the process under the CPCB guidelines for recycling of batteries.

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

Olectra recognizes its human capital as a critical resource essential for sustaining the company's growth. The company's Code of Conduct and various internal policies are designed to ensure employee well-being, encompassing participation, freedom, gender equality, a supportive environment, and a workplace free from harassment. A robust mechanism is in place to implement these guidelines through an effective grievance redressal system.

Olectra is dedicated to offering equal opportunities based on merit, both in recruitment and throughout employment, regardless of caste, creed, gender, race, religion, disability, etc. Additionally, the company adheres



to a responsible Sourcing Policy applicable to all suppliers. This policy mandates hygienic working conditions, payment of minimum wages, and adherence to safety standards for all employees across its supply chain, strictly following domestic and international labour policies and regulations.

## Essential Indicators

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

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
<b>Permanent Employees</b>											
Male	434	433	99.77%	433	99.77%	0	0%	0	0%	0	0%
Female	7	7	100%	7	100%	7	100%	0	0%	0	0%
Total	441	440	99.77%	440	99.77%	7	1.59%	0	0%	0	0%
<b>Other than Permanent Employees</b>											
Male	201	201	100%	201	100%	0	0%	0	0%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	0	0%
Total	203	203	100%	203	100%	2	0.99%	0	0%	0	0%

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

Category	% Of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
<b>Permanent Workers</b>											
Male	49	49	100%	49	100%	0	0%	0	0%	0	0%
Female	2	2	100%	2	100%	2	100%	0	0%	0	0%
Total	51	51	100%	51	100%	2	3.92%	0	0%	0	0%
<b>Other than permanent workers</b>											
Male	809	0	0%	0	0%	0	0%	0	0%	0	0%
Female	35	0	0%	0	0%	0	0%	0	0%	0	0%
Total	844	0	0%	0	0%	0	0%	0	0%	0	0%

### 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 well- being measures as a % of total revenue of the company	0.09%	0.06%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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 authority (Y/N/N.A.)
PF	99.53%	100%	Y	99.78%	100%	Y
Gratuity	99.53%	100%	Y	99.78%	100%	Y
ESI	6.52%	100%	Y	8.5%	100%	Y
Others – please specify	-	-	-	-	-	-

## 3. Accessibility of workplaces – Are the premises/offices of the entity accessible to differently-abled employees, 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.

In line with Olectra's commitment to being a fair and equal opportunity employer, refraining from discrimination based on race, age, gender, religion, or disabilities, we have employed appropriate infrastructure to make our premises and offices accessible for individuals with disabilities.

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

Yes, Olectra is committed to being an equal opportunity employer, and its Human Rights Policy ensures equitable treatment for differently abled individuals. The company upholds principles of fairness and impartiality toward all individuals, irrespective of their characteristics. Olectra actively promotes diversity, prohibits discrimination, and fosters an inclusive workplace environment. Further details can be found on the Company's Human Rights Policy available at <https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not applicable		Not applicable	
Female				
Total				

Note: There were no parental cases during FY 2023-24. Hence this question is not applicable.

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

Particulars	Yes/No
Permanent Employees	Yes, grievances are directed to the relevant supervisory authority or the Audit Committee, following the procedures outlined in the Company's Standing Orders. Employees and workers can utilize the redressal mechanisms outlined in the Whistleblower Policy or, in cases of sexual harassment, under the Prevention of Sexual Harassment Act. Reported concerns and grievances undergo thorough investigation, and appropriate remedial actions are taken in accordance with relevant laws. Remedial measures may involve disciplinary actions against the accused party, up to and including termination.  <b>Link to Whistle Blower Policy:</b> <a href="https://olectra.com/wp-content/uploads/WhistleBlower-Polij.pdf">https://olectra.com/wp-content/uploads/WhistleBlower-Polij.pdf</a>
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

### 7. Membership of employees in association(s) or Unions recognized 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	NIL	NIL	NIL	NIL	NIL	NIL
Male						
Female						
Total Permanent Workers						
Male						
Female						

### 8. Details of training given to employees and worker

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	635	117	18.43%	22	3.46%	453	92	20.30%	196	43.27%
Female	9	0	0%	0	0%	6	0	0%	0	0%
Total	644	117	18.17%	22	3.42%	459	92	20.04%	196	42.7%
<b>Workers</b>										
Male	858	652	75.99%	402	46.85%	767	767	100%	114	14.82%
Female	37	22	59.46%	17	45.95%	25	25	100%	10	40.00%
Total	895	674	75.31%	419	46.82%	792	792	100%	124	15.65%

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

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	635	292	45.98%	453	0	0%
Female	9	4	44.44%	6	0	0%
Total	644	296	45.96%	459	0	0%

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>Workers</b>						
Male	858	19	2.21%	767	0	0%
Female	37	2	5.41%	25	0	0%
Total	895	21	2.35%	792	0	0%

Note: The Company's appraisal cycle is from September to August. For FY 2024, performance and career development reviews of employees will be conducted from September 2024.

#### 10. Health and Safety Management System:

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

Olectra's Occupational Health and Safety Management System (OHSMS) is internationally accredited and ISO 45001 certified. Olectra is covered under the Factories Act 1948 and adheres to all other applicable national labor laws. The OHSMS covers all employees, workers, operational activities and locations. This helps the Company in inculcating a culture of awareness, monitoring and participation surrounding health and safety directly or through an agency or contractor. Utilizing the OHSMS, it methodically evaluate potential hazards and enact measures to mitigate risks, decreasing workplace injuries, illnesses, and incidents. Additionally, Olectra has established protocols for emergency preparedness and response, bolstering capacity to address safety challenges and crises. This framework, centered on planning, execution, evaluation, and adjustment, guides ongoing efforts to improve, adapt, and elevate the long-term health and safety performance of the workforce.

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

Olectra has established a systematic method for identifying and reporting work-related hazards, incidents, and observations in line with principles and guidance laid down under ISO 45001. It includes:

1. Regular inspections of the workplace are conducted to spot potential dangers such as unattended machinery, slick flooring, or blocked emergency exits.
2. Employees are motivated to be involved and report hazards they come across while working.
3. Analysis of previous events and near-miss reports to find trends or issues that keep coming up and require addressing.

The Company is also developing an online application, which will be implemented soon to enable identification and reporting of safety-related incidents faster, it also aides in monitoring such incidents to closure.

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

Yes, Olectra recognizes the critical role of occupational health services in safeguarding the well-being of our employees and minimizing workplace risks. The Company conducts employee and worker awareness sessions to help educate the workforce about the importance of reporting hazards and their right to remove themselves from unsafe situations. To ensure employees and workers understand workplace dangers and safeguards, Olectra has established safety systems which include safety manuals, functional and behavioral training, etc. Olectra is also well-equipped with fire safety measures. Frequent fire drills and safety training sessions are conducted to guide fire equipment handling.

**d) Do the employees/workers of the entity have access to non-occupational medical and health-care services? (Yes / No)**

Yes, Company employees are covered by medical insurance for occupational and non-occupational health coverage. All workers are covered under Employee State Insurance (ESI).

### 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/ Workers	NIL	NIL
Total recordable work-related injuries			
No. of fatalities			
High consequence work-related injury or ill-health (excluding fatalities)			

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

Olectra is committed to the health and safety of all its employees and workers. We adhere to stringent safety protocols across all our facilities, including manufacturing plants and offices. It has undertaken the following measures to ensure safe and healthy workplace:

- **Safety Committee:** Olectra has set up a Safety Committee that holds regular meetings to evaluate working conditions, incident reports, and risk assessments. The Safety Committee oversees compliance with policies and processes, addresses grievances and ensures monitoring of health and safety performance. We have also set up a Workers Committee that ensures that safety regulations are strictly adhered to at all plant locations.
- **Health Surveillance:** Our occupational health professionals regularly conduct health surveillance and risk assessments to identify potential workplace hazards. We ensure the provision of personal protective equipment (PPE) to support employees in performing their duties safely.
- **Emergency Response Planning:** The workforce continuously participates in the development and testing of emergency response plans. By understanding potential health risks during emergencies, our health professionals contribute to the creation of effective response strategies to minimize harm.
- **Raising safety awareness:** Olectra schedules safety training and organizes safety weeks which includes various events like safety workshops and health camps to increase health and hygiene awareness. Safety awareness sessions are held to sensitize everyone, including vendors.
- **Access to Health Services:** Ensures proactive communication about available health services, including preventive programs, health check-ups, and counselling services.

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

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (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
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	1	0	Minor complaints on the shop floor issues

### 14. Assessments for the year:

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

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

Reporting of incidents, unsafe activities, unsafe conditions, and near-miss incidents are encouraged to be actively reported. The Safety and Workers Committee examines the reported cases, and corrective measures are taken to prevent them from being repeated. In case of any safety-related incident, the root cause is identified to understand the factors responsible for the incident. Corrective actions, such as enhanced personal protective equipment requirements, process changes, etc., are taken to prevent similar incidents. The corrective actions are continuously monitored and reviewed to track improvements and its effectiveness. Employees and workers are encouraged to provide feedback on the effectiveness of implemented changes.

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

Olectra recognizes that the success of sustainability initiatives depends on proactive involvement and collaboration with our stakeholders. Olectra is committed to engaging with stakeholders in a transparent, inclusive, and meaningful manner to build trust, foster dialogue, and drive positive change. The Company engages with stakeholders to understand the impact of the business, identify crucial material topics and improve business performance by gaining a sharper understanding of the industry.

**Essential Indicators**

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

Key stakeholders are determined based on their material influence on the Company, or how much of a material influence the Company’s business decisions and their results have on them. This is based on the philosophy that the Company’s actions or decisions either directly or indirectly impact the stakeholders. Hence, Olectra has identified internal as well as external stakeholders and maintains regular dialogue with its stakeholders. The Company encourages two-way communication, active listening, and collaboration to address shared challenges and opportunities.

**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
Employees and Plant Workers	No	Regular interaction, get-together events, workshops on employee welfare	Regularly	To promote unity and feeling of oneness among all the employees and workers of the Company. To educate about the importance of mental health and overall well-being
Regulators	No	Timely intimation of events, seeking approvals, providing necessary clarifications, etc. by way of mail or personal interaction	Event-based	To comply with the regulations and reporting necessary disclosures or intimations to the stock exchanges as per the stipulated provisions by adhering to the true letter and spirit of compliance and also reaching out to the respective regulatory authority for any clarifications in case of ambiguity

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
Suppliers	No	Frequent vendors meet and constant interaction	Weekly	To strengthen relationships and address any grievances or shortfalls in the supply chain
Shareholders/ Investors	No	Stock Exchange disclosures, newspaper advertisements, investor meetings	Quarterly and event-based	To address and respond to the queries or clarifications sought on future plans and existing business of the Company
Customers	No	Online Survey	Regularly	To seek feedback on the Company's products
Community	No	Personal Interaction	Yearly	To promote and implement the CSR objectives of the Company

## PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Olectra is deeply committed to promoting human dignity, equality, mutual respect, trust, tolerance, and fairness. The company strives to cultivate a supportive and nurturing work environment for its employees and business operations. Safeguarding human rights is not only a moral imperative for Olectra but also the cornerstone of its ethical and sustainable business practices. The Human Rights Policy of Olectra provides guidelines to uphold and advance human rights across all facets of its operations and engagements.

### Essential Indicators

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

Category	FY 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	441	441	100%	348	348	100%
Other Than Permanent	203	203	100%	111	111	100%
<b>Total Employees</b>	<b>644</b>	<b>644</b>	<b>100%</b>	<b>459</b>	<b>459</b>	<b>100%</b>
<b>Workers</b>						
Permanent	51	51	100%	32	32	100%
Other Than Permanent	844	844	100%	760	760	100%
<b>Total Workers</b>	<b>895</b>	<b>895</b>	<b>100%</b>	<b>792</b>	<b>792</b>	<b>100%</b>

## 2. 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 to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F / A)
<b>EMPLOYEES</b>										
<b>Permanent</b>										
Male	434	0	0%	434	100%	346	0	0%	346	100%
Female	7	0	0%	7	100%	2	0	0%	2	100%
<b>Other than Permanent</b>										
Male	201	0	0	201	100 %	107	0	0%	107	100%
Female	2	0	0	2	100 %	4	0	0%	4	100%
<b>WORKERS</b>										
<b>Permanent</b>										
Male	49	0	0%	49	100%	32	0	0%	32	100%
Female	2	0	0%	2	100%	0	0	0%	0	0%
<b>Other than Permanent</b>										
Male	809	772	95.43%	37	4.57%	735	721	98.09%	14	1.90%
Female	35	35	100%	0	0%	25	25	100%	0	0%

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

### 3(a) Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in Rs.)	Number	Median remuneration/ salary/wages of respective category (in Rs.)
Board of Directors (BoD) (Only non-executive Directors)	4	4,12,500	2	5,37,500
Key Managerial Personnel (KMP) Other than BoD	3	84,34,003	0	0
Employees other than BoD and KMP	635	4,19,116	9	5,97,612
Workers	858	2,01,667	37	1,48,512

Note: Managing Director (MD) is considered as KMP and therefore MD's remuneration forms part of KMP group for median computation.



**3(b) Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Current Financial Year)</b>
Gross wages paid to females as % of total wages	3.1%	2.8%

**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, Olectra's Human Resources (HR) Department is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

Olectra's Human Rights Policy outlines the process for reporting grievances related to human rights. Employees are encouraged to first approach their immediate supervisor with any concerns. If the issue is not resolved at that level, employees have the opportunity to escalate their grievance to the Head of the Department, the HR Team, and finally, to the Chairman & Managing Director.

For further details, please refer to <https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf>

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

Particulars	FY 2023-24 (Current Financial Year)			FY 2022-23 (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						
Discrimination at workplace						
Child labor						
Forced labor / Involuntary labor		NIL			NIL	
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:**

Particulars	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

Olectra's Whistleblower Policy strictly prohibits retaliation for reporting any violations by employees and preservation of the complainant's identity. The Company does not tolerate any adverse action against any employee for complaining about, reporting, or participating or assisting in the investigation of, a reasonably suspected violation of any law, the Policy, or the Company's Code of Conduct and Ethics. The Company takes reports of such retaliation seriously. Incidents of retaliation against any employee reporting a violation or participating in the investigation of a reasonably suspected violation results in appropriate disciplinary action against anyone responsible, including possible termination of employment. Those working for or with the Company who engage in retaliation against reporting employees may also be subject to civil, criminal and administrative penalties.

Similarly, the POSH Policy of the Company forbids victimization or discrimination of the complainant. All these issues are handled in strict confidentiality.

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

Yes, Olectra includes compliance to human rights parameters such as working hours, wage rate, facilities and other statutory obligations as part of its business agreements and contracts.

## 10. Assessments for the year

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

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

Olectra is committed to fostering, developing, supporting, and safeguarding the environment through its range of electric buses, ELCVs, and related products. As part of its business mission, Olectra has embraced a trajectory of growth in cutting-edge green technology, particularly highlighted by its flagship electric buses. These electric vehicles represent a pivotal solution in tackling humanity's most pressing issues, such as global warming, climate change, unchecked carbon emissions, dwindling fossil fuel reserves, and promoting sustainable mobility.

### Essential Indicators

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	Nil	Nil
Total fuel consumption (B)	GJ	Nil	Nil
Energy consumption through other sources (C)	GJ	Nil	Nil

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total energy consumption from renewable sources (A+B+C)	GJ	Nil	Nil
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	18,309	15,494
Total fuel consumption (E)	GJ	675	431
Energy consumption through other sources (F)	GJ	169	150
Total energy consumed from non-renewable sources (D+E+F)	GJ	19,153	16,075
Total energy consumed (A+B+C+D+E+F)	GJ	19,153	16,075
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations)	GJ/INR Lakhs	0.17	0.15
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/Million USD	38.51	32.15
Energy intensity in terms of physical output (For e-vehicles)	GJ/E-Vehicles produced	8.69	8.50
Energy intensity (optional) - in terms of physical output (for insulators)	GJ/Insulators produced	0.03	0.01

**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, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.
- Previous year's energy intensity per rupee of turnover has been converted to GJ/INR Lakhs from GJ/INR to maintain consistency in data.
- Energy intensity in terms of physical output for e-vehicles has been calculated by dividing the total energy consumed for producing e-vehicles by the total number of e-vehicles produced
- Energy intensity in terms of physical output for insulators has been calculated by dividing the total energy consumed for producing insulators by the total number of insulators produced
- The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by IMF for India which is 22.4 for 2024 and 22.17 for 2023

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

No, Olectra doesn't have any sites or facilities that are designated under the PAT Scheme.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source</b>			
(i) Surface water	KL	0	0
(ii) Groundwater	KL	20,645	16,220
(iii) Third party water	KL	2,700	2,380
(iv) Seawater / desalinated water	KL	0	0
(v) Others	KL	0	0
<b>Total volume of water withdrawal (i + ii + iii + iv + v)</b>	KL	23,345	18,600
<b>Total volume of water consumption</b>	KL	23,345	18,600
<b>Water intensity per rupee of turnover (Water consumed / Revenue from operations)</b>	KL/INR Lakhs	0.21	0.17
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)</b>	KL/Million USD	46.94	37.25
<b>Water intensity in terms of physical output (For e-vehicles)</b>	KL/E-Vehicles produced	28.89	16.34
<b>Water intensity (optional) - in terms of physical output (for insulators)</b>	KL/Insulators produced	0.02	0.01

#### 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, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.
- Previous year's water intensity per rupee of turnover has been converted to KL/INR Lakhs from KL/INR to maintain consistency in data.
- Water intensity in terms of physical output for e-vehicles has been calculated by dividing the total water consumed for producing e-vehicles by the total number of e-vehicles produced
- Water intensity in terms of physical output for insulators has been calculated by dividing the total water consumed for producing insulators by the total number of insulators produced
- The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by IMF for India which is 22.4 for 2024 and 22.17 for 2023

### 4. Provide the following details related to water discharged:

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment</b>			
(i) Surface water	KL	Nil	Nil
- No treatment	KL	Nil	Nil
- With treatment – please specify level of treatment	KL	Nil	Nil
(ii) Groundwater	KL	Nil	Nil

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
- No treatment	KL	Nil	Nil
- With treatment – please specify level of treatment	KL	Nil	Nil
(iii) To Seawater	KL	Nil	Nil
- No treatment	KL	Nil	Nil
- With treatment – please specify level of treatment	KL	Nil	Nil
(iv) Sent to third parties	KL	Nil	Nil
- No treatment	KL	Nil	Nil
- With treatment – please specify level of treatment	KL	Nil	Nil
(v) Others	KL	Nil	Nil
- No treatment	KL	Nil	Nil
- With treatment – please specify level of treatment	KL	Nil	Nil
<b>Total water discharged (in kiloliters)</b>	KL	Nil	Nil

**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, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

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

The Company does not discharge water. Hence, this question is not applicable.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NO <sub>x</sub>	ug/m3	18.65	13
SO <sub>x</sub>	ug/m3	20.12	12
Particulate matter (PM)	ug/m3	43.35	44
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others–please specify	-		

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency (Y/N) If yes, name of the external agency – Yes, independent assessment has been carried out by NAVEGA Enviro Engineers & Consultants.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and 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 CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	46.98	46
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, FCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	6,659	5,793
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/INR Lakhs	0.06	0.05
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO <sub>2</sub> e/Million USD	13.48	11.57
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> (For e-vehicles)	tCO <sub>2</sub> e /E- Vehicles produced	7.18	6.00
<b>Total Scope 1 and Scope 2 emission intensity (optional)- the relevant matric may be selected by the entity</b> (For Insulators)	tCO <sub>2</sub> e /Insula- tors produced	0.006	0.003

**Note:**

- Indicate if any independent assessment, evaluation or assurance has been carried out by an external agency (Y/N) If yes, name of the external agency – Yes, independent assessment has been carried out by NAVEGA Enviro Engineers & Consultants.
- Previous year's water intensity per rupee of turnover has been converted to CO<sub>2</sub> /INR Lakhs from CO<sub>2</sub> /INR to maintain consistency in data.
- Emissions intensity in terms of physical output for e-vehicles has been calculated by dividing the total scope 1 and 2 emissions that result from producing e-vehicles by the total number of e-vehicles produced.
- Emissions intensity in terms of physical output for insulators has been calculated by dividing the total scope 1 and 2 emissions that result from producing insulators by the total number of insulators produced
- The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by IMF for India which is 22.4 for 2024 and 22.17 for 2023.

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

The Olectra electric buses has successfully completed more than 20 crores kms on Indian roads which is equivalent to saving around 5.33 crore liters of diesel i.e. a direct saving of fuel cost by Rs. 506.35 crores. With such operations of electric buses, approximately 1,42,844 tons of carbon emissions in the public transport segment in India has been avoided, which is equivalent to planting around 8.55 Lakh trees.

As on 31<sup>st</sup> March 2024; Olectra has delivered 1,695 buses to 16 various State Transport Undertakings and Corporations. The operations of these electric buses not only reduced the carbon footprints but it has also been a sustainable ecosystem in public mobility. The cost-effectiveness in comparison to the regular

diesel buses has promoted adoption of electric buses amongst various government and non-government agencies. The design of the electric buses is in tune with international standards. The buses reduce the use of fossil fuels leading to a reduction of CO2 emissions and offering a cost-effective mobility to the public.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous FinancialYear)
<b>Total Waste generated (in metric tonnes)</b>			
Plastic waste (A)	MT	2.7	3.26
E-waste (B)	MT	Nil	Nil
Bio-medical waste (C)	MT	Nil	
Construction and demolition waste (D)	MT	Nil	
Battery waste (E)	MT	Nil	
Radioactive waste (F)	MT	Nil	
Other Hazardous waste. Please specify, if any. (G) (Cotton Waste, ETP Sludge from ETP, Paint Sludge)	MT	5	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	MT	400.94	624.34
<b>Total (A+B + C + D + E + F + G + H)</b>	MT	408.64	627.6

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous FinancialYear)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/INR Lakhs	0.004	0.01
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	MT/Million USD	0.82	1.23
Waste intensity in terms of physical output (For e-vehicles)	MT/E-Vehicles produced	0.72	0.99
Waste intensity (optional) – the relevant metric may be selected by the entity (For Insulators)	MT /Insulators produced	0.0001	0.0001
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>			
<b>Category of waste</b>			
(i) Recycled	MT	301.5	508
(ii) Re-used	MT	23	32
(iii) Other recovery operations	MT	0	0
<b>Total</b>	MT	324.5	540

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous FinancialYear)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>			
<b>Category of waste</b>			
(i) Incineration	MT	0	Nil
(ii) Landfilling	MT	0	0
(iii) Other disposal operations	MT	84.14	87.6
<b>Total</b>	<b>MT</b>	<b>84.14</b>	<b>87.6</b>

**Note:**

- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency (Y/N) If yes, name of the external agency - Yes, independent assessment has been carried out by Resistibility Limited, TSPCB authorized vendor.
- Waste intensity in terms of physical output for e-vehicles has been calculated by dividing the total waste generated from producing e-vehicles by the total number of e-vehicles produced.
- Waste intensity in terms of physical output for insulators has been calculated by dividing the total waste generated from producing insulators by the total number of insulators produced.
- The revenue from operations has been adjusted for PPP based on the PPP conversion factor published by IMF for India which is 22.4 for 2024 and 22.17 for 2023.

**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.**

Olectra adopts the 5R principles (Reduce, Reuse, Re-cycle, Redesign & Regulate) in waste detection. Under the said principal, Olectra undertakes the following efforts:

- **Reduce:** Optimizes the usage of material using resources more efficiently, and avoiding unnecessary consumption.
- **Reuse:** Promotes reuse of items instead of disposing of them after a single use helps to conserve resources and reduce waste. This can involve using items multiple times for the same or different purposes. Eg: AC frames & Battery frames
- **Recycle:** Send back certain items to our suppliers to recycle (materials like paper, plastics, metals etc.) which they reuse in the product packages etc. Eg: Racks, Stands, Worktables & internal visual boards
- **Redesign:** Redesign products and systems to minimize waste and environmental impact. This involves using eco-friendly materials, designing products which are more durable and easier to repair, creating systems that generate less waste throughout their lifecycle. Designing for sustainability aims to integrate environmental considerations into product development and manufacturing processes. Eg: FRP Material
- **Regulate:** Comply with the regulatory standards, provide incentives for environmentally friendly practices, and ensure compliance with environmental laws. Eg: we control the open paint activities, spillage of coolant & provide provision in bins and metal pallets.

At the shop floor the waste is segregate into hazardous & non-hazardous category and then transported to designated collection areas.

- a) Hazardous waste (Sealant foils, mixed paint & paint accessories, Expired sealant, paint filters, broken glass) is disposed off to an authorized vendor (Resistibility limited) - This vendor is authorized by TSPCB.
- b) Non-Hazardous is directly collected & transferred to the authorized vendors.



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 not, the reasons thereof and corrective action taken, if any.
No facility/plant is located in 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
Not Applicable					

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 there under (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with all applicable laws and regulations.

### **PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

The Company prioritizes meticulous engagement in government affairs and public policy advocacy, ensuring careful consideration at every step. Internal teams oversee and coordinate these efforts, with strategic decisions on advocacy involving senior management and authorized personnel. The Company participates in policy discussions relevant to its business and customer interests as deemed necessary.

#### **Essential Indicators**

1. a. **Number of affiliations with trade and industry chambers/ associations.**

The Company is affiliated with 6 trade and industry chambers/ associations.

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	Confederation of Indian Industry	National
2	Federation of Indian Export Organization	National
3	Federation of Telangana Chambers of Commerce and Industry	State
4	Engineering Export Promotion Council	National
5	Andhra Chamber of Commerce	State
6	Indian Chamber of Commerce	National

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

Name of the entity	Brief of the case	Corrective action taken
NIL		

## PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

The Company recognizes that achieving sustainable growth and equitable development requires collaboration within its ecosystem. It understands that social, environmental, and economic values are interconnected, and it operates within an interdependent ecosystem that includes shareholders, consumers, partners, employees, government, the environment, and the community.

### Essential Indicators

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

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

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

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

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

Olectra's Whistle Blower Policy serves as a grievance redressal platform where Community can report concerns or complaints.

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	50%	43%
Directly from within India	100%	100%

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:**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	0	0
Semi-urban	4.44%	2.65%
Urban	30.50%	46.25%
Metropolitan	65.06%	51.10%

Note: Place has categorized as per RBI Classification System – rural/ semi-urban / urban / metropolitan

## PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Olectra guarantees that its supplied products meet specified quality standards and specifications to uphold customer satisfaction. The company promptly addresses all inquiries, handles complaints impartially, and ensures products comply with regulatory standards. Olectra diligently monitors customer concerns received during the reporting period and has successfully resolved all issues. As of this financial year, there are no

pending complaints or consumer cases. The company maintains multiple safeguards to ensure its business operations are conducted fairly and responsibly.

### Essential Indicators

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

Upon receiving any complaint or feedback, Olectra promptly reaches out to the customer for immediate contact or a visit to comprehend the issue and its context. If applicable, pictures or documents are gathered, and samples are taken to the factory for thorough root cause analysis to pinpoint the problem. Following the analysis, the subsequent actions or steps are communicated to the customer. In cases where necessary, Olectra dispatches a technical representative to the customer’s site for further assistance.

#### 2 Turnover of products and / services as a percentage of turnover from ALL products/services that carry information about

	As a percentage of total turnover
Environmental and social parameters relevant to the product	87.17%
Safe and responsible usage	100%
Recycling and/or safe disposal	0%

**Note:** The Company adheres to all the applicable regulations regarding product labeling and displays relevant information on it. The e-vehicles are sold along with the product manual capturing the safety guidance.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Re-remarks	Received during the year	Pending resolution at end of year	Re-remarks
Data Privacy	NIL			2	0	0
Advertising						
Cyber security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other (CRM, CCS, Sales, Brigade+)						

#### 4 Details of instances of product recalls on accounts of safety issues

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

#### 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, the Risk Management Committee is responsible for formulating the risk management policy to include a framework for the identification of internal and external risks specifically faced by Olectra, which inter-alia includes cyber security risk.

Further details can be found on <https://drive.google.com/file/d/1ATbW6JJSleBIkeo2bLA8P--UEUu0Lrw4/view>

#### 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.

Nil