

12<sup>th</sup> July 2024

BSE Limited,  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai 400 001  
**Scrip code: 532343**

National Stock Exchange of India Limited,  
Exchange Plaza, 5<sup>th</sup> Floor,  
Bandra-Kurla Complex,  
Bandra (E), Mumbai 400 051  
**Scrip code: TVSMOTOR**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report (BRSR)**

Please find enclosed the Business Responsibility and Sustainability Report of the Company for the Financial Year 2023-24.

The copy of the same is also available on the website of the Company viz., [www.tvsmotor.com](http://www.tvsmotor.com).

Kindly acknowledge receipt.

Thanking You,  
Yours truly,

For **TVS MOTOR COMPANY LIMITED**

**K S Srinivasan**  
**Company Secretary**  
Encl :a/a

# Annexure - VII

to Directors' Report to the shareholders

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING FOR FY 2023-24

### SECTION A: GENERAL DISCLOSURES

#### I. DETAILS OF THE LISTED ENTITY

1	Corporate Identity Number (CIN) of the Listed Entity	L35921TN1992PLC022845	
2	Name of the Listed Entity	TVS Motor Company Limited	
3	Year of incorporation	10-06-1992	
4	Registered office address	"Chaitanya", No.12, Khader Nawaz Khan Road, Nungambakkam, Chennai - 600 006	
5	Corporate address	"Chaitanya", No.12, Khader Nawaz Khan Road, Nungambakkam, Chennai - 600 006	
6	E-mail	<a href="mailto:contactus@tvsmotor.com">contactus@tvsmotor.com</a>	
7	Telephone	044-28332115	
8	Website	<a href="http://www.tvsmotor.com">www.tvsmotor.com</a>	
9	Financial year for which reporting is being done	Start Date	End Date
	Financial Year	01-04-2023	31-03-2024
	Previous Financial Year	01-04-2022	31-03-2023
	Prior to Previous Financial Year	01-04-2021	31-03-2022
10	Name of the Stock Exchange(s) where shares are listed		
	1 BSE Limited, Mumbai		
	2 National Stock Exchange of India Limited, Mumbai		
11	Paid-up Capital	₹ 47,50,87,114	
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report		
	Name of contact person	Thakur Pherwani	
	Contact number of contact person	+91 7418772111	
	Email Of Contact Person	<a href="mailto:thakur.pherwani@tvsmotor.com">thakur.pherwani@tvsmotor.com</a>	
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken, together).	Standalone basis	
14	Name of assurance provider	Bureau Veritas India (Private) Limited	
15	Type of assurance obtained	Reasonable for BRSR CORE	

#### II. PRODUCTS/SERVICES

##### 16. Details of business activities (accounting for 90% of the entity's Turnover)

S. No.	Description of main activity	Description of business activity	% of turnover
1	Manufacturing	Motor vehicles, trailers, semi trailers and other Transport Vehicles	99

##### 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	Motorcycle, Scooters, Mopeds	30911	83
2	Three-wheelers	30912	6
3	Parts & Accessories	30913	10

### III. OPERATIONS

#### 18. Number of locations where plants and/or operations/offices of the entity are situated<sup>1</sup>:

Location	Number of plants	Number of offices	Total
National	3	3	6
International	-	3	3

Note:

1. The three plants include our production sites in Hosur, Mysuru, and Nalagarh, as well as offices that serve as part of our corporate headquarters in Chennai the other two includes training centre and test tracking.

#### 19. Markets served by the entity:

##### a. Number of locations

Location	Number
National (No. of States)	22
International (No. of Countries)	91

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

24% of the total turnover of the Company is contributed through exports.

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

TVS Motor Company Limited (TVSM), is the third largest two-wheeler manufacturer by market capitalisation, excels in creating diverse mobility solutions. The Company offers an extensive range of mobility solutions from mopeds, bikes, petrol & electric scooters to premium & super premium motorcycles, impacting the lives of customers who are of legal riding age globally. As a rapidly growing Indian OEM, the Company has a presence in over 80 countries, showcasing our global reach.

The Company's strength lies in innovative research and development, leading to high success rates in launching new-age products. TVSM has developed a proprietary connected solution, enhancing vehicle telemetry and connectivity, tailored to various customer needs. Whether it's the thrill of the track, practicality for daily commutes, or sophistication for urban life, TVSM vehicles touch the lives of varied audiences, embodying innovation, and customer-centricity at every turn.

### IV. EMPLOYEES

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

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

Sl. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>EMPLOYEES</b>								
1.	Permanent (D)	4129	3579	86.68	550	13.32	0	0.00
2.	Other than Permanent (E)	256	221	86.33	35	13.67	0	0.00
3.	Total employees (D + E)	4385	3800	86.65	585	13.35	0	0.00
<b>WORKERS</b>								
4.	Permanent (F)	1851	1850	99.94	1	0.06	0	0.00
5.	Other than Permanent (G)	10003	8985	89.82	1018	10.18	0	0.00
6.	Total workers (F + G)	11854	10835	91.40	1019	8.60	0	0.00

### Details of Employees



- Permanent Employees
- Other than Permanent Employees

### Details of Workers



- Permanent Workers
- Other than Permanent Workers

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

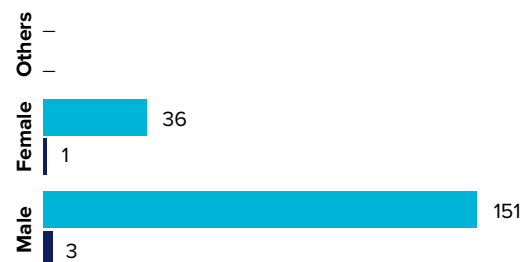
S. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1.	Permanent (D)	14	12	85.71	2	14.29	0	0.00
2.	Other than Permanent (E)	15	15	100.00	0	0	0	0.00
3.	Total differently abled employees (D + E)	29	27	93.10	2	6.90	0	0.00
<b>DIFFERENTLY ABLED WORKERS</b>								
4.	Permanent (F)	4	3	75.00	1	25.00	0	0.00
5.	Other than Permanent (G)	187	151	80.75	36	19.25	0	0.00
6.	Total differently abled workers (F + G)	191	154	80.63	37	19.37	0	0.00

### Differently Abled Employee Breakup



- Permanent Employees
- Other than Permanent Employees

### Differently Abled Workers Breakup

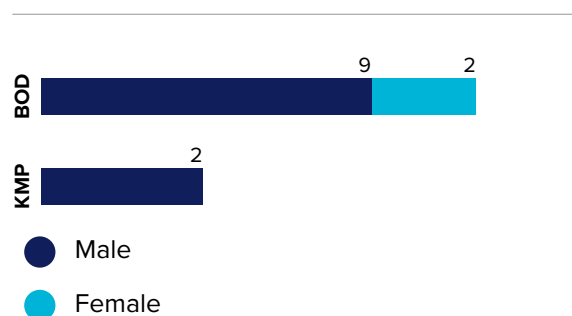


- Permanent Workers
- Other than Permanent Workers

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	2	18.18
Key Management Personnel	2	0	0.00

## Representation of Women



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

	FY 2023-24 (Turnover rate in current FY) [values in %]				FY 2022-23 (Turnover rate in previous FY) [values in %]				FY 2021-22 (Turnover rate in the year prior to the previous FY) [values in %]			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent Employees	8.74	5.19	0.00	8.26	11.29	11.08	0.00	11.26	11.71	9.70	0.00	11.48
Permanent Workers	2.58	0.00	0.00	2.58	2.76	0.00	0.00	2.76	2.65	0.00	0.00	2.65

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S.No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	TVS Holdings Limited (formerly known as Sundaram- Clayton Limited)	Holding	50.26	No
2	Sundaram Auto Components Limited	Subsidiary	100	No
3	TVS Digital Limited (formerly known as TVS Housing Limited)	Subsidiary	100	No
4	TVS Motor Services Limited	Subsidiary	100	No
5	TVS Electric Mobility Limited	Subsidiary	100	No
6	TVS Credit Services Limited	Subsidiary	80.53	No
7	TVS Motor Company (Europe) B.V.	Subsidiary	100	No
8	TVS Motor (Singapore) Pte Limited	Subsidiary	100	No
9	PT TVS Motor Company Indonesia	Subsidiary	51.20	No
10	Harita ARC Private Limited	Subsidiary	0	No
11	TVS Housing Finance Private Limited	Subsidiary	0	No
12	Harita Two-wheeler Mall Private Limited	Subsidiary	0	No
13	The Norton Motorcycle Co Limited, UK	Subsidiary	0	No
14	TVS Digital Pte Limited, Singapore	Subsidiary	0	No
15	The GO Corporation, Switzerland	Subsidiary	0	No
16	Swiss E-mobility Group (Holding) AG, Switzerland	Subsidiary	0	No
17	EBCO Limited, UK	Subsidiary	0	No
18	Celerity Motor GmbH, Germany	Subsidiary	0	No
19	EGO Movement, Stuttgart GmbH, Germany	Subsidiary	0	No
20	Swiss E-mobility Group (Schweiz), AG, Switzerland	Subsidiary	0	No
21	Colag E-mobility GmbH, Germany	Subsidiary	0	No
22	Alexand'RoEdouard'O Passion VeloSarl, Switzerland	Subsidiary	0	No

S.No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
23	Ultraviolette Automotive Private Limited	Associate	30.83	No
24	DriveX Mobility Private Limited	Associate	48.27	No
25	Indian Foundation for Quality Management	Associate	28.57	No
26	Killwatt GmbH, Germany	Associate	0	No
27	ION Mobility Pte. Ltd.	Associate	0	No
28	Predictronics Corp, USA	Associate	0	No
29	Tagbox Pte Ltd., Singapore	Associate	0	No
30	Altizon Inc, USA	Associate	0	No
31	Scienaptic Systems Inc., USA	Associate	0	No

#### 24. CSR Details

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover 2023-24	₹ 31,776.37 Cr
Net worth 2023-24	₹ 7725.95 Cr

### 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			FY 2022-23			If NA, then provide the reason
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	
Communities	Yes		0	0	Nil	0	0	Nil	-
Investors (other than shareholders)	Yes		0	0	Nil	0	0	Nil	-
Shareholders	Yes		6	0	Closed	5	0	Resolved	-
Employees and workers	Yes		273	16	Pending concerns are in progress and will be closed	294	5	Resolution is under Progress	-
Customers	Yes		57871	107	Pending concerns are in progress and will be closed	47228	849	Pending Complaints Resolved in 2023-24	-
Value Chain Partners	Yes		90	12	Pending concerns are in progress and will be closed	203	19	Pending Complaints Resolved in 2023-24	-

\*The Company has established a framework for addressing specific grievances for all its stakeholders. Code of Business Conduct and Ethics, Whistle Blower Mechanism, Supplier Sustainability Code of Conduct and Human Rights Policy provides sufficient guidance for reporting and resolving grievances. Web-links to such policies are available on the Company's website as provided in Page No. 186 of this Annual Report.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water	R	<p><b>Unpredictable Rainfall:</b> Changing weather patterns, including phenomena like El Nino, can lead to unreliable rainfall patterns, impacting water supplies.</p> <p>- <b>Groundwater Depletion:</b> Overexploitation of groundwater resources is causing the water table to recede, making access to freshwater increasingly difficult. - <b>Stricter Regulations:</b> Evolving regulations around water usage might impose limitations on TVSM's water consumption, potentially impacting production processes.</p>	<p>- <b>Business Continuity Risk:</b> Water shortages can disrupt operations, leading to production downtime and reduced overall productivity. - <b>Community Relations Challenge:</b> Water is a shared resource, and competition for limited supplies can lead to tensions with local communities. - <b>Operational Constraints:</b> Stricter regulations on groundwater extraction could significantly limit TVSM's access to water, impacting core operations. - <b>Increased Reliance on External Sources:</b> TVSM's might need to rely more heavily on third-party water suppliers, potentially at higher costs and with less control over availability.</p>	Negative Implications
2	Waste & Recycling	R	<p><b>Addressing Manufacturing Waste Challenges:</b> - Growing Waste Volume: The increasing amount of waste generated by our production processes creates logistical and environmental hurdles. - <b>Inefficient Recycling:</b> Current recycling practices by our partners are inadequate, leading to wasted resources and potential environmental harm. - <b>Stricter EPR Regulations:</b> Evolving Extended Producer Responsibility (EPR) requirements pose new challenges for responsible waste management. - <b>Co-processing Challenges:</b> Identifying suitable partners for co-processing hazardous waste remains an ongoing task. - <b>Landfill Reliance:</b> The current system diverts a significant portion of waste to landfills, which is an unsustainable solution. - <b>Policy and Guidance Gaps:</b> The lack of a robust legal framework and practical guidelines hinders efforts to improve material recovery rates and minimise greenhouse gas emissions.</p>	<p>- <b>Financial impact:</b> The anticipated high cost of meeting Extended Producer Responsibility (EPR) requirements for batteries and other regulated waste streams could significantly impact on our budget. - <b>Compliance risk:</b> Failure to comply with EPR regulations can lead to hefty environmental compensation charges. This, along with potential reputational damage, could negatively impact TVSM's brand image.</p>	Negative Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Living Wages	R	<p><b><u>The national minimum wage, unchanged since 2017:</u></b> enforcement is not consistent across, which has led to unfair variations in worker pay. - <b><u>Aligning with Global Standards:</u></b> The government is proposing a new definition of wages that adheres to international labour standards set by the International Labour Organization (ILO). - <b><u>Living Wage Focus:</u></b> The new approach will consider a "living wage" that considers both national income and the ability of industries to pay.</p>	<p>- Implementing living wage increases will directly impact on production costs due to higher employee salaries.</p> <p>- A possibility that some suppliers, particularly small and medium-sized enterprises (SMEs), may struggle to comply with the wage hike which can lead to disruptions in the supply chain.</p> <p>- Suppliers might raise their prices for components or services to offset their own increased labor costs. This could further inflate overall production expenses</p>	Negative Implications
4	Occupational Health & Safety and Road Safety	R	<p><b><u>Manufacturing:</u></b> - Improper storage of battery cells within production facilities posing fire hazards. Infrastructure: - <b><u>Fire incidents within the paint shop.</u></b></p> <p><b><u>Logistics:</u></b> - Road accidents involving employees and logistic partners. <b><u>Compliance:</u></b> - Partial non-adherence to TVSM's safety standards by contractors.</p>	<p><b><u>Financial Impact:</u></b> - Property damage from accidents or incidents. Disruptions in operations leading to production downtime and lost revenue. - Increased insurance costs due to higher risk profile. <b><u>Human Cost:</u></b> - Potential increase in employee and workers injuries or casualties</p>	Negative Implications
5	Alternative Fuel Technology	R	<p><b><u>Govt. Policies:</u></b> The Ministry of Petroleum and Natural Gas has notified National Policy on Biofuels (2018) and series of notification in connection to this policy. Under this policy, Ethanol Blended Petrol Program was launched. The Ministry of Petroleum and Natural Gas has notified the roadmap of Ethanol Blending. By 2025, there will be dispense of min. E20 across the country and there will be availability of flex fuel at select locations.</p> <p><b><u>Technology Challenges:</u></b> The calorific value of the ethanol is lower than that of gasoline. Also, the ethanol is aggressive when compared to gasoline.</p>	<p>TVSM's is aligned with the roadmap introduced by the MoPNG. All the ICE products manufactured in FY24 are E20 material compliant. TVSM showcased Raider 125 with Flex Fuel Technology at the Bharat Mobility 2024, New Delhi. This vehicle can run on any blend of fuel from E20 to E85 petrol.</p> <p>TVSM has carried out series of testing and tuned the vehicles to incorporate the changes in the properties of the fuel used in the vehicles. Few parts were also developed to meet the material compatibility of the E20 as well as Flex fuel vehicle. TVS has collaborated external agencies like ARAI, IOCL and other academic institutes to develop alternate fuel based vehicles</p>	Negative Implications



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Electric Vehicle	R	<p><b>Govt. Policies:</b> India is a signatory to Paris Agreement and India has committed to be carbon neutral by 2070. India is dependent on import of crude oil. Govt has notified CAFE norms to curb the emissions from the automotive sector.</p> <p><b>Investment:</b> EV requires huge CAPEX investments, R&amp;D, testing and manufacturing requirements.</p> <p><b>Supply chain:</b> Requires development of new supply chain as existing suppliers may be equipped with the components used for ICE products.</p> <p><b>Customer acceptance:</b> Due to lack of charging infrastructure, longer charging time and lower range, the acceptance and adoption are influenced.</p>	<ol style="list-style-type: none"> <li>Govt. is providing incentives to the OEMs (PLI schemes) as well as to the customers (FAME subsidies), to lower the investment cost and cost of the vehicle to the customer.</li> <li>Supply chain: TVSM has adopted to the EV and identified and developed the suppliers accordingly to manufacture the EVs smoothly.</li> <li>Customer acceptance: TVSM has tied up Tata power and Jio-BP to create charging infrastructure using renewable energy. TVSM has introduced fast charger option with the EVs which takes shorter time for the charging the vehicle. Further, TVSM has also introduces iQube ST with higher range addressing the low range anxiety of the customers.</li> </ol>	Negative Implications
7	Climate Change impacts of products	R	There are increasing number of regulations across geographies in relation to emissions and fuel use/efficiency. Evolving stringent standards require suitable modifications in design and production process, potentially impacting margins. Climate change also impacts availability of resources such as water.	TVSM has been proactively working towards making our products more fuel and resource efficient. The company has also introduced (and continues to expand) a range of EV options.	Negative Implications
8	Climate Change impacts of products	O	Shifting consumer preferences towards more eco-friendly vehicles creates an opportunity for our products. Products such as EVs are also (currently) being supported by government subsidies.	Revenue from new eco-friendly products, access to incentives such as subsidies and improved operational efficiency.	Positive Implications
9	Energy & emissions Management (in operations)	R	TVSM has proactively acted upon and reduced our direct energy consumption and resultant emissions. However, automobile manufacturing is resource intensive, and the Company relies on a multitude of suppliers for component parts and raw materials, resulting in substantial indirect energy consumption and emissions, over which the Company has limited control. There is also a trend of increasing regulations that require management and reporting of indirect emissions (and other impacts).	The Company's operations have significantly reduced fuel consumption and increase renewable energy consumption. TVSM has initiated programs aimed at managing indirect emissions and building supplier capacity.	Negative Implications
10	Resource Management	R	The scarcity and fluctuating price dynamics of raw materials can impact production schedules and profit margins.	TVSM enters into long-term supply contracts, progressively uses more sustainable materials and implements recycling programs	Negative Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Human rights	O	Respecting human rights along our value chain can promote a positive organizational culture and strengthen brand loyalty amongst consumers and employees alike.	Regular review and site audit mechanism	Positive Implications
12	Diversity & inclusion	O	Cultivating a diverse workforce strengthens decision-making processes and broadens market reach to cater to a wider array of customer needs	Regular Employee Survey, New Initiatives promoting diversity and measuring employee satisfaction score	Positive Implications
13	Skill enhancement (learning & talent management)	O	Investment in employee development can lead to a more competent and motivated workforce, driving productivity and offering competitive advantages.		Positive Implications
14	Community Welfare	O	A commitment to enhancing community welfare can cement a company's reputation as a responsible business, leading to smoother operations		Positive Implications
15	Governance	O	Demonstrating a strong governance framework can attract investments and improve the company's standing in the marketplace		Positive Implications
16	Supply Chain Management	R	Supply chain disruptions can severely impact operations.	TVSM has established strong relationships with suppliers and has also undertaken focused programs on supply chain diversification, localization and optimization.	Negative Implications
17	Market/Product Competition	R	A failure to stay innovative and competitive can lead to a decline in market share and profits, as well as a loss of relevance in the sector.	Investment in research and development; monitoring market trends and customer preferences	Negative Implications
18	Market/Product Competition	O	Innovative and efficient products can also help the company differentiate itself and capture newer markets/opportunities.		Positive Implications
19	Customer Satisfaction	O	High levels of customer satisfaction can result in loyal customers, increased sales through referrals, and an enhanced corporate reputation		Positive Implications

## 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.**

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Question	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Has the policy been approved by the Board? (Yes/No)	Web Link of the Policies, if available
<b>Policy and management processes</b>			
P1 Ethics & Transparency	Yes	Yes	<a href="https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/Whistle-Blower-Policy-Apr2020.pdf">https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/Whistle-Blower-Policy-Apr2020.pdf</a> <a href="https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/CodeofBusinessConductandEthicspdf.pdf">https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/CodeofBusinessConductandEthicspdf.pdf</a>
P2 Product Responsibility	Yes	Yes	<a href="https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/CodeofBusinessConductandEthicspdf.pdf">https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/CodeofBusinessConductandEthicspdf.pdf</a>
P3 Human Resources	Yes	Yes	Various policies for well being of the employee are published on the intranet.
P4 Responsiveness to Stakeholders	Yes	Yes	Refer to the Policy on Prevention of Sexual Harassment
P5 Respect for Human Rights	Yes	Yes	Policies on the human rights, safety are published on the intranet
P6 Efforts to restore the Environment	Yes	Yes	Refer to the Environment, Occupational Health and Safety Policy on the Company's website
P7 Public Policy Advocacy	Yes	Yes	Refer web-link provided under essential indicators of this principle
P8 Inclusive Growth	Yes	Yes	<a href="https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/Corporate-Social-Responsibility-Policy-Apr2020.pdf">https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/Corporate-Social-Responsibility-Policy-Apr2020.pdf</a>
P9 Customer Engagement	Yes	Yes	<a href="https://www.tvsmotor.com/privacy-policy">https://www.tvsmotor.com/privacy-policy</a>

**Yes, the ESG Policy, which is an overarching policy of the Company contains the guiding principles of the Company. The ESG Policy covers all the aforesaid 9 Principles**

Disclosure Question	Whether the entity has translated the policy into procedures. (Yes/No)	Do the enlisted policies extend to your value chain partners? (Yes/No)	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.
Policy and management processes			
P1 Ethics & Transparency	Yes, the Company has translated the policies as applicable into procedures and practices in all spheres of activities that the Company does. Ex.- To ensure adherence to the Company's Code of Business Conduct & Ethics Committee has been constituted to investigate the violations. Further, the Company has well defined SOPs to handle the stakeholders' grievances	Yes, TVSM, a leading mobility solution provider believe that the supplier partners play a pivotal role in realizing the Company's vision "To enhance the quality of life worldwide by delivering mobility solutions that are safe, sustainable & responsible.  Aligned with the foundational principles, vision, and values of TVSM, Supplier Sustainability Code of Conduct ("Code") outlines the fundamental expectations for companies with whom the Company collaborate, emphasizing environmental, social, and governance considerations.  By aligning to the standards of SDG's, Science Based Target (SBTi) & United National Global Compact, TVSM highlights its commitment to sustainable growth and positive societal impact.	TVSM's Code of Business Conduct & Ethics of the Company, which forms the pillar of the Company is based on ISO 11469; AIS 129, 156: EC 1907/2006; CMV Rules, ISO 45001 & SA 8000, ISO 14001 including Integrated Management System- ISO14001:2015 & ISO45001:2018
P2 Product Responsibility			
P3 Human Resources			
P4 Responsiveness to Stakeholders			
P5 Respect for Human Rights			
P6 Efforts to restore the Environment			
P7 Public Policy Advocacy			
P8 Inclusive Growth			
P9 Customer Engagement			

Disclosure Question	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
Policy and management processes		
P1 Ethics & Transparency	TVSM highlights its commitment to sustainability and environmental responsibility. The Company has taken initiative around use of renewable energy, green cover conservation, rainwater harvesting, carbon emission reduction, water intensity, and waste recycling. TVSM also emphasizes its social responsibility efforts through the Srinivasan Services Trust (SST), which empowers women and uplifts communities.	Performance on specific parameters is as under:  93% of our Energy requirements are met through renewable energy resource 43% Green Cover having Home for 972+ Fauna & 932+ Flora species. 230% giving back through rainwater conservation to become water positive. 100% Hazardous waste co-processed 1.6 million beneficiaries' impact under CSR through SST
P2 Product Responsibility		
P3 Human Resources		
P4 Responsiveness to Stakeholders		
P5 Respect for Human Rights		
P6 Efforts to restore the Environment		
P7 Public Policy Advocacy		
P8 Inclusive Growth		
P9 Customer Engagement		

### Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	TVS Motors recognizes the importance of Environmental, Social, and Governance (ESG) principles for all its stakeholders. This commitment isn't just limited to their internal operations; it extends to their customers, the communities they operate in, their employees, suppliers, and dealer network.  Through a comprehensive analysis, TVS Motors has identified its most critical ESG issues. They've then established a clear roadmap with measurable targets aligned with the United Nations Sustainable Development Goals (UNSDGs). These goals are not only ambitious but also meticulously crafted to adhere to both national and international ESG frameworks and guidelines. This ensures that TVS Motors' ESG efforts are impactful, responsible, and aligned with globally recognized sustainability standards.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	At the highest level, the Board of Directors of your Company, led by the Chairman Emeritus and Managing Director, has the primary role to protect and assess the Business Responsibility (BR) performance of your Company.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No).	Yes
If yes, provide details.	Chairman, Chairman Emeritus & Managing Director, Managing Director and Director & Chief Executive Officer

### 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 and Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Committee of the Board
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances and Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Committee of the Board
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
Performance against above policies and follow up action Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)									Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)									Annually
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									Yes, Bureau Veritas India (Private) Limited

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

Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	No	No	No	No	No	No	No	No	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No	No	No	No	No	No	No	No	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	No	No	No	No	No	No	No	No	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 categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1

#### BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

#### ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	6	P1, P2, P6	100.00
Key Managerial Personnel	6	P1, P2, P6	100.00
Employees other than BoD and KMPs	167	Covering All principles	100.00
Workers	62	Covering All principles	100.00

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

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

In terms of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015, no fines/penalties /punishment/ award/ compounding fees/ settlement amount is paid in proceedings by the entity or by directors/KMPs with regulators/ law enforcement agencies/ judicial institutions, during the financial year.

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment		Not Applicable		

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

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

**4. Does the entity have an anti-corruption or anti-bribery policy?**

Yes

**If yes, provide details in brief.**

TVSM sets a high bar for ethical conduct. Our Code of Conduct unequivocally forbids bribery and corruption, underscoring our unwavering commitment to integrity in all business dealings.

**if available, provide a web-link to the policy.**

<https://www.tvsmotor.com/-/media/Feature/Investors/Communication/Files/CodeofBusinessConductandEthicspdf.pdf>

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

	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

NIL

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	50	49

**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	FY 2022-23
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	100%	100%
	b. Number of dealers/distributors to whom sales are made	1084	1056
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	4.9%	4.9%
Share of RPTs in	a. Purchases* (Purchases with related parties/Total Purchases)	9616.4	8611.8
	b. Sales* (Sales to related parties/Total Sales)	8448.9	8418.4
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d. Investments* (Investments in related parties/Total Investments made)	13593.4	11037.2

\* All units above are in crore.



## LEADERSHIP INDICATORS

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

Sr.no	Total number of awareness programs held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
1	25	P2, P3, P6	47%

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

Yes

#### If yes, provide details of the same.

The Company has in place a 'Policy on Related Party Transactions', conformance with the Company's Code of Conduct for Business and Ethics which provides that all Directors and Senior Management Personnel are required to disclose all potential or actual conflict of interest, which may be against the interest of the Company and take actions to eliminate such conflict, if so required.

## PRINCIPLE 2

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

## ESSENTIAL INDICATORS

### 1. Percentage of R&D spent on revenue expenditure and capital expenditure (capex investments in specific technologies) to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
Revex	423.27*	384.59	<p>TVSM is continuously working on improving the environmental and social impacts from the products. In the previous year, TVSM has worked in the following area.</p> <ul style="list-style-type: none"> <li>Flex fuel Technology – Developed and showcased Flex Fuel Technology</li> <li>E20 – All the IC Engine products are E20 (Ethanol blended fuel) material compliant.</li> <li>OBD II – Investments have been done on the improvement in the tail pipe emissions in line with the regulatory norms.</li> <li>CNG – Company has invested in CNG products (3W)</li> <li>Electric Vehicle – The Company has launched TVS X, a smart electric scooter.</li> <li>Creation of sustainable charging infrastructure – TVSM has tied up with Tata power and Jio BP for charging infrastructure for the EV segment.</li> <li>IMDS – Company has invested in identifying, tracking, and quantifying the hazardous substances, in line with the national &amp; international regulations using IMDS tool</li> </ul>
Capex	221.39	110.03	Capex investments are made accordingly as mentioned in the above projects/ areas.

\* All units above are in crore.

\*(1.33 % of revenue is spent on FY 23-24 R&D)

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

Yes, TVSM, is committed to providing mobility solutions and upholding sustainability principles, has taken the initiative and expects its supply chain partners to comply with the requirements defined in the "Sustainable Procurement Policy" and encourages them to adopt best practices to reduce their environment and social footprint.

The policy aims to foster collaboration with TVSM's supply chain partners. This collaborative approach aims to achieve two key objectives:

- Enhance supply chain sustainability: By working together, TVSM and its suppliers can identify and implement practices that minimize the environmental and social impact of their combined activities.
- Minimize adverse environmental impacts: The policy seeks to reduce the negative environmental footprint associated with TVSM's operations throughout the supply chain.

TVSM's commitment to ESG principles is evident in this initiative. The policy encourages suppliers to adopt best practices that align with Environmental, Social, and Governance (ESG) considerations. This reflects TVSM's broader role as a responsible corporate entity.

By working collaboratively with its suppliers, TVSM strives to create a mutually beneficial relationship. This partnership aims to generate value across the entire value chain, potentially leading to improvements in social, environmental, and economic performance for all stakeholders involved.

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

In terms of the "Sustainable Procurement Policy" of the Company, the Company is committed to handhold its value chain partners to implement relevant policies and processes to enhance their sustainability performance.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

**(a) Plastics (including packaging)**

- Recyclability symbol marking on the plastic parts (more than 100g component) for easy identification during recycling.
- The packaging plastic materials are managed as per Extended Producer Responsibility requirements.

**(b) Battery Recycling Practices**

Lithium-Ion Batteries (Electric Vehicles):

- TVSM is registered on the Central Pollution Control Board (CPCB) portal as a producer for lithium-ion batteries used in electric vehicles.
- Upon reaching their end-of-life (EOL), these batteries are collected from customers through our network of dealers and service centers.
- Collected EOL batteries are sent to authorized CPCB-registered recyclers for environmentally friendly disposal, adhering to Extended Producer Responsibility (EPR) regulations. Battery Waste Management Rules, 2022.

Lead-Acid Batteries:

- Lead-acid batteries used in TVSM products comply with recycling symbol marking requirements.
- At EOL, these batteries are channelled to recyclers through our dealer and partner network, following the EPR guidelines established by the respective battery manufacturers.

**(c) Hazardous waste**

- Used Oil: Oil waste generated during vehicle servicing at stations is safely collected and sold to authorized oil recyclers. TVSM has implemented a framework for Extended Producer Responsibility (EPR) Hazardous and Other Waste (Management and Transboundary Movement) Second Amendment Rules, 2023 ('Amendment') in accordance with relevant regulations.
- Used Tires: Company's domestic tire supplier-manufacturers, registered on the CPCB portal, collect used tires following EPR regulations. These tires are processed in an environmentally friendly manner to create products like reclaimed rubber, crumb rubber, carbon black, and pyrolysis oil.
- Hazardous Chemicals in Products: TVSM restricts the use of hazardous chemicals in product components. An internal standard has been established that considers various national and international regulations on hazardous substances.
- Chemical Monitoring and Tracking: TVSM utilizes the International Material Data System (IMDS) to monitor, track, and quantify the chemicals used in products. This industry-standard tool facilitates compliance with regulations.

#### (d) Other waste

Product Design for Circularity

- Recyclability and Recoverability: Products are designed to maximize recyclability and recoverability at end-of-life, promoting resource efficiency. Achieved targets includes:
  - Reusability & Recyclability Rate: 85-90%
  - Reusability & Recoverability Rate: 90-95%
- Circular Economy Approach: High recyclability rates contribute to a circular economy where materials are recovered and reused in new products.
- End-of-Life Management: The Company is developing a framework for:
  - Collection of End-of-Life Products
  - Dismantling Products
  - Reclaiming Recyclable Materials
  - Reusing Recovered Materials in New Components

#### 4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).

Yes

**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.**

Demonstrating our commitment to environmental responsibility, the Company fulfilled its our ERP requirements. During FY 24, 935 metric tons of single-use plastic waste were collected, thereby meeting the target set by the Plastic Waste Management Rules, 2016. The same was reported to the CPCB as per our role as a Brand Owner.

### LEADERSHIP INDICATORS

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

Life Cycle Assessments (LCAs) have been conducted for Apache RTR 310 (launched in FY24) and six other products in previous fiscal years.

**If yes, provide details in the following format:**

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
29	Apache RTR 310	Revenue yet To be realised	Cradle to Grave	No	NA	NA

Life Cycle Assessments (LCAs) are conducted in-house using GaBi software and the Ecoinvent database. The resulting data undergoes periodic evaluation to identify areas for improvement, and corresponding actions are implemented across product models to minimize environmental impact.

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
Apache RTR 310, iQube, NTorq, Jupiter 125, Raider, Ronin	Complying with the international regulations for the hazardous substances	IMDS has been implemented to track, monitor, and quantify the use of substances. This enables to comply with the regulatory requirements.
All Products	Depletion of fossil fuel	All ICE products are material compliant for E20 (Ethanol 20% + Gasoline 80%). The ethanol in India is produced from the bio-based sources, which is renewable and carbon-neutral. All ICE products are pasted with E20 Sticker, to inform the customers about the use of fuel in the vehicles
TVS X	Depletion of crude oil/ increased air pollution at urban areas	TVS X is an electric vehicle that was launched in FY2024, which runs on the electricity.
Raider 125 - Flex fuel	Depletion of fossil fuel	TVSM has showcased the Raider 125 motorcycle equipped with Flex-Fuel Technology (FFT). This technology allows the Raider 125 to operate on a blend of ethanol and gasoline, ranging from E20 (20% ethanol) to E85 (85% ethanol). The introduction of the Flex-Fuel Raider 125 aligns with the Government of India's Ethanol Blending Program, led by the Ministry of Petroleum and Natural Gas. This program aims to achieve several potential benefits: <ul style="list-style-type: none"> <li>Increased Energy Security: By promoting biofuels like ethanol, India could lessen its reliance on imported oil, potentially strengthening its energy independence.</li> <li>Reduced Emissions: Ethanol generally burns cleaner than gasoline, potentially leading to lower emissions and improved air quality.</li> <li>Job Creation: Increased ethanol production could stimulate the biofuel sector, potentially creating new employment opportunities.</li> </ul>
All IC Engine Products	Tailpipe emissions	All the products comply with the OBD IIA regulatory requirements
3W	Climate change	The Company is continuously working on the improvement of CNG based vehicles. TVSM launched King Duramax Plus (CNG variant) in FY2024.

Through continuous efforts, the Company is constantly working on improving fuel efficiency (fuel conservation), lightweighting (resource conservation) and reducing the tailpipe emissions. These actions contribute to reduce the emissions during various stages of product life cycle.

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

11-13% of recycled or reused input material is used to the total material (by value) in production

	FY 2023-24	FY 2022-23
Indicate input to total material	12%	10%

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

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		935			494	
E-waste		NA			NA	
Hazardous waste		NA			NA	

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

Reclaimed product and their packaging material under EPR which is collected with the help of M/s Rapidue Technologies Private Ltd.

Indicate Input Material	Recycled or re-used input material to total material FY 23-24
Category 2: Flexible plastic packaging (Single layer or Multilayer having more than one layer with different types of plastic)	924 MT
Category 3: Multilayered plastic packaging (at least one layer of plastic and at least one layer of material other than plastic)	11 MT

## PRINCIPLE 3

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

## ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	3579	3579	100.00	3579	100.00	0	0.00	3579	100.00	3579	100.00
Female	550	550	100.00	550	100.00	550	100.00	0	0.00	550	100.00
<b>Total</b>	<b>4129</b>	<b>4129</b>	<b>100.00</b>	<b>4129</b>	<b>100.00</b>	<b>550</b>	<b>13.32</b>	<b>3579</b>	<b>86.68</b>	<b>4129</b>	<b>100.00</b>
<b>Other than Permanent employees</b>											
Male	221	221	100.00	221	100.00	0	0.00	221	100.00	221	100.00
Female	35	35	100.00	35	100.00	35	100.00	0	0.00	35	100.00
<b>Total</b>	<b>256</b>	<b>256</b>	<b>100.00</b>	<b>256</b>	<b>100.00</b>	<b>35</b>	<b>13.67</b>	<b>221</b>	<b>86.33</b>	<b>256</b>	<b>100.00</b>

### 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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	1850	1850	100.00	1850	100.00	0	0.00	1850	100.00	1850	100.00
Female	1	1	100.00	1	100.00	1	100.00	0	0.00	1	100.00
<b>Total</b>	<b>1851</b>	<b>1851</b>	<b>100.00</b>	<b>1851</b>	<b>100.00</b>	<b>1</b>	<b>0.05</b>	<b>1850</b>	<b>99.95</b>	<b>1851</b>	<b>100.00</b>
<b>Other than Permanent workers</b>											
Male	8985	8985	100.00	8985	100.00	0	0.00	8985	100.00	8985	100.00
Female	1018	1018	100.00	1018	100.00	1018	100.00	0	0.00	1018	100.00
<b>Total</b>	<b>10003</b>	<b>10003</b>	<b>100.00</b>	<b>10003</b>	<b>100.00</b>	<b>1018</b>	<b>100.00</b>	<b>8985</b>	<b>100.00</b>	<b>10003</b>	<b>100.00</b>

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

	FY 2023-24	FY 2022-23
c. Cost incurred on well- being measures as a % of total revenue of the company	0.44%	0.39%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
Employees' State Insurance Benefits (ESI)	2%	100	Yes	3%	100	Yes

## 3. Accessibility of workplaces

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

Recognizing the diverse nature of the automotive industry workforce, TVSM champions inclusion through a dedicated set of practices and initiatives for Persons with Disabilities (PwD). This commitment is driven from the top, with senior leadership actively promoting Diversity and Inclusion (D&I) efforts. TVSM focuses on several key areas to create a more inclusive work environment for PwD:

- Accessible Infrastructure: All common areas across TVSM facilities are wheelchair-friendly, ensuring ease of movement for employees.
- Strategic Hiring: The Company establishes hiring partnerships to create opportunities for PwD candidates.
- Role Mapping: Roles are mapped to identify suitable opportunities for PwD applicants based on their skills and qualifications.
- Continuous Learning: Leaders, managers, and teams undergo ongoing sensitization training to foster a more inclusive workplace culture for PwD colleagues.
- Communication Accessibility: Pioneering initiatives like Sign Language Training and technology-enabled translation tools bridge communication gaps.
- Support Services: TVSM provides assistive devices, modified washrooms & toilets, and reasonable accommodations to empower PwD employees.
- Career Development: The Company supports the career progression of PwD employees by offering equal opportunities for growth and advancement.
- Recognition and Achievements: TVSM acknowledges and celebrates the achievements of its PwD workforce.

## 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, policies as per Rights of Persons with Disabilities Act, 2016 are published on the intranet.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	95.16%	98.40%	100%	100%
Female	76.92%	100%	0.00%	0.00%
<b>Total</b>	<b>93.97%</b>	<b>98.56%</b>	<b>100%</b>	<b>100%</b>

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker?**

Yes

If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)	Remark
Permanent Workers	Yes	TVSM has various Committees within the plants that include representation from both management and worker representatives to address and manage grievances, such as the POSH Committee, the Ethics Committee, and so on. Depending on the nature and severity of the issue, the committee will escalate a grievance to the appropriate level of authority, such as the HOD, ER Head, or Plant HR Head, if it remains unresolved.  The Company's whistleblower policy provides a formal platform for sharing grievances on a variety of topics. The employee induction program also sensitizes new recruits to the various mechanisms.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	Company has various redressal mechanisms in place for addressing grievances. Policies such as prevention, prohibition, and redressal of sexual harassment of women at the workplace have a POSH Internal Committee (PIC) in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.  The policy on the same is placed on the Company's website. Members of the Company's PIC are responsible for conducting inquiries pertaining to such complaints. The Company, on a regular basis sensitizes its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programs which are held on a regular basis. The Company also has an Ethics committee to deal with Code of Business Conduct & Ethics violation incidents.
Other than Permanent Employees	Yes	

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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	4129	0	0.00	3559	0	0.00
- Male	3579	0	0.00	3134	0	0.00
- Female	550	0	0.00	425	0	0.00
- Others	0	0	0.00	0	0	0.00
<b>Total Permanent Workers</b>	1851	1851	100.00	1897	1897	100.00
- Male	1850	1850	100.00	1896	1896	100.00
- Female	1	1	100.00	1	1	100.00
- Others	0	0	0.00	0	0	0.00

**8. Details of training given to employees and workers:**

Category	FY 2023-24					FY 2022-23				
	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	3579	3579	100.00	3579	100.00	3321	3321	100.00	3321	100.00
Female	550	550	100.00	550	100.00	452	452	100.00	452	100.00
Others	0	0	0.00	0	0.00	0	0	0.00	0	0.00
<b>Total</b>	4129	4129	100.00	4129	100.00	3773	3773	100.00	3773	100.00
<b>Workers</b>										
Male	1850	1847	99.84	1847	99.84	1896	1896	100.00	1896	100.00
Female	1	1	100.00	1	100.00	1	1	100.00	1	100.00
Others	0	0	0.00	0	0.00	0	0	0.00	0	0.00
<b>Total</b>	1851	1848	99.84	1848	99.84	1897	1897	100.00	1897	100.00

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

Category	FY 2023-24 <sup>2</sup>			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	3579	3579	100.00	3134	3134	100.00
Female	550	550	100.00	425	425	100.00
Others	0	0	0.00	0	0	0.00
<b>Total</b>	<b>4129</b>	<b>4129</b>	<b>100.00</b>	<b>3559</b>	<b>3559</b>	<b>100.00</b>
<b>Workers</b>						
Male	1850	1850	100.00	1896	1896	100.00
Female	1	1	100.00	1	1	100.00
Others	0	0	0.00	0	0	0.00
<b>Total</b>	<b>1851</b>	<b>1851</b>	<b>100.00</b>	<b>1897</b>	<b>1897</b>	<b>100.00</b>

Note:

<sup>2</sup>The percentage calculated is based on the data between April'23 to Dec'23

## 10. Health and Safety Management System.

### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).

Yes

#### If yes, the coverage of such a system?

TVSM prioritizes the well-being of its employees through a comprehensive Occupational Health and Safety (OH&S) management system. This system incorporates global best practices and encompasses both occupational health and environmental management.

100% TVSM manufacturing units are ISO 45001:2018 certified, demonstrating our commitment to the highest standards in OH&S. This certification ensures that all categories of employees working in these units are covered by the system's protocols and safeguards.

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

Hazard identification and risk assessment (HIRA) system exists for this purpose. Regular health and safety audits, safety surveys, periodic occupational health surveillance are conducted.

This is formed as a part of ISO 45001: 2018 standard implementation. It involves identifying potential hazards, assessing their likelihood and severity of harm, and developing control measures to mitigate risks.

The activities include both routine and non-routine activities.

### c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes. TVSM encourages employees to report unsafe or unhealthy conditions at the workplace to their immediate supervisor or directly to the safety department. The safety department will promptly investigate the situation, take appropriate corrective action, and update the HIRA document accordingly.

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

Yes. TVSM Occupational Health Centre (OHC) is accessible 24/7 to all categories of employees, including contract workers. The OHC provides treatments for work-related and beyond injuries and illnesses.



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

Safety Incident/Number	Category	FY 2023-24 <sup>3</sup>	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.11
	Workers	0.39	0.12
Total recordable work-related injuries	Employees	0.00	0.00
	Workers	4	0.00
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health <sup>4</sup> (excluding fatalities)	Employees	0	0
	Workers	11	0

Note:

3: The inclusion of contract workers in the data, alongside employees and regular workers, has led to a discrepancy in the overall incident rate compared to fiscal year 22-23.

4: Recordable work-related injuries and illnesses are those that result in one or more of the following: medical treatment beyond first aid, for more than 48 hours.

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

TVSM prioritizes a safe and healthy work environment for all employees through a multi-layered approach. This proactive strategy focuses on preventing accidents and injuries before they occur. Key elements of the program include:

Risk Management:

- HIRA: This comprehensive process identifies and mitigates potential hazards throughout the workplace.
- Ergonomic Surveys: These surveys ensure workstations are designed to promote employee well-being and prevent musculoskeletal disorders.
- Industrial Hygiene Audits: Regular audits assess and address potential health risks associated with environmental factors in the workplace.

Compliance and Best Practices:

- ISO 45001:2018 Certification: TVSM adheres to the rigorous standards of this internationally recognized occupational health and safety management system.
- Statutory Compliance: The Company maintains full compliance with all relevant health and safety regulations.

Employee Training and Engagement:

- Training: Employees receive comprehensive training on safety topics including behavioural safety, fire safety, and process safety.
- Safety Committees and Meetings: Employee-led safety committees and regular safety meetings foster a culture of safety awareness and participation.
- Feedback and Reporting: A robust system encourages employees to report safety concerns, near misses, and provide feedback for continuous improvement.
- Regular internal and external audits ensure the ongoing effectiveness of the program and compliance with all health and safety regulations.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

#### 14. Assessments for the year:

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

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

TVSM engaged with Dupont Safety System (dss+), to roll out a comprehensive safety culture transformation program across its four manufacturing sites. This collaborative effort aims to:

- Establish and Continuously Improve Safety Systems and Programs: The partnership focuses on creating best-in-class safety systems and programs to create a significant positive impact on safety culture within the organization.
- Integrated Approach: Adopt an integrated approach designed to foster a robust safety ecosystem across all four manufacturing sites.

### LEADERSHIP INDICATORS

#### 1. Does the entity extend any life insurance or any compensatory package in the event of death of

##### a. Employees (Yes/No) Yes.

The Company provides a comprehensive employee benefits package, including a death benefit scheme, group personal accident coverage, and all statutory benefits.

##### b. Workers (Y/N). Yes

The Company provided benefit like Family relief fund, group personal accident coverage and all other benefits in line with statutory provisions.

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

No such incidents report in FY 23-24

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	0	0	Not Applicable	Not Applicable
Workers	11	0	0	Not Applicable

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

No

## 5. Details on assessments of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed <sup>5</sup>
Health and safety practices	27%
Working Conditions	27%

Note:

5: Detailed break-up: 19% suppliers and 8% Dealers.

TVS actively collaborates with its value chain partners. This commitment is demonstrated through social accountability audits conducted at supplier facilities to identify and address potential issues related to health, safety, and working conditions, as well as by integrating cutting-edge technology into TVSM products.

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

TVSM is committed to promote safe and healthy working conditions throughout our supply chain. The Company actively identifies and addresses potential risks through assessments of its value chain partners' health and safety practices. Key risks identified and corrective actions rolled out are:

- **Machine Guarding:** The Company identified a concern regarding machine safety guarding at high-risk operations in some supplier facilities. To address this, the suppliers were advised to implement appropriate machine safety guards to protect workers from potential hazards.
- **Fire Safety for EV Dealers:** The Company recognizes the importance of fire safety for electric vehicle (EV) dealerships. The dealers are required to install fire and smoke detection systems to mitigate potential risks.
- **Road Safety:** The company conducts awareness programs to sensitize its logistics and transportation partners on best practices for safe driving.

## PRINCIPLE 4

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

### ESSENTIAL INDICATORS

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

The Company continuously expands its proactive engagement with all the stakeholder groups. The Company prioritises engagement as an integral part of partnership building and aims to institutionalize a structured approach through a formal process of Stakeholder Engagement. This is a detailed process of engagement with them identifying their risks, concern, challenges and future prospective.

#### 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
Customers	No	Email, SMS, Newspapers and Advertisements, showroom enquiries, customer satisfaction surveys, after-sale services	Monthly	Regular engagement with customers, satisfaction assessments, and various market studies help identify principal concerns. These concerns encompass product and service excellence, prompt delivery, competitive pricing, and the fuel economy of vehicles

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
Dealers	No	E-mail	Monthly	The ambit covers managing dealer systems, organizing dealer and cluster gatherings, providing training on the latest products and Company guidelines, conducting facility tours, and maintaining regular communication. Primary issues involve product quality, pricing and margins, product management, technological advancements, catering to varied customer needs, and the availability of skilled personnel
Employees	No	Email, SMS, Notice board, policies, codes and procedures	Monthly, quarterly, and annual as applicable	The scope encompasses conducting performance evaluations, employee engagement, managing grievance procedures, and facilitating trainings and workshops. Central issues include strategies for career development and effectively communicating policies related to employees.
Workers	No	Notice Board, Forums, Committee meetings, consultative collective bargaining process	Monthly	The activities include internal forums, sessions with the Director and CEO, and meetings of the plant safety Committee. Principal issues cover resolving grievances, addressing occupational health and safety matters, along with additional employee benefits.
Community	No	Community Meetings	Continuous	The focus is on evaluating community requirements, engaging in village events, attending gram sabha meetings, and executing community programs by the SST. Chief concerns include public health and sanitation, infrastructure development, employment opportunities, and educational enhancement
Policy Makers	No	Email, meetings	As-needed basis	Involvement in policy advocacy and collaboration with industry associations.
Regulatory Bodies	No	Email, meetings	As-needed basis	The process involves submitting reports, conducting inspection tours, and holding meetings as required by directives. The main issues concern adherence to regulations and maintaining clarity in reporting.
Shareholders/ Investors	No	Email, Website, Meetings, AGMs, Analyst calls etc	Quarterly and annual	The scope encompasses participating in investor forums, managing corporate communications, conducting annual general meetings, and producing annual reports. Key issues include the Company's strategic direction and performance, future objectives & ESG performance, and shareholder returns.
Vendors, Transporters and Suppliers/Service Providers	No	Email, Meetings	Monthly	Initiatives by the supplier development group, such as supplier encounters, visits and assessments, are underway. The main issues being addressed include enhancing communication within the supply chain about strategic planning and updates on rejected financial transactions; coordinating schedules; coping with variable order quantities; securing proactive participation from suppliers in achieving new product development goals; as well as implementing a system for supplier performance recognition and rewards

## LEADERSHIP INDICATORS

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

Respective business/functional heads engage with the stakeholders on various ESG topics and the relevant feedback from such consultation is shared with the Board, wherever applicable.

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## 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).

Yes, TVSM has a structured approach to stakeholder engagement, focusing on environmental, social, and governance (ESG) topics. This process facilitates communication between stakeholders and the Board of Directors.

Engagement Activities:

- Regular Meetings and Discussions: Business and functional heads engage with stakeholders through regular meetings and open dialogues.
- Surveys and Feedback Mechanisms: TVSM utilizes surveys and other feedback mechanisms to gather stakeholder perspectives.

Utilizing Stakeholder Input:

- Data Analysis and Insights: Feedback from these engagements is compiled, analysed, and transformed into actionable insights and recommendations.
- Informing Board Decisions: Relevant stakeholder insights are presented to the Board to inform decision-making processes, promoting consideration of stakeholder interests and concerns.

### **If so, provide details of instances as to how the input received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Stakeholder consultation is indeed used to support the identification and management of environmental, and social topics at TVSM. In FY 23-24, TVS conducted an internal materiality assessment to identify its ESG (Environmental, Social & Governance) focus areas. Some of the topics identified through this process were:

- Climate Change
- Energy & Emissions Management
- Water and Wastewater Management
- Resource Management
- Biodiversity
- Product Stewardship (Innovation, Product Safety and Life Cycle Emissions)

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

TVSM prioritizes social responsibility and actively collaborates with local communities. Through direct engagement and third-party assessments, the Company gathers feedback from the communities to tailor its Corporate Social Responsibility (CSR) initiatives. Delivered in partnership with SST, its CSR arm, these initiatives address current and future community needs, fostering a sustainable and positive impact. SST's "Inclusive Change" program focuses on the following areas for development:

- Environment: SST raises awareness about environmental issues like soil erosion and deforestation while promoting tree plantation and sustainable agricultural practices. It engages and encourages farmers to promote sustainable agriculture and climate resilience.
- Preventive healthcare programs prioritize maternal and child health, promoting better nutrition and access to essential care. Simple solutions like building toilets, providing clean water, and encouraging hygiene practices help prevent disease.
- SST empowers individuals and self-help groups to access government programs designed to lift them out of poverty. The goal is to foster self-sufficiency and enable communities to leverage government support for long-term success.
- Social Development: SST supports initiatives that enhance overall social well-being within the communities.
- Education: SST works to ensure children have access to quality education.

## PRINCIPLE 5

### BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

#### ESSENTIAL INDICATORS

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	4129	4129	100.00	3559	3559	100.00
Other than permanent	256	256	100.00	214	214	100.00
<b>Total Employees</b>	<b>4385</b>	<b>4385</b>	<b>100.00</b>	<b>3773</b>	<b>3773</b>	<b>100.00</b>
<b>Workers</b>						
Permanent	1850	1850	100.00	1896	1896	100.00
Other than permanent	1	1	100.00	1	1	100.00
<b>Total Workers</b>	<b>1851</b>	<b>1851</b>	<b>100.00</b>	<b>1897</b>	<b>1897</b>	<b>100.00</b>

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	4129	0	0.00	4129	100.00	3559	0	0.00	3559	100.00
Male	3579		0.00	3579	100.00	3134		0.00	3134	100.00
Female	550		0.00	550	100.00	425		0.00	425	100.00
Others			0.00		0.00			0.00		0.00
Other than permanent	256	0	0.00	256	100.00	214	0	0.00	214	100.00
Male	221		0.00	221	100.00	187		0.00	187	100.00
Female	35		0.00	35	100.00	27		0.00	27	100.00
Others			0.00		0.00			0.00		0.00
<b>Workers</b>										
Permanent	1851	0	0.00	1851	100.00	1897	0	0.00	1897	100.00
Male	1850	0	0.00	1850	100.00	1896	0	0.00	1896	100.00
Female	1	0	0.00	1	100.00	1	0	0.00	1	100.00
Others	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than permanent	10003	0	0.00	10003	100.00	6186	0	0.00	6186	100.00
Male	8985	0	0.00	8985	100.00	5569	0	0.00	5569	100.00
Female	1018	0	0.00	1018	100.00	617	0	0.00	617	100.00
Others	0	0	0.00	0	0.00	0	0	0.00	0	0.00

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

#### a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	9	40,20,000	2	11,12,000
Key Managerial Personnel	2	2,60,90,000	-	-
Employees other than BoD and KMP	3649	16,00,000	559	13,00,000
Workers	1850	8,00,000	1	7,00,000

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	5.75%	4.51%

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

Yes, At the plant level, TVSM has committees that deal with human rights impacts or issues. International human rights conventions such as the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights align the Company's human rights policy.

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

TVSM prioritizes a workplace culture that fosters respect for human rights and promotes fair and ethical business and employment practices. This commitment extends to all individuals, regardless of their ethnicity, religion, caste, gender, sexual orientation, race, disability, employment classification, or any other factor. The Company strives to create a safe and inclusive work environment where everyone feels valued and respected.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	1	Enquiry in Progress	0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees/workers	0.17	0
Complaints on POSH upheld	1	0

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

The Company assures confidentiality and protection to the complainant in furtherance, any attempts to intimidate the complainant would be treated as a violation of code of conduct. All complaints are handled in time bound manner.

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

Yes. Agreements obligate the service provider to comply with all statutory and regulatory rules, such as the human right to a safe working environment and timely payment of dues.

**10. Assessment for the year 2023-24**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)<sup>6</sup></b>
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100

Note:

6: In FY 23-24, all plants and offices underwent statutory audits, ensuring complete compliance with statutory laws, regulatory requirements, and labour laws and rules

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

Not Applicable

**LEADERSHIP INDICATORS**

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

In FY24, TVSM hasn't received any human rights complaints. The Company has established a process to monitor and ensure the protection of human rights within the organization. As part of its learning and development efforts, the Company works on a variety of compliance regulations, such as a code of conduct, sexual harassment prevention, and a Fair Practices Policy. TVSM has an annual certification system to ensure that staff continue to receive this training to raise awareness and sensitize them.

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

TVSM places a high value on social responsibility and is dedicated to maintaining human rights across all its operations. The Company's plants are all SA 8000: 2014 certified, which is a testament to its commitment to principles of social accountability. Moreover, TVSM's position among the top 50 in the Great Place to Work (GPTW) survey underscores its emphasis on the well-being of its employees.

The Company also acknowledges the significance of Human Rights Due Diligence (HRDD) as an essential instrument for detecting and alleviating potential human rights risks within its operations and supply chain. Currently, the Company is refining its approach to address human rights issues. Concurrently, it is seeking a reputable agency partner skilled in conducting Human Rights assessments in accordance with globally accepted frameworks such as the UN Guiding Principles on Business and Human Rights (UNGPs).

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

Yes

**4. Details on assessment of value chain partners:**

TVSM is committed to upholding social accountability principles and has demonstrated this commitment by obtaining SA8000: 2014 certification for all its plants. This certification is a testament to the Company's dedication to maintaining human rights and social responsibility throughout its operations.



As part of its commitment to social accountability, TVSM conducts various awareness programs for its value chain partners. These programs aim to educate and inform partners about the principles of social accountability and the importance of adhering to them. In FY 23-24, 52 of its suppliers are assessed under SA 8000

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

Following SA8000 audits, TVSM categorizes suppliers based on their risk profile:

- Green: Low-risk suppliers demonstrate strong adherence to social accountability principles.
- Amber: Medium-risk suppliers have identified areas for improvement
- Red: High-risk suppliers require significant improvement in their social accountability practices.

The Company allows adequate time for suppliers under high risk and medium risk categories to implement corrective actions.

**PRINCIPLE 6**

**BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

**ESSENTIAL INDICATORS**

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

Parameter	Please specify unit	FY 2023-24 <sup>8</sup>	FY 2022-23
<b>From renewable sources</b>			
Total electricity consumption (A)	Gigajoules	306833.17	296430.00
Total fuel consumption (B)	Gigajoules	0	0
Energy consumption through other sources (C)	Gigajoules	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoules	306833.17	296430.00
<b>From non-renewable sources</b>			
Total electricity consumption (D)	Gigajoules	22,499.84	40913.92
Total fuel consumption (E)	Gigajoules	299342.59	290369.94
Energy consumption through other sources (F)	Gigajoules	0	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoules	3,21,842.43	331283.86
Total energy consumed (A+B+C+D+E+F)	Gigajoules	6,28,675.60	627713.86
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	Gigajoules	19.78	23.8
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	Gigajoules	588.65	744.15
Energy intensity in terms of physical output (Goods sold: (GJ/No of goods))	Gigajoules	0.15	0.17
Energy intensity (optional) the relevant metric may be selected by the entity. {Employee (GJ/No of employees)}	Gigajoules	38.71	48.66

Note:

8: For FY 23-24, the reporting scope was expanded to encompass the corporate office, test tracks, and the Institute of Quality Learning and Development (IQL)

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes

**If yes, name of the external agency.**

Bureau Veritas India (Private) Limited

**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? (Yes/No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any**

Not Applicable

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>			
(i) Surface water	kilolitres	16329	27497
(ii) Groundwater	kilolitres	540422	500024
(iii) Third party water	kilolitres	18533 <sup>9</sup>	2058
(iv) Seawater/desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	kilolitres	575284	529579
<b>Total volume of water consumption (in kilolitres)</b>	kilolitres	751457	746550
<b>Water intensity per rupee of turnover (Water consumed/turnover)</b>	kilolitres	23.65	28.30
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)</b>	kilolitres	703.33	885.03
<b>Water intensity in terms of physical output (Goods sold: (KL/No of goods))</b>	kilolitres	0.17	0.20
<b>Water intensity (optional) - the relevant metric may be selected by the entity (Employee (KL/No of employees))</b>	kilolitres	46.27	57.84

Note:

9: Re-classification of water supply from Kabini water reservoir in Mysuru under Third party water

10: Value chain water footprint: Dealers (downstream)- 1840643 kiloliters

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)**

Yes

**If yes, name of the external agency.**

Bureau Veritas India (Private) Limited

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

Water discharge by destination and level of treatment (in kilolitres)	UoM	2023-24	2022-23
(i) To Surface water	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(ii) To Groundwater	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(iii) To Seawater	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(iv) Sent to third parties	kilolitres	0	0
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment	kilolitres	0	0
(v) Others	kilolitres	326112.00	286312.00
- No treatment	kilolitres	0	0
- With treatment - please specify level of treatment (Tertiary treatment inhouse zero liquid discharge) <sup>11</sup>	kilolitres	326112	286312
<b>Total water discharged (in kilolitres)</b>	kilolitres	<b>326112.00</b>	<b>286312.00</b>

Note:

11: The quantity reported in others is majorly tertiary treated sewage which is used for green belt development inside the factory premises.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)**

Yes

**If yes, name of the external agency.**

Bureau Veritas India (Private) Limited

**5. Has the entity implemented a mechanism for Zero Liquid Discharge?**

Yes

**If yes, provide details of its coverage and implementation.**

TVSM prioritizes water conservation and responsible wastewater management across its manufacturing facilities.

- Hosur and Mysuru Plants: These facilities utilize a cutting-edge Zero Liquid Discharge (ZLD) system. This multi-stage system effectively treats wastewater, minimizing environmental impact. The ZLD system incorporates pre-treatment, followed by a combination of spiral and plate-tube Reverse Osmosis (RO) membranes, and finally a multi-effect evaporator to ensure minimal liquid waste discharge.
- Nalagarh Plant: This plant employs a multi-stage RO-based effluent treatment plant. The treated wastewater is then recycled and reused back into the production process, further reducing freshwater consumption.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	MT	55.08 <sup>12</sup>	44.41
Sox	MT	78.51	90.32
Particulate matter (PM)	MT	111.92 <sup>13</sup>	89.39
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)	PMP	4.3	4.0
Hazardous air pollutants (HAP)		0	0

Note:

12 and 13: Increase in PM & NOx due to revalidation of emission load calculations at Mysuru site and inclusion of point emission sources that were not considered in FY 22-23. Data for FY22-23 has been revised and updated by re-evaluating the accurate figures.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)**

**If yes, name of the external agency.**

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

Parameter	Unit (Metric tonnes of CO <sub>2</sub> equivalent)	FY 2023-24 <sup>14</sup>	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF6, NF3, if available <sup>15</sup> )	tCO <sub>2</sub> e	22693.34 (CO <sub>2</sub> – 0.85) (CH <sub>4</sub> – 11.83) (N <sub>2</sub> O – 1987.26) (HFCs-22 – 171.42) (ODS – 313.73)	19046
Total Scope 2 emissions <sup>16</sup> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF6, NF3, if available)	tCO <sub>2</sub> e	4437.47	9584.32
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO <sub>2</sub> e/ INR Mn	0.85	1.09
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		28.28	33.94
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Goods sold (tCO <sub>2</sub> e/No of goods))	(tCO <sub>2</sub> e/No of goods)	0.01	0.01
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity (Employee (tCO <sub>2</sub> e/No of employees))	tCO <sub>2</sub> e/No of employees	1.67	2.22

Note:

14: Redefined the boundary to include corporate office, test tracks and Institute of Quality and Leadership

15: Emissions from Ozone Depleting Substances (ODS), Refrigerants and CO<sub>2</sub> have been accounted in scope 1 emissions

16: Grid emission factor revised as per the Central Electricity Authority (CEA) grid emission factor published in December 2023

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)**

If yes, name of the external agency.

Bureau Veritas India (Private) Limited

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

Yes

TVSM is committed to reducing its environmental footprint and conserving energy resources. The Company implements several key initiatives to achieve this goal:

- Expanding Renewable Energy Use: TVSM is actively increasing its reliance on renewable energy sources. This includes augmenting its solar energy capacity and procuring green power through the Indian Energy Exchange. These efforts help to reduce dependence on fossil fuels and associated emissions.
- Waste Heat Recovery: The Company utilizes innovative technologies like Regenerative Thermal Oxidizers (RTOs) and heat recovery systems from air compressors. These systems capture waste heat and re-use it within the production process, improving overall energy efficiency.
- Energy Efficiency Upgrades: TVSM implements ongoing projects to optimize energy consumption. For example, converting traditional induction motor-based blowers to more energy-efficient DC blowers demonstrates this commitment.

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

Parameter	Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>			
Plastic waste (A)	metric tonnes	504.31	407.3
E-waste (B)	metric tonnes	29.33	24.35
Bio-medical waste (C)	metric tonnes	0.39	0.37
Construction and demolition waste (D)	metric tonnes	0	0
Battery waste (E)	metric tonnes	114.17	62.5
Radioactive waste (F)	metric tonnes	0	0
Other Hazardous waste. Please specify, if any. (G) – Used Oil, Waste containing traces of oil, Phosphate Sludge, Spent Solvents, Used Containers, Chemical Sludge, Paints Sludge, ATFD salt	metric tonnes	4190.03	4326.98
Other Non-hazardous waste generated (H) – Metallic waste, Plastic Waste, Composite Fibre, Paper, Wood, Cardboard, Thermocol, Rubber	metric tonnes	12344.60	8485.68
<b>Total (A+B + C + D + E + F + G + H)</b>	metric tonnes	17182.82	13307.18
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations)	metric tonnes	0.00000004	0.00000005
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	metric tonnes	15.49	15.78
Waste intensity in terms of physical output {Goods sold (Tonne/No of goods)}		0.0041	0.004
Waste intensity (optional) the relevant metric may be selected by the entity {Employee (Tonne/No of employees)}		1.06	1.03
<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	metric tonnes	14186.21	10158.86
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
<b>Total</b>	metric tonnes	14186.21	10158.86
<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- BioMedical Waste	metric tonnes	0.41	0.37
(ii) Landfilling- Hazardous waste was disposed to TSDF facility at Nalagarh from Apr'23 till Dec'23	metric tonnes	80.09	81.32
(iii) Other disposal operations- The remaining hazardous waste disposed to cement industry for Co-Processing	metric tonnes	2902.035	3066.62
<b>Total</b>	metric tonnes	<b>2982.53</b>	<b>3148.31</b>

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes

**If yes, name of the external agency.**

Bureau Veritas India (Private) Limited

**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.**

TVSM implements a strict internal standard that limits the use of hazardous chemicals in all processes and products. This standard is developed to align with various national and international regulations on hazardous substances.

The Company has established a responsible hazardous waste management system. For the past eighteen years, hazardous waste generated at their facilities, including paint sludge, chemical sludge, phosphate sludge, and waste containing oil traces, has been co-processed in cement industries. This co-processing is assumed to meet relevant environmental regulations. For all other waste categories, TVSM utilizes authorized waste management agencies for disposal.

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

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

**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 thereunder (Yes/No). Yes**

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

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

## LEADERSHIP INDICATORS

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

TVSM does not operate in water stress areas.

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

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>			
Surface water	kilolitres	Not applicable	Not applicable
Groundwater	kilolitres	Not applicable	Not applicable
Third party water	kilolitres	Not applicable	Not applicable
Seawater/desalinated water	kilolitres	Not applicable	Not applicable
Others	kilolitres	Not applicable	Not applicable
Total volume of water withdrawal (in kilolitres)	kilolitres	Not applicable	Not applicable
Total volume of water consumption (in kilolitres)	kilolitres	Not applicable	Not applicable
Water intensity per rupee of turnover (Water consumed/turnover)	kilolitres	Not applicable	Not applicable
Water intensity (optional) - the relevant metric may be selected by the entity	kilolitres	Not applicable	Not applicable
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i) Into Surface water			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable
(ii) Into Groundwater			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable

Parameter	Please specify unit	FY 2023-24	FY 2022-23
(iii) Into Seawater			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable
(iv) Sent to third parties			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable
(v) Others			
- No treatment	kilolitres	Not applicable	Not applicable
- With treatment - please specify level of treatment	kilolitres	Not applicable	Not applicable
<b>Total water discharged (in kilolitres)</b>	kilolitres	Not applicable	Not applicable

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

**If yes, name of the external agency.**

**2. Please provide details of total Scope 3 emissions & its intensity, in the following format: (In progress)**

Parameter	Unit	FY 2023-24
Total Scope 3 emissions (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	2,27,00,763.36
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/ INR Mn	713.41
Total Scope 3 emission intensity {Goods sold (tCO <sub>2</sub> e/No of goods)}	tCO <sub>2</sub> e/No of goods	5.41
Total Scope 3 emission intensity {Employee (tCO <sub>2</sub> e/No of employees)}	tCO <sub>2</sub> e/No. of employees	1396.25

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - No**

**If yes, name of the external agency.**

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

Not Applicable

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

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Zero Hazardous Waste to Landfill at Nalagarh Plant	Nalagarh plant achieved the status of zero hazardous waste to landfill in Q4 of FY 24 by sending chemical sludge for co-processing at cement kiln.	All the manufacturing sites have achieved the status of zero hazardous waste to landfill
2	Repurposing of RO reject water	Reject water from RO plant is directly used for flushing in washrooms at Nalagarh Plant	Approx. 10,000 Litres of freshwater saving per day
3	Energy Saving	Conversion of conventional air supply unit blowers into energy efficient electronically commutated fans at Hosur Plant.	35% reduction in power consumption
		Implementation of Energy Efficient Filters in paint booth	35% reduction in power consumption
4	Energy Saving	Conversion of vertical milling machine doors from pneumatic to electrically operated at Hosur plant	Elimination of compressed air requirement which resulted in saving 25000Kwh/Yr
5	Energy Saving	Implementation of Heat pump system to pretreatment process at Hosur Plant.	Fuel Saving (21000 Kg/Yr of Propane)
6	Heat Recovery	Introduction of compressor waste heat recovery system powder coating process at Hosur Plant. Waste heat recovered from compressor is utilized in place of burner at Hosur Plant.	Fuel Saving (18000 Kg/Yr of Propane)
7	Energy Efficiency initiative	Integration of PLC timer logic at Mysuru Plant reduced heating process power usage in through component washing machine.	Power consumption reduction (90140 Kwh/Yr)

**5. Does the entity have a business continuity and disaster management plan?**

Yes

Yes. TVSM has a robust business continuity and disaster management plan in place. This plan includes strategies for identifying potential risks, maintaining critical operations during disruptions, and facilitating swift recovery processes. It includes protocols for data backup and recovery, alternative communication methods, and designated response teams. Regular drills and simulations ensure readiness, while continuous review and updates keep the plan aligned with evolving threats and organizational needs. The plan aims to minimize downtime, protect assets, and safeguard the entity's reputation, ensuring resilience in the face of various disruptions.

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

In FY 25, TVSM will be undertaking a comprehensive double materiality assessment. The outcome will allow the company to identify both the environmental impacts of its value chain and the ways in which environmental factors affect the business. The insights gained from this assessment will then be used to refine and strengthen TVSM's environmental strategy and actions.

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

Not Applicable



## PRINCIPLE 7

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

### ESSENTIAL INDICATORS

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

10

**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	BCIC Bangalore Chamber of Industry and Commerce	National
2	IMTMA Indian Machine Tool Manufacturers Association	National
3	SIAM - Society of Automotive Manufacturers	National
4	CII - Confederation of Indian Industry	National
5	EFI - Employers Federation of India	National
6	EFSI - Employers Federation of South India	State
7	HIA - Hosur Industries Association	State
8	KEA - Karnataka Employers Association	State
9	BBNIA - Baddi Barotiwala Nalagarh Industries Association	State
10	IMA - Indian Management Association	State

**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.**

Not applicable

### ESSENTIAL INDICATORS

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

S.No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
1	Biofuel - Ethanol blending	Expo/Exhibition, through SIAM, Social Media	Yes	Half yearly SIAM	<a href="https://www.siam.in/">https://www.siam.in/</a>
2	Flex Fuel Vehicle Program	Expo/Exhibition, through SIAM, Social Media	Yes	Half yearly SIAM	<a href="https://www.siam.in/">https://www.siam.in/</a>

## PRINCIPLE 8

### BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

#### ESSENTIAL INDICATORS

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

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

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

Village Development Officers (VDOs) play a crucial role in bridging the gap between government programs and rural communities. Their physical presence within villages allows for:

Firsthand understanding of community needs: VDOs can directly observe and interact with residents, gaining a clear picture of local challenges and priorities.

Immediate feedback mechanisms: VDOs can gather community feedback on existing programs and identify areas for improvement.

VDOs facilitate effective program implementation through ongoing interaction:

- SHG meetings: Regular engagement with Self-Help Groups (SHGs) fosters community participation and ensures program alignment with local needs.
- Collaboration with community organizations: VDOs work alongside local organizations, leveraging their expertise and connections.
- Feedback from government officials: VDOs actively seek input from officials at various levels (panchayat, block, district) to assess program implementation and identify potential gaps.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	6.62	6.65
Directly from within India	93	90.5

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

Location	FY 2023-24	FY 2022-23
Rural	75.82	79.24
Semi-urban	0.00	0.00
Urban	2.41	2.06
Metropolitan	1.40	1.63

## LEADERSHIP INDICATORS

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

TVSM adheres to the practice of conducting Social Impact Assessments (SIAs) for all greenfield projects. However, during the fiscal year 2023-24, no SIAs were conducted.

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

TVSM does not operate in any aspirational districts.

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

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

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

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

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

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

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Holistic rural development in tribal habitations of Tamil Nadu, Karnataka, and Andhra Pradesh	80000	100
2	Renovation of Anganwadi's, schools, hostel, health centres, veterinary centres and other rural community infrastructure	25000	85
3	Medical consultations conducting general health camps, dental camps and eye camps in schools, simple diagnostics, and medicines free of cost at medical centres & Mobile medical units	250000	80
4	Desilting of water storage bodies and channels	4500	70
5	Livelihood projects for women in Self-Help Groups	20000	80
6	Providing a platform for sales of women self-help group products	900	75
7	Improving learning outcomes of children in primary and middle schools	6500	95
8	Improving life-skills among children	1000	90

## PRINCIPLE 9

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

#### ESSENTIAL INDICATORS

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

TVSM has a two-tiered complaint redressal system:

- Tier 1: General Complaints:
  - Channels: Customers can submit general complaints related to sales or service online or via email to [customercare@tvsmotor.com](mailto:customercare@tvsmotor.com)
  - Resolution: A dedicated team within the sales or service department addresses these complaints.
- Tier 2: Escalated Complaints:
  - Scope: This tier handles unresolved complaints, disputes, and privacy-related concerns.
  - Process: The legal department manages these escalated issues, ensuring adherence to legal due process.

Customer Focus: TVSM has a company-wide policy of prioritizing customer satisfaction. This principle applies to the handling of all complaints at both tiers.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	5

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	2	2	Resolved in next year
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other						

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

	Number	Reasons for recall
Voluntary recalls	0	
Forced recalls	0	

##### 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

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**If available, provide a web-link of the policy.** <https://www.tvsmotor.com/privacy-policy>

TVSM prioritizes information security and maintains a robust cybersecurity posture. This commitment is demonstrated by:

- **ISO 27001 Certification:** TVSM has held ISO 27001 certification, a recognized international standard for information security management systems, for the past 15 years. This ongoing certification signifies the company's adherence to rigorous information security best practices.
- **Regular Audits:** In addition to the initial certification process, TVSM undergoes annual internal audits to identify and address any potential vulnerabilities in its cybersecurity measures.
- **External Cybersecurity Council:** The Company leverages the expertise of an external cybersecurity council comprised of independent specialists. This council provides guidance and recommendations on best practices for managing cyber threats.
- **External Security Audits:** TVSM supplements its internal efforts with periodic external security audits. These audits provide an objective assessment of the company's cybersecurity posture from a third-party perspective.

**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.**

TVSM implements a multi-faceted approach to address potential data privacy and security concerns. This approach includes:

- **Enhanced Detection and Monitoring:** Improved advertising monitoring systems aim to ensure all ad practices comply with relevant regulations.
- **Process Optimization:** Streamlined service delivery processes aim to improve efficiency and potentially mitigate security risks associated with complex workflows.
- **Advanced Cybersecurity Measures:** TVSM deploys robust cybersecurity measures, including:
  - **Frequent Security Audits:** Regular audits identify and address vulnerabilities in the Company's cybersecurity infrastructure.
  - **Ongoing Personnel Training:** Employee training programs ensure personnel are trained to recognize and prevent cyber threats.
- **Strengthened Data Privacy Measures:** The Company actively strengthens its data privacy practices through:
- **Updated Privacy Policies:** TVSM regularly reviews and updates its privacy policies to reflect the latest regulations and best practices.
- **Enhanced Data Encryption:** Implementation of stronger encryption methods helps safeguard sensitive data.
- **Continuous Monitoring and Improvement:** TVSM maintains ongoing monitoring processes to ensure compliance with data privacy regulations and identify areas for further improvement.

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

- a. Number of instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches

## LEADERSHIP INDICATORS

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

The information on various products & services of the Company is available on your website: <https://www.tvsmotor.com/our-products/vehicles>

Additionally, the information regarding the entity and its products is also conveyed through user manual and social media.

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

The Company complies with all disclosure requirements relating to its services, as per SEBI guidelines on product/services labelling within risk and disclosure categories. The Company has a comprehensive user manual to educate its customers on responsible usage of products.

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

TVSM employs multiple communication channels, including email alerts, SMS notifications, website announcements, and social media updates, to promptly inform consumers of any potential risk of disruption or discontinuation of essential services. These mechanisms ensure transparency and allow consumers to take necessary precautions or alternative measures.

### 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not applicable) - Yes

**If yes, provide details in brief. Did your entity carry out any survey regarding consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No) - yes**

TVSM is committed to providing customers with clear and accessible information. This commitment extends beyond legal requirements and includes:

- Comprehensive Brochures and Leaflets: TVSM offers informative brochures and leaflets that detail its services, exceeding mandated legal disclosures.
- Website Transparency: The Company website provides comprehensive information about its products and services.
- Mobile App Access: Customers can conveniently access loan-related information through the TVS Motor Company mobile app.
- Understanding Customer Needs: TVSM regularly conducts market research to gauge customer sentiment and satisfaction levels. This research informs product development, service improvements, and grievance redressal processes.

Every year, TVSM conducts a customer satisfaction survey to gauge customer sentiments. In the fiscal year 2023-24, TVSM achieved impressive rankings in the automotive industry:

- Premium Segment: TVSM secured the 2<sup>nd</sup> position in customer satisfaction.
- Commuter and Scooter Segment: TVSM proudly claimed the 1<sup>st</sup> position, demonstrating excellence in meeting customer expectations according to the JD Power Satisfaction Index

For and on behalf of the Board of Directors

**PROF. SIR RALF DIETER SPETH**

Chairman

DIN: 03318908

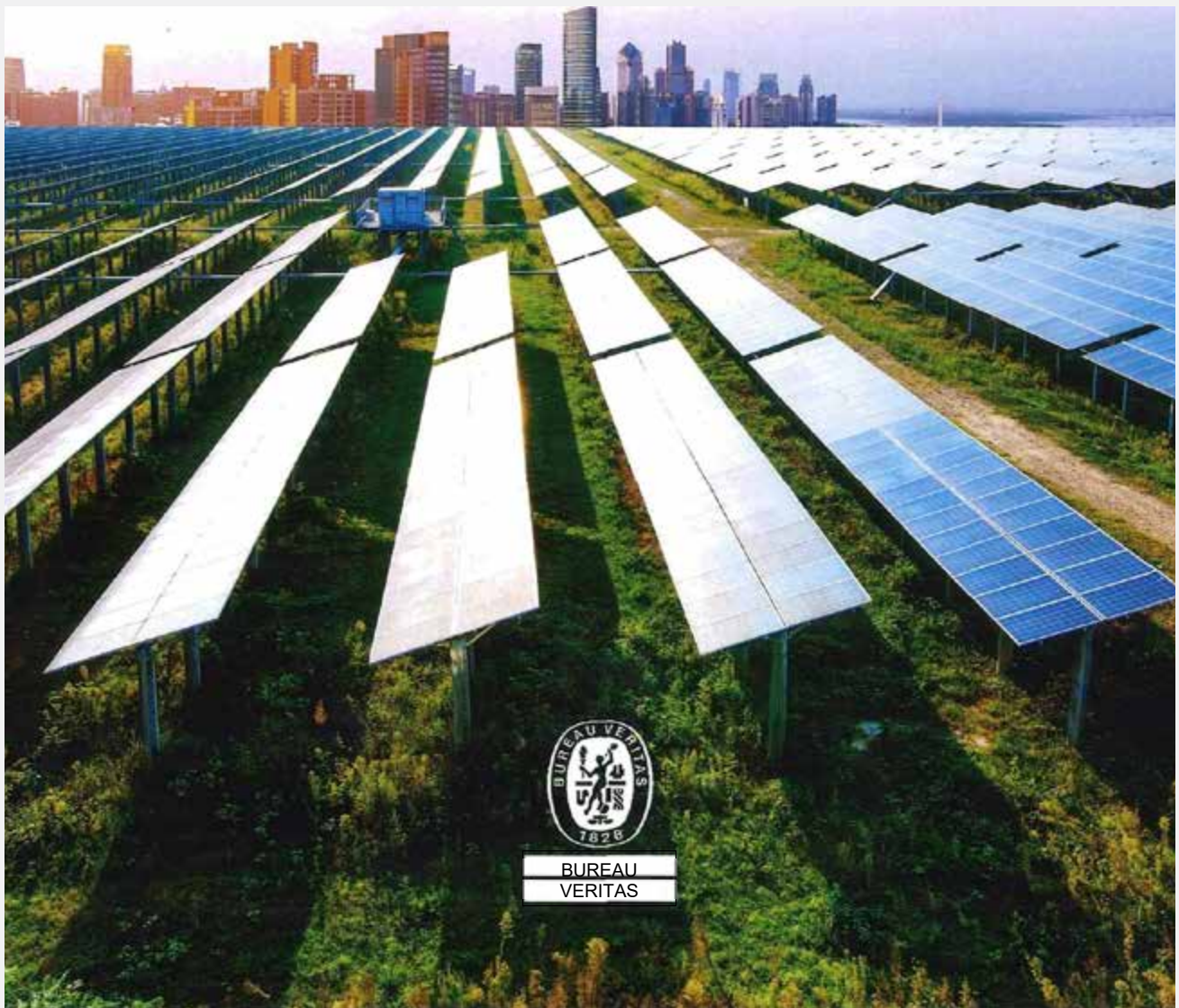
Chennai  
8<sup>th</sup> May 2024



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# INDEPENDENT

## ASSURANCE STATEMENT



To,

## **TVS Motor Company Limited**

Post Box No. 4 Harita,  
Hosur - 635 109

### **1. INTRODUCTION AND OBJECTIVES OF WORK**

Bureau Veritas (India) Pvt. Ltd. has been engaged by TVS Motor Company Limited (hereinafter abbreviated as "TVS") to conduct an independent assurance of the Non-Financial Parameters of its Business Responsibility & Sustainability Report (BRSR) for the reporting period from 01.04.2023 to 31.03.2024 (i.e., F.Y. 2023-24). TVS has prepared document as per BRSR with stated parameters for the period (F.Y 2023-24), based on which this overall assessment has been carried out. This Assurance Statement applies to the related information included within the scope of work described below.

The selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, selection of datapoints/information, preparation, and presentation of information in the BRSR and the supporting documentation for the BRSR is the sole responsibility of the management of "TVS". Bureau Veritas was not involved in the drafting or preparation, back-up or presentation of the BRSR. Our sole responsibility was to provide independent assurance on its content.

### **2. INTENDED USER**

The assurance statement is made solely for 'TVS' as per the governing contractual terms and conditions of the assurance engagement contract between "TVS" and Bureau Veritas. To the extent that the law permits, we owe no responsibility and do not accept any liability to any other party other than "TVS" for the work we have performed for this assurance report or for our conclusions stated in the paragraphs below.

### **3. SCOPE OF WORK**

#### **The scope of work for the assurance included.**

- Checking that the data and information included in the BRSR for the reporting period from 01.04.2023 to 31.03.2024 was fairly presented without material misrepresentation.
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze, and review the information reported.
- Reporting period: 01/04/2023 to 31/03/2024
- Sustainability Assurance (Reasonable Assurance) based on BRSR Framework (Utilizing ISAE 3000 Assurance Standards)





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**Level of assurance:**

- **Reasonable**

**Methodology used to conduct the assurance:** As part of its independent assurance, Bureau Veritas undertook the following activities:

- Verification was done on site as well as by remote (desktop) mode at the sites and interviewed relevant personnel of TVS.
- TVS initially submitted the “Draft report: BRSR FY 2023-24” as prepared, for the units under the reporting boundary
- The data management systems and procedures were assessed on a sampling basis. Data on the various BRSR disclosures were verified.
- The work was planned and carried out to provide a “Reasonable” level of assurance and we believe it provides an appropriate basis for our conclusions.

The **reporting boundaries considered for this reporting** period are as follows:

**2 and 3 wheeler Manufacturing:**

i) TVS Motor Company, Post Box No:4, Harita,  
Hosur 635109 (Tamil Nadu)

ii) TVS Motor Company , Post Box:1, Byathahalli village, Kadakola Post,  
Mysuru (Karnataka) PIN-571311

iii) TVS Motor Company, Village Bhatian, Bharatgarh Road,  
Teh. Nalagarh, District - Solan (Himachal Pradesh), PIN-174101

The assessment team from Bureau Veritas, for this verification, included the following member/s

Mr. Nagabhushan, Lead Verifier  
Mr. C.D. Prakash. Team Guide



The personnel with whom the Bureau Veritas team interacted during this assessment are as :-

Attendees	Designation	Department	Location
Thakur Pherwani	Chief Sustainability Officer	Sustainability	Hosur
Shirin Kujur	Sr. Program Manager	Sustainability	Hosur
Swati Chaurasia	Program Manager	Sustainability	Hosur
Kirti Vashishth	Program Manager	Sustainability	Hosur
TN Sriramkumar	Head-safety	Safety	Hosur
D Saravana	Senior Manager	Safety	Hosur
Ravindra Payal	Manager	OPNS	Nalagarh
Yashpal Chaudhary	Senior Manager	OPNS	Nalagarh
KB Madhusudan	Manager	Sustainability	Hosur
Sooraj	Manager	OPNS	Mysore
B Dayanand	Manager	ERM	Mysore
K Siddaramappa	Manager	Finance	Mysore
T Mahesha	Executive	HR	Hosur
Vivek Swaminathan	Deputy Manager	Central Utilities	Hosur
T Anand	Senior Manager	ERM	Hosur
V R Seshadri	Deputy Manager	ERM	Hosur

.2023 & 25.04. (

Bureau Veritas conducted Physical as well as remote assessment of the sites as mentioned in the table below:

Name of Site/Activity	Mode
Hosur Plant Site	Physical
Review of documents	Remote

The assessment was carried out, of the submitted BRSR and the supporting evidence verified during the site visits and remote activities, based on a sampling exercise, to verify the data and computations that were prepared by TVS. The assessment was carried out only for the reported parameters that have been considered by TVS in the BRSR for FY 2023-24.



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Some of the parameters **verified** for the units under the **reporting boundary include:**

- Employee details
- Participation / Representation of women
- Turnover rate for employees & workers
- CSR details
- Environmental monitoring parameters including water, wastewater, air emissions, solid waste, GHG emissions etc.
- Welfare and OHS data
- All the parameters in BRSR core

The data values for all reported BRSR core parameters were verified by Bureau Veritas through an auditing process based on sampling of data records. Sampling was conducted by considering the contribution of the individual parameter to the overall organizational sustainability levels. A separate verification checklist was also utilized during the assessment. Gaps in data values (GHG related) or any other error identified during the data assessment was reported these were then corrected along with response by the client and subsequently the reported findings were verified and closed.

Bureau Veritas has assessed the quantification methodology used by TVS for the monitoring and calculations of the various BRSR parameters from its different sources and confirms the same to be in line with accepted practice of standard practice. The materiality threshold of 5% has been considered in this assessment process.

The details of the breakdown of data were verified by Bureau Veritas during the physical site visits conducted to verify the data. Samples of data were verified during the process to confirm the correctness of values considered in the calculations. The primary activity data values used to report in the BRSR can be regarded as conservatively considered.

Our work was conducted against the requirements defined in the guidance document of BRSR along with Bureau Veritas' internal standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The Bureau Veritas assurance process has also involved an Independent Technical Review (ITR) to check for correctness and accuracy of the assurance conclusions as well as adherence to Bureau Veritas Internal procedures and/or assurance standard requirements.

#### **4. OUR CONCLUSION**

On the basis of our methodology and the activities described above, it is our opinion that the BRSR for FY 2023-24 of "TVS", containing its BRSR Core parameters from the operations within the reporting boundary and the reporting period, as described above, is prepared in all material respects in line with the applicable criteria here before stated. The reviewed statements within the scope of our verification are transparent and the information included therein are fairly stated. A separate report (Management report) has been generated and forwarded to TVS regarding internal processes (as in practice) and opportunities for improvement, may be considered for the subsequent reporting period.



## 5. LIMITATIONS AND EXCLUSION

**Excluded from the scope of our work is any assurance of information relating to:**

- Activities outside the defined assurance period stated here in above.
- Positional statements, expressions of opinion, belief, aim or future intention by “TVS” and statements of future commitment.
- Competitive claims in the report claiming “first in India”, “first time in India”, “first of its kind” etc. if any;
- Our assurance does not extend to the activities and operations of “TVS” outside of the scope and geographical boundaries mentioned in this report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with “TVS”
- Our assurance of the various BRSR parameters covers only those parameter and sites, that have been reported in the BRSR for FY 2023-24.
- Our assurance on economic and financial performance data or information of TVS is based only on TVS's annual audited statement of accounts for the Financial Year 2023-24 and our conclusions rest solely upon that audited report.

**This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the BRSR or the supporting documentation.**





TVS has processes in place for engaging with its key stakeholders including socially responsible investors, Government officials, local community representatives and has undertaken stakeholder engagement activities. The entity is also involved in many CSR projects for the local community.

The BRSR addresses the range of environmental, social and economic issues of concern that TVS has identified as being of highest material importance. The material issues were identified by a process of stakeholder engagement and interaction. The identification of material issues has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns.

TVS is responding to those issues it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The company has taken various initiatives towards delivering environmentally friendly services along with occupational health and safety, appropriate measures for emergency handling, control and risk management in its operations.

There is no finding from our assessment that TVS has not monitored, measured or has not been accountable for its actions related to its material topics.

The reliability of assurance is subject to uncertainty(ies) that are inherent in the assurance process. Uncertainties stem from limitations in the accounting and quantification models used for various parameters or emission factors used or may be present in the estimation of data used to arrive at conclusions or results. Our conclusions in respect of this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

## 6. STATEMENT OF INDEPENDENCE, IMPARTIALITY AND COMPETENCE

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with almost 190 years history in providing independent assurance services.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.



No member of the assurance team has a business relationship with “TVS”, its Directors, Managers or officials beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reporting.

### Restriction on use of Our Report

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company’s Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

**Bureau Veritas (India) Pvt. Ltd.**  
ARTISANE GREEN SPACE.  
No.165/5, Krishnaraju Layout,  
Dorsanipalya, Bangalore 560076.

  
**N. G. Vishwanath**  
Lead Verifier



**Ramamohan Rao**  
Technical Reviewer



**BUREAU  
VERITAS**

