

August 29, 2024

BSE Limited Corporate Relationship Department 1 st Floor, P.J. Towers, Dalal Street Mumbai 400 001	National Stock Exchange of India Limited Listing Department-Corporate Services Exchange Plaza, 5 th Floor, Plot No. C/1 Bandra Kurla Complex Bandra East, Mumbai 400051
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Code No. 530367/ NRBBEARING

Sub: Business Responsibility & Sustainability Report FY 2023-24.

Dear Sir/Madam,

The Business Responsibility and Sustainability Report of the Company for the financial year 2023-24, is attached and the same is available on website of the Company.

This is for information and records

Thanking You,

Sincerely,
For NRB Bearings Limited

Shruti Joshi
Company Secretary



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L29130MH1965PLC013251
2	Name of the Listed Entity	NRB Bearings Limited
3	Year of incorporation	1965
4	Registered office address	Dhannur, 15, Sir P.M. Road, Fort, Mumbai 400 001
5	Corporate address	Dhannur, 15, Sir P.M. Road, Fort, Mumbai 400 001
6	E-mail	investorcare@nrb.co.in
7	Telephone	+91 22 22664570, 22664160, 22664998
8	Website	www.nrbbearings.com
9	Financial year for which reporting is being done	April 1, 2023- March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	Rs. 19,38,45,200 (9,69,22,600 equity shares of Rs. 2/- each)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Shruti Joshi Tel: 022-22664160/4998 Email: investorcare@nrb.co.in
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).	Disclosures made in this report are on a standalone basis and pertain to NRB Bearings Limited
14	Name of assurance provider	-
15	Type of assurance obtained	-

II. Products/services			
16.	Details of business activities (accounting for 90% of the turnover):		
S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Automotive Components Bearings	100%

17.	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):		
S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Needle roller bushes & cages	2913	66
2	Ball & roller bearings	2913	23
3	Automobile components	2913	11

III. Operations			
18. Number of locations where plants and/or operations/offices of the entity are situated:			
Location	Number of plants	Number of offices	Total
National	6	7	13
International	0	0	0

19. Markets served by the entity:	
a. Number of locations	
Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	45
b. What is the contribution of exports as a percentage of the total turnover of the entity?	
24%	
c. A brief on type of customers	
<p>We cater to a broad range of customers across India, primarily in the automotive sector. Our diverse client base includes 65-70% of the demand from Original Equipment Manufacturers (OEMs) and Tier-1 suppliers, while the remaining 12-15% is fulfilled by the Aftermarket and 20-25% is exported. Our exports are predominantly to OEMs and Tier-1 customers.</p> <p>In addition to the Aftermarket, our vehicle manufacturing clients can be broadly categorized into the following segments:</p> <ul style="list-style-type: none"> • 2/3 wheelers, encompassing motorcycles, scooters, mopeds, passenger and goods auto rickshaws, and industrial four-stroke engines • Passenger vehicles, ranging from small cars and hatchbacks to luxury models and utility vehicles • Commercial vehicles, including light commercial vehicles (LCVs), medium-commercial vehicles (MCVs), heavy commercial vehicles (HCVs), and buses • Farm equipment and off-highway vehicles, including forklifts, trucks, and construction equipment • Railway locomotives • Defense vehicles, such as gun carriers and tanks • Aircraft and aerospace applications 	

IV. Employees

20. Details as at the end of Financial Year:						
a. Employees and workers (including differently abled):						
S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	462	427	92%	35	8%
2.	Other than Permanent (E)	21	21	100%	0	0%
3.	Total employees (D + E)	483	448	93%	35	7%
WORKERS						
4.	Permanent (F)	828	809	98%	19	2%
5.	Other than Permanent (G)	2196	2006	91%	190	9%
6.	Total workers (F + G)	3024	2815	93%	209	7%

*Note: All off-role employees are classified as workers other than permanent

b. Differently abled Employees and workers:						
S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0
5.	Other than permanent (G)	2	2	100%	0	0
6.	Total differently abled workers (F + G)	3	3	100%	0	0

21. Participation/Inclusion/Representation of women			
	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33%
Key Management Personnel	2	1	50%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)									
	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.08%	20.9%	18.28%	18.82%	34.38%	19.91%	12.59%	24.24%	13.40%
Permanent Workers	4.69%	0%	4.59%	4.33%	0%	4.24%	4.81%	0%	4.71%

V. Holding, Subsidiary and Associate Companies (including joint ventures)				
23. (a) Names of holding / subsidiary / associate companies / joint ventures				
Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	SNL Bearings Limited	Subsidiary	73.45	No
2	NRB Holdings Limited (NHL)	Subsidiary	100	No
3	NRB Bearings (Thailand) Limited	Step Down Subsidiary	100 held by NHL	No
4	NRB Bearings USA Inc	Step Down Subsidiary	100 held by NHL	No
5	NRB Bearings GMBH	Step Down Subsidiary	100 held by NHL	No

VI. CSR Details	Response
24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	10,027,396,834
(iii) Net worth (in Rs.)	8,465,139,536

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)	Current Financial Year (FY 2023-24)			Previous Financial Year (FY 2022-23)		
		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	At each location, Human Resources partners are responsible to address the grievances related to communities	0	0	0	0	0	

Investors (other than shareholders)	Investors can register their grievances on investorcare@nrb.co.in	0	0	0	0	0	
Shareholders	Shareholders can register their grievances on investorcare@nrb.co.in or rnt.helpdesk@linkintime.co.in	1	0	0	0	0	
Employees and workers	A strong whistleblower policy and non-retaliation clause is available to all our stakeholders. Our whistleblower policy is available at https://www.nrbbearings.com/resources/investorrelations/NRB_WHISTLE_BLOWER_POLICY.pdf	0	0	0	0	0	
Customers	Customers can reach out with the queries or complaints related to our products or services through email. https://www.nrbbearings.com/contact.htm	160	0	0	142	0	
Value Chain Partners	Value chain partners can reach out with the queries or complaints related to our products or services through email. https://www.nrbbearings.com/contact.htm	0	0	0	0	0	
Other (please specify)		0	0	0	N/A	N/A	

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	Business Continuity	Risk/ Opportunity	Changing consumer preferences is driving change in India's automotive industry. Consumer preferences and demand for two-wheeler vehicle and the discontinuation of certain vehicle models will have an impact on the existing business model, product offerings and overall cost to company.	As a strategy to adapt and fulfil the demand of the consumers, we have undertaken process improvement and invested into development of new products. We are in the process of automating product manufacturing processes which will lead to development of new products more efficiently. We are expanding in newer geographies and penetrating newer segments to stay competitive in the industry and abreast with latest technology.	Development of newer models with latest technology and in line with customers' demand will result in attracting of new customer base while retaining the existing customers. This will result in the increased revenue and market presence.

2	Changes in technology	Risk	Shifting demand for more sustainable alternatives,- there is an increased demand for electric vehicles. Increasing usage of electric vehicles in commercial vehicles will affect business of the Company.	We are rapidly transforming our processes and adapting by developing products which are agnostic to the type of engine used in the vehicle. The Company is also vigorously working on new product development for manufacture of products for electric and hybrid vehicles.	Due to increasing usage of electric vehicles, there is a risk of reduction in Company's revenue in the short term.
3	Procurement of raw materials and Supply Chain	Risk	Raw materials are the most important component in the production of goods. Procurement of raw materials are subject to market volatility, resulting from supply chain disruptions, increased demand with significant increase in the price. We rely on a network of suppliers across various geographies to source raw materials, and various parts used in the manufacturing of bearings. Supply chain disruption may adversely impact the total production volume, loss of revenue, increased cost, loss of customer and reduced profitability. Moreover, since our suppliers are spread across various geographies, ongoing geopolitical conflict poses a great threat to commodity price stability along with various regulatory restrictions and currency fluctuations.	We ensure optimal supply of goods and services, focusing on quality, cost and delivery performance. Multiple product sourcing and localisation options are continuously explored. By negotiating prices and utilising economic synergies, we are largely able to obtain competitive prices. We also analyse the operations of our suppliers, by deploying dedicated personnel performing quality checks, for early signs of distress so that interventions can be made to secure its interests. Representations are made to relevant authorities to ensure timely clearance of import consignments	Fluctuations in raw material prices and/ or supplier's financial conditions could have an impact on the Company's earnings.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) b. Has the policy been approved by the Board? (Yes/No) c. Web Link of the Policies, if available	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	No	No	No	No	No	No	No	No	No
	Code of Conduct For Directors and Sr. Management (nrbbearings.com)	Product-Stewardship-Policy.pdf (nrbbearings.com)	Employee-Well-being-Policy.pdf (nrbbearings.com)	Stakeholder-Engagement-Policy.pdf (nrbbearings.com)	Human-Rights-Policy.pdf (nrbbearings.com)	Non-Discrimination-Policy.pdf (nrbbearings.com)	Environment-Policy.pdf (nrbbearings.com)	Public-Advocacy-Policy.pdf (nrbbearings.com)	NRB-CSR-Policy-Financial.pdf (nrbbearings.com)
	Antibribery-&Corruption-policy.pdf (nrbbearings.com)							Supplier Code of Conduct (nrbbearings.com)	Consumer-Welfare-Policy.pdf (nrbbearings.com)

2. Whether the entity has translated the policy into procedures. (Yes / No)	No	No	No	No	No	No	No	No	No
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Foresat Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	At NRB Bearings Limited, we follow all mandatory applicable geographical specific Acts, Regulations and Guidelines while formulating policies and procedures. Our locations are also certified for EMS ISO 14001 and OHS ISO 45001. Our products are certified with BIS, IATF16949 and are REACH compliant.								
5. Specific commitments, goals and targets set by the entity with defined time-lines, if any.	No	No	No	No	No	No	No	No	No
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	No	No	No	No	No	No	No	No	No
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									

With our presence in Indian marketplace for over half a century, we have established ourselves as the pioneers in bearing technology. Guided by our vision and mission, we seek to create a culture that fosters innovation and drive value creation across our business, value chain and for all our stakeholders. Sustainability is embedded in our core business model supporting us in our relentless pursuit for quantum improvements. With an increased focus on minimising our environmental footprint, we ensure optimum resource utilisation with added emphasis on circular economy. Our employees are one strong pillar of our operations, and we ensure to create a safe and healthy workplace, cultivating a sense of ownership and empowering each individual. Further, all our extended relationships with our value chain partners and customers are based on the building blocks of trust, with a focus on supplying and receiving the best-in-class products at the optimum cost point. We have a strong footprint across our communities and believe in creating inclusive growth with our CSR programmes standing as a strong testament to this. Going ahead, we look forward to being the industry leader while supporting ethical business and responsible conduct guided by our inherent principles of sustainability.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ms. Harshbeena Zaveri, Vice Chairman & Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes- the Risk Management Committee of the Board monitors, assesses and review Sustainability related decision-making aspects along with other enterprise level strategic and business risks each quarter.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes- Board member, Department heads and the leadership team examine the Company's Business Responsibility policies on a regular basis or as needed.									Annually or on a need-to basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	P1 P2 P3 P4 P5									P6 P7 P8 P9								
	Yes- We comply with all applicable laws of the land we operate in.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

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

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

SECTION C: Principle wise performance

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	BRSR Awareness Training	100%
Key Management Personnel	2	POSH and BRSR Awareness Training	100%
Employees other than BoD and KMPs	7	POSH, BRSR Awareness Training, First-aid training, Workplace ergonomics, Stress Management training, Health and Safety	100%
Workers	-*	-*	-*

-* We are in the process to track the training and awareness programmes for the workers. We will report the data for workers from FY 2024-25.

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					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	1	BSE Limited and National Stock Exchange of India Limited	128,000	Delay in obtaining the shareholders' approval under Regulation 17 (1) of SEBI (LODR) Regulations, 2015	Yes, Company has made a waiver application to the BSE for the entire amount
Settlement	0	0	0	0	0
Compounding Fee	0	0	0	0	0
Non-Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	0	0	0	0
Punishment	0	0	0	0	0

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
Yes, the Company has made a waiver application to the NSE and BSE for the entire amount.	

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

Yes. We have an anti-bribery and anti-corruption policy covering various aspects of bribery such as gifts, political and charitable donation, etc. Additionally, we also have our Code of Conduct and Ethics complying with the legal requirements of applicable laws and regulations, including anti-bribery and anti-corruption. The policy applies to all the employees and workers. The policy is available at [Antibribery-&-Corruption-policy.pdf](#) (nrbbearings.com)

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

	FY 2023-24 (Current Financial year)	FY 2022-23 (Previous Financial year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

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

Not Applicable since there have been no cases of corruption and conflicts of interest during the FY 2023-24.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payable	59 days	81 days

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as a % of total purchases	10%	10%
	b. Number of trading houses where purchases are made from	50	50
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	8%	8%
Concentration of sales	a. Sales to dealers/ distributors as % of total sales	11.22%	11.32%
	b. Number of dealers / distributors to whom sales are made	130	127
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	68%	65.7%
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	0.182255828	0.158195163
	Sales (Sales to related parties/ Total Sales)	0.147121646	0.079999271
	Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances)	0.685531233	0.57762193
	Investments (Investments in related parties/ Total Investments)	0.685140946	0.86463672

Leadership Indicators

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

Yes- The Code of Conduct for Directors and Senior Management lays down the guidelines for avoiding conflicts of interest. All transactions or interests that has the potential to raise a conflict of interest shall be disclosed to the entity for further necessary actions as may deemed fit. Further, all Directors shall inform the company on an annual basis about the Board and the Committee positions the person occupies in other companies including Chairmanships and notify any changes during the year. The Board members while discharging their duties, shall ensure to avoid conflict of interest in the decision-making process.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	5%	7.18%	R&D investment was made for introducing product and processes having less impact on environment.
Capex	5%	100%	Capex investment were made for new equipment and machinery for process optimization resulting in energy saving.

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

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

A) Yes. The Company has procedures and policies in place for sustainable sourcing. Our supplier Code of Conduct lays down the Company's strategy for sustainable sourcing. All suppliers are expected to adhere to the supplier Code of Conduct. Further, supplier assessments are conducted periodically based on defined parameters identified in supplier assessment checklist. The checklist includes indicators including consent to operate, safety measures, certifications, material test reports etc. along with ESG factors. We work closely with suppliers and is in the process of developing a mechanism to promote sustainable and local sourcing and thereby track the percentage of inputs sourced sustainably.

B) 28%

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

Plastics: Plastic wastes are generated from our manufacturing and packaging materials used in our products. We acknowledge that the plastic used in product packaging has an impact on the environment. We make reasonable efforts to keep track of all the products used and have implemented a robust internal waste management system of collection, segregation, storage, and disposal. As a part end-of-life product management, we are continuously working on improving our product's circularity. Currently, we are in the process of complying with the requirements of the EPR registration.

E-waste: Since our main product category is bearings. This is not applicable. However, as an effort to manage e-waste, which comprises of electronic devices, their components, and IT assets which are discarded after their useful life or due to obsolescence, it is disposed only to authorized re-cyclers.

Hazardous waste: Since our main product category is bearings, this is not applicable. Hazardous waste generated from manufacturing locations is safely disposed of to an authorized recycler.

Other waste: Since our main product category is bearings, this is not applicable.

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

We are subject to Extended Producer Responsibility (EPR) regulations under The Plastic Waste Management and Handling Rules, 2016 (as amended), falls within the category of 'producer' or 'brand owner'. Plastic is used for packaging balls and bearings as well as in the manufacturing of certain types of bearings. Thus, we are in the process to develop a waste collection plan in line with EPR guidelines to submit to Central Pollution Control Board (CPCB).

Leadership Indicators

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

NIC Code	Name of the product/service	% of total turn-over 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
No, we have not conducted Life Cycle Assessment (LCA) in the FY 2023-24. However, we are in the process of establishing a mechanism to conduct life cycle assessment for our key product categories. LCA studies will be used as a tool for assessing environmental footprint of our products going forward.					

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)
Permanent Employees											
Male	427	427	100%	427	100%	NA	100%	0	0%	0	0
Female	35	35	100%	35	100%	35	100%	0	0%	0	0
Total	462	462	100%	462	100%	35	100%	0	0%	0	0
Other than Permanent Employees											
Male	21	21	100%	21	100%	NA	0%	0	0%	13	62%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	21	21	100%	21	100%	NA	0%	0	0%	13	62%

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)
Permanent Workers											
Male	809	809	100%	809	100%	0	0%	0	0%	0	0
Female	19	19	100%	19	100%	4	21%	0	0%	0	0
Total	828	829	100%	828	100%	4	21%	0	0%	0	0
Other than Permanent Workers											
Male	2006	2006	100%	2006	100%	500	25%	0	0%	0	0
Female	190	190	100%	190	100%	95	50%	0	0%	0	0
Total	2196	2196	100%	2196	100%	595	27%	0	0%	0	0

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

	FY 2023-24	FY 2022-23
Cost incurred on well being measures as a % of total revenue of the company	0.65%	0.58%

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	96%	58%	YES
Gratuity	100%	95%	YES	95%	31%	YES
ESI	6%	7%	YES	3%	33%	YES
Others- please specify	NIL	NIL	NIL	NIL	NIL	NIL

3. Accessibility of workplaces

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

Yes, some of our facilities are accessible to employees and workers with disabilities. Furthermore, we are consistently enhancing our infrastructure to eliminate accessibility barriers and foster inclusivity across our premises.

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. The Company's Non-Discrimination Policy lays down the guidelines to ensure equal employment opportunities to all irrespective of any differentiating factors including physical disability as per the Rights of Persons with Disabilities Act, 2016. Further, the entity is committed to protecting human rights across all locations of operations. Weblink: [Non-Discrimination-Policy.pdf](#) (nrbbearings.com)

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	NA*	NA*	NA*	NA*
Female	1	100%	1	100%
Total	1	100%	1	100%

*- We do not provide male employees with the paternity leave.

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, we have a whistleblower policy in place available to all employees and workers. The objective of the policy is to facilitate open and structured employees' work-related grievances redressal mechanism with the intent of ensuring that the grievance is dealt with in a fair and just manner whilst being in compliance with the Company's policies.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognized 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 associations or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of associations or Union (D)	% (D/C)
Total Permanent Employees	462	0	0%	457	0	0%
Male	427	0	0%	425	0	0%
Female	35	0	0%	32	0	0%
Total Permanent Workers	828	810	98.02%	872	846	97.02%
Male	809	793	89.47%	854	829	97.07%
Female	19	17	97.83%	18	17	94.44%

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/A)
Employees										
Male	448	448	100%	448	100%	452	452	100%	452	100%
Female	35	35	100%	35	100%	35	35	100%	35	100%
Total	483	483	100%	483	100%	487	487	100%	487	100%
Workers										
Male	2815	2388	85%	1355	48%	2986	375	12.56%	375	12.56%
Female	209	115	55%	79	38%	219	34	15.52%	34	15.52%
Total	3024	2503	82%	1434	47%	3205	409	12.76%	409	12.76%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	448	448	100%	452	425	94.03%
Female	35	33	94.29%	35	32	91.43%
Total	483	481	99.59%	487	457	93.84%
Workers						
Male	2815	1075	38.04%	2986	0	0%
Female	209	137	65.87%	219	0	0%
Total	3024	1212	39.95%	3205	0	0%

10. Health and safety management system:

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

Yes. We are committed to provide safe and healthy working conditions to all its employees and workers. We believe that creating and maintaining a safe and healthy work environment is a pre-requisite for employee well-being, and the adoption of best practices in occupational health and safety is critical to attain business excellence. Our EHS system are certified to ISO 14001: 2015, ISO 45001: 2018 and IATF 16949:2016 and covers 100% of all of our India locations. We have an occupational health and safety policy in place which acts as a guideline and commitment towards the management of key HSE aspects.

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

We have implemented EHS management system which helps in identifying occupational health and safety risks proactively, including routine and non-routine activities. We have Hazard Identification and Risk Assessment (HIRA) framework which enables our employees and workers to identify and contain work-related risks which pose a threat. The carried-out assessment is followed up with documentation of risks and hazards present within our environment, their root causes, associated consequences and risk and hazard containment strategy and recommendations. We have also appointed safety committee at each plant site headed by the plant head to identify and mitigate the risks associated with health and safety. Our Health and Safety Committee ensures proper establishment, implementation, maintenance, and continual improvement of processes needed for the elimination of hazards and minimization of actual and potential risks.

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

Yes. Workers are encouraged to report work-related hazards through established mechanism at each plant. To promote safety culture, we have established a drop box system across all plants which enables our employees and workers to report any work-related incidents, hazards and near misses that may lead to unsafe condition. All reported incidents are investigated on a timely basis and appropriate actions are taken accordingly.

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

Yes. We provide medical facilities and first-aid services to both our employees and workers. We have established occupational health centre at each plant, equipped and manned for management of non-occupational medical conditions. and have a tie-up with nearest hospital to the plant premises. Further, all our employees and workers are covered under the company’s health insurance and personal insurance policy.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	2	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

* including the contract workforce

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

A safe and healthy workplace is of utmost priority to our operations. All the plants and office premises are carefully designed to minimise the risk of health hazards and risks. We make every effort to integrate safety into all business processes. Policy and Procedure: We have an Occupational Health and Safety Policy which acts as a guideline to prevent work related injury, ill health, and harm to people from work-related activities. The policy is updated and reviewed on a regular basis. We also maintain SOP with a clearly written set of instructions to help workers perform complex tasks in a safe manner. In order to ensure that the Health and Safety Management System is appropriately and effectively maintained, we conduct internal audit on annual basis. Risk Identification and Management: We identify occupational health and safety risks proactively, for all existing/ new/modified activities, process, products or services using HIRA framework. In addition to it, risk assessment also includes quarterly evaluation of incidents that have occurred. Incident Management: We have an established process for Incident Risk Management for all employees and workers at all levels, which includes Incident reporting, investigation and implementation of appropriate correction and corrective measures. At each plant/office, we have established OH&S committees, chaired by respective department heads with representations from employees, senior management and cross-functional teams. Training and Education: We ensure awareness amongst employees and workers through continuous training, communication and performance measurement of HSE criteria. Training includes awareness-building, mock drills, and periodic demonstrations. It also forms a part of employee induction program. Training modules are updated annually, basis the need assessment and evolving regulatory requirements.

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	0	0	0	0	0	0
Health and Safety	0	0	0	0	0	0

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.

Regarding safety-related incidents, we take all reported incidents seriously and have taken prompt corrective actions to address them. Our commitment to ensuring a safe working environment is unwavering, and we continuously review and improve our safety practices and working conditions. To ensure the effectiveness of our safety measures, we conduct regular assessments of our health and safety practices and working conditions. These assessments have identified some significant risks and concerns, which we are actively addressing through various corrective actions. Notably, our EHS Policy is prominently displayed at the gate, other medical facilities, and safety measures are implemented as per statutory requirements. We also have a robust safety committee in place, which meets regularly to review and discuss safety concerns and incidents. In addition, we provide awareness training to employees on various aspects of safety, including firefighting equipment operations. We also conduct regular noise monitoring to ensure compliance with regulatory requirements. To further enhance our safety posture, we have implemented various measures such as:

- Providing all necessary personal protective equipment (PPE) to employees
- Preparing an onsite emergency preparedness plan
- Installing fire hydrant systems, sprinklers, smoke detection systems, and fire extinguishers

Our process and activity review is conducted on a yearly basis to ensure that our safety measures are effective and aligned with industry best practices. We also follow up on the same on a yearly basis to ensure that all corrective actions are implemented and effective. Through these measures, we strive to create a safe working environment for all employees and ensure that any significant risks or concerns identified through our assessments are mitigated

Leadership Indicators

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

Yes, we have a robust life insurance coverage for all employees across all geographies under our employee wellbeing programs.

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

We have defined internal processes to ensure that statutory dues have been deducted and deposited by the value chain partners on a timely basis. We have established regular communication with service providers about payment of PF/ESI/GST/wages and proper coverage of terms to comply with the agreements. While clearing the bills, compliance checking is carried out with the agency and follow ups are done if required. This ensures that the vendors are compliant with the provisions of the labour laws

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	0
Workers	0	0	Not applicable	0

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

No. Currently, we do not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. However, the training programs and modules are designed in a way that encourage all the employees and workers, irrespective of positions, to learn new skills and promotes career advancement post-retirement.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	70%
Working Conditions	70%

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

No significant adverse impact was observed during the suppliers' assessment. However, We have developed EHS audit checklist for the value chain. We conduct EHS assessments of the suppliers during the onboarding process. Additionally, we also conduct QMS and EHS audit of our suppliers annually

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

1. Describe the process for identifying key stakeholder groups of the entity.

Stakeholders play an integral role in our business, and the entity recognises the need to continuously engage with them on frequent basis. Through a defined stakeholder engagement process and depending on the influence on business activities and vice-versa, key stakeholder groups are identified from the larger stakeholder universe. 68 Currently we have identified 7 (seven) stakeholder groups depending on the business influence and has devised dedicated engagement mechanism for each group. Through regular stakeholder interaction through various channels, the entity seeks to strengthen the relationships and contribute to business strategy. Our key stakeholder groups include Investors, Employees and Workers, Business partner, Suppliers, Customers, Government and Community

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

Stakeholder Group	Whether identified as vulnerable and 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
Investors	No	<ul style="list-style-type: none"> Annual shareholder meeting Quarterly investor presentations Investor conferences and meets Press release 	Quarterly / Annually	To update investors on the financial performance of the company
Employees	No	<ul style="list-style-type: none"> Intranet Portal Employee Welfare events Trainings and performance management system Functional and cross-functional committees Emails, written communication 	Daily	To engage with employees and understand their aspirations including the following: <ul style="list-style-type: none"> Career management and growth prospects Learning opportunities Building a safety culture and inculcating safe working practices among employees Flexible working hours
Customers	No	<ul style="list-style-type: none"> Direct consumer calls and meetings Customer satisfaction surveys Complaint handling & feedback Marketing and Advertising Electronic Communication 	Continuous (NRB website and social media including LinkedIn, Twitter, Facebook, Instagram, YouTube)	<ul style="list-style-type: none"> Understanding customer expectations, Understanding industry and business challenges Understanding client's data privacy and security requirements
Business Partners	No	<ul style="list-style-type: none"> Conferences Written Communication audio & visual communication 	Monthly: Conference calls Quarterly: Business reviews Annually: Partner events	<ul style="list-style-type: none"> Strengthening business partnerships Improve Company's credit worthiness Promote ethical behavior and fair business practices and governance
Suppliers	Yes	<ul style="list-style-type: none"> Supplier meets Regular interaction through phone, e-mail and in person Supplier Audits 	• Continuous	• To identify supplier business challenges and ensure uninterrupted raw material supply

Leadership Indicators

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

We regularly interact with the shareholders and investors through the investor's meets and updates on Company's website and the quarterly and annual reports. The Annual General Meeting is also a forum where the Members of the Company engage directly with the Board of Directors who answer their queries on various subjects. All interactions with government, regulators and quasi-judicial bodies are done by duly authorized and trained individuals with honesty, integrity, openness and in compliance of all laws and legislations. The Company also recognizes its employees as important stakeholder, and several initiatives are undertaken to communicate the vision, strategy and way forward to the employees. The employees are kept abreast of all important events, achievements and milestones of Company. Such communication channels help employees to connect, bond, inspire, motivate and celebrate achievements.

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

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. We engage with various stakeholders including community on a regular basis to address their needs and concerns their relevant inputs are considered in strategy formulation. Additionally, investors and shareholder's concerns are taken into account while formulating goals and targets. This is translated into business decision making

Principle 5: Businesses should respect and promote human rights.

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)
Employees						
Permanent	462	462	100%	452	452	100%
Other than permanent	21	21	100%	35	35	100%
Total Employees	483	483	100%	487	487	100%
Workers						
Permanent	828	637	76.23%	872	225	25.80%
Other than permanent	2196	150	6.83%	2,333	201	8.62%
Total Workers	3024	787	26.03%	3,205	426	13.29%

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)
Employees										
Permanent	462	0	0%	462	100%	457	0	0%	457	100%
Male	427	0	0%	427	100%	425	0	0%	425	100%
Female	35	0	0%	35	100%	32	0	0%	32	100%
Other than Permanent	21	0	0%	21	100%	30	0	0%	30	100%
Male	21	0	0%	21	100%	27	0	0%	27	100%
Female	0	0	0%	0	100%	3	0	0%	3	100%
Workers										
Permanent	828	0	0%	828	100%	872	1	0.11%	871	99.89%
Male	809	0	0%	809	100%	854	1	0.12%	853	99.88%
Female	19	0	0%	19	100%	18	0	0%	18	100%
Other than Permanent	2196	2080	94.72%	116	5.28%	2319	1297	55.59%	1036	44.41%
Male	2006	1896	94.52%	110	5.48%	2118	1132	54.60%	968	45.40%
Female	190	184	96.84%	6	3.16%	201	165	66.17%	68	33.83%

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)	4	₹ 980,000.00	2	₹ 19,401,595.50
Key Management Personnel	1	₹ 4,257,967.50	1	₹ 8,501,682.00
Employees other than BoD and KMP	426	₹ 8,75,000.00	34	₹ 868,650.00
Workers	809	₹ 497,601.00	19	₹ 497,820.00

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	5.04%	5.02%

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

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

Human rights principles are embedded in our core values and systems. We uphold the principles of human rights and fair treatment through various policies such as Human Rights Policy, Business Conduct Guidelines and Ethics, Policy on Prevention of Sexual Harassment at Workplace and CSR Policy. We take robust measures to ensure there are no violations of human rights in our operations. We expect and encourage that our partners, suppliers, employees, workers and contractors to fully respect human rights and strictly avoid any violation of human rights. All stakeholders including employees impacted by the business have full right and access to the grievance mechanisms as laid down in whistleblower policy. All concerns can be raised through the respective department head at corporate office or through plant heads at plant level. Further, concerns can also be directly reported to HR to ensure speedy course of action. Any concerns or issues raised are actively addressed and resolved in a timely manner

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	0	0		1	0	The case was resolved
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary	0	0		0	0	
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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employee/ workers	0	1.85
Complaints on POSH upheld	0	0

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

We aim to provide a safe working environment and prohibit any form of discrimination/ harassment or related retaliation against or by. We have policies which intend to prohibit such occurrences and ensure that there are no adverse consequences when an associate reports a complaint on discrimination or harassment. We have POSH policy in place against zero tolerance on sexual harassment at workplace. We also have Policies on Human Rights which are applicable to all its employees and suppliers and service providers. We encourage our employees and workers on reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Regular awareness and training sessions are also conducted to ensure that the employees are fully aware of the aspects of sexual harassment and of the redressal mechanism. During the FY 2023-24, we received zero cases of discrimination and one case of sexual harassment. All the cases were resolved

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

Yes - Our suppliers are compliant with the supplier code of conduct (SCOC) and mandatorily abide to all the terms and conditions as laid down in SCOC, which includes aspects of human rights as well. New as well existing suppliers undergo the supplier assessment on basis of various parameters including human rights issues such as child labour, forced labour, wages, etc

10. Assessments for the year:

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

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

There was no third-party evaluation conducted during the FY 2023-24

Leadership Indicators

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

We have integrated human rights as an integral aspect of the entity's business values. All business activities are performed ensuring there are no human rights violations, and owing to the concerted efforts, there were no business process modification as a result of addressing human rights grievances

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

We, currently, do not conduct human rights due diligence. However, the entity ensures human rights are respected for all employees and workers and there are no instances of violations in business activities and in the extended value chain.

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, some of our establishments are accessible to the differently abled employees and workers. In addition, we are continuously working towards improving infrastructure for eliminating barriers to accessibility and making our premises more inclusive.

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
From non-renewable sources		
Total electricity consumption (D)	145,800.59	138,241.75
Total fuel consumption (E)	18,513.23	7,587.19
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	164,313.82	145,828.95
Total energy consumed (A+B+C+D+E+F)	164,313.82	145,828.95
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations)	0.00001639	0.00001454
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ revenue from operations adjusted for PPP)	0.00037492 [#]	0.0003326 [#]
Energy intensity in terms of physical output	-*	-*

- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by the World Bank for India which is 22.88.

*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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. - N

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

No, we have conducted a thorough review of our operations and have not identified any sites or facilities that are designated as Designated Consumers (DCs) under the Performance, Achieve, and Trade (PAT) scheme of the Government of India. Therefore, we do not have any targets set under this scheme to report on. Since we do not have any designated consumers, we do not have any targets to achieve or report on the achievement of those targets.

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	27,178	27,288.00
(ii) Groundwater	15,964.8	18,821.00
(iii) Third party water	44,665	53,603.00
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	87,807.8	99,712.00
Total volume of water consumption (in kilolitres)	58,259.78	59,063.81
Water intensity per rupee of turnover (Water consumed / revenue from operations)	0.00000581	0.00000589
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumed / revenue from operations adjusted for PPP)	0.00013293#	0.00013473#
Water intensity in terms of physical output	-*	-*

- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by the World Bank for India which is 22.88.

*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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. - N

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	28403.32	23,570.95
- No treatment	0	
- With treatment – please specify level of treatment	28403.32	23,570.95
(v) Others	1,144.7	17,077.24
- No treatment	0	0
- With treatment – please specify level of treatment	1,144.7	17,077.24
Total water discharged (in kilolitres)	29548.02	40,648.19

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 - N

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

We have implemented an approach to maximize recycling and re-use of treated wastewater within our sites, thereby reducing intake of fresh water. Water discharge from our plant is sent to the common effluent treatment plant (CETP) or municipal drainage, as per the consent to operate conditions issued by the Pollution Control Board.

Although we do not currently have a mechanism in place for Zero Liquid Discharge, we are in the process of implementing a mechanism to track and monitor water discharge quantity. This initiative aims to achieve Zero Liquid Discharge in the future.

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	0.06	0.60
Sox	MT	1.52	2.94
Particulate matter (PM)	MT	4.88	4.94
Persistent organic pollutants (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	NA	NA
Hazardous air pollutants (HAP)	MT	NA	NA
Others – please specify	MT	NA	NA

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

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2,327.59	1,890.57
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	28,998.11	31,104.39
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ revenue from operations)	-	0.000003124	0.0000033
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total scope 1 and scope 2 GHG emissions/ revenue from operations adjusted for PPP)		0.000071477#	0.000075504#
Total Scope 1 and Scope 2 emission intensity in terms of physical output		_*	_*

- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by the World Bank for India which is 22.88.

*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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. - N

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

We have made significant efforts to reduce energy consumption and lower greenhouse gas (GHG) emissions across its four plants, including Waluj, Chikalhana, Hyderabad, and Jalna. At the Waluj plant, a total of 586,216 kilowatt-hours (kWh) per year was saved through various initiatives, such as sustainable water-based cooling, LDR sensor-based illumination, cooling system optimization, new energy-efficient processes in equipment operation, and new energy-efficient equipment and equipment parts.

The Chikalhana plant also implemented several initiatives, resulting in a total savings of 218,499 kWh per year. These included the installation of new energy-efficient equipment and equipment parts, as well as new energy-efficient processes in equipment operation.

In contrast, the Hyderabad plant achieved a total savings of 44,904 kWh per year through initiatives such as new energy-efficient equipment and equipment parts, new energy-efficient processes in equipment operation, and process redundant step elimination. Meanwhile, the Jalna plant's efforts yielded a significant total savings of 1,581,536.5 kWh per year, largely due to equipment optimization.

Overall, the company's collective efforts across all four plants have resulted in a substantial savings of approximately 2,431,156 kWh per year. Due to such energy saving, we avoided 1,740.71 tCO₂ of emissions. This achievement demonstrates the company's commitment to reducing its environmental footprint while also reducing costs.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	108.29	7.45
E-waste (B)	138.05	0.28
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,140.75	1,092.90
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,485.82	3,175.11
Total (A+B + C + D + E + F + G + H)	5,872.92	4,275.74
Waste intensity per rupee of turnover (Total waste generated / revenue from operations)	0.00000059	0.00000043
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ revenue from operations adjusted for PPP)	0.0000134[#]	0.00000975[#]
Waste intensity in terms of physical output	-*	-*
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	138.05	1,801.84
(ii) Re-used	-	12.00
(iii) Other recovery operations	2.00	0.45
Total	140.05	1,814.29
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	156.35	138.45
(ii) Landfilling	866.06	831.40
(iii) Other disposal operations	3,935.18	2,420.08
Total	4,957.59	3,389.92

- The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by the World Bank for India which is 22.88.

*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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.- N

For some of the waste category quantity-wise data in numbers is tracked, we are in process to track and monitor the waste data basis their weight. The details are mentioned below-

Waste type	Generation (in Nos)	Disposal method
Empty barrel	1,705.00	Reuse
IBC Barrels and Drums (excluding empty barrel)	108.00	Reuse
E-waste	27.00	Recycle
Battery waste	117.00	Recycle

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.

Our establishment has implemented a robust waste management system that ensures proper collection, segregation, and disposal of waste generated from each department. We have designated areas for different types of waste, including hazardous and non-hazardous waste, such as used oil, paper, corrugated materials, plastics, and wood waste. The waste is stored at these designated sites until it is disposed of in accordance with legal procedures and environmentally sound techniques. Hazardous waste is disposed of in a manner that meets the requirements of the MPCB/CPCB, while non-hazardous waste is sold to authorized recyclers or vendors. Our Company prioritizes environmentally responsible disposal practices and works with authorized recyclers/processors to ensure that all waste is handled and disposed of in a responsible and sustainable manner.

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:

Sr No	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None of our Operations are located near notified ecologically sensitive areas			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
The Environmental Impact Assessment ("EIA") Notification, 2006, and its amendments govern the process of granting 'Environmental Clearance' to new establishment or expansion of existing projects. In the current financial year, our projects did not require environmental impact assessments (EIA) as we did not undertake any new construction or expansion of our existing projects. Since our own office buildings and plants were not subject to new construction, none of our manufacturing plants were required to obtain environmental clearances in the current financial year.					

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

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
The Company is compliant with all the statutory requirements.				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):T
For each facility / plant located in areas of water stress, provide the following information:

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) To Surface water	None of our operations fall under water-stress region as per CGWA.	
(ii) To Groundwater		
(iii) To Seawater		
(iv) Sent to third-parties		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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. - N

2. 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.

None of our Operations are located near notified ecologically sensitive areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative (Energy saved in KWh/year)
1	Sustainable water-based cooling initiatives	Implemented sustainable water-based cooling systems to reduce energy consumption	474,444
2	LDR sensor-based illumination	Installed LDR sensors to optimize lighting usage	21,900
3	Cooling system optimization	Optimised cooling systems to reduce energy consumption	79,248
4	New energy efficient process in equipment operation	Implemented new energy-efficient processes in equipment operation	3,324
5	New energy-efficient equipment/ equipment part	Replaced old equipment with new energy-efficient ones	7,300
6	New energy-efficient equipment/ equipment part	Replaced old equipment with new energy-efficient ones	148,299
7	New energy efficient process in equipment operation	Implemented new energy-efficient processes in equipment operation	70,200
8	New energy-efficient equipment/ equipment part	Replaced old equipment with new energy-efficient ones	33,204
9	New energy efficient process in equipment operation	Implemented new energy-efficient processes in equipment operation	10,500
10	Process redundant step elimination	Eliminated redundant steps in processes to reduce energy consumption	1,200
11	Equipment optimization	Optimised equipment performance to reduce energy consumption	1,580,064
12	New energy efficient process in equipment operation	Implemented new energy-efficient processes in equipment operation	1,100
13	New energy-efficient equipment/ equipment part	Replaced old equipment with new energy-efficient ones	373
Total Energy savings			2,431,155.50

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

Yes, the Company has a business continuity plan in place to ensure sustenance of the company. The business continuity plan covers all the business risks including but not limited to fire hazards, natural calamities, strikes. The Company has an established Emergency Preparedness plan with detailed SOP for each plant.

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

No significant adverse impact was observed during the suppliers' assessment. However, We have developed an EHS audit checklist for the value chain. We conduct EHS assessments of the suppliers during the onboarding process. Additionally, we also conduct QMS and EHS audit of our suppliers annually.

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

All direct material suppliers and packaging suppliers (70%)

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.

5

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.

Sr No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	The Automotive Component Manufacturers Association of India (ACMA)	National
3	The Indo German Chambers of Commerce (IGCC)	National
4	The Council of EU Chambers of Commerce in India (EU Chambers)	National
5	Indo French Chambers of Commerce and Industry (IFCCI)	National

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

Name of authority	Brief of the case	Corrective action taken
During the current financial year, our Company did not receive any adverse orders from regulatory authorities regarding anti-competitive conduct. As a result, there is no corrective action required or underway.		

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.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
In the current financial year, we did not have any projects that required the conduct of Social Impact Assessments (SIA) as per applicable laws and regulations. As a result, we did not undertake any SIAs during this period.					

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

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

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

Our Company has established a grievance mechanism to receive and redress grievances of the community. At each location, our HR and admin partners are responsible for addressing grievances related to the community, ensuring that concerns are promptly acknowledged and resolved fairly and transparently. This includes receiving and investigating complaints, conducting root cause analysis, and implementing corrective actions to prevent similar issues from occurring in the future

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	70.25%	74%
Directly from within India	70.92%	75.61%

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

Location	FY 2023-24	FY 2022-23
Rural	0%	0%
Semi urban	22.42%	22.42%
Urban	4.68%	4.68%
Metropolitan	72.9%	72.9%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable, as we were not required to conduct any social impact assessment in the current financial year.	

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

Sr No	State	Aspirational District	Amount Spent (in INR)
Our Company is committed to creating a positive impact through various initiatives and programs under our CSR activities and social business projects. We believe that inclusive business means social and economic development through employment generation and skill development. We conduct community needs assessments through regular stakeholder engagement to identify areas of focus. While we have partnered with NGOs on various CSR projects in different regions, including Haryana, Mumbai, Hyderabad, Bangalore, and New Delhi, we acknowledge that none of these projects have been undertaken in the designated Aspirational Districts identified by government bodies. However, recognizing the importance of reaching out to more vulnerable and indigenous communities, we are currently devising a strategy to expand our reach and positively impact the lives of people in these areas.			

3. 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:

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared(Yes / No)	Basis of calculating benefit share
Not Applicable				

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

Name of the authority	Brief of the Case	Corrective action taken
Not Applicable		

5. Details of beneficiaries of CSR Projects:

Sr.no	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promotion of Education - National Capital Region- Ashoka University	11	81%
2	Promotion of Education- Mumbai- IIT Bombay	110	40%
3	Promotion of Education -Mumbai and Igatpuri - through Implementing agency- Aseema Charitable Trust	76	100%

4	Promotion of Education - Hyderabad, Bangalore and Mumbai -through Implenting agency- 321 Education Foundation	No. of students: 1000 No. of teachers: 30 teachers	90 - 95%
5	Vocational Development Projects- Mumbai- through Implenting agency- The Apprenticeship Projects (TAP)	341	100%
6	Social Developments Projects- Mumbai- Hiralal Parekh Parivar Charitable Trust	3.1 Million	58.06%
7	Health Care- Mumbai- through Implenting agency- Aastha Foundation	33	NIL
8	Health Care/Education- Aurangabad- through Implenting agency- Aarambh society	Residential beneficiaries- Girls 40 Residential beneficiaries- Boys 60 Academics - 200 Therapy- 50	60%
9	Promotion of Education- Pune- through Implenting agency- Gyan Prakash Founation	85 Teachers 2145 students	100%
10	promoting health care and sanitation - villages across the India - Goonj	4166 children	100%
11	Social Business Project- Mumbai - Rotary Club	17608 patients	100%
12	Health care - Mumbai - Indian Cancer Society	650	100%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

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

At NRB Bearings Limited, we have established a robust mechanism for receiving and responding to consumer complaints and feedback. Our goal is to provide high-quality products and services that meet the expectations of our customers, and we recognize the importance of listening to their concerns and feedback. Customers can share their complaints and feedback with us through various channels, including email and our helpline number, which is available on our website. All complaints and feedback received are centrally registered and forwarded to the respective plants based on the product family, where they are investigated and addressed on time.

We track the status of each complaint until it is resolved, ensuring that our customers receive a timely response and closure. We also disclose key statistics on customer complaints, including the number of outstanding customer complaints, the number of complaints that have been resolved, and the number of complaints that have been investigated. This transparency allows us to demonstrate our commitment to customer satisfaction and accountability in handling customer complaints. By regularly reviewing and analyzing customer feedback, we can identify areas for improvement and make necessary changes to enhance our products, services, and overall customer experience. At NRB Bearings Limited, we believe that customer feedback is essential in driving continuous improvement and ensuring that we meet the evolving needs of our customers. We are committed to maintaining a responsive and transparent approach to handling customer complaints and feedback.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not available
Safe and responsible usage	Not available
Recycling and/or safe disposal	100%

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber Security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	160	0		142	0	

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)
If available, provide a web-link of the policy.**

Yes, we have a comprehensive framework in place to ensure the security and privacy of our customers' data. We have a dedicated Information Security Policy (<https://www.nrbbearings.com/resources/investorrelations/policy/Information-Security-Policy.pdf>) that outlines our approach to managing and protecting our information assets, including customer data. This policy sets out the principles and procedures for ensuring the confidentiality, integrity, and availability of our information systems and data.

In addition, we have a Data Privacy Policy (<https://www.nrbbearings.com/resources/investorrelations/policy/Data-Privacy-Policy.pdf>) that outlines our commitment to protecting the personal data of our customers, employees, and other stakeholders. This policy sets out the principles and procedures for collecting, storing, using, and disclosing personal data under applicable laws and regulations.

Our policies are designed to protect our customers' personal data from unauthorized access, use, or disclosure

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

The Company did not experience any issues related to advertising, delivery of essential services, cyber security and data privacy of customers, product recalls, or regulatory actions on product safety during the current financial year. We received no complaints or incidents that compromised our advertising, delivery, cyber security, or data privacy, and did not recall any products or face regulatory penalties. As a result, no corrective actions were taken in these areas.

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**

For data breaches, the Company did not experience any instances of unauthorized access, theft, loss, or destruction of customer data during the current financial year. As a result, there were no instances of data breaches involving personally identifiable information of customers. Therefore, there was no impact from any data breaches on our operations or reputation

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 our products and services can be accessed through our Company website, Product Finder - NRB Bearing (nrbbearings.com), specifically through our Product Finder section. This platform provides customers with detailed information on our product range, features, and specifications, allowing them to easily find the suitable products for their needs.

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

The safety and responsible usage of our products are of utmost importance to our Company. To educate and inform consumers on safe and responsible usage, we have taken the following steps: We are in the process of enhancing customer awareness through various channels, including product catalogs, usage manuals, and other educational materials. Our goal is to ensure that customers have access to accurate and clear information to use our products effectively and safely, thereby reducing the risk of misuse or accidents.

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

To ensure transparency and minimize inconvenience to our customers, we have established a robust communication mechanism to inform consumers of any risk of disruption or discontinuation of our essential services. Our contingency plan is in place for each product, outlining the necessary steps to take in the event of a disruption or discontinuation. We utilize multiple modes of communication, including email and telecommunications, to reach our customers and keep them informed about any potential issues. This ensures that our customers are well-prepared and can make informed decisions to mitigate any potential impacts

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

Our Company prioritizes transparency and ensures that our products are equipped with product-related information as mandated by local laws and regulations. In addition to meeting these legal requirements, we also display further product information to provide our customers with a comprehensive understanding of our offerings.

We are committed to understanding the needs and expectations of our customers and regularly conduct customer satisfaction surveys to gather feedback and insights. Although we did not conduct a survey during the current financial year, we plan to resume this process in the near future. This will enable us to identify areas for improvement and make data-driven decisions to enhance our services and products, ultimately delivering a better experience for our customers.