

SEIL/Sec./SE/2024-25/41

August 9, 2024

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

The Secretary  
BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street  
MUMBAI 400 001  
Fax # 022-2272 3121/2037/2039  
**Scrip Code No. 534139**

**Sub: Business Responsibility and Sustainability Report for financial year 2023-24**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("**Listing Regulations**"), please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for financial year 2023-24. The BRSR also forms part of the Annual Report of the Company for the financial year 2023-24, submitted to the exchanges.

Request you to kindly take the same on record.

Thanking you.

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

**(Udai Singh)**  
**Managing Director and Chief Executive Officer**

Encl: As above

**Schneider Electric Infrastructure Limited**

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

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

# — Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity



1. Corporate Identity Number (CIN) of the Listed Entity	L31900GJ2011PLC064420
2. Name of the Listed Entity	Schneider Electric Infrastructure Limited (SEIL/Company/entity)
3. Year of incorporation	March 12, 2011
4. Registered office address	Milestone 87, Vadodara-Halol Highway, Village Kotambi, Post Office Jarod, Vadodara, Gujarat 391 510
5. Corporate address	9 <sup>th</sup> Floor, Tower C, DLF Building No. 10, DLF Cyber City, Phase II, Gurugram - 122 002, Haryana
6. E-mail	<a href="mailto:investor.relations@schneider-electric.com">investor.relations@schneider-electric.com</a> <a href="mailto:company.secretary@schneider-electric.com">company.secretary@schneider-electric.com</a>
7. Telephone	Tel: +91 02668 664300; Fax: +91 02668 664621
8. Website	<a href="https://infra-in.se.com/en/">https://infra-in.se.com/en/</a>
9. Financial year for which reporting is being done	April 1, 2023 to March 31, 2024
10. Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. The BSE Limited (BSE)
11. Paid-up Capital	₹4,782 Lakhs
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	1. Dr. Richa Gautam (Sr. GM - CSR & Sustainability) 2. Mr. Roshan Ouseph (Senior Manager - Sustainability)
Telephone	Tel: +91 02668 664300; Fax: +91 02668 664621
Email address	1. <a href="mailto:richa.gautam@se.com">richa.gautam@se.com</a> 2. <a href="mailto:roshan.ouseph@se.com">roshan.ouseph@se.com</a>
13. Type of Reporting	<b>Reporting Boundary</b> Standalone Basis
14. Name of assurance provider	TUV South Asia Private Limited (TUV SUD)
15. Type of assurance obtained	Limited Assurance



## II. Products/ services



### 16 Details of business activities

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing	Manufacturing of advanced products for electricity distribution including transformers, medium voltage switchgears, relays and automation equipment	90.5%
2	Trading	Trading	3.4%
3	Services	Recharges including markups and service revenue i.e AMC	6.1%

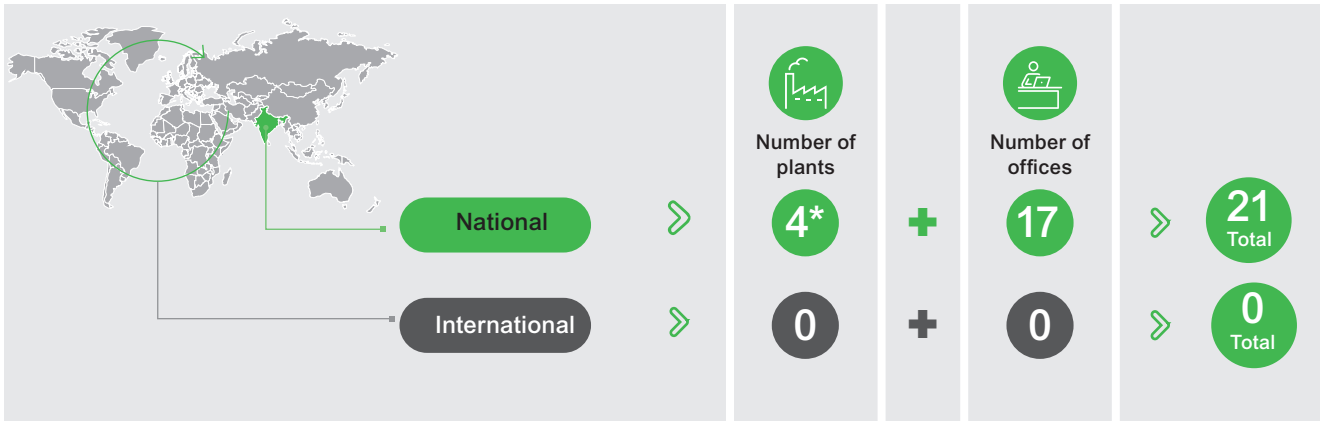
### 17 Products/Services sold by the entity

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	271	100%

## III. Operations



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



*Including one group company factory producing product for SEIL.*

### 19 Market served by the entity:

- No. of Locations**
  - National (No. of States) ➤ 25 States and 5 Union Territories
  - International (No. of Countries) ➤ 40 Countries
- What is the contribution of exports as a percentage of the total turnover of the entity?**  
 13%
- A brief on types of customers** ➤ SEIL serves customers across all segments viz. End users, EPCs, Channel Partners, Panel Builders, Distributors, contractors, etc. The Company works closely with power, infrastructure, and industry customers, serving a diverse range of end markets, including renewables, conventional power generation, power distribution companies, smart cities, oil & gas, mining & metals, transportation, automotive, manufacturing industries, and commercial buildings.

## IV. Employees



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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			<b>a. Employees and Workers (including differently abled)</b>			
<b>EMPLOYEES</b>						
1.	Permanent Employees (D) <sup>1</sup>	854	674	79%	180	21%
2.	Other than Permanent Employees (E) <sup>2</sup>	139	119	86%	20	14%
3.	Total Employees (D+E)	993	793	80%	200	20%
<b>WORKERS</b>						
4.	Permanent Workers (F) <sup>3</sup>	440	408	93%	32	7%
5.	Other than Permanent Workers (G) <sup>2</sup>	317	316	100%	1	0%
6.	Total Workers (F+G)	757	724	96%	33	4%

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

<sup>1</sup>Permanent employees are all management-level employees employed with the entity.

<sup>2</sup>Other than permanent employees and workers excludes job contract services (Security, canteen etc)

<sup>3</sup>Permanent workers are all operators employed with the entity.

## 21. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B / A)
1	Board of Directors	6	1	17%
2	Key Management Personnel	4	2	50%

Note: CEO & MD and one Whole-time Director are included in the Board of Directors as well as counted under Key Management Personnel including Chief Financial Officer and Company Secretary.

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

Category	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 previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9%	8%	9%	10%	16%	11%	8%	19%	10%
Permanent Workers	2%	0%	2%	5%	3%	5%	9%	0%	8%



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



### 23 Names of holding / subsidiary / associate companies / joint ventures

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

\*Schneider Electric SE, France is the Ultimate Holding Company of SEIL.

## VI. CSR Details



### 24.

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

ii. Turnover (₹ in Lakhs) : **177,719**

iii. Net worth (₹ in Lakhs) : **15,108**

## VII. Transparency and Disclosures Compliances



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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	<a href="https://www.se.com/ww/en/about-us/sustainability/responsibility-ethics/trustline/">https://www.se.com/ww/en/about-us/sustainability/responsibility-ethics/trustline/</a>	0	0		0	0	
Investors (other than shareholders)			0	0		0	0	
Shareholders*			5	0		3	0	
Employees and workers			7	1	Case under investigation	6	2	All complaints related to previous FY are closed.
Customers			0	0		0	0	
Value Chain Partners			3	0		1	1	All complaints related to previous FY are closed.
Other (please specify)			3	1	Include complaints from anonymous reporter. Out of 3, 1 case is under investigation.	0	0	

\*The grievances received from the shareholders were general complaints not related to any of the Principles 1 to 9.

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

S. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
<b>Environment</b>					
1	GHG Emission Reduction	Risk & Opportunity	<p><b>Risk</b></p> <ol style="list-style-type: none"> <li>1. Failure to meet 1.5° aligned GHG reduction emissions targets.</li> <li>2. Reputational impacts and loss of trust from customers, investors, and employees.</li> </ol> <p><b>Opportunity</b></p> <p>Progress towards renewable sources of energy.</p>	<ol style="list-style-type: none"> <li>1. Climate strategy for operations and supply chain.</li> <li>2. Specific targets in SEIL ESG plan for renewable energy adoption, reducing SF6 leakages and energy efficiency.</li> </ol>	<p>Positive</p> <p>Negative</p>
2	Water Stewardship	Risk	<ol style="list-style-type: none"> <li>1. Poor water management will lead to depletion of water resources.</li> <li>2. Public scrutiny due to pollution of water bodies.</li> </ol>	<ol style="list-style-type: none"> <li>1. Integrated Management System with ISO 14001 certification.</li> <li>2. Deployment of water conservation strategy and action plan for all sites.</li> <li>3. Environment policy.</li> <li>4. Site EHS assessment.</li> </ol>	Negative
3	Eco-development of Supply Chain	Risk	<p><b>Risk</b></p> <ol style="list-style-type: none"> <li>1. Non-compliance leading to fines &amp; penalties.</li> <li>2. Loss of brand image among customers and global community.</li> </ol>	<ol style="list-style-type: none"> <li>1. Program to reduce CO<sub>2</sub> emissions from our top suppliers' operations.</li> <li>2. Supplier code of conduct.</li> <li>3. Independent risk assessment of suppliers.</li> </ol>	Negative
4	End of life of products	Risk & Opportunity	<p><b>Risk</b></p> <p>Safety risk if assets handled by non-certified third parties (repair, end-of-life):</p> <ul style="list-style-type: none"> <li>• People health and safety impact.</li> <li>• Resource waste.</li> </ul> <p><b>Opportunity:</b></p> <p>Market growth for SEIL- circular offers (repair &amp; retrofit).</p>	<ol style="list-style-type: none"> <li>1. SEIL provide offers to customer such as Eco-fit to improve the lifespan of products through repair &amp; retrofit.</li> <li>2. End of life management methodology clearly defined and communicated to customers as part of product manual.</li> </ol>	<p>Positive</p> <p>Negative</p>



S. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
<b>Social</b>					
5	Quality and Safety of Products	Risk & Opportunity	<p><b>Risk:</b></p> <ol style="list-style-type: none"> <li>Liabilities for tangible or intangible damages, or personal injuries.</li> <li>Incurred costs related to the product recall.</li> </ol> <p><b>Opportunity:</b> Become a leader in product quality driving brand reputation and value</p>	<ol style="list-style-type: none"> <li>Target to achieve Zero product recall due to safety issues.</li> <li>Customer surveys to improve customer satisfaction.</li> </ol>	<p>Positive</p> <p>Negative</p>
6	CSR	Opportunity	<p><b>Opportunity:</b></p> <ol style="list-style-type: none"> <li>Opportunity to give back to community.</li> <li>Upliftment of local community.</li> <li>Contribute to achievement of UN SDGs</li> </ol>	<ol style="list-style-type: none"> <li>CSR Policy and framework.</li> <li>Community needs - based CSR programs.</li> </ol>	Positive
7	Social development of Supply chain	Risk	<p>Lack of transparency at suppliers or the discovery of malpractices in terms of human rights may lead to</p> <ul style="list-style-type: none"> <li>Workers Health &amp; well-being impact</li> <li>Legal impact</li> <li>Impact on reputation and brand image.</li> </ul>	<ol style="list-style-type: none"> <li>On-site supplier audits in line with Responsible Business Alliance (RBA) protocol.</li> <li>Supplier Code of Conduct</li> <li>ISO 26000 assessment.</li> <li>Decent Work program at suppliers.</li> </ol>	Negative
8	Diversity, Equality & Inclusion	Risk & Opportunity	<p><b>Risk:</b> Not providing equal opportunities to everyone and limiting the ability to attract and retain the best talents may lead to:</p> <ul style="list-style-type: none"> <li>Cost of turnover</li> <li>Loss of women in top potential pipeline</li> <li>Legal issues</li> <li>Company image</li> </ul> <p><b>Opportunity</b> People attraction and retention with equal opportunities for everyone. Reduce discrimination at workplace</p>	<ol style="list-style-type: none"> <li>Target to improve gender diversity in entity.</li> <li>Equal employment policy and practices.</li> <li>Trust line to address any discrimination.</li> <li>Diversity &amp; Inclusion Policy.</li> </ol>	<p>Positive</p> <p>Negative</p>

S. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Talent acquisition, development & retention	Risk & Opportunity	<p><b>Risk</b> Not attracting, developing, and retaining the best talent in the market especially for critical skills lead to:</p> <ul style="list-style-type: none"> <li>• Cost of recruiting and onboarding</li> <li>• Gaps in critical skills</li> <li>• Less positive brand perception by talent pool</li> </ul> <p><b>Opportunity</b> Recognition as an employer of choice and market leader for talent development for everyone, everywhere, leading to greater talent attractivity</p>	<ol style="list-style-type: none"> <li>1. Celebrating Global Career Week</li> <li>2. Target to support the digital upskilling of our employees.</li> <li>3. Global candidate feedback tool to track recruitment experience.</li> <li>4. Functional and digital skills program (CoMET) deployed.</li> </ol>	<p>Positive</p> <p>Negative</p>
10	Healthy and Safe working conditions	Risk & Opportunity	<p><b>Risk</b> Serious or fatal employee injury or illness could result in:</p> <ul style="list-style-type: none"> <li>• Loss of, or impact to employees</li> <li>• Property damage</li> <li>• Impact to Company image</li> <li>• Decreased customer confidence</li> <li>• Fines</li> </ul> <p><b>Opportunity</b> Increase confidence of current and prospective employees. Continuous Safety improvement</p>	<ol style="list-style-type: none"> <li>1. Safety strategy &amp; Global safety directives</li> <li>2. Serious Incident Investigation Process (SIIP)</li> <li>3. Global reporting, Global Safety Alerts</li> <li>4. Site EHS assessment.</li> <li>5. Target to decrease the Medical Incident rate.</li> </ol>	<p>Positive</p> <p>Negative</p>
<b>Governance</b>					
11	Cybersecurity and data privacy	Risk	<p>Risk of a malicious exploitation or intrusion into the infrastructures of SEIL production and distribution centers which may lead to</p> <ul style="list-style-type: none"> <li>• Impact on productivity, data privacy &amp; operations</li> <li>• Financial cost and loss of confidence from stakeholders</li> </ul>	<ol style="list-style-type: none"> <li>1. Dedicated cybersecurity management with policies focusing on data privacy, Asset management, IT security and Business continuity.</li> <li>2. Mandatory Cybersecurity &amp; Data Privacy annual training sessions.</li> </ol>	Negative





S. No.	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Transparent Governance, Business ethics and Zero corruption	Risk	Corruption and poor business conduct which may occur through own & third parties' activities (partners, suppliers, agents, companies to be acquired) and can cause various impacts on the Company: <ul style="list-style-type: none"> <li>• Reputational</li> <li>• Legal</li> <li>• Financial</li> <li>• Development</li> <li>• Employer brand</li> </ul>	<ol style="list-style-type: none"> <li>1. Trust Line whistleblowing system.</li> <li>2. Target to measure the level of confidence of our employees to report unethical conduct.</li> <li>3. Additional modules as part of our anti-corruption e-learning</li> <li>4. Various policies towards minimizing corruption and bribery.</li> </ol>	Negative



























Note: These material issues were identified as part of material assessment exercise done along with SEIL stakeholders. Out of overall 22 material KPIs above 12 were selected as high priority topics and SEIL ESG plan was developed for the same.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://infra-in.se.com/en/investor/reports/policies.jsp">https://infra-in.se.com/en/investor/reports/policies.jsp</a> <a href="https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/">https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/</a> <a href="https://www.se.com/ww/en/about-us/suppliers/">https://www.se.com/ww/en/about-us/suppliers/</a>								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4 Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>All our sites are certified for ISO 9001, 14001, 45001, 50001 and our products are certified as per BIS and IEC.</p> <p>At group level, we also align with the sustainability goals such as UN SDGs and are part of organizations such as UNGC, WBCSD, WEF and The Climate Group.</p>								

## 5 Specific commitments, goals and targets set by the entity with defined timelines, if any.

## SEIL Sustainability Action Plan 2025-26

Pillar	Topic	Indicators	FY2024-25 Ambition	FY2025-26 Ambition
<b>Climate</b>				
    	<ul style="list-style-type: none"> <li>GHG Emission reduction</li> <li>Eco-development of Supply chain</li> </ul>	<ol style="list-style-type: none"> <li>Electricity sourced from renewables (without RECs)</li> <li>Energy Efficiency Improvement %</li> <li>Maintain the threshold of SF6 leakage</li> <li>Reduce CO<sub>2</sub> emissions from Indian suppliers' operations</li> </ol>	<p>20%</p> <p>12%</p> <p>0.19%</p> <p>40%</p>	<p>25%</p> <p>15%</p> <p>0.19%</p> <p>50%</p>
<b>Resource</b>				
    	<ul style="list-style-type: none"> <li>Water Stewardship</li> <li>End of Life of products</li> </ul>	<ol style="list-style-type: none"> <li>Completion of water conservation action plans for all Sites</li> <li>Circuit Breakers upgraded through EcoFit program</li> </ol>	<p>90%</p> <p>9000</p>	<p>100%</p> <p>10000</p>
<b>Trust</b>				
    	<ul style="list-style-type: none"> <li>Business ethics and corruption</li> <li>Quality and Safety of Products</li> <li>Transparent Governance</li> <li>Cybersecurity and data privacy</li> </ul>	<ol style="list-style-type: none"> <li>Employees trained yearly on Ethics</li> <li>Product Safety recalls</li> <li>Level of confidence of our employees to report behaviors against our Principles of Trust</li> <li>Employees trained yearly on Cybersecurity</li> </ol>	<p>100%</p> <p>0</p> <p>90%</p> <p>100%</p>	<p>100%</p> <p>0</p> <p>91%</p> <p>100%</p>
<b>Equal</b>				
     	<ul style="list-style-type: none"> <li>Social development of suppliers</li> <li>Diversity, Equity and Inclusion</li> <li>Healthy and Safe working conditions</li> </ul>	<ol style="list-style-type: none"> <li>Strategic suppliers provide decent work to their employees</li> <li>Increase gender diversity</li> <li>Lost time Injury frequency rate at Manufacturing sites</li> </ol>	<p>75%</p> <p>18%</p> <p>0.77</p>	<p>100%</p> <p>20%</p> <p>0.74</p>
<b>Generations</b>				
    	<ul style="list-style-type: none"> <li>Learning and Development of Employees</li> <li>Corporate Social Responsibility</li> </ul>	<ol style="list-style-type: none"> <li>Employees undergoing digital upskilling through Digital Citizenship program yearly</li> <li>Training Youth as energy professionals</li> </ol>	<p>90%</p> <p>200</p>	<p>90%</p> <p>400</p>

## 6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

The current cycle of ESG goals and targets are set for financial years 2024-25 and 2025-26. The performance monitoring of the same will be carried out periodically and reported to stakeholders.



**7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.**

In the era where Sustainability is determining the future of companies, our commitment to sustainability is undeterred and remains the centerpiece of our corporate strategy. Our expertise in digitalization and electrification has positioned us uniquely to further sustainability needs of our value chain stakeholders. Our comprehensive offerings, augmented by digital technologies, bolster energy utilization and operational efficacy, supports as a vector for decarbonization. We are adopting circular economy principles, continually striving to reduce our own carbon footprint, and sowing the seeds of sustainable development in the communities we serve, through Skill Development and Electrification Programs. SEIL's Sustainability plan 2025 demonstrates our ambition to go beyond compliance and adopt targets to become a sustainable company.

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

The highest executive authority responsible for implementation and oversight of the Business Responsibility policies is Mr. Udai Singh, Managing Director & Chief Executive Officer (DIN: 10311583).

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

Yes. The Company has duly constituted Environmental, Social and Governance & Corporate Social Responsibility (ESG & CSR) Committee, responsible for decision making on Sustainability & ESG related matters.

Please refer to the Report on Corporate Governance for details of the composition of ESG & CSR Committee.

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

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action			Yes				NA	Yes				Quarterly				NA	Quarterly	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances			Yes				NA	Yes				Quarterly				NA	Quarterly	
<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b>	No	No	Yes*	No	No	Yes	NA	No	Yes									

\* External audits of the policies and processes are carried out as per ISO requirements by "Bureau Veritas".

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
The entity is not at a stage where it is able to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	The Company does not have a policy for Principle 7 as the Company does not look to actively influence public & regulatory policy. Whenever the Company is asked for inputs/ opinions by regulators or industrial bodies, it participates actively.	NA	NA

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

## PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

## Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Trust Charter	100%
Key Management Personnel	> 15	Awareness on BRSR and its principles	100%
Employees other than BODs and KMPs	> 15	Trust Charter, Anti-Corruption, Anti Bribery, Gift & Hospitality, Quality for Safety, Financial Health, Health & Safety, Customer Sensitivity Program, POSH, Sustainability Training, Cybersecurity,	96%
Workers	> 15	Digital Boost, Desing Quality Fundamentals & GDPR	100%

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

Type	a. Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	No penalty/fines/settlement fees/Compounding fees has been paid by the entity or its directors/KMPs to the regulators/ law enforcement agencies/ judicial institutions, in the financial year 2023-24.*				
Settlement					
Compounding Fee					



	b. Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	None of the directors/KMPs have been imprisoned or punished by regulators/ law enforcement agencies/ judicial institutions, in the financial year 2023-24.			

\* Direction was issued by the West Bengal Pollution Control Board, directing the Company to submit an Environmental compensation amounting to ₹ 8,60,000/-. Please refer to Indicator No 13 in Principle 6 for more details.

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

Not applicable since no monetary or non-monetary actions have been taken against the entity or its directors/KMPs in the financial year 2023-24.

**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. Schneider Electric Trust Charter & Anti-Corruption Policy comply with the legal requirements of applicable laws and regulations, including anti-bribery, anti-corruption and ethical handling of conflicts of interest. Being part of Schneider Electric group, the said Trust Charter & Anti-Corruption Policy, applies to the Company as well.

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

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

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

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

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

There have been no cases involving disciplinary action taken by any law enforcement agency for charges of bribery/ corruption against Directors/ KMP/ employees that have been brought to our attention in financial years i.e. 2023-24 and 2022-23.

**6. Details of complaints about conflict of interest:**

SEIL has not received any complaints in relation to conflict of interest of its Directors and KMPs during last 2 financial years i.e. 2023-24 and 2022-23.

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

Not Applicable as there were no issues related to fines/penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest during the financial year 2023-2024

**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	➤	116	146

## 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:

Pillar	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	3.77%	3.60%
	b. Number of trading houses where purchases are made from	19	18
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	97.02%	98.32%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	19%	15%
	b. Number of dealers / distributors to whom sales are made	96	88
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	49%	48%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	48%	49%
	b. Sales (Sales to related parties / Total Sales)	19%	25%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

\*Does not include indirect procurement and procurement from Schneider Electric group companies.

## Leadership Indicators

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

Total number of training and awareness programmes held*	Topics/principles covered under the training and its impact	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	ISO26000	9.62%
	The Zero Carbon Project (Supplier decarbonization)	20.40%
	Decent Work Program	8.38%

\*Does not include indirect procurement suppliers and procurement from Schneider Electric group companies.

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

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

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

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



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

### Essential Indicators

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

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

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

Yes.

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

Out of all the direct material spend at SEIL, 29.73%\* of the spend was towards sustainable sourcing.

*\*Does not include indirect procurement and procurement from Schneider Electric group companies.*

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

The Company provides an offer to the customers to take back the products at their end-of-life. However, the Company is majorly engaged in B2B and most of its customers have procedures in place to ensure proper disposal of the product at end-of-life.

The Company also provides an End-of-life instruction document as part of the product manual to ensure the customer is educated about the proper disposal methodology.

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

Yes. EPR is applicable to SEIL. EPR applicability has been evaluated for Plastic waste, Battery waste and E-waste as per regulations. For compliance towards EPR regulations, below actions have been taken by the entity:

1. The plastic packaging waste generated at the plant coming from domestic suppliers and import are segregated and stored at scrap yard. The plastic waste is sent to the pollution control board authorized recyclers as end disposal. The plastic scrap is sent to recycler through making an online manifest from the pollution control board portal.
2. Populated the data for all the plastics that become part of the product during manufacturing and value chain.
3. The plastic for packaging is being purchased from approved vendor who is having EPR compliance.
4. The importer plastic EPR has been applied to the Central pollution control board and awaiting license for the same. Post receiving the license the applicable regulation will be compliant.
5. EPR for battery waste has been applied and entity has obtained the license.
6. E-Waste EPR has been applied and is under process with Central Pollution control board.

## Essential Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes / No) If yes, provide the web-link.	Results communicated in public domain (Yes/No) If yes, provide the web-link.
271	FBX	8.36%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1512004EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	FBX-C/CCT1
271	PremSet	0.15%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP110602EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	Premset - D02N
271	PIX Roll on Floor	6.32%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1811001EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	PiX RoF
271	PIX 36	2.65%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP2001004EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	PiX
271	Minera - Ground Mounted (ODT)	5.68%	Cradle to Grave	No - TYPE II - (ENVPEP1412003EN)	Yes - <a href="https://www.se.com/in/en/download/document/ENVPEP1412003/">https://www.se.com/in/en/download/document/ENVPEP1412003/</a>	ENVPEP1412003
271	Minera MP	15.74%	Cradle to Grave	No - TYPE II - (ENVPEP1411018_V2)	Yes - <a href="https://www.se.com/in/en/download/document/ENVPEP1411018_V1/">https://www.se.com/in/en/download/document/ENVPEP1411018_V1/</a>	ENVPEP1411018_V1
271	EasyPact EXE	2.93%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP2102018EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	EASYPACT EXE
271	Easergy P1	0.34%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1907003EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	REL15000
271	Easergy P3-Easergy P3F30	2.95%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1706005EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	P3F30
271	Easergy P3-Easergy P3U30	0.26%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1706006EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	P3U30
271	Power Logic P5		Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1901010EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	REL50453
271	MiCOMP20	0.65%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (Old-ENVPEP1404009EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	REL10208
271	MiCOMP30	0.12%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1708002EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	P139 40TE
271	MiCOMP40	1.39%	Cradle to Grave	No - TYPE II - (Old-ENVPEP1304029EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	P443
271	VAMP Arc - Vamp 321	0.2%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1806004EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	V221
271	SEPAM 10 series	0.02%	Cradle to Grave	No - TYPE II - (Old-ENVPEP070903EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	REL59810
271	SEPAM 40 series		Cradle to Grave	No - TYPE II - (Old-ENVPEP1604001EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	59604
271	SEPAM 80 series		Cradle to Grave	No - TYPE II - (Old-ENVPEP1411007EN)	Yes- <a href="https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77">https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b419fe877713ef62b77</a>	59704





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

Name of Product/ Service	Description of the risk
FBX	Contains SF6Gas & PCBA
Premset	Contains battery, external electric cables, Printed Circuit Boards
PIX Roll on Floor	Contains ceramic, PCBA
Easergy P1	Contains PCBA
Easergy P3	Contains PCBA, LCD screen
Power Logic P5	Contains PCBA
MiCOMP20	Contains PCBA, LCD screen
MiCOMP30	
MiCOMP40	
Easergy T300	
VAMP Arc	Contains PCBA
SEPAM	Contains Battery, PCBA, wires, LCD

Action Taken
End of life instruction sheet has been shared in public domain to be used by Recycler or any concerned authority for safe disposal of the concerned components.

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

Currently the Company is not using any recycled or reused input material in our product. However, in alignment with Global policies and best practices, the Company is working towards improving the percentage of recycled/reused input material in its production process.

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

The Company has not received any request from customer to take back products at the end-of-life for current or previous financial year. Hence the entity do not have plastic/e-waste/Hazardous waste/Other waste reclaimed at the end of life of product.

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

We have not received any request from customer to take back products at the end-of-life for current or previous financial year.

**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 <sup>1</sup>										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	674	674	100%	674	100%	674 <sup>2</sup>	100%	674	100%	674 <sup>3</sup>	100%
Female	180	180	100%	180	100%	180	100%	180 <sup>4</sup>	100%	180	100%
<b>Total</b>	<b>854</b>	<b>854</b>	<b>100%</b>	<b>854</b>	<b>100%</b>	<b>854</b>	<b>100%</b>	<b>854</b>	<b>100%</b>	<b>854</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male	119	119	100%	119	100%	NA	NA	0	0%	119 <sup>5</sup>	100%
Female	20	20	100%	20	100%	20	100%	NA	NA	20 <sup>5</sup>	100%
<b>Total</b>	<b>139</b>	<b>139</b>	<b>100.00%</b>	<b>139</b>	<b>100.00%</b>	<b>20</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>139</b>	<b>100%</b>

<sup>1</sup>The count of employees only include the employees who are part of the payroll as on March 31, 2024. (Dependents of Expired & Separated employees to whom insurance has been extended for a fixed period has not been included)

<sup>2</sup>Maternity benefits provided to spouse as part of medical insurance.

<sup>3</sup>We provide day care facility for primary care-giver, irrespective of gender from FY 2023-24.

<sup>4</sup>As per Schneider policy, Parent (Biological/Adoption/Surrogacy irrespective of gender) who will take responsibility for the care of the new child, but is not the primary parent.

<sup>5</sup>Primary parent irrespective of gender can access our in-house creche facility.

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

Category	% of employees covered by <sup>1</sup>										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
<b>Permanent Employees</b>											
Male	408	408	100%	408	100%	408 <sup>2</sup>	100%	408	100%	408 <sup>3</sup>	100%
Female	32	32	100%	32	100%	32	100%	NA	100%	32	100%
<b>Total</b>	<b>440</b>	<b>440</b>	<b>100%</b>	<b>440</b>	<b>100%</b>	<b>440</b>	<b>100%</b>	<b>408</b>	<b>100%</b>	<b>440</b>	<b>100%</b>
<b>Other than Permanent Employees</b>											
Male	316	288	91%	288	91%	NA	NA	0	0%	316 <sup>4&amp;5</sup>	100%
Female	1	1	100%	1	100%	1	100%	NA	NA	1 <sup>4&amp;5</sup>	100%
<b>Total</b>	<b>317</b>	<b>289</b>	<b>91%</b>	<b>289</b>	<b>91%</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>317</b>	<b>100%</b>

<sup>1</sup> The count of workers only include the employees who are part of the payroll as on March 31, 2024. (Dependents of Expired & Separated employees to whom insurance has been extended for a fixed period has not been included)

<sup>2</sup> Maternity benefits provided to spouse as part of medical insurance.

<sup>3</sup> We provide day care facility for primary care-giver, irrespective of gender from FY 2023-24.

<sup>4</sup> As per Schneider policy, Parent (Biological/Adoption/Surrogacy irrespective of gender) who will take responsibility for the care of the new child, but is not the primary parent.

<sup>5</sup> Primary parent irrespective of gender can access our in-house creche facility.

## 1. C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Cost incurred on well-being measures as a % of total revenue of the company*</b>	0.36%	0.42%

Insurance data is including GST

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

Benefits	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	No. of employees covered as a % of total employees*	No. of workers covered as a % of total worker*	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees*	No. of workers covered as a % of total worker*	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	NA*	NA*	NA	100%	100%	Y

\*NA since none of employees or workers are eligible to be covered under ECIS.



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

Yes. Our Diversity, Equity, Inclusion (DEI) Charter ensures that all SEIL workplaces are accessible and comply with Local Government regulations.

As of 2023, we have enhanced our Equal Employment Opportunity (EEO) policy and have also drafted a separate EEO policy for PwD calling out the accessibility support and support extended from organization's end to ensure disability inclusion. We have established a PwD council - a task force & Liaison officer to monitor and make relevant progress. Through robust redressal mechanism, we have made significant progress in creating accessible ecosystem. We continue to work with facility team, liaison officer and Pwd council in ensuring 100% accessible infrastructure for everyone and have also built an internal tool for employees to voluntarily declare their disabilities in the organization, seek reasonable accommodation and other support if required.

Schneider Electric is committed to the inclusion of people with disabilities, and strives to tackle the stereotypes they may face, through raising awareness, internally and externally. We have also taken concrete steps towards Disability Inclusion through our SAKSHAM program, which includes enabling and employing PwD, infrastructure audit, awareness, and actions for accessible workplace. Under Saksham, we have conducted multiple sensitisation sessions, equipping our hiring managers on inclusive hiring and called in industry experts to have conversations around accessibility in action – ways to leverage technology to build accessible infrastructure and communication.

We are an equal employment opportunity provider, we continue to build more inclusive spaces for people with disabilities by making our workplaces and premises, our policies, HR systems, tools, and processes – including those used in recruitment, written communications, websites, and events accessible. It is a top driven agenda and is a priority for our leadership as well.

**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. Equal Employment Opportunity Policy (EEO) and Equal employment Opportunity Policy - People with Disability (EEO PwD) for Greater India Region applying to all Schneider Electric group entities including SEIL as well, is available reinforcing our commitment to create a diverse and inclusive workplace where everyone has equitable opportunities for advancement. The policy ensures that all individuals, regardless of their gender identity, orientation, ethnic and socio-economic backgrounds, generation, and disability, are treated fairly in all aspects of employment. It is in line with our commitment to help prevent discrimination, harassment, and bias, fostering a positive work environment for all employees promoting fairness, equality, and respect within the workplace.

The policy can be referred at: [https://www.se.com/ww/en/download/document/Diversity\\_Inclusion\\_Policy/?ssr=true](https://www.se.com/ww/en/download/document/Diversity_Inclusion_Policy/?ssr=true)

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

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

Category	Yes/No
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

**Details of the mechanism in brief**

In SEIL, trust is the foundation of business. It serves as a compass, in an ever more complex world and is core to our commitments aligned with our sustainability strategy. Having a Speak Up mindset means having people who feel comfortable to voice doubts. Ensuring a Speak Up mindset means building a system and atmosphere that allows and encourages people to do so.

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

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union* (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Permanent Employees</b>						
Male	674	0	0%	643	0	
Female	180	0	0%	129	0	
<b>Total</b>	<b>854</b>	<b>0</b>	<b>0%</b>	<b>772</b>	<b>0</b>	
<b>Permanent Workers</b>						
Male	408	408	100%	419	419	
Female	32	32	100%	32	32	
<b>Total</b>	<b>440</b>	<b>440</b>	<b>100%</b>	<b>451</b>	<b>451</b>	

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

## 8. Details of training given to employees &amp; workers

Category	Total (A)	FY 23-24				Total (D)	FY 22-23 Previous Financial Year			
		On Health and safety measures		On Skill upgradation <sup>1</sup>			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	674	653	97%	655	97%	643	626	97%	622	97%
Female	180	170	94%	172	96%	129	118	91%	115	89%
<b>Total</b>	<b>854</b>	<b>823</b>	<b>96%</b>	<b>827</b>	<b>97%</b>	<b>772</b>	<b>744</b>	<b>96%</b>	<b>737</b>	<b>95%</b>
<b>Workers</b>										
Male	408	408	100%	408	100%	419	419	100%	419	100%
Female	32	32	100%	32	100%	32	32	100%	32	100%
<b>Total</b>	<b>440</b>	<b>440</b>	<b>100%</b>	<b>440</b>	<b>100%</b>	<b>451</b>	<b>451</b>	<b>100%</b>	<b>451</b>	<b>100%</b>

<sup>1</sup> Count of employees taken as any employee who has attended training other than training mandated by compliance.

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

Category	FY 2023-24 (Current FY)			FY 2022-23 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
<b>Permanent Employees</b>						
Male	674	646	96%	643	638	99%
Female	180	163	91%	129	112	87%
<b>Total</b>	<b>854</b>	<b>809</b>	<b>95%*</b>	<b>772</b>	<b>750</b>	<b>97%*</b>
<b>Permanent Workers</b>						
Male	For workers, performance review will be done post union agreement on long term settlement in FY2024-2025.			419	419	100%
Female				32	32	100%
<b>Total</b>				<b>451</b>	<b>451</b>	<b>100%</b>

\*The performance review cycle is between Jan-Dec. Hence there will be a drop in coverage % if there is a recruitment between Dec-Mar of every financial year.



10. Health and safety management system:

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

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

Safety Incident/Number	Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.51	0.27
	Workers	0	0.81
Total recordable work-related injuries	Employees*	2	1
	Workers*	0	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

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

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

- Advance welding helmet called PAPR – Positive air pressure respiratory system has been provided to all the welders to ensure no contaminated fumes inhale by welders.
- Panel movement during manufacturing carried out on the skets design specifically for different type of panels under RATiO project which is risk avoidance of tip over where stability advisory tool gave the specific design of skets for tall thin & heavy panels
- Biometric system and boom barriers are installed at various places for authorized entry.
- Electrical safety audits carried out and actions performed to ensure electrical safety compliances.
- Robust Induction and job-specific training program for all the employees and visitors entering the facility of SEIL.
- Advance technology used to safety guard machine operators by equipping machines with physical guarding, light curtain sensors, occupancy sensors, two hand operation.
- New safe types of machineries are procured, and obsolete old machines are used for fabrication works.
- For addressing the ergonomic points, the television screen's camera is attached with the machines like hump bending machines which is ensuring safety and ergonomics of operators.
- The state-of-the-art technology adopted for CRGO – Cutting machine in SEIL Transformer plant.
- The positive air pressure respiratory welding helmets are procured to enhance the safety and health of the workmen.
- The vertical life-line system installed in all the vertical ladders and horizontal life-line system installed for roof top work.
- To ensure fire-safety, CO<sub>2</sub> gas suppression system was installed in the electrical panels for fire protection, fire wall has been made for the separation of panel room and 2 hours fire-rated coating was applied on the electrical cables. Firefighting system including hydrant system, sprinkler system, capacity enhancement of fire water tanks and fire alarm systems are revamped as per the National Fire Protection Association guidelines which is also complying with the BIS Standards.
- Towards ensuring sustenance of safety management systems, safety walk-by with plant leadership team to identify safety opportunities, LDS system for all workforce to report any safety opportunities, monthly Safety committee meetings comprising of management and shop floor employees to discuss shop floor related issues has been enforced.
- We also drive Quarterly Safety Campaigns across the sites where everyone unitedly works towards one specific safety theme.
- Annual Assessment is also being performed based on EHSA guidelines to assess the sites with special focus on top 5 hazards and compliance.
- Global Safety Alerts are communicated to all Employees in shop floor to learn and improve upon. Site wise actions are also being tracked against the alerts.
- Safety Directives are available with every site to work as per the Directives.



18. Machine specific Risk Assessment is performed to identify hazards and to assess the risk to take corrective and preventive Actions. All Employees before start working on Machines, they will undergo Machine specific Safety training. At the end of training, employees also undergo assessment and only qualified employees are deployed in the line.

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

No complaints were received from employees and workers of the Company concerning were received from employees and workers of the Company concerning working conditions or health and safety during current and previous financial year i.e. 2023-24 and 2022-23.

**14. Assessments for the year:**

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

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

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

SEIL did not have any major non-conformances from the assessments in the financial year 2023-24. However, as a mechanism, at SEIL, all the non-conformances and accidents are reported, and incident investigation is carried out to find out the root cause. The detailed procedure is available for the incident investigation which includes analyzing factors like Human element, methods, equipment factor, transportation management, organizational changes, and working environment. Any significant accident that occurs at any entity of Schneider Electric is communicated through Safety Alert system and the action plan of the same is also horizontally deployed at all SEIL sites.

**LEADERSHIP INDICATORS**

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

Yes. The Company has term insurance coverage for both employees and Workers.

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

Supply chain partners who are assessed under the supplier vigilance program are required to provide proof of payment of all legally mandated wages and deductions (Tax Deducted at Source, Bonus, ESIC, Provident Fund and Professional Tax). Evidence of the requirement is collected based on the sample population selected for the audit. The sample population includes direct employees, third party employees, support staff, off-site employees and any other functional staff/employees working for the organization. Evidence is also collected for peak, low and medium production periods to have a more uniform understanding of how the wages and deductions are managed through the year.

In case, the supplier vigilance team identifies observations at the suppliers, the supplier are given a timeframe within which they are to prepare and execute an acceptable corrective action plan. Escalation will be done to SEIL Procurement management through the Vigilance Team in case a supplier does not take action on a non-conformance in the given timeframe or refuses to close the same. However, there has been no such incidents in financial year 2023-24.

SEIL Vigilance auditor will periodically review the progress on the closure. Final closure of the identified point is carried out through remote evidence submission. In case the auditor feels an onsite verification is required, the same is carried out. The Company has also implemented the "Decent Work Program" where categories of suppliers are sent questionnaires to be answered on a variety of parameters (67 questions across 10 pillars). SEIL works with them to ensure that they have the necessary policies & procedures in place to meet the highest standard on these pillars/ focus areas.

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

There were no cases of employees / workers having suffered high consequence work related injury / ill-health / fatalities in SEIL during the financial years 2023-24 and 2022-23. Hence, there was no necessity to rehabilitate or place in suitable employment.

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

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

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

In order to understand which of our supply chain partners are at higher risk of not meeting legal and international standards for Health, Safety & working conditions, SEIL leverages our partnership with Responsible Business Alliance (RBA), joined by Elevate, an ESG risk analysis company to annually analyze our direct & indirect suppliers across the world. The assessment marks each supplier on a scale of 10 (1 being the lowest score and 10 being the highest score).

If a supplier receives a score equal to or less than 5 then they are classified as a high-risk supplier and need to be assessed onsite as per the RBA standard. If a supplier receives a score equal to or lower than 7.5 and higher than 5 then they are classified as medium risk and are provided with a remote questionnaire which covers core areas of the RBA audit.

In case they do not provide acceptable responses to the remote questionnaire then an on-site audit is triggered.

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

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

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

Assessments of health and safety standards at supply chain partner sites have yielded valuable insights into areas for improvement that partners should address. While the overarching approach revolves around establishing a Plan-Do-Check-Act system within the organization, Supplier Vigilance team collaborates with each individual supplier that has been assessed to tailor corrective actions to align with their specific industry, team, and workforce.

The improvement process is determined based on the current level of the program in place and the appropriate delegation of responsibilities. It's often observed that a single individual is tasked with managing the system independently.

Examples of corrective actions that have been put into effect include:

1. Requesting supplier teams to establish a monitoring system for legal requirements, industry best practices, incident management, internal compliance, and related topics.
2. Implementing risk assessments, HAZOP studies, industrial hygiene studies, and PPE needs analysis based on the industry type and level of risk.
3. Planning, monitoring, documenting, and reviewing training programs related to fire safety, PPE use, first aid, safe work practices, and incident reporting for effectiveness.

If the supplier teams lack the necessary competency to implement the system, Supplier Vigilance team devises a plan based on the available resources at the supplier site and implements it over time through multiple training and monitoring sessions with the supplier team.





Upon implementation, the team allows the supplier team time to acclimate to the system and conducts an assessment after 3-6 months to review the effectiveness of the action plan. In the event of a Priority Non-conformance finding, the Vigilance Team will revisit the site after 3 years to ensure long-term implementation.

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

**Essential Indicators**

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

At SEIL, we consider stakeholder as any Individual, group of individuals, community or an institution which can have an impact on our operations and perception of the brand. SEIL engages with a broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop sustainable strategies for the short, medium and long term. Stakeholder engagement also helps to manage risks and opportunities in business operations. The key stakeholders are identified in consultation with the Company’s management, business & functional heads and they majorly include Investors, Shareholders, Customers, Business partners (including suppliers, service providers, distributors), Employees & workers, Regulatory bodies, Trade bodies & other organizations, Local community.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Website; newspaper publications, Analyst meetings, investor presentations, SMS & E-mails	Quarterly, annually, Need Based	Financial performance; Annual Report
Investors	No	Investor Presentations, meetings & calls Press releases & E-mails Factory visits Websites Annual reports	Quarterly, Ongoing, Need Based	Strategy and risk management Financial performance Business outlook
Customers	No	Phone calls, Visits, One-one Meetings Seminars, Conferences & Events E-Mails Customer care number Customer satisfaction Surveys Website Social media	Ongoing, Need Based	New Product availability Relationship management Product quality & effectiveness Product pricing Innovation Customer feedback & grievances Environmental information on products
Business Partners (Suppliers, Dealers/ Distributors/ etc.)	No	Supplier meets & Conferences Face-face meetings, phone calls Business reviews Trainings, Events Audits/ assessments	Ongoing, Need Based, Annual	Business continuity and business development Relationship management Business transparency Environment footprint, Social accountability Training and development of partners and suppliers Business ethics and transparency
Employees & Workers	No	Internal Surveys Internal communication through E-mails, Yammer group Town halls, Workshops, Events, Meetings & Trainings Internal Website, Notice Boards Newsletters	Ongoing, Need Based	Professional & Personal Improvement Global & Local Policy changes Company performance Work-life balance Employee engagement Diversity and equal opportunity Learning & development Organization culture / workplace CSR Volunteering

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory Bodies	No	Filings of compliances.	Ongoing	Compliance reporting disclosures on aspects defined by the government
Trade Bodies & Other Organisations	No	Need basis Participation in industry level consultation groups Participation in forums	Ongoing	Contribution Innovation Inputs on policy Sharing Sustainable best practices
Local Community & Civil Society	Yes	Direct engagement through meetings Websites social media Volunteering, Visits, and camps CSR projects and engagement	Ongoing	Education & healthcare Environmental protection Social upliftment Company updates & performance Employment opportunities

### Leadership Indicators

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

Besides regular modes of stakeholder engagement mentioned above, we also have a process for engagement of stakeholders for the purpose of materiality assessment. We connect with our priority stakeholders to understand key focus areas for SEIL in Environment, Social, Governance pillars of sustainability. Results of materiality assessment via stakeholder engagement are shared with the board for the review & inputs and the same is being used to develop the ESG roadmap for the Company.

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

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

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

SEIL, through its CSR programs undertaken by its implementation arm, Schneider Electric India Foundation (SEIF), believes that Access to Energy and Digital is the basic human right and is the backbone of sustainable development. Our initiatives are diversified and key thrust areas for supporting beneficiaries are- Youth, Children and Underprivileged Communities.

SEIL periodically evaluates the community needs around the factories. This becomes an input for developing CSR program strategy for SEIL ensuring utilization of its expertise on energy management in resolving concerns of the communities as well as upholding our belief that Access to Energy is a basic human right. Inline with the same philosophy, some of the examples of SEIL addressing concerns of communities are electrification of community health centers in Vadodara and providing solar lamps for areas in unelectrified remote/ tribal areas.



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

### Essential Indicators

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	854	823	96%	772	741	96%
Other than permanent	139	122	88%	47	0	0%
<b>Total Employees</b>	<b>993</b>	<b>945</b>	<b>95%</b>	<b>819</b>	<b>741</b>	<b>90%</b>
<b>Workers</b>						
Permanent	440	440	100%	451	451	100%
Other than permanent	317	28	9%	385	203	53%
<b>Total Workers</b>	<b>757</b>	<b>468</b>	<b>62%</b>	<b>836</b>	<b>753</b>	<b>90%</b>

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total Count in Current FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage	Total Count in Previous FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage
<b>Permanent Employees</b>										
Male	674	0	0%	674	100%	643	0	0%	643	100%
Female	180	0	0%	180	100%	129	0	0%	129	100%
<b>Other than Permanent Employees</b>										
Male	119	0	0%	119	100%	34	0	0%	34	100%
Female	20	0	0%	20	100%	13	0	0%	13	100%
<b>Workers</b>										
Male	408	0	0%	408	100%	419	0	0%	419	100%
Female	32	0	0%	32	100%	32	0	0%	32	100%
<b>Other than Permanent Workers</b>										
Male	316	0	0%	316	100%	382	0	0%	382	100%
Female	1	0	0%	1	100%	3	0	0%	3	100%

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category in ₹	Number	Median remuneration/salary/ wages of respective category in ₹
Board of Directors (BoD)*	2	11,671,653	0	-
Key Managerial Personnel	2	11,671,653	2	8,967,936
Employees other than BoD and KMP (Permanent Employees)	776	1,442,582	201	944,147
Workers	420	838,246	32	766,137

\* As on March 31, 2024, only 2 Board members were on whole-time employment of the Company and number of male KMPs include the above 2 BOD in whole-time employment. Independent Directors are paid sitting fees and commission for attending Board and committee meetings.

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

Gross wages paid to females as % of total wages	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	➤	13.90%

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

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

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

For any POSH related cases:

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

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

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

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

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

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

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		1	0	
Discrimination at workplace	7	1	Case under investigation	2	2	All cases are closed
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	



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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	1
Complaints on POSH as a % of female employees / workers	0%	0.62%
Complaints on POSH upheld	0	0

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

At SEIL, it is ensured that employees can speak up against discrimination and harassment cases through “Speak Up culture”. All complaints can be made without fear of reprisal and with the assurance that the Company stands with you. Threats, retribution, or retaliation against any person who has in good faith reported a violation or a suspected violation of law, trust charter or other Company policies, or against any person who is assisting in any investigation or process with respect to such a violation is prohibited by the Company.

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

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

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

(Yes/No)

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

**10. Assessments for the year:**

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

\*Assessments are conducted by internal audit team.

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

All identified risks/concerns related to human right issues were addressed by respective teams through internal committees.

### Leadership Indicators

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

No business process has been modified/introduced to address human rights grievances/complaints.

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

No human rights due diligence was carried out.

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, all the sites under SEIL are compliant for accessible infrastructure as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

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

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

Please refer response for indicator "Principle 3- Leadership 5" to understand the process on the assessment of value chain partners.

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

If any case of non-conformance is identified then a timeframe is provided based on the severity of the finding (Priority/Major/Minor) and the supplier team is to prepare and execute an acceptable corrective action plan. Escalation will be done to SEIL procurement management through the Vigilance Team in case a supplier does not take action on a non-conformance in the given timeframe or refuses to close the same. There has been no such cases reported in financial year 2023-24. The Schneider Vigilance auditor periodically reviews the progress on the closure.

Final closure of the identified point is carried out through an onsite review or by remote evidence submission based on the type and degree of the observation.

### PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT (All data in this section is pertaining to manufacturing sites only)

#### Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-24 (Previous Financial Year)
<b>From Renewable Sources</b>		
Total electricity consumption (A)- GJ	3392.3	1,806
Total fuel consumption (B)- GJ	0	0
Energy consumption through other sources [C]- GJ	0	0
Total energy consumed from renewable sources (A+B+C)	3392.3	1,806



Parameter	FY 2023-24 (Current Financial Year)	FY 2022-24 (Previous Financial Year)
<b>From Non-Renewable Sources</b>		
Total electricity consumption (D)- GJ	26770	24,592
Total fuel consumption (E)- GJ	9133	8,095
Energy consumption through other sources [F]- GJ	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>35903</b>	<b>32,687</b>
Total energy consumed (A+B+C+D+E+F)	39295.34	34,493.00
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/₹ Crores)	17.81	19.41
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	65.17	71.04
Energy intensity in terms of physical output (GJ/Product)	0.44	0.47
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/Product)	NA	NA

\* PPP= 22.882 as per OECD as on 2022 (<https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>)

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

Yes, Energy audits were carried out by competent agencies such as Green Flames and by Bureau Veritas as part of ISO 14001 and ISO 50001 certification. The Company got the data verification and assurance of the BRSR data conducted by external agency, TUV SUD.

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

Not Applicable as none of the sites of SEIL comes under PAT Scheme.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-24 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	239
(iii) Third party water	74753	70,572
(iv) Seawater / desalinated water	0	-
(v) Others	0	-
<b>Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	<b>74753</b>	<b>70,811</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>74753</b>	<b>70,811</b>
Water intensity per rupee of turnover (Water consumed / turnover)	33.88	39.84
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (m <sup>3</sup> / ₹ crore) (Total water consumption / Revenue from operations adjusted for PPP)*	123.97	145.85
Water intensity in terms of physical output (m <sup>3</sup> / Product)	0.83	0.96
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

\* PPP= 22.882 as per OECD as on 2022 (<https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>)

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

Yes, The management system has been assessed and certified by Bureau Veritas as part of ISO 14001 certification. The Company got the data verification and limited assurance of the BRSR data conducted by external agency, TUV SUD.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-24 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) Groundwater	0	0
No 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	12002	25334.5
No treatment	12002	21602.2
With treatment – please specify level of treatment	0	3732.3
(v) Others-	31174	20291
No treatment	0	0
With treatment – please specify level of treatment	31174	20291
<b>Total water discharged (in kilolitres)</b>	<b>43176</b>	<b>45626</b>

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

Yes, Bureau Veritas carried data verification as part of ISO 14001 certification. The Company got the data verification and limited assurance of the BRSR data conducted by external agency, TUV SUD.

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

Yes, the 2 plants of SEIL, Medium voltage India & Transformer Business India located in Vadodara are zero liquid discharge facilities. The only source of wastewater is from domestic purposes since there is no water involved in the manufacturing process and these sites are having sewage treatment plant to treat this domestic wastewater. The treated water of sewage treatment plant is tested as per the defined BIS standard. The treated water is reused for gardening within the plant. SEIL SLW Plant in Kolkata was having an effluent treatment plant to treat the process wastewater and an initiative was taken to install the ZLDP – Zero Liquid Discharge Plant in 2023 for effluent wastewater. Domestic wastewater is being treated at municipal common treatment plant.

## 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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	ppmv	45.09	41.84
SOx	mg/Nm3	50.75	42.48
Particulate matter (PM)	mg/Nm3	46.70	46.27

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

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





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

Parameter	Unit	FY 2023-24 (Current Financial Year)		FY 2022-24 (Previous Financial Year)	
		Total		Total	
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Total	1,123.16	Total	938.21
		CO <sub>2</sub>	555.13	CO <sub>2</sub>	493.18
		SF <sub>6</sub>	568.03	SF <sub>6</sub>	445.03
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		5,554.75		5,102.77
Total Scope 1 and Scope 2 Emissions	Metric tonnes of CO <sub>2</sub> equivalent		6,677.91		6,040.98
Total Scope 1 and Scope 2 emission intensity per rupee of turnover. (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) (Tons/₹ Crore)			3.03		3.40
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Tons/₹ Crore) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*			11.07		12.44
Total Scope 1 and Scope 2 emission intensity in terms of physical output			0.074		0.082
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			NA		NA

\* PPP= 22.882 as per OECD as on 2022 (<https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>)

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

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

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

SEIL has a very detailed strategy to work on the reduction of greenhouse gas emission. For ensuring alignment to science-based target, the carbon footprint mapping has been carried out for all SEIL facilities. To identify potential of reduction, the site has conducted detail energy audit through certified auditor of Bureau of Energy Efficiency. The significant CO<sub>2</sub> emission contributors are electricity being drawn from grid, SF<sub>6</sub>, LPG & Diesel. Primary actions for reducing Scope 1 & 2 are decreasing or substituting fossil fuel, electrification of processes replacing oil and gas, and improving efficiency by energy audits, digitalization, and optimization techniques. The actions to reduce the energy consumptions includes:

- Optimizing operating pressure of compressed air, delivered pressure reduced by 0.5 bar & arresting air Leakages (continuous action).
- Occupancy sensor installation for office areas.
- HVAC chiller pump - Insulate chiller pump body to eliminate heat loss & Operational controls to optimize usage.
- Solar heater for canteen ie. PV solar panel for heating water, Segregate air conditioned & kitchen exhaust system, Reinsulate cold refrigerant lines, Operational control during non-occupancy hours etc.
- As part of our commitment towards Renewable Energy (RE100), EV Charging station is installed for employees to promote transition to green mobility.
- Various actions are in progress to eliminate and reduce the GHG emission through fugitive emission sources like SF<sub>6</sub> gas. Detailed process assessment has been carried out and steps have been taken to ensure negligible leakage through installation of advance machinery which includes leakage detector sensors and alarm system, Inert gas usage for leakage testing in the equipment.
- Solar panels are installed in the Vadodara facility to generate renewable power which provides 15 % of total power consumption of the plant.
- Substituting diesel with LPG in autoclave oil heating which reduces CO<sub>2</sub> emission by 50%.
- The air leakage device has been procured to identify the leakage and arrest the same at the earliest.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste	31.97	11.62
E-waste	6.85	0.76
Bio-medical waste	0.01	0.02
Construction and demolition waste	0	0
Scrap Waste used Transformer Oil Mixed	8.26	0.10
Battery waste	2.13	0
Water mixed sludge oil	2.97	0
Radioactive waste	0	0
Other Hazardous waste. Please specify, if any.	34.77	5.17
Other Non-hazardous waste generated	161.46	349.59
Food Waste	19.09	0
Insulation Scrap	7.91	4.65
Aluminium scrap	44.88	32.06
Copper scrap	84.40	88.12
Brass scrap	0.00	1.07
Metal Scrap	650.43	371.21
Waste Carton Paper	324.81	252.30
Waste wood scrap	450.84	483.93
<b>Total</b>	<b>1,830.77</b>	<b>1,600.59</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Ton/ ₹ Crore)	0.83	0.90
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (Ton/ ₹ Crore)	3.04	3.30
Waste intensity in terms of physical output	0.020	0.021
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
<b>(i) Recycled</b>		
Plastic waste	31.97	11.62
E-waste	6.85	0.76
Construction and demolition waste	0	0
Scrap Waste used Transformer Oil Mixed	8.26	0.10
Non Hazardous waste(H)	146.24	4.65
Used Oil	2.97	0
Food Waste	19.09	0
Copper scrap	84.40	88.12
Waste Carton Paper	332.72	252.30
Waste wood scrap	289.06	483.93
Lan Cable / Electric wire	0	0
Metal Scrap	340.02	371.21
Lead dross waste	0	1.03
Aluminium scrap	206.66	32.06
Waste residue containing oil	0	0.16
Empty/barrels/containers with hazardous chemicals/wastes	312.54	5.07
Other non-hazardous	15.22	349.59
<b>(ii) Re-used</b>	<b>0</b>	<b>0</b>
<b>(iii) Other recovery operations</b>	<b>0</b>	<b>0</b>
<b>Total</b>	<b>1,796.00</b>	<b>1,600.60</b>



Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	23.32	0
(ii) Landfilling	11.45	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>34.77</b>	<b>-</b>

\* PPP= 22.882 as per OECD as on 2022 (<https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>)

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

Yes, the management system has been assessed and certified by Bureau Veritas as part of ISO 14001 certification. The Company got the data verification and assurance of the BRSR data conducted by external agency, TUV SUD.

**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.**

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



➤ Vermicomposting plant in MVI site

**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**

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Schneider Electric TARA Plant, Serampore, Kolkata, West Bengal	-*	September 2023	Yes	No	NA

\*EIA was done by an external agency as part of consent application and is not applicable for notification as per applicable regulations.

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
1	Effluent discharge norms as per Water Act.	ETP outlet water - Phosphate content (15.83mg/l) beyond permissible limit.	No fines/penalties were imposed by the regulatory bodies. However, a direction was issued by the West Bengal Pollution Control Board, directing the Company to submit an Environmental compensation amounting to ₹ 8,60,000/-.	Installation of ZLDP

### Leadership Indicators

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

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

None of locations of SEIL are classified as over-exploited or critical by CGWB.

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

Scope 3 emissions are not currently calculated at entity level.

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

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

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

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



➤ Rain water Harvesting pond at MVI Baroda



S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy reduction	Use of Compact Oven for small parts to eliminate use of Autoclave Ovens	6336 kg of CO <sub>2</sub> emission reduction
2	Energy reduction	Implementation of PME for power monitoring	Daily energy usage monitoring and abnormality detection
3	Plastic reduction	Switch from plastic packaging to corrugated cardboard packaging	3 Tons plastic waste reduction per annum
4	Packaging waste reduction	Shift from wooden packaging to corrugated cardboard for Transformer accessories	55% reduction in wood waste
5	Packaging waste reduction	Substituted wooden reels for transporting copper wires by MS reels. (MS reels to be reuses)	20 Tons reduction in wood waste generation
6	Water Saving	1. RO reject water reusage in toilet flush & canteen utensil first wash	1.5 KL/year savings
		2. Push Beep Cock replaced in 17 Numbers toilets	

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

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

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

In case of any non-conformances at supplier during the evaluation, the supplier team is expected to provide a corrective action plan wherein they will comply with both legal and RBA requirements. They are required to demonstrate the capability/system to monitor their compliance to the requirements in a sustainable manner. The supplier vigilance team auditors liaise with the supplier team members to review and validate the actions implemented by the supplier team. The supplier vigilance team does provide training and assistance to supplier teams wherever required but they are expected to implement and monitor these programs independently. Final closure of the identified point is either done through onsite verification or remote evidence submission based on applicability.

A preliminary check is done with suppliers on monitoring of GHG (Scope 1 & 2) and implementation of cost-effective methods to improve energy efficiency as per the RBA standard. SEIL has also embarked on the Total Zero Carbon Project (TZCP) that encompasses Green House Gas emission monitoring and control and is managed by the TZCP Team.

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

100% of our suppliers are assessed for environmental impact.

*Please refer response for indicator "Principle 3- Leadership 5" to understand the process on the assessment of value chain partners.*

**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: 11
- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

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

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

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

SEIL has not received any adverse order on any issues related to anti-competitive conduct from any regulatory authority in the financial year 2023-24.

**Leadership Indicators**

1. Details of public policy positions advocated by the entity

S.no	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other-please specify)	Web Link, if available
1	Energy Conservation & Sustainability Building Code - ECSBC	Took inputs from our local colleagues, prepared a draft and influenced through ISHRAE	Yes	Others - depending upon the next code revision	NA

**PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.**

**Essential Indicators**

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

Not applicable as none of the projects undertaken by the entity requires SIA by law since there is no acquisition of land, rehabilitation and resettlement of communities. Projects are carried out in government designated industrial area on rental basis.

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

Not applicable since none of the projects undertaken by the entity has acquisition of lands, rehabilitation, and resettlement of communities.



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

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

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

		<b>FY 2023-24</b> <b>(Current Financial Year)</b>	<b>FY 2022-23</b> <b>(Previous Financial Year)</b>
Directly sourced from MSMEs/ small producers	➤	50%	31%
Directly from within India	➤	82%	87%

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

Location	FY 2023-24 (Current Financial Year)*	FY 2022-23 (Previous Financial Year)*
Rural	0	0
Semi-urban	0	0
Urban	1.45%	1.01%
Metropolitan	98.55%	98.99%

\*Includes wages of all employees and workers, contractors are excluded in calculation.

**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):**

Not applicable as none of the projects undertaken by the entity requires SIA by law since there is no acquisition of land, rehabilitation and resettlement of communities. Projects are carried out in government designated industrial area on rental basis.

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

None of the CSR projects were taken up in designated aspirational districts in financial year 2023-24.

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

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

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

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

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

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

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

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

S. No.	CSR Project	No of persons benefited from CSR Projects*	% of beneficiaries from vulnerable and marginalized group
1	Electrification Project	23,790	100%

\*Beneficiary Calculation-

- We had distributed solar lamps to 3318 families and assumption of 5 person/family.
- We had electrified 4 community health care centres with average footfall of 150 patients per month.

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

### Essential Indicators

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

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

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

	As a percentage to total turnover
Environment and Social parameters relevant to product	55%
Safe and responsible usage	35%
Recycling and/or safe disposal	34%

**3. Number of consumer complaints**

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	No. of employees/ workers covered (D)	Remarks
Data privacy	0	0	Not applicable	0	0	Not applicable
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	

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

There were no forced or voluntary recalls of the product in financial year 2023-24.

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

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

<https://www.se.com/in/en/about-us/legal/data-privacy.jsp>





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

The Company has not received any adverse order from any regulatory authority during the financial year 2023-24.

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

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

### Leadership Indicators

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

1. <https://www.se.com/in/en> – this is our corporate website, open for all partner/end users/home owners/students/job seekers
2. <https://infra.schneider-electric.co.in/> - this website is meant for our Infrastructure business which is a listed company and caters to our investors, and open for all.
3. mySchneider web : [https://www.se.com/myschneider/?countrycode=in&lang=en\\_IN](https://www.se.com/myschneider/?countrycode=in&lang=en_IN) – this website is meant only for all our partners and not open to all. It needs registration and login credentials to avail the services/content.
4. mySchneider App - <https://www.se.com/in/en/work/support/myschneider-app/> - this is the app meant only for all our partners and not open to all. It needs registration and login credentials to avail the services/content.
5. WhatsApp for Business – Got launched in Aug 2023, available for Distributors, Retailers and Electricians as of now.
6. We also have a call center to service customers as required.

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

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

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

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

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

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

Yes. The Company follows IEC/IS labelling standards for all its products.

Yes. There are also 2 types of survey mechanisms:

1. Customer Net Promoter Score (CNPS) survey done annually via phone calls via an independent 3<sup>rd</sup> party agency which focuses on customer's overall perception of Brand Schneider. CNPS for CY2023 was 47.6%
2. Net Satisfaction Score (NSS) survey which happens at multiple touch points for every customer transaction. This survey is done via e-mail to get customer satisfaction and feedback. NPS Score for CY2023 was 75%.

**List of Abbreviations**

- |  |   |
|--|---|
| 1. SEIL- Schneider Electric Infrastructure Limited         | 25. RBA- Responsible Business Alliance  |
| 2. EPC- Engineering, procurement and construction          | 26. CII- Confederation of Indian Industry                                     |
| 3. BRSR- Business Responsibility and Sustainability Report | 27. FICCI- Federation of Indian Chambers of Commerce & Industry               |
| 4. ESG- Environment, Social and Governance                 | 28. IFCCI- Indo-French Chamber of Commerce & Industry                         |
| 5. UN SDGs- United Nations Sustainable Development Goals   | 29. IEEMA- Indian Electricals & Electronics Manufacturers Association         |
| 6. SSI- Schneider Sustainability Impact targets            | 30. IGBC- Indian Green Building Council                                       |
| 7. SSE- Schneider Sustainability Essentials target         | 31. AEEE- Alliance for an Energy Efficient Economy                            |
| 8. POSH- Prevention of Sexual Harassment                   | 32. BIS- Bureau of Indian Standards   |
| 9. ERM- Enterprise Risk Management                         | 33. NASSCOM- National Association of Software and Service Companies           |
| 10. ISO- International Organization of Standardization     | 34. ISHRAE- Society of Heating, Refrigerating and Air Conditioning Engineers. |
| 11. EPR- Extended Producer Responsibility                  | 35. TERI- The Energy and Resources Institute                                  |
| 12. DEI- Diversity, Equity and Inclusion                   | 36. GBCI- Green Business Certification Inc.                                   |
| 13. EEO- Equal Employment Opportunity                      | 37. ECSBC- Energy Conservation & Sustainability Building Code                 |
| 14. PD- Persons with Disability                            | 38. CCC- Customer Care Centre   |
| 15. LDS- Lean Digitization System                          | 39. IVR - Interactive Voice Response  |
| 16. DISS- Digitized Idea & Short Interval Meeting System   | 40. CNPS- Customer Net Promoter Score   |
| 17. OHS- Occupational Health and Safety                    | 41. NSS- Net Satisfaction Score   |
| 18. SIM- Short Interval Meetings                           | 42. IEC- International Electrotechnical Commission                            |
| 19. ICC- Internal Complaints Committee                     | 43. GDPR- General Data Protection Regulation                                  |
| 20. BCP- Business Continuity Plan                          | 44. CRGO- Cold rolled grain oriented  |
| 21. NDRF- National Disaster Response Force                 | 45. CGWB- Central Ground Water Board  |
| 22. TZCP- Total Zero Carbon Project                        |   |
| 23. DWP- Decent work program                               |   |
| 24. ESIC- Employees State Insurance Corporation            |   |