



3M India Limited

WeWork Prestige Central
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www.3M.com/in

July 15, 2024

Corporate Relationship Department
BSE Limited
1st Floor, New Trading Ring, Rotunda Building
P.J. Towers, Dalal Street, Fort
Mumbai - 400 001

Scrip Code - 523395

The Secretary
National Stock Exchange of India Limited
Exchange Plaza, Bandra – Kurla Complex
Bandra (E), Mumbai – 400 051

Scrip Code – 3MINDIA

Dear Sir,

Sub: Submission of Business Responsibility and Sustainability Report for FY 2023-24.

Ref: Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Please find enclosed herewith the Business Responsibility and Sustainability Report for FY 2023-24, which also forms part of the Annual Report for FY 2023-24.

Thanking you
For 3M India Limited

Pratap Rudra Bhuvanagiri
Company Secretary &
Compliance Officer


Encl: as above



ANNEXURE 'C' TO THE REPORT OF THE BOARD OF DIRECTORS

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity 	
1. Corporate Identity Number (CIN) of the Listed Entity	L31300KA1987PLC013543
2. Name of the Listed Entity	3M INDIA LIMITED
3. Year of incorporation	04-07-1987
4. Registered office address	Plot Nos. 48-51, Electronics City, Hosur Road, Bengaluru - 560 100
5. Corporate address	WeWork Prestige Central, 3 rd floor, 36 Infantry Road, Bengaluru - 560 001
6. E-mail	investorhelpdesk.in@mmm.com
7. Telephone	+91-80-2223 1414
8. Website	https://www.3mindia.in
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	BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital (In ₹)	11,26,50,700
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Smitha Gopalkrishnan +91-80-2223 1414 sgopalkrishnan@mmm.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14. Name of assurance provider	-
15. Type of assurance obtained	-

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Other manufacturing	61.5%
2.	Trading	Wholesale Trading	38.5%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Transportation & Electronics products	3290	42%
2.	Safety & Industrial products	3290	32%
3.	Healthcare products	3290	15%
4.	Consumer products	3290	11%

III. Operations



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

Location	Number of plants	Number of offices	Total
National	3	2	5
International	0	0	0

19. Markets served by the entity:

A. Number of locations

Locations	Number
National (No. of states)	29
International (No. of Countries)	13

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

0.4%

C. A brief on types of customers:

- (i) Business to Business (B2B): The entity's customers include OEMs, construction companies, hospitals, clinics, industrial facilities, infrastructure companies, electronics manufacturers, telecommunication companies, automotive manufacturers, automotive aftermarket dealerships and aerospace industries.
- (ii) Business to Consumer (B2C): The entity sells consumer products like Command™ strips, Scotch® tapes, Post-it® notes, Scotch-Brite® Scrub pads, respirators, and car care products directly to consumers.

IV. Employees



20. Details as at the end of Financial Year:

A. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1.	Permanent (D)	742	624	84%	118	16%	0	0%
2.	Other than Permanent (E)	193	166	86%	27	14%	0	0%
3.	Total employees (D + E)	935	790	84%	145	16%	0	0%
WORKERS								
4.	Permanent (F)	291	278	96%	13	4%	0	0%
5.	Other than Permanent (G)	459	406	88%	53	12%	0	0%
6.	Total workers (F + G)	750	684	91%	66	9%	0	0%

B. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1.	Permanent (D)	0	0	0%	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3.	Total employees (D + E)	0	0	0%	0	0%	0	0%
WORKERS								
4.	Permanent (F)	0	0	0%	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%	0	0%
6.	Total workers (F + G)	0	0	0%	0	0%	0	0%



21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	3	43%
Key Management Personnel	3	1	33%

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

	Turnover rate in current FY 23-24				Turnover rate in previous FY 22-23*				Turnover rate in the year prior to the previous FY 21-22			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	8%	12%	0%	9%	9%	14%	0%	9%	8%	13%	0%	9%
Permanent Workers	1%	14%	0%	2%	2%	20%	0%	3%	2%	24%	0%	2%

*Variation in previously reported data due to expansion of our scope in current year. Turnover now includes those who left the entity voluntarily, separation due to underperformance, retirement and death in service.

3M's Work Your Way (WYW) initiative has helped to reduce the attrition rate among female employees by promoting a hybrid working structure, which allows for flexible working schedules.

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



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

Sr. No.	Name of the holding / subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	3M Company	Holding	0%	Yes
2	3M Electro & Communication India Private Limited	Subsidiary	100%	No

VI. CSR Details



24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (in ₹): ₹ 3,92,676 lakhs

(iii) Net worth (in ₹): ₹ 2,37,019 lakhs

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 23-24			FY 22-23		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	YES	https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/	0	0	None	0	0	None

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 23-24			FY 22-23		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholders)	YES	Investors can reach the Company through a dedicated Investor helpdesk via email . https://multimedia.3m.com/mws/media/2212824O/contact-information-of-the-designated-officials-of-the-company.pdf	0	0	None	0	0	None
Shareholders	YES	Shareholders can reach the Company or registrar and share transfer agent . https://multimedia.3m.com/mws/media/2212824O/contact-information-of-the-designated-officials-of-the-company.pdf	151	2	The 2 shareholder complaints pending as on March 31 st 2024 were resolved in the first week of April 2024.	76	0	None
Employees and workers	YES	Employees and workers have a dedicated portal , 3M-Ethics . com , to log complaints anonymously . https://secure.ethicspoint.com/domain/media/en/gui/8897/index.html	54	17	The pending cases follow 3M's standard Ethics and Compliance investigation protocol and will be resolved in due course .	22	5	None
Customers	YES	Customer grievances are addressed through an online portal called Customer Issue Resolution portal . Every customer has unique access to this portal to log complaints and view the status for resolution . The average cycle time to address queries is 9 days .	7,610	0	None	12,632	198	None
Value Chain Partners	YES	Covered under complaints registered on 3M-Ethics . com which may include anonymous complaints by non employees . https://secure.ethicspoint.com/domain/media/en/gui/8897/index.html	0	0	None	0	0	None



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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Sustainable products and solutions	Opportunity	The Sustainability Value Commitment (SVC) presents a significant opportunity for 3M to lead in the growing market for sustainable products and solutions. By integrating sustainability into every stage of our product pipeline, we can attract eco-conscious consumers, drive innovation, and achieve cost efficiencies through waste reduction and energy savings. This commitment also ensures regulatory compliance, mitigates legal risks, and enhances our brand reputation, building trust with stakeholders. Ultimately, the SVC aligns with 3M's long-term sustainability goals, contributing to global environmental efforts while strengthening our market position and growth.	-	Positive Implications- The Sustainability Value Commitment (SVC) boosts 3M's finances by attracting eco-conscious customers, cutting production costs, ensuring regulatory compliance, and enhancing brand reputation, driving sustainable growth and profitability.
2.	Safety of products and services	Risk	Any health and safety incident related to our products poses a risk of injury or harm to our customers, which can lead to legal liabilities, damage to our brand reputation, and financial losses.	By continuously improving product safety standards, implementing rigorous testing protocols, and swiftly addressing any issues through transparent communication and prompt recalls if necessary, we can mitigate risks, protect customer trust, and reinforce our commitment to safety and quality. 3M provides a TDS (Technical Data Sheet) and an MSDS (Material Safety Data Sheet) for each of its products which carry information on product usage, hazard status, storage conditions, shelf life, and disposal methodologies.	Negative Implication – Health and safety incidents can decrease product demand, impact brand reputation, and lead to financial losses through legal expenses and trust-building efforts.
		Opportunity	However, such incidents also present an opportunity for us to demonstrate our commitment to customer safety and product quality, by proactively addressing the issue, implementing corrective actions, and showcasing our high-quality products that meet stringent safety standards, thereby enhancing customer trust, strengthening our brand reputation, and driving business growth.		Positive Implications - Effective management of health and safety incidents enhances customer trust and brand reputation, potentially leading to increased sales and market share.

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Health and Safety of employees	Risk	Employee health and safety pose a risk to 3M due to potential accidents, health issues, increased costs, reduced productivity, and potential legal liabilities, impacting human resources and overall operational efficiency.	At 3M India, we prioritise employee health and safety with rigorous training, regular health screenings, and strict compliance with safety regulations. We foster a culture of awareness, utilise advanced technologies, and engage employees to ensure a safe and supportive workplace environment	Negative Implications - Employee health and safety incidents can have significant implications for the entity. These incidents can result in medical expenses, regulatory penalties, reduced productivity, and challenges in recruitment and retention.
4.	Climate change and GHG Emissions	Risk	Failure to address climate change and reduce GHG emissions poses a risk to 3M India's operations, reputation, and financial performance.	3M India has undertaken projects to contribute to 3M Global goals towards reducing energy, water and waste management (<i>Refer initiative details in Principle 6</i>)	Negative Implication: - Increased operational costs - Regulatory fines - Exposure to climate-related risks and disruptions, potentially leading to financial losses
		Opportunity	Reducing GHG emissions and investing in renewable energy enhance efficiency, mitigate regulatory risks, and lower long-term costs. Our commitment to climate action strengthens brand reputation, and attracts eco-conscious customers. Embracing climate resilience positions us as sustainability leaders, ensuring growth amidst climate challenges.		Positive Implications- Reducing GHG emissions, mitigates regulatory risks. This commitment strengthens brand reputation, attracts eco-conscious customers, and boosts investor confidence.
5.	Ethical and transparent business practices	Risk	Failure to uphold ethical standards and transparency at 3M India could lead to reputational damage, regulatory scrutiny, and legal liabilities.	The Company mitigates risks through robust compliance programmes, regular audits, comprehensive ethical training, fostering a culture of integrity, and transparent communication with stakeholders.	Negative Implication: Reputational impact, regulatory fines, and diminished investor confidence.
		Opportunity	Implementing ethical and transparent business practices enhances trust, attracts stakeholders, and strengthens corporate governance at 3M India, driving sustainable growth and leadership in the marketplace.		Positive Implications - Ethical and transparent practices enhance brand reputation, attract loyal stakeholders, reduce operational risks for 3M India.



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Community health, safety and well being	Risk	The impact of community health, safety, and well-being issues on 3M India includes potential regulatory scrutiny, operational disruptions, reputational damage, and legal liabilities, which can affect business continuity and stakeholder trust.	The Company's community philosophy is enshrined in the CSR policy which states that it seeks to engage in outcome-based CSR programmes that will impact and enrich the communities around its areas of operation. The interventions are mapped to the activities listed under Schedule VII of the Companies Act 2013 and to the Sustainable Development Goals (SDGs), broadly falling under the three focus themes of Education, Community & Environment.	Negative Implications - Community health, safety, and well-being issues can increase regulatory costs, disrupt operations, lead to legal expenses, and impact brand reputation.
7.	Water usage and availability	Risk	Operating in a water-stressed area poses a significant risk to the Company's operations due to the potential scarcity of a critical resource. Water stress can lead to restrictions on water usage, increased costs for water, and potential conflicts with local communities and other water users. It can also impact the Company's ability to expand or maintain operations in the region.	3M's 2023 global manufacturing locations were evaluated using the Aqueduct™ Water Risk Atlas stress-level screening tool, Aqueduct 3.0. To mitigate this risk, the Company has initiated a water conservation and management programme in Shirur Taluk where the entity's manufacturing site is located (Ranjangaon) to develop sustainable water resources and infrastructure. This includes watershed interventions, rainwater harvesting, and community engagement to build local water management capabilities. By elevating water levels in aquifers and enhancing irrigation, the Company is working to secure its water supply and support the local community.	Negative Implications - If the risk is not adequately managed it could lead to increased operational costs, potential fines or penalties for overuse of water resources, and reputational damage.
		Opportunity	The Company's initiative to establish a multi-year water conservation and management programme in the water-stressed Ranjangaon area presents an opportunity to address water scarcity and build sustainable water management practices. The project aims to conserve and harvest rainwater, elevate groundwater levels, and benefit the local community, which aligns with 3M's goal of engaging with water-stressed communities on community-wide water management approaches.		Positive Implications - The initiative can lead to cost savings in the long term through improved water efficiency and potentially lower water costs. Additionally, the Company may benefit from enhanced community relations and a stronger brand image.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, the entity's policies cover all the 9 principles and the core elements of the NGRBCs.								
	b. Has the policy been approved by the Board? (Yes/No)	Yes, all the policies pertaining to the 9 principles have been approved by the entity's Board.								
	c. Web Link of the Policies, if available	https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the entity has translated these policies into procedures and standards.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the enlisted policies extend to the entity's value chain partners.								
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>P1- -</p> <p>P2- The entity has voluntarily adopted GHS SDS (Global Harmonised System for Classification, Labelling, Packaging of Hazardous Chemicals) to be in synergy with global standards and provide its customers with the most comprehensive information about the environmental, health and safety of its products.</p> <p>P3- All 3M India manufacturing sites are certified with ISO 45001: 2018 for Occupational Health and Safety Management Systems.</p> <p>P4- 3M Global is a United Nations Global Compact (UNGC) participant, and is committed to align its operations and strategies with the UNGC Principles on business and human rights.</p> <p>P5- 3M Global supports several external human rights charters, including:</p> <ul style="list-style-type: none"> • United Nations Global Compact (UNGC) • Universal Declaration of Human Rights • United Nations Guiding Principles on Business and Human Rights • International Labor Organization's Declaration on Fundamental Principles and Rights at Work • Organisation for Economic Cooperation and Development (OECD) — Guidelines for Multinational Enterprises, including OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas <p>P6- All 3M India manufacturing sites are certified with ISO 14001:2015 for Environment Management Systems.</p> <p>P7- 3M Global has partnered with The United Nations Framework Convention on Climate Change (UNFCCC) to advance the Paris Agreement and UN SDGs.</p> <p>P8- 3M Global has partnered with UNFCCC to advance the Paris Agreement and UN SDGs.</p> <p>P9- The entity is certified with ISO 9001 - Quality management standards.</p>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>3M Global made significant commitments towards decarbonisation in 2021, with an investment of USD 1 billion over 20 years to achieve carbon neutrality, reduce water use, improve water quality and reduce plastics.</p> <p>Specific environmental goals and targets include:</p> <ul style="list-style-type: none"> • Reduce Scope 1 and 2 emissions by 50% by 2030, 80% by 2040 and achieve neutrality in our operations by 2050. • Help our customers reduce their GHGs by 250 million tonnes of CO₂ equivalent emissions through the use of our products. • Improvements in energy efficiency by 30% by 2025, renewable energy use to 50% by 2025 and 100% by 2050. • Reductions in water use by 25% by 2030. • Reduce dependence on virgin fossil-based plastic by 125 million pounds by the end of 2025. <p>Social and Governance goals and targets include:</p> <ul style="list-style-type: none"> • Create 5 million unique STEM and Skill Trades learning experiences by the end of the 2025-2026 school year. • Training to five million people globally on worker and patient safety by 2025. • Double the pipeline of diverse talent in management by 2025. 								



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>3M Global has made steady progress on its carbon, water and waste footprints. Some of the achievements documented in the 3M Global Impact Report 2024 include -</p> <ul style="list-style-type: none"> • Achieving 56.2% renewable electricity across global operations – ahead of schedule – and a substantial 43.2% reduction in greenhouse gas emissions since 2019. • Reduced virgin fossil-based plastic use by 69.8 million pounds. • Increased water efficiency by 19.1% indexed to sales. <p>The India entity has undertaken projects to contribute to 3M Global goals towards reducing energy, water and waste management. The entity's manufacturing sites at Ranjangaon, Pune and Electronics city, Bengaluru have identified programmes to contribute to these goals. Initiatives include:</p> <ul style="list-style-type: none"> • The Ranjangaon site has an on-site, rooftop solar installation generating an annual power of 13,15,000 KW and reducing carbon emissions annually by 1,100 metric tonnes. • The Bengaluru site has partnerships with local utilities to purchase solar power from the grid through solar wheeling. The site sources 85% of its renewable electricity from the grid. 								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	We are committed to advancing our environmental, social, and governance (ESG) performance. Aligned with 3M's global ESG practices and standards, we aim to support global commitments such as achieving Carbon Neutrality by 2050 and reducing water usage by 25% by 2030. Our sustainability framework, focused on Science for Circular, Climate, and Community, directs our efforts to areas of significant impact. We are dedicated to embedding and enhancing ESG practices within our operations to maximise our positive impact on society and the environment.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ramesh Ramadurai, Managing Director, 3M India Limited								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes								
	If yes, provide details.	<p>The Managing Director is a member of the Board and also serves on the India ESG Council, a management-level ESG committee that has been established to drive sustainability and responsible practices across the organisation. The Council comprises stakeholders from all business groups and functions to ensure comprehensive representation.</p> <p>The India ESG Council meets every quarter to review progress on ESG initiatives, discuss emerging trends and challenges, and identify opportunities for improvement. The Council's focus areas include:</p> <ul style="list-style-type: none"> - Strengthening ESG governance and risk management - Awareness and education on evolving ESG regulations - Enhancing transparency, accuracy and efficiency in reporting disclosures - Promoting sustainable practices in operations and supply chain - Driving improvement projects to meet entity ESG commitments - Fostering a culture of ethics and compliance 								

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)
Performance against above policies and follow up action	P1 – Director	P1 - Quarterly
	P2 – Director	P2 - Annually
	P3 – Director	P3 - Half Yearly
	P4 – Stakeholders’ Relationship Committee	P4 - Half Yearly
	P5 – Director	P5 - Half Yearly
	P6 – Director	P6 - Annually
	P7 – Director	P7 - Annually
	P8 – Corporate Social Responsibility Committee	P8 - Half Yearly
	P9 – Director	P9 - Annually
Compliance with statutory requirements of relevance to the principles and rectification of any non- compliances	P1 – Director	P1 - Quarterly
	P2 – Director	P2 - Annually
	P3 – Director	P3 - Half Yearly
	P4 – Stakeholders’ Relationship Committee	P4 - Half Yearly
	P5 – Director	P5 - Half Yearly
	P6 – Director	P6 - Annually
	P7 – Director	P7 - Annually
	P8 – Corporate Social Responsibility Committee	P8 - Half Yearly
	P9 – Director	P9 - Annually

11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	If Yes, Provide name of the agency	<p>The entity has carried out independent assessments by an external agency for Principle 3, 6 and 9.</p> <p>DQS India, one of the leading ISO certification bodies in India conducted 3 assessments of the entity during FY 23-24 namely :</p> <ol style="list-style-type: none"> 1. ISO 9001 – Quality Management System 2. ISO 14001 – Environment Management System 3. ISO 45001 – Occupational Health and Safety Management System 								



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	<p>Compliance topics are routinely included in the agenda for the entity’s Board meetings. In FY 23-24, the Board received updates and presentations on the following topics to enhance their awareness and understanding:</p> <ol style="list-style-type: none"> 1. The 3M Code of Conduct 2. Regulatory changes 3. Whistleblower policy 4. Investor relations 	100%
Key Managerial Personnel	13	<p>Key managerial personnel of the entity participate in the all-employee legal and compliance training mandated by the Global Ethics & Compliance department of 3M Global. All employees are assigned online training modules on various topics, and timely completion is diligently tracked. In FY 23-24, key managerial personnel completed the following training programmes and awareness sessions:</p> <ol style="list-style-type: none"> 1. Annual Code of Conduct Certification 2. Promoting Fair Competition 3. Conflict of Interest 4. Anti-bribery (Gifts/Entertainment - Giving or Receiving) 5. Sexual Harassment at the Workplace Training – Conducted with the help of an external agency. 6. Manager Dialogue Case Study Sessions – Quarterly supervisor-led awareness sessions on various ethics and compliance topics, featuring actual case stories and examples depicting employee behaviour and actions. 7. Working with Third Parties 8. Intellectual Property 9. Preventing Bribery and Corruption 10. Data Privacy 11. Electronic Communications 12. 3M Code of Conduct and Ethical Decision Making 13. Reporting and non-retaliation <p>Awareness emails were also circulated to all employees, covering the following topics:</p> <ol style="list-style-type: none"> 1. Conflict of Interest 2. Anti-bribery (Gifts/Entertainment - Giving or Receiving) 3. Third Party Due Diligence 4. Whistleblower Process 	100%

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
Employees other than BoD and KMPs	13	<p>Employees, other than Board of Directors (BoD) and Key Managerial Personnel (KMPs), are part of the all-employee legal and compliance training mandated by the Global Ethics & Compliance department of 3M Global. Each employee is assigned online training modules on various topics, with timely completion diligently tracked. In FY 23-24, employees (other than BoD and KMPs) completed the following training programmes and awareness sessions:</p> <ol style="list-style-type: none"> 1. Annual Code of Conduct Certification 2. Promoting Fair Competition 3. Conflict of Interest 4. Anti-bribery (Gifts/Entertainment - Giving or Receiving) 5. Sexual Harassment at the Workplace Training – Conducted with the help of an external agency. 6. Manager Dialogue Case Study Sessions – Quarterly supervisor-led awareness sessions on various ethics and compliance topics, featuring real case stories and examples depicting employee behaviour and actions. Employees in supervisory roles with direct reports facilitate these discussions with their teams. 7. Working with Third Parties 8. Intellectual Property 9. Preventing Bribery and Corruption 10. Data Privacy 11. Electronic Communication 12. 3M Code of Conduct and Ethical Decision Making 13. Reporting and Non-Retaliation <p>Awareness emails were also circulated to all employees, covering the following topics:</p> <ol style="list-style-type: none"> 1. Conflict of Interest 2. Anti-bribery (Gifts/Entertainment - Giving or Receiving) 3. Third Party Due Diligence 4. Whistleblower Process 	100%
Workers		<p>Manufacturing workers are exposed to ethics and compliance topics like anti-bribery, anti-competition and conflict of interest through in-person trainings or awareness sessions. Conflict of interest declarations are taken from manufacturing workers. Manager Dialogue Case Study Sessions are facilitated by supervisors for their teams periodically.</p> <p>During the year under review, trainings were conducted for plant employees during the last quarter of the FY 23-24. Plant managers nominated employees to be trained by 3M Ethics & Compliance and they in turn trained their respective teams.</p>	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): No fine/ penalty was levied related to NGRBC principles (monetary/ non-monetary)

Monetary

Penalty/ Fine

Details of penalty or fine					
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
			Not Applicable		

**Settlement**

Details of settlement					
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Not Applicable					

Compounding fee

Details of compounding fee					
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Not Applicable					

Non- Monetary**Imprisonment**

Details of imprisonment				
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Not Applicable				

Punishment

Details of Punishment				
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Not Applicable				

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

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

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

Yes.

If yes, provide details in brief Provide a web-link to the policy, if available

3M strictly prohibits bribery. 3M employees and any third parties must not provide, offer, or accept bribes, kickbacks, corrupt payments, facilitation payments, or inappropriate gifts to or from government officials or any commercial individuals or entities, regardless of local practices or customs.

Employees are responsible for carefully selecting every business partner that acts on 3M's behalf. They must conduct assessments of current and prospective business partners in accordance with 3M's Integrity Assessment procedures to ensure compliance with applicable anti-bribery laws and this policy.

Employees, supervisors, and managers must promptly report any suspected violations of anti-bribery laws through the appropriate channels, and may do so anonymously.

Web link anti corruption or anti bribery policy is in place

<https://multimedia.3m.com/mws/media/4592840/principle-anti-bribery-en.pdf>

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

	FY 23-24	PY 22-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 23-24		PY 22-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	NIL

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

Not applicable.

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

	FY 23-24	PY 22-23
Number of days of accounts payables	123	106

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:

		FY 23-24	PY 22-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	50%	52%
	b. Number of dealers / distributors to whom sales are made	951	1,005
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	15%	13%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)*	61%	58%
	b. Sales (Sales to related parties / Total Sales)	2.3%	2.2%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

* 3M Company, USA is a Holding Company of 3M India and together with other members of 3M Group are "related parties" for 3M India. In the ordinary course of its business, 3M India enters into transactions for the sale and purchase of goods and raw materials with, for availing / rendering services from/to, and other commercial transactions with such related parties, which are very critical and essential for the Company to carry out its business operations and maximise its growth and performance.



Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the Principles during the financial year**
The entity establishes clear communications with our value chain partners on topics related to responsible business covering safety and regulatory compliance, environmental, health and safety, human resources guidelines including child labour, forced labour & trafficking, discrimination and working conditions.

Sr.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-	-

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?**
Yes.

Provide details if the entity has processes in place to avoid/ manage conflict of interests involving members of the Board.

3M Code of Conduct outlines stringent guidelines for our Board of Directors to prevent and disclose any actual or potential conflicts of interest with the Company. Annually, our Board of Directors and Senior Management provide declarations regarding adherence to the Code of Conduct, updating as necessary. This policy is accessible on our website at https://www.3m.com/3M/en_US/ethics-compliance/code.

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

Essential Indicators

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

	FY 23-24	PY 22-23	Details of improvements in environmental and social impacts
R&D	0%	0%	-
Capex	3.37%	0%	In FY 23-24, the entity invested capital for all three sites to set up equipment to reduce diesel emissions to meet regulatory requirements set up by the Pollution Control Board for various states.

2. (a) **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes.
- (b) **If yes, what percentage of inputs were sourced sustainably?**
The mechanism to track and monitor sustainably sourced inputs is yet to be designed for the entity.
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)**
The Extended Producer Responsibility (EPR) framework is under implementation within the Plastic Waste Management Rules and its subsequent amendments. Under this regime, it is the responsibility of entities to ensure the processing of their plastic packaging waste. This can be achieved through recycling or end-of-life disposal methods, which include co-processing, waste-to-energy conversion, plastic-to-oil transformation, utilisation in road construction, or industrial composting.

Pre-consumer plastic packaging waste from each 3M India site is channelised to the Pollution Control Board approved plastic waste processors for end-of-life waste management activities such as recycling or coprocessing.

Post-consumer plastic packaging waste management is executed by registered Plastic Waste Processors (PWP) through tie-ups with urban local bodies, logistic partners for collecting and transporting plastic waste and a network of collection centers located across India.

In accordance with the Plastic Waste Management Rules & guidelines, starting in 2023, 3M India has been fulfilling its Extended Producer Responsibility (EPR) obligations for plastic packaging by acquiring EPR credits through the Centralised Extended Producers Responsibility Portal for Plastic Packaging, which is developed, governed, and maintained by the Central Pollution Control Board. The collection and processing of plastic waste on the ground is executed by plastic waste processors, that are authorised and monitored by the CPCB/SPCB.

Annually, 3M India meets the plastic packaging waste targets mandated by the Central Pollution Control Board, which is brand agnostic and geography neutral. These targets are segmented into three categories:

Category I, which pertains to rigid plastic packaging.

Category II, which includes flexible plastic packaging, single-layered or multi-layered (comprising more than one layer with various types of plastic), as well as plastic sheets or covers made of plastic sheet, carry bags, and sachets or pouches.

Category III, which involves multi-layered plastic packaging that contains at least one layer of plastic combined with one or more layers of material other than plastic.

(b) E-waste

E-Waste (Management) Rules, 2022 rules is applicable for every manufacturer, producer, consumer, bulk consumer, collection centers, dealers, e-retailer, refurbisher, dismantler and recycler involved in the manufacture, sale, transfer, purchase, collection, storage and processing of e-waste or electrical and electronic equipment listed in Schedule I, including their components, consumables, parts and spares which make the product operational.

The responsibility of disposal of e-waste has been assigned to producers of notified Electrical & Electronic Equipment (EEE) under the principle of Extended Producer Responsibility (EPR). Under the EPR regime, producers of EEE, are given annual e-waste collection and recycling targets based on the generation from the previously sold EEE.

For FY 23-24, the entity has an obligation to report for product categories like Variable Messaging Signs (VMS), Polishers, Dust extraction machines and a few medical products (Antivac, sterilisation machine, etc.) as per the guidelines outlined in Schedule 1.

(c) Hazardous waste

Hazardous waste generated at the entity's manufacturing locations are disposed as per the Hazardous and Other Wastes (Management and Transboundary Movement) Amendment Rules, 2022 which is managed by the entity's Environment Health & Safety Department.

Products sold by the entity are categorised as hazardous waste after their end of life based on the hazard, the nature and area of application. As a part of the regulatory assessment during new product introduction, every product before its launch is checked to see if it falls within the scope of these rules after the shelf life. Accordingly, the applicability is communicated to the end customer through Section 15 of 3M's Material Safety Data Sheet (MSDS).

(d) Other waste

The Battery Waste Management Rules (BWMR), notified in 2022, replace the Battery (Management & Handling) Rules, 2001. These rules apply to producers, dealers, and consumers involved in the collection, segregation, transportation, refurbishing, and recycling of all types of batteries, regardless of their chemistry, shape, volume, weight, material composition, or use.



As a producer, 3M India has registered with the Central Pollution Control Board (CPCB) to comply with the new BWMR. While the entity is not currently generating any battery waste, it has established processes to meet the collection and recycling targets outlined in Schedule II of the Extended Producer Responsibility rules.

Furthermore, 3M India will submit an Extended Producer Responsibility plan to the CPCB by June 30th each year. This plan will detail the quantity, weight, and dry weight of battery materials for the batteries manufactured in the preceding financial year, provided through the centralised portal.

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

Yes.

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes, Extended Producer Responsibility (EPR) for plastic packaging is applicable to 3M India. In accordance with the Plastic Waste Management Rules and its subsequent amendments, the entity’s waste management plan aligns with the EPR guidelines, adhering to the targets mandated by the Central Pollution Control Board (CPCB). 3M India is registered as a Brand Owner on the CPCB’s Centralised Extended Producers Responsibility Portal for Plastic Packaging, which also facilitates the EPR wallet credit exchange on the portal. The entity has fully met its EPR obligations for FY 23-24, by reporting its plastic packaging waste footprint on the EPR portal and has purchased corresponding plastic EPR credits equivalent to 1,569 metric tonnes from plastic waste processors authorised by the Pollution Control Board.

For FY 22-23, e-waste registration as a producer has been completed and EPR targets have been met. A new authorised recycler was onboarded by the entity to fulfil the EPR obligations for e-waste. The 4 metals viz., Gold, Iron, Aluminum and Copper were extracted from the E-waste generated. The below table shows the details of metals extracted from the e-waste.

End Product	Transferred Date	Transferred To	Certificate No.	Certificate Value (Kg)
Gold	Mar 12, 2024, 2:26 PM	3M INDIA LIMITED	2024-Au-0286-3803009710	0.001
Iron	Mar 12, 2024, 2:28 PM	3M INDIA LIMITED	2024-Fe-0286-7541988510	97.109
Copper	Mar 12, 2024, 2:31 PM	3M INDIA LIMITED	2024-Cu-0286-8832920130	3.415
Aluminium	Mar 12, 2024, 2:33 PM	3M INDIA LIMITED	2024-Al-0286-3639897860	18.183

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

No.

The entity is in the process of establishing a mechanism to conduct Life Cycle Assessments (LCAs) for new locally manufactured products. This initiative aligns with our commitment to integrate Life Cycle Management (LCM) into all 3M products through our new product introduction process. This process includes thorough Environmental Health & Safety evaluations of raw material composition and product characteristics. We assess human health and environmental toxicology, ensuring compliance with regulatory and customer EHS requirements, as well as developing hazard communication documents.

At a global level, for select products, 3M also provides Environmental Product Declarations (EPDs), calculates product carbon footprints (PCFs), and conducts screening assessments. These efforts are aimed at gaining deeper insights into the potential impact of our products on the environment and society.

If yes, provide details

The entity conducted Life Cycle Perspective/Assessments (LCA)

Sr.	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.
Not Applicable							

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.

Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products / services

Sr.	Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable			

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

We have made conscious efforts to use recycled plastics and paper as input material in our products. Previous year we provided estimated figures of input materials recycled or re-used. We are currently putting in a mechanism to monitor and track the recycled and reused input material used in our production.

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

	FY 23-24			PY 22-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	766	803	0	1,004.54	0
E waste	0	0.491	0	0	0	0
Hazardous waste	0	0	0	0	0	0

Other waste

Details of other waste

Name of other Waste	FY 23-24			PY 22-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
	Not Applicable			Not Applicable		

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

Sr.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
1.	Plastic packaging waste	100%



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

Essential Indicators

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

Category	% of Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	624	624	100%	624	100%	NA	NA	624	100%	0	0%
Female	118	118	100%	118	100%	118	100%	NA	NA	118	100%
Total	742	742	100%	742	100%	118	100%	624	100%	118	16%
Other than Permanent Employees											
Male	166	166	100%	166	100%	NA	NA	0	0%	0	0%
Female	27	27	100%	27	100%	27	100%	NA	NA	27	100%
Total	193	193	100%	193	100%	27	100%	0	0%	27	14%

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

Category	% of Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	278	278	100%	278	100%	NA	NA	278	100%	0	0%
Female	13	13	100%	13	100%	13	100%	NA	NA	13	100%
Total	291	291	100%	291	100%	13	100%	278	100%	13	4%
Other than permanent workers											
Male	406	406	100%	406	100%	NA	NA	0	0%	0	0%
Female	53	53	100%	53	100%	53	100%	NA	NA	53	100%
Total	459	459	100%	459	100%	53	100%	0	0%	53	11%

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

	FY 23-24	PY 22-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.16%	0.14%

Note: It covers medical insurance, medical health check-up, life insurance, mental-health support, maternity leave benefits, and employee wellness.

2. Details of retirement benefits

Benefits	FY 23-24			PY 22-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	NA	NA	NA	NA	NA	NA

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? - No

If not, whether any steps are being taken by the entity in this regard.

The entity plans to audit all its workplaces and implement recommendations under the Rights of People with Disability Act 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes.

If so, provide a web-link to the policy.

<https://multimedia.3m.com/mws/media/2416981O/3m-india-equal-opportunity-for-persons-with-disabilities-standard.pdf>

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%	100%	100%
Female	100%	100%	100%	100%
Other				
Total	100%	100%	100%	100%

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

If yes, give details of the mechanism in brief.	Yes/No	
Permanent Workers	Yes	<p>Permanent workers of the entity have various channels to enable them to voice their concerns with the management.</p> <p>Channels include an Employee Communication Forum (ECF), a monthly grievance committee with women representation, that meets on a monthly basis.</p> <p>Workers may also log their complaints via an online grievance tool which routes complaints to relevant departments for redressal. In addition, the 3M-Ethics.com online platform is available for reporting grievances.</p> <p>Plant locations also have suggestion boxes installed where workers may drop their concerns anonymously.</p>
Other than Permanent Workers	Yes	<p>Contract workers and their representatives conduct periodic meetings with the HR and Plant leadership to address their concerns.</p> <p>In addition, contract workers may drop their concerns anonymously into the suggestions boxes that are placed at all plant locations.</p>
Permanent Employees	Yes	<p>Employees' concerns related to the 3M Code of Conduct may be raised on 3M-Ethics.com platform.</p> <p>Employees who report concerns are protected by the Anti-Retaliation policy.</p>
Other than Permanent Employees	Yes	<p>Contract employees are also entitled to access the same platforms available to permanent employees to report their grievances.</p>



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

Category	FY 23-24			PY 22-23		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	742	0	0%	817	0	0%
Male	624	0	0%	685	0	0%
Female	118	0	0%	132	0	0%
Other	0	0	0%	0	0	0%
Total Permanent Workers	291	0	0%	291	0	0%
Male	278	0	0%	280	0	0%
Female	13	0	0%	11	0	0%
Other	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 23-24					PY 22-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	624	624	100%	624	100%	685	685	100%	685	100%
Female	118	118	100%	118	100%	132	132	100%	132	100%
Other										
Total	742	742	100%	742	100%	817	817	100%	817	100%
Workers										
Male	278	278	100%	278	100%	280	280	100%	284	100%
Female	13	13	100%	13	100%	11	11	100%	6	100%
Other										
Total	291	291	100%	291	100%	291	291	100%	290	100%

Note: These training sessions include coverage of all mandatory and optional courses available on 3M Learn, a global learning management system for 3M employees.

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

Category	FY 23-24			PY 22-23		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	624	624	100%	685	685	100%
Female	118	118	100%	132	132	100%
Other						
Total	742	742	100%	817	817	100%
Workers						
Male	278	278	100%	280	280	100%
Female	13	13	100%	11	11	100%
Other						
Total	291	291	100%	291	291	100%

10. Health and safety management system:

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

Yes.

If yes, the coverage of such a system?

3M continually strives to maintain the highest standards of safety across all workplaces to ensure that people, assets, and our businesses operate in the most efficient manner. All our manufacturing facilities are certified with ISO 45001, the international standard for Occupational Health and Safety Management Systems, reinforcing our commitment to leadership in safety and health. We utilise the Compliance & Audit Management & Metrics System (CAMMS) portal, customised to 3M's requirements, to track and monitor all applicable EHS compliance and legal obligations.

Initiatives like the 'SEE & ACT' programme help strengthen the safety culture at our sites by involving workers on the shop floor and empowering them to take ownership of unsafe acts and problem-solve for improved safety.

ZERO Lost Time Injury is a key metric for upholding safety performance. All manufacturing sites were able to maintain ZERO Lost Time Injuries during the year due to a continuous focus on preventive actions.

The Company's EHS Cultural Excellence programme outlines the execution model and manufacturing excellence principles to ensure a safe and healthy workforce. This framework includes sections on ergonomics, industrial hygiene, process hazard management (PHM), ventilation programmes, static management plans, combustible dust management, safety training, and health and wellness programmes.

Our progress against each of these parameters is assessed through regular audits.

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

The entity proactively identifies risks and mitigates them through programmes like High Hazard Activity (HHA), Safety Hour and See & Act.

Our Process Hazard Management workbook identifies process safety risks and their mitigation plans. Risk Assessment for Machine (RAM) identifies machine safety risks. The Ergonomic Job Risk Analyzer tool addresses ergonomic risks and Job Safety Analysis assesses non-routine activities.

Each of these tools are specially curated to handle various types of risks. The actions arising from these risk assessments are tracked electronically in our 'EHS 360' tool for completion with proper evidence for closure.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks?

Yes.

The entity has an EHS cultural acceleration programme which engages employees to take initiative to create safe environments, understand and reduce the risks, adhere to safety practices and be comfortable raising concerns.

The 'SEE & ACT' programme empowers employees to identify unsafe acts and conditions and understand the root cause of their occurrence through dialogue.

Monthly focus themes are observed to drive improvements across each of the EHS categories.

Competencies are enhanced through trainings on various EHS topics like fire safety, process safety, behaviour based safety, use of PPEs, first aid, machine safety to name a few.

All these efforts translate into the EHS metrics being achieved. Notably, there has been ZERO Lost Time injuries at all three manufacturing sites.

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

Yes.

All our manufacturing facilities are equipped with fully functional Occupational Health centers that are available 24x7 for employees and workers with both basic occupational and non-occupational healthcare support.

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

Safety Incident/Number	Category	FY 23-24	PY 22-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We monitor our employees based on their potential exposure to chemical and physical hazards in the workplace. We screen for early signs of occupational illnesses to protect workers from further exposure, and we provide medical support. We look for trends in the health data of working populations to assure that potential hazards are well controlled. Certain employees working on the shop floor who are exposed to certain chemical / physical hazards undergo tests like Pulmonary function test (PFT), vision test, Audiogram, etc.

During the year, there were several initiatives introduced to empower employees to take care of occupational health related issues. At all the sites, vision tests were conducted for workers. At the Ranjangaon site, Audiogram in a calibrated audiometry booth for Noise Conservation areas was conducted. In addition, skin evaluation, complete eye test and chest X-rays were done to rule out instances of tuberculosis as a part of Pre-Employment Medical Check Up for new hires to the Microbiology Lab. A medical check up was also done for all food handlers and the emergency response team members. Employee cab drivers were also covered in the vision and hearing check up.

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

Category	FY 23-24			PY 22-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

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

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

Not applicable.

Leadership Indicators

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

- (A) Employees (Y/N) Yes.
 (B) Workers (Y/N). Yes.

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

For contract workers and suppliers, reports are sent to the entity's HR department which provide evidence that the statutory deposits are made to the government like PT, PF, ESI etc.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are Category Total no. of affected employees/ workers rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 23-24	PY 22-23	FY 23-24	PY 22-23
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes.

The entity offers out placement support through a reputed organisation to facilitate and equip transitioning employees or workers along their career journey.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	8%
Working Conditions	8%

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.

Our supply chain risk assessment process prioritises higher-risk suppliers while applying to all suppliers. It starts with a self-assessment questionnaire (SAQ) designed to evaluate supplier programmes and determine their compliance with our expectations. The SAQ emphasises our Supplier Responsibility Code (SRC) requirements. 3M may follow up with a virtual or on-site assessment. Any deficiencies identified are addressed through a Supplier Responsibility Code (SRC) Corrective Action Preventive Action (CAPA) process. Follow-up on CAPA may involve additional audits. If a supplier is unable or unwilling to resolve identified gaps, the CAPA process escalates to the Responsible Sourcing Supplier Issue Escalation process. Should the supplier still be unwilling or unable to address the issues within a reasonable timeframe, a cross-functional team will consider alternative actions to resolve the situation.



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

Essential Indicators

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

We continually engage with our stakeholders to enhance our understanding, seek technical input and expertise, and explore potential collaborations and strategic relationships. We believe stakeholder engagement should be rooted in candid and authentic dialogue, guided by 3M's Principles, and should inform the evolution of our strategic priorities.

To deepen our understanding of stakeholders' perspectives on key issues and their impact on our business operations, 3M Company conducts a global materiality study through an independent research consultancy. This study also assesses the potential impact of our operations on our stakeholders.

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

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

Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employees	No	Other Emails, Townhall meetings, Surveys, Employee engagement initiatives, Performance Appraisal discussions, Training programmes	Others – please specify Ongoing	Regular updates on company purpose, strategies and milestones Diversity, equity & inclusion Employee health and wellbeing Ethics and compliance Learning and upskilling Performance management and career development.
2	Investors & Shareholders	No	E-mail Annual Report, Annual general meetings, investor meetings and press releases.	Quarterly	Appropriate and timely communication with shareholders and investors.
3	Customers & Partners	No	E-mail Site visits, Digital, Events and Partner meets	Others – please specify Ongoing	Understand customer needs, match 3M products and solutions and drive growth.
4	Government, Regulators	No	Other In-person meetings, industry body meetings	Others – please specify Ongoing	Participation in key government initiatives and development projects
5	Local Communities	Yes	Community Meetings	Others – please specify Ongoing	Providing economic and social value to communities while minimising environmental impact
6	Suppliers	No	E-mail	Others – please specify Ongoing	Ongoing business interactions

Leadership Indicators

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

We engage with both internal and external stakeholders on economic, environmental, and social topics. During Board meetings, business and departmental heads present various relevant topics to the board members, who then provide insights and recommend appropriate actions.

At the Board level, the Stakeholder Committee focuses on issues concerning shareholders and investors, while the CSR Committee periodically reviews CSR programmes and community investments. The Risk Management Committee addresses enterprise risk topics, including ESG (Environment, Social, and Governance) issues.

Furthermore, we have established an India ESG Council at a management level dedicated exclusively to discussing and addressing ESG topics, ensuring focused and comprehensive oversight in this critical area.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics.

Yes.

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.

Our plants operate close to rural communities. Our manufacturing teams have established good relations with local authorities to learn about local environmental and social challenges. We have developed some of our CSR programmes taking into consideration the needs of the local communities.

For instance, during the year under review, the entity initiated a pilot project to understand the water stress in the Shirur region through a hydrogeological study in Kendur village and Shirur taluk. The study included visits to the sites, interaction with local village authorities and farmers to understand the challenges in the region. A list of villages to prioritise was drawn up as per the findings of the study to undertake watershed management activities.

Another example of receiving input is the efforts around establishing the Wonder Tinkering Lab (STEM) initiative in 10 schools in Shirur. The list of schools was received from the district education authorities and schools were selected based on interviews with school management and available facilities to set up the STEM labs.

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

In addition to the examples provided against Q2, our partnership with the Smile Foundation supports the operations of 4 mobile health vans in aspirational districts and rural communities. These vans offer a comprehensive range of preventive, promotive and curative healthcare services to underserved populations. The villages covered by the aspirational districts are located in remote parts, often the nearest district hospital is about 15-30 kms away from the locations served by the van. In many instances, the vans act as an extension of healthcare services provided by the local Government health departments. The vans have developed good connections with the community and often become the first point of contact for medical services. Maternal and Child Healthcare services delivered for the community are typically through the Mobile Medical Units.



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 23-24			FY 22-23		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	742	742	100%	817	817	100%
Other than permanent	193	193	100%			
Total Employees	935	935	100%	817	817	100%
Workers						
Permanent	291	291	100%	291	291	100%
Other than permanent	0	0	0%	0		
Total Workers	291	291	100%	291	291	100%

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

Category	FY 23-24					FY 22-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No (C)	% (C / A)		No. E	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	742	-	-	742	100%	817			817	100%
Male	624	-	-	624	100%	685			685	100%
Female	118	-	-	118	100%	132			132	100%
Other	0	-	-	0	0%	0			0	0%
Other than Permanent	193	-	-	193	100%	225			225	100%
Male	166	-	-	166	100%	195			195	100%
Female	27	-	-	27	100%	30			30	100%
Other	0	-	-	0	0%	0				
Workers										
Permanent	291	-	-	291	100%	291			291	100%
Male	278	-	-	278	100%	280			280	100%
Female	13	-	-	13	100%	11			11	100%
Other	0	-	-	0	0%	0			0	0%
Other than Permanent	459	-	-	459	100%	821	821	100%		
Male	406	-	-	406	100%	766	766	100%		
Female	53	-	-	53	100%	55	55	100%		
Other	0	-	-	0	0%	0				

3. Details of remuneration/salary/wages:

a. Median remuneration / wages:

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	3	30,40,000	2	85,92,545	0	
Key Managerial Personnel^	2	2,23,71,336	1	1,45,45,090	0	
Employees other than BoD and KMP	622	26,87,539	117	24,78,619	0	
Workers	278	8,44,510	13	3,17,520	0	

* BoD includes Managing Directors, Independent Directors, and Whole-time Director & CFO,

^ Key Managerial Personnel are the Managing Director, Whole-time Director & CFO, and Company Secretary

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

	FY 23-24	PY 22-23
Gross wages paid to females as % of total wages	13.45%	13.73%

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.

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

3M strongly values human rights, which is a fundamental part of its corporate culture. The Company's commitment to safeguarding and ensuring human rights within its operations is directed by the 3M Code of Conduct. This code explicitly supports the right of 3M employees to a workplace that is respectful and dignified.

To oversee these principles, 3M has established an Ethics and Compliance committee. This body is supported by extensive frameworks and procedures that are specifically designed to handle grievances effectively. The committee has the responsibility of maintaining oversight of Ethics, Compliance, and adherence to the 3M Code of Conduct.

For the purpose of recording, monitoring, and addressing various issues, 3M collaborates with a third-party platform called NAVEX. Furthermore, the Company provides its employees with a confidential avenue to report concerns through an online portal known as 3M-Ethics.com, where they can file complaints anonymously.

In line with the India POSH regulation, 3M India has taken proactive steps by setting up multiple internal committees across its facilities and offices. These committees are led by a designated Prevention of Sexual Harassment (POSH) Chair and are bolstered by the support of an external organisation, in line with legal requirements.

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

Category	FY 23-24			FY 22-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	0	The complaint was beyond the jurisdiction of POSH and was handed over to the Ethics and Compliance committee and resolved accordingly.	0	0	None



Category	FY 23-24			FY 22-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Discrimination at workplace	1	1	We are resolving the pending complaint through a thorough investigation and ensuring a fair process .	0	0	0
Child Labour	0	0	None	0	0	0
Forced Labour/ Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

	FY 23-24	PY 22-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

3M maintains a strong anti-retaliation policy to protect employees reporting concerns or assisting in investigations. Oversight is provided by an Ethics and Compliance committee, ensuring adherence to the 3M Code of Conduct through comprehensive frameworks and processes. Utilising the NAVEX platform, issues are recorded, monitored, and addressed with transparency. Employees can anonymously log complaints via 3M-Ethics.com, ensuring confidentiality. Investigations prioritise anonymity and include measures for disclosed identities. Regular policy reviews ensure alignment with best practices and legal requirements, fostering a transparent and supportive workplace culture driven by leadership commitment to integrity and accountability.

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

Yes.

The entity adheres to 3M Global's Supplier Responsibility Code (SRC), which sets forth the fundamental expectations 3M has of its suppliers in key areas such as Management Systems, Labor, Health and Safety, Environment, and Ethics. These standards are crucial for the selection and ongoing engagement with all suppliers providing goods or services to 3M on a global scale. They lay the groundwork for what 3M deems essential for maintaining a safe and healthy work environment, upholding fair labor practices and human resource policies, and managing production and distribution processes in a way that reduces negative environmental impact.

Furthermore, 3M incorporates specific clauses in its contracts and purchase order terms that require suppliers to self-certify their compliance with all relevant local laws and regulations. Suppliers must also agree to implement policies that align with the 3M Supplier Responsibility Code. This includes explicit prohibitions against any form of forced labor and coercive practices, such as labor extracted through mental or physical force, physical punishment, slavery, or other oppressive labor conditions.

10. Assessments for the year:

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

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

No untoward incidents have been reported through our assessments. Through 3M-Ethics.com investigations, if any case is substantiated, 3M takes quick action based on severity and disciplinary action is enforced.

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

Not applicable.

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

3M is dedicated to ensuring the safety and health of all employees worldwide, aligning with human rights principles. We rigorously adhere to health and safety laws, regulations, and 3M's Global Safety and Health Plan, integrating safety into daily job duties and business decisions. Continuous improvement is pursued through setting and achieving objectives, ensuring safe design, maintenance, and operation of equipment and processes. Training programmes manage health and safety risks on and off the job, empowering employees to report unsafe conditions and shut down operations if necessary. We share transparent information, participate in incident investigations, and foster a culture of safety and accountability through ongoing initiatives for continual improvement.

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.

We are committed to creating an inclusive workplace that meets the accessibility requirements of the Rights of Persons with Disabilities Act, 2016. To further strengthen our commitment, we are preparing all our factories and offices for accessibility infrastructure to identify and implement any additional accessibility measures. This reflects our dedication to fostering an environment where all can thrive.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	8%
Discrimination at workplace	8%
Child Labour	8%
Forced Labour/Involuntary Labour	8%
Wages	8%
Others – please specify -	Not Applicable

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

All the vendors covered under the Supplier Responsibility Code (SRC) are meeting the expectations of the entity.



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

Essential Indicators

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

Parameter	FY 23-24	PY 22-23
From renewable sources		
Total electricity consumption (A)	12,200	13,000
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources in Gigajoules (A+B+C)	12,200	13,000
From non-renewable sources		
Total electricity consumption (D)	45,767	39,900
Total fuel consumption (E)	40,856	36,600
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources in Gigajoules (D+E+F)	86,623	76,500
Total energy consumed in Gigajoules (A+B+C+D+E+F)	98,823	89,500
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000003	0.000002
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000056	0.000053
Energy intensity in terms of physical output (Total energy consumed in GJ/ Total output produced in Metric tonnes)	3.63	3.35

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

Yes.

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Global Impact Report 2024.

Note: Above mentioned data is limited to our manufacturing plants.

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?

No.

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

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

Parameter	FY 23-24	PY 22-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	82,192	76,700
(iv) Seawater / desalinated water	0	0
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	82,192	76,700
Total volume of water consumption (in kilolitres)	82,192	65,600
Water intensity per rupee of turnover (Water consumed / turnover)	0.000002	0.000002
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000047	0.000039
Water intensity in terms of physical output (Total water consumption / Total Output produced in Metric tonnes)	3.02	2.46
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes.

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Global Impact Report 2024.

Note: Above mentioned data is limited to our manufacturing plants.

4. Provide the following details related to water discharged:

Parameter	FY 23-24	PY 22-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	0	0*

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

(Y/N) - Not Applicable

If yes, name of the external agency.

* Previous year, the data reported was discharged within the manufacturing plant premises. The water was treated and re-used for utilities, gardening, and other purposes.

Note: Above mentioned data is limited to our manufacturing plants.

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

Yes.

If yes, provide details of its coverage and implementation.

All the three manufacturing facilities are Zero Liquid Discharge (ZLD) manufacturing sites.

- Successfully commissioned and put into operation the Multiple Effective Evaporator (MEE) system. The design and installation was completed in 2023 and it was commissioned in February 2024.
- The implementation of multiple evaporation techniques has resulted in substantial water savings, and achieving ZLD, significantly minimising waste water, aligning with our environmental sustainability goals.
- The entity has achieved 100% treatment of the 3M™ Interam™ production line's wastewater stream, with the treated water being reused within the process, promoting sustainability.

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

Parameter	Please specify unit	FY 23-24	PY 22-23*
NOx	mg/Nm3	103.8	81.5
SOx	mg/Nm3	79	45.8
Particulate matter (PM)	mg/Nm3	104.4	80.5
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)	mg/Nm3	1.2	1.9
Hazardous air pollutants (HAP)		0	0

* Variance from previous year due to miscalculation of data.

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

If yes, name of the external agency.



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

Parameter	Unit	FY 23-24	PY 22-23
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes	9,610	8,790
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes	10,300	8,230
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT of CO ₂ per turnover	0.000001	0.0000005
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	-	0.000011	0.000010
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions/ Total output produced in Metric tonnes)	-	0.73	0.64
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Scope 1 & 2 data is validated by APEX at a 3M Global level.

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

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Global Impact Report 2024.

Note: Above mentioned data is limited to our manufacturing plants.

8. Does the entity have any project related to reducing Green House Gas emission?

Yes.

If Yes, then provide details.

The entity is taking steps like transitioning to renewables and cleaner sources of energy across our operations and undertaking carbon sequestration projects at plant sites as a way to reduce greenhouse gas emissions.

At its manufacturing site in Ranjangaon, Pune, the entity has expanded capacity of its on-site roof top solar plant by installing additional 575 kWp of solar panels raising the total capacity to 1,000 kWp. The plant now generates an annual power of 13,15,000 kW, reducing carbon emissions annually by 1,100 metric tonnes, contributing to 12% of the site's overall energy.

In 2022, Ranjangaon site identified methods to reduce greenhouse gas emissions. A study was undertaken to assess vehicle emissions and opportunities were identified like reduction through carpooling, electric vehicles, and logistics optimisation. The site also made an inventory of existing trees planted in the premises and its carbon capture potential. By planting more trees with high CO₂ storage, the project aimed to enhance the facility's natural ability to combat greenhouse gases. This comprehensive approach provided valuable data to guide future sustainability efforts at 3M India.

The Bengaluru manufacturing site has partnerships with local utilities to purchase solar power from the grid through solar wheeling. The site sources 85% of its renewable electricity from the grid.

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

Parameter	FY 23-24	PY 22-23*
Total Waste generated (in metric tonnes)		
Plastic waste (A)	227	225
E-waste (B)	4.7	0.95
Bio-medical waste (C)	21.7	33
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste Please specify, if any. (G)	439.6	340.3
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,476	2,580
Total (A+B + C + D + E + F + G + H)	3,169	3,179.25

Parameter	FY 23-24	PY 22-23*
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000001	0.0000001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000002	0.0000002
Waste intensity in terms of physical output (Total waste consumption / Total output produced in metric tonnes)	0.12	0.12
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,140	1,128
(ii) Re-used	152	167
(iii) Other recovery operations	1,580	1,316
Total	2,872	2,611
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	239	333
(ii) Landfilling	58	95
(iii) Other disposal operations	-	-
Total	297	428

* The above mentioned data shows variance from previous year due to difference in waste categorisation.

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

If yes, name of the external agency.

Note: Above mentioned data is limited to our manufacturing plants.

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.

A zero waste approach guides product design, development of process technologies and material reduction actions within our manufacturing operations. 3M India's Ranjangaon plant is a zero landfill site.

Packaging material like wooden pallets, carton boxes, discarded containers etc. are sent to Central Pollution Control Board authorised recyclers.

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

Sr No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
Not Applicable				

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

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



13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes.

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

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

Leadership Indicators

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

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

Sr. No.	Particulars						
1	Name of the area	Ranjangaon		Bangalore		Ahmedabad	
2	Nature of operations	Manufacturing		Manufacturing		Manufacturing	
3	Water withdrawal, consumption and discharge in the following format:						
	Parameter	FY 23-24	PY 22-23	FY 23-24	PY 22-23	FY 23-24	PY 22-23
	Water withdrawal by source (in kilolitres)						
	(i) Surface water						
	(ii) Groundwater						
	(iii) Third party water	75,630	68,315	5,010	6,725	1,552	1,660
	(iv) Seawater / desalinated water						
	(v) Others						
	Total volume of water withdrawal (in kilolitres)	75,630	68,315	5,010	6,725	1,552	1,660
	Total volume of water consumption (in kilolitres)	75,630	68,315	5,010	6,725	1,552	1,660
	Water intensity per rupee of turnover (Water consumed / turnover)	All our plants are located in water-stressed areas, the water intensity remains consistent with the data provided in Principle 6, Q3.					
	Water intensity (optional) – the relevant metric may be selected by the entity						
	Water discharge by destination and level of treatment (in kilolitres)						
	(i) Into Surface water						
	No treatment						
	With treatment – please specify level of treatment						
	(ii) Into Groundwater						
	No treatment						
	With treatment – please specify level of treatment						
	(iii) Into Seawater						
	No treatment						
	With treatment – please specify level of treatment						

Sr. No.	Particulars						
	(iv) Sent to third-parties						
	No treatment						
	With treatment – please specify level of treatment						
	(v) Others						
	No treatment						
	With treatment – please specify level of treatment						
	Total water discharged (in kilolitres)						

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

If yes, name of the external agency.

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

Parameter	Unit	FY 23-24	PY 22-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes	1,32,000	1,61,000
Total Scope 3 emissions per rupee of turnover	MT of CO ₂ / Turnover	0.000003	0.000004
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Scope 3 data is validated by APEX at a 3M Global level.

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

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Global Impact Report 2024.

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

Not Applicable

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

Sr No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Transitioning to renewables. Installation of additional solar plant capacity at manufacturing site in Ranjangaon, Pune.	Expansion of solar power generation capacity with the construction of additional 575 kWp rooftop solar power plant.	Annual power generation of 1315000 KW Annual Emission reduction by 1100 metric tonnes 12% increase of plant's overall energy share	
2	Equipment to reduce emissions from Diesel generators at all three sites to comply with regulatory requirement by Pollution Control Board.	Capex investment of equipment to reduce emissions from Diesel generators	Reduce emissions from diesel generators when switched on in case of no electricity	



Sr No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
3	Site achieved Zero Liquid Discharge (ZLD) through recycle/re-use of treated water	Multiple Effective Evaporator (MEE) system was commissioned in February 2024.	30-35% of the total water consumption is conserved through this initiative at Ranjangaon.	
4	Multi-year water conservation and management programme	During FY 23-24, the Company undertook a series of watershed interventions to conserve and harvest rainwater during the monsoons. This involved putting in place infrastructure that would help the local communities build and manage their own water efforts in the future. The initiative focused on sustainable management and development of soil and water resources to contribute to tangible groundwater supply and prevent further soil degradation.	The outcome of the initiative is expected to influence agricultural production by developing enhanced irrigation due to water level elevation in the aquifers. The potential impact of this initiative is significant, with benefits projected to reach more than 1000 households and a population of 4800+ people residing in the area.	

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

Yes.

Details of entity at which business continuity and disaster management plan is placed or weblink.

The 3M Business Resilience Plan workbook tool is regularly updated with facility and site details, encompassing core elements and requirements of Environmental Health and Safety (EHS) plans, crisis plans, cybersecurity plans, as well as business continuity and recovery plans. This comprehensive plan aligns with our key policies and reflects our commitment to our workers, customers, and communities.

The primary goal of the Business Resilience Plan is to ensure that every site is prepared to effectively respond to and recover from emergencies, severe incidents, and crises. The plan is organised into four sections:

1. Key Information: Includes site plans/layouts, site overviews, maps, individual roles, facility hazards, evacuation plans, inventories, and links to important government and rescue departments.
2. Prepare Section: Contains self-assessments, gap assessments, exercise results, and updated worksheets.
3. Respond Section: Covers initial response actions, site emergency communication, 3M Alerts communication, severe incident and crisis notification thresholds, corporate crisis team actions, IT incident worksheets, and EHS&M procedures for emergency responses, security, and IT protocols.
4. Recover Section: Details common recovery tasks, departmental recovery tasks, production risk mitigation strategies, IT risk mitigation, network WAN mitigation, and requirements for human capital and workspace.

All Business Resilience Plans are uploaded as shareable files, accessible in real-time across all 3M subsidiaries, ensuring global coordination and preparedness.

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

No incidents of adverse impact to the environment were reported from the value chain partners of the entity.

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

8% of our value chain partners (by value of business done) were covered under the entity's Supplier Responsibility Code assessments which evaluate partners for environment impact.

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: 6
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Confederation of Indian Industry (CII)	National
2	American Chamber of Commerce (AMCHAM)	National
3	US India Business Council (USIBC)	National
4	Karnataka Employer Association (KEA)	State
5	Electronics City Industrial Township Authority (ELCITA)	Local
6	Ranjangaon Industrial Association (RIA)	State

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

Sr.	Name of authority	Brief of the case	Corrective action taken
There were no issues related to anti-competitive conduct by the entity.			

Leadership Indicators

1. Details of public policy positions advocated by the entity

Sr no.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board	Web Link, if available
The entity endeavours to continuously engage with relevant Ministries and other Government organisations through industry and trade associations. Through such engagement, the entity seeks to highlight issues of importance to the industry sector.					

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.

Sr.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
No Social Impact Assessments were conducted during the year.						

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in FY (In ₹)
The entity does not have ongoing projects undertaken for rehabilitation and resettlement (R&R).						



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

Communities can communicate their concerns directly to the entity by sending an email or conveying their issues through the entity’s network of NGO partners. Our manufacturing teams make regular visits to CSR project locations to engage with local authorities and stakeholders, gaining first hand insights into the needs and concerns of the community. Additionally, there are field visits held by a third party monitoring and evaluation agency for the communities.

In collaboration with our NGO partners, we carry out thorough needs assessments before initiating any community intervention. These assessments inform the development of tailored programmes, complete with multi-year implementation plans designed to monitor and measure progress over time.

We actively incorporate feedback from stakeholders at different stages of the programme implementation. To acknowledge significant milestones within our projects and to honor the contributions of community members participating in these initiatives, we organise community events and celebrations. These gatherings not only foster a sense of shared achievement but also reinforce the collaborative spirit of the interventions.

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

	FY 23-24	PY 22-23
Directly sourced from MSMEs/ small producers	16%	5%^
Sourced directly from within India	36%	16%

^Variation due to expansion of scope in current year by including imports in the total inputs.

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 23-24	PY 22-23
Rural	9%	9%
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	91%	91%

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):

Sr.	Details of negative social impact identified	Corrective action taken
Not Applicable		

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

Sr. No.	State	Aspirational District	Amount spent (In ₹)
1	Uttar Pradesh	Siddharthnagar	33,38,792
2	Odisha	Balangir	34,72,087
3	Assam	Goalpara	34,31,329

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

No.

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

NIL.

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

N.A

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:

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

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.

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

6. Details of beneficiaries of CSR Projects:

Details of beneficiaries of CSR Projects			
Sr.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Project Nanhi Kali Girl Child Education Programme	2,861	100%
2	Solar Powered Primary Health center Infrastructure Programme	3,50,000	100%
3	Smile on Wheels Mobile Primary Healthcare Programme	1,63,012	100%
4	3M Wonder Tinkering Labs Programme	5,854	100%
5	Community Water Resilience project	4,800	100%

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

Essential Indicators

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

The entity has a comprehensive process in place to log in customer complaints and track them to eventual resolution. This is a centralised process called PACE, with a dedicated customer complaints resolution team based at 3M's centralised service center.

The PACE (Product Application and Customer Experience) team is responsible for receiving complaints, tagging them to different departments and business groups and following up to ensure they are properly resolved to closure.

The PACE team has been trained on the requirements of the reporting metrics in the BRSR and flags off complaints related to the topics of advertising, data privacy, cyber-security, delivery of essential services, restrictive trade practices and unfair trade practices.

The overall process may be outlined as follows -

- The PACE team receives customer complaints, flags them accordingly depending on the topic and directs them to the assigned subject matter experts with escalation to senior leaders or the legal department.
- On a weekly basis, the PACE team follows up with respective SMEs for status on pending responses.
- PACE team reverts to the complainants to: 1) Inform them of the investigation result and the resolution/s carried out and; 2) Seek their feedback.
- Once resolved, the case is closed and updates are provided to the PACE team for documentation and confirmation of resolution.

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

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



The entity provides a TDS (Technical Data Sheet) and an MSDS (Material Safety Data Sheet) for each of its products which carries information on product usage, hazard status, storage conditions, shelf life, disposal methodology, etc.

The entity has voluntarily adopted GHS SDS (Global Harmonised System for Classification, Labelling, Packaging of Hazardous Chemicals) to be in synergy with global standards and provide our customers with the most comprehensive information about environmental, health and safety of our products.

3. Number of consumer complaints in respect of the following

Category	FY 23-24			FY 22-23		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes.

3M has an internal Information Security Policy that applies to 3M employees worldwide and employees doing business for or with 3M that use or support 3M systems. Aligning with global standards, 3M India follows a cybersecurity framework aligned with the NIST Cybersecurity Framework.

In terms of data privacy, 3M India adheres to the 3M Global Privacy Policy, accessible at: https://www.3mindia.in/3M/en_IN/company-in/india-privacy-policy/#PolicyStatement.

This policy sets high standards for privacy protection across all legal entities, branches, and functions of 3M India, covering stakeholders such as employees, customers, partners, and vendors. Third-party engagements undergo thorough due diligence to ensure compliance with rigorous privacy commitments.

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.

No issues reported during the year.

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact

0

b. Percentage of data breaches involving personally identifiable information of customers

0%

c. Impact, if any, of the data breaches

Not Applicable

Leadership Indicators

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

All our products are available in web catalogues on the 3M India website www.3m.com/in

Our products are also available on leading ecommerce platforms.
- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services**
 - a. The entity provides a TDS (Technical Data Sheet) and an MSDS (Material Safety Data Sheet) for each of its products which carries information on product usage, hazard status, storage conditions, shelf life, disposal methodology, etc.
 - b. Consumer packs carry safety and application instructions.
 - c. Instruction videos pertaining to the safe and responsible usage of products are available on leading ecommerce platforms.
- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Business Groups send targeted communications to their customer base during instances of any risk of disruption or discontinuation of products and services.
- 4. Does the entity display product information on the product over and above what is mandated as per local laws?**

Yes.

If yes, provide details in brief.

Products may include a visual representation of the usage of the product where personal application is required. It may also include guidance on how to store the product and information on recycling.
- 5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?**

No.