



MRF

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CIN : L25111TN1960PLC004306 Website: www.mrftyres.com

071/SH/SE/AGM/2024/KGG/4
06th July, 2024

National Stock Exchange of India Ltd Exchange Plaza 5 th Floor Plot No.C/1G Block Bandra-Kurla Complex Bandra (E) Mumbai 400 051	Bombay Stock Exchange Ltd Floor 24 P J Towers Dalal Street Mumbai 400 001
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Dear Sir,

Business Responsibility and Sustainability Report

Please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2023-24 including reasonable assurance on BRSR Core indicators from SGS India Private Limited for the financial year 2023-24.

Kindly take the same on record.

Thanking you,

Yours faithfully

For MRF Limited

 S DHANVANTH KUMAR
COMPANY SECRETARY



MRF LTD

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

FY 2023-2024

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT****SECTION A – GENERAL DISCLOSURES****I Details of the Listed Entity: -**

1	Corporate Identity Number (CIN) of the Listed Entity	L25111TN1960PLC004306
2	Name of the company	MRF Limited
3	Year of incorporation	05-11-1960
4	Registered office address	114, Greams Road, Chennai, 600006
5	Corporate address	114, Greams Road, Chennai, 600006
6	E-mail	mrshare@mrfmail.com
7	Telephone	044-28292777
8	Website	www.mrftyres.com
9	Financial year for which reporting is being done	01-04-2023 to 31-03-2024
10	Name of the Stock Exchange(s) where shares are listed	(a) National Stock Exchange of India Ltd (b) Bombay Stock Exchange Ltd.
11	Paid-up Capital	Rs.42411430
12	Name of contact details of the person who may be contacted in case of any queries on the BRSR Report	(a) Mr. K M Mammen (DIN : 00020202), Chairman and Managing Director, Tel. No. : +91 44 28292777, E-mail Id : mrshare@mrfmail.com (b) Mr. Arun Mammen (DIN : 00018558), Vice Chairman and Managing Director, Tel. No. : +91 44 28292777, E-mail Id : mrshare@mrfmail.com
13	Reporting boundary	Standalone Basis
14	Name of assurance provider	S G S India Private Limited
15	Type of assurance obtained	Reasonable Assurance on BRSR Core Attributes

II. Products and 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 of Automotive Tyres, Tube, Flap etc	Manufacturing of Truck, Farm, Passenger, Two-wheeler and other tyres, tubes and flaps	100%

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	Manufacturing of Automotive Tyres, Tube, Flap etc	2211	100%

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

Location	Number of Manufacturing Units	Number of offices	Total
National	10	197	207
International	0	3	3

19. Markets served by the entity:

The company operates in the following markets mentioned below:

a. Number of locations:

Locations	Number
National (No. of States)	The Company sells its products in all the 28 states and 8 Union territories in the country
International (No. of Countries)	The Company serves in more than 75+ countries

b. What is the contribution of exports as a percentage of the total turnover of the entity? : 7.59 %**c. A brief on types of customers:**

Institutional Customers (Original Equipment Manufacturers (OEM), State Transport Undertaking (STU), Defence, Government Departments, Contractors) and Retail Markets.



IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No.(C)	% (C / A)
Employees						
1	Permanent (D)	6740	6697	99.36%	43	0.64%
2	Other than Permanent (E)	151	150	99.34%	1	0.66%
3	Total employees (D + E)	6891	6847	99.36%	44	0.64%
Workers						
4	Permanent (F)	12469	12469	100%	0	0
5	Other than Permanent (G)	14006	13663	97.55%	343	2.45%
6	Total workers (F + G)	26475	26132	98.70%	343	1.30%

Note: Other than permanent workers are engaged through third party contractors.

b. Differently abled Employees and workers:

Differently abled employees						
Sr. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C/A)
1	Permanent (D)	13	13	100%	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	13	13	100%	0	0
Differently abled workers						
Sr. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
4	Permanent (F)	55	55	100%	0	0
5	Other than permanent (G)	1	1	100%	0	0
6	Total differently abled workers (F + G)	56	56	100%	0	0

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	20	3	15%
Key Management Personnel	2*	0	0%

Note: * excluding Managing Directors / Whole-time Directors

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

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12%	7%	12%	16%	7%	16%	13%	7%	13%
Permanent Workers	2%	0%	2%	4%	0	4%	1%	0	1%

V. Holding, subsidiary and associate companies (including joint ventures)

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

The company has a total of 4 active subsidiaries.

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	MRF Corp Limited	Subsidiary	100%	-No-
2	MRF International Limited	Subsidiary	94.66%	
3	MRF Lanka (P) Ltd	Subsidiary	100%	
4	MRF SG PTE. LTD	Subsidiary	100%	



VI. CSR

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
 (ii) Turnover (revenue from operations) (in Rs.Cr) – 24673.68
 (iii) Net worth (in Rs.Cr)– 16440.65

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Current Financial Year			Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	1	1	-	0	0	-
Shareholders	Yes	20	2	-	9	0	-
Investors (Other than shareholders)	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	2	1	-
Customers	Yes	41206	0	-	47837	1	-
Value Chain Partners	No	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

[Weblink: https://www.mrftyres.com/investor-relations/mrf-mechanism-for-grievance-redressal](https://www.mrftyres.com/investor-relations/mrf-mechanism-for-grievance-redressal)

**26. Overview of the entity’s material responsible business conduct issues:**

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

S. No.	Material identified issue	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	Carbon Emissions	R	In the current year, we have assessed our emission and have taken a long term target of becoming carbon neutral by FY 2050 for Scope 1 and 2 (Base year FY 2023).	MRF has taken multiple measures to reduce its emission through utilization of biofuels, renewable energy and improving its efficiency across operations with a medium term target of 25% reduction of Scope 1 and 2 emission intensity by FY 2028 (Base year FY 2023)	Negative
2	Water Management	R	Water is a critical resource for our operations. We recognise the necessity to improve our water efficiency and to minimise our water costs.	MRF conducted water stress assessment (WRI Aqueduct) and performance assessment as per International Water Stewardship Standard (AWS) to identify hotspots and improvement areas	Negative
3	Energy Management	O	Better energy management would enable reduction in the cost of energy.		Positive
4	Opportunities in Renewable Energy	O	As we are in the process of reducing our carbon footprint, we are exploring renewable energy interventions apart from our consistent initiatives around improving energy efficiencies and improving conservation of resources year-on-year.		Positive
5	Toxic Emission and Waste	R	The hazardous waste generation and toxic emission from our operations are minimal in quantity and nature. These needs be disposed and controlled responsibly.	The hazardous waste is disposed off through the authorised agencies prescribed under the respective State Pollution Control Board. In our operation, toxic emissions are at negligible level. We have adopted adequate engineering controls in our system to control toxic emission.	Negative
6	Occupational Health and Safety	O	Occupational Health and safety System is an integral part of MRF operations. Our objective is to drive down accidents and ill health by monitoring health and safety performance and producing guidance.		Positive



SECTION B – MANAGEMENT AND PROCESS DISCLOSURES

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

At MRF, we have a robust management framework in place which enables us to align with the NGRBC Principles with respect to structure and policies to ensure that we continue to deliver our best in an ethical and responsible way. This encompasses transparent and principled business practices that hold us accountable, as well as protect the interests of our stakeholders, including customers and employees.

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b) Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c) Web Link of the Policies, if available : https://www.mrfityres.com/downloads/download.php?filename=Business-Responsibility-Policy.pdf									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No) (Note: Currently the coverage extends to all our A+ and A category suppliers)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes / certifications /labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the 10 Manufacturing Plants are certified for ISO 9001:2015 and IATF 16949:2016 as part of Quality Management System. Arakkonam and Medak plants are certified for AS9100D:2016 for Aerospace Quality Management System. The Company's products are certified for different product standards like BIS (Bureau of Indian Standards) and several country specific quality standards to which we export. Regarding ISO 45001:2018 - Occupational Health and Safety Management System Standard and ISO 14001:2015 Environmental Management System Standard, 9 of our 10 plants are certified. Since the 10th Plant (Dahej in Gujarat) is a new plant, it is in the process of being certified.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has taken following target in current year: Attain Carbon Neutral by FY 2050 for Scope 1 and 2.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance with respect to these targets would be tracked and assessed once these targets are set. We carried out several energy optimisation projects across all our plants to reduce our scope 1 emission intensities. Renewable energy contribution in the current year is 12% in our overall electricity consumption (through Renewable PPAs) for reducing our Scope 2 emissions.								
Governance Leadership and Oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.									
<p>Sustainability has become a business imperative and is a continuous process that requires collaboration from all spheres of the value chain to achieve the unified goal of a sustainable future. To continue with our progress from last year, we have formally adopted our nation's goal to accelerate the sustainability agenda here at MRF. Advancing sustainability and addressing ESG (Environmental, Social, and Governance) challenges within our operations, we have taken a long-term target of achieving carbon neutral by FY 2050 for Scope 1 and 2.</p> <p>Further, in the current year the Company' operations have been able to achieve 12% of renewable energy mix in our electricity consumption for reducing our Scope 2 emissions. We have taken measures in reducing carbon emissions, optimizing resource usage, promoting employee welfare and fostering community engagement. Through innovative initiatives and strategic partnerships, we strive to achieve these goals while ensuring long-term profitability and positive societal impact.</p> <p>Notably our manufacturing plants won the following awards in the current financial year.</p> <ul style="list-style-type: none"> • MRF Medak Plant won the CII Award for "Excellence in Best Roof Water Management" - Industrial Water Management Competition in the Southern Region, 2023. • MRF Tiruvottiyur Plant Won the CII Award for "Innovative Water Management Initiatives" - Industrial Water Management Competition in the Southern Region 2023 • MRF Pondicherry won the CII Award for "Excellence in Water Management" - Industrial Water Management Competition in the Southern Region, 2023. • MRF Goa Plant won the 3rd place ("Gomant Suraksha Puraskar") GTS awards 2023 in category D, organized by Green Triangle Society, Goa <p>Our key performance regarding the 9 NGRBC principles are mentioned in Section C of our Business Responsibility and Sustainability Report.</p>									



8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).										(a) Mr. K M Mammen (DIN : 00020202), Chairman and Managing Director, Tel. No. : +91 44 28292777 E-mail Id : mrshare@mrfmail.com . (b) Mr. Arun Mammen (DIN : 00018558), Vice Chairman and Managing Director, Tel. No. : +91 44 28292777, E-mail Id : mrshare@mrfmail.com								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.										Yes, Risk Management committee.								
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half - yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	Q	Q	Q
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	Q	Q	Q
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.										Regular reviews of our company policies are conducted by the internal audit team of MRF. Additionally, certain policies like Health and Safety and Quality are subjected to external audits and certification processes.								

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

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



SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1 – Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable
Essential Indicators

1. Percentage coverage by training and awareness 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	% of persons in respective category covered by the awareness programmes
Board of directors	3	Training and awareness program on Sustainability	100%
Key managerial personnel*	3	Training and awareness program on Sustainability	100%
Employees other than Board of Directors and KMPs	344	Code of conduct, workplace ethics, Sustainability and climate change, Leadership training, environmental Training, Safety Training, Skill upgradation Training	60%
Workers**	177	Safety Training, Quality Training, Process Training, Behavioural Training and Upskilling	41%

* Excludes Managing Directors / Whole-time Directors.

** Note: The above figures represents Permanent Workers only.

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

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision are preferred in cases where monetary or non-monetary action has been appealed. Not applicable

Case Details	Name of the regulatory/ enforcement agency/ judicial institutions
Nil	Nil

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

Yes. The “MRF Principles of Sustainability and Responsible Business Conduct” declares the Company’s commitment to conduct its business in all respects, according to ethical, professional and legal standards, which prevail in the industrial sector in which the Company conducts its normal business. Further it mandates every employee of the Company to ensure that the interests of the Company are not adversely impacted on account of their personal interests/dealings and avoid engaging in illegal practices.

Please refer the MRF Principles of Sustainability and Responsible Business Conduct” which is available on our website in the following link:

<https://www.mrf tyres.com/downloads/download.php?filename=Business-Responsibility-Policy.pdf>



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

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

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

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

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest: Not applicable.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	71	66

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 and investments, with related parties in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	19.41%	17.37%
	b. Number of trading houses where purchases are made from	11	11
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.97%	99.99%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	77.97%	76.74%
	b. Number of dealers / distributors to whom sales are made	6182	5910
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4.99%	5.27%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	16.20%	14.64%
	b. Sales (Sales to related parties / Total Sales)	0.01%	0.03%
	c. Loans and advances (Loans and advances given to related parties / Total loans and advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Note: Trading Houses refer to suppliers who act as traders and are involved in import of commodities from various countries.

**Principle 2 – Businesses should provide goods and services in a manner that is sustainable and safe.****Essential Indicators****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	27.92%	17.50%	The expenditure is for R&D related to product improvements in emission reduction and carbon footprint.
Capex	3.97%	4.23%	Conservation of water, energy, reduction of emission and carbon footprint, wastewater recycling and reusing across plants.

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

Yes. MRF promotes sustainable sourcing and continually works towards increasing the value of purchases made from such suppliers. To support sustainable sourcing, we encourage our suppliers and vendors to adopt suitable practices in their operations. Majority of our raw materials are naturally sourced and we further expect our suppliers to adhere to our Supplier Sustainability Policy and Green Procurement Policy.

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

69% (% by value procured) for the financial year 2023-24. These are emanating out of purchase from A+ and A category supplier, who are covered under Supplier Sustainable Policy and Green Procurement Policy and from B category suppliers who have ISO 14001 certification.

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

All the plastic waste, E-waste, hazardous waste and other wastes are systematically segregated and disposed in accordance with regulatory requirements.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the EPR plan submitted to Pollution Control Boards?

Yes, EPR is applicable to us for end of life tyres, plastics (as importer and brand owner). We are in the process of complying with the waste collection plan.



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	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
	(A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D/A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	6697	6697	100%	6697	100%	NA	-	NA	-	NA	-
Female	43	43	100%	43	100%	43	100%	NA	-	NA	-
Total	6740	6740	100%	6740	100%	NA	-	NA	-	NA	-
Other than Permanent employees											
Male	150	138	92%	107	71%	NA	-	NA	-	NA	-
Female	1	1	100%	1	100%	1	100%	NA	-	NA	-
Total	151	139	92%	108	72%	NA	-	NA	-	NA	-

Note: All Employees are covered under well-being measures as per applicable legal requirements.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	12469	12469	100%	12469	100%	NA	-	NA	-	NA	-
Female	-	-	-	-	-	-	-	NA	-	NA	-
Total	12469	12469	100%	12469	100%	NA	-	NA	-	NA	-
Other than Permanent workers											
Male	13663	13663	100%	13663	100%	NA	-	NA	-	NA	-
Female	343	343	100%	343	100%	343	100%	NA	-	NA	-
Total	14006	14006	100%	14006	100%	NA	-	NA	-	NA	-

Note: All workers are covered under well-being measures as per applicable legal requirements.



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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.75 %	0.77 %

Note: the above value represents both statutory and non- statutory measures aimed for well -being of employees

2. Details of retirement benefits.

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others – please specify	-	-	-	-	-	-

Note: The above figures represent only pertain only to permanent employees and permanent workers based on the applicability.

3. Accessibility of workplaces

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

Yes, MRF's offices are accessible to differently abled employees and workers. Further, initiatives to improve accessibility across our plants and offices are being assessed.

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

Yes, MRF is an equal opportunity employer. Aspects of equal opportunity and rights of persons with disabilities have been included in our HR policies and further emphasised in our MRF Principles of Sustainability and Responsible Business Conduct.

Weblink: <https://www.mrftyres.com/downloads/download.php?filename=Business-Responsibility-Policy.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	NA	NA	NA	NA
Female	NA [#]	NA	NA [*]	NA
Total	-	-	-	-

[#]No Female staff have availed maternity benefits during the period

^{*} There are no permanent women workers

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): Yes. (If yes, then give details of the mechanism in brief)
Permanent workers	Grievances of workmen are submitted either to the reporting supervisory authority or through recognised unions or as per the procedure set out in the Standing Orders. Employees can submit their grievances to their reporting supervisory authority or head of Human Resources function. Employees/workmen concerned can also use the Whistle Blower Policy / Vigil Mechanism or in case of grievances under the Prevention of Sexual Harassment Act, using the mechanism provided under the Act.
Other than permanent workers	
Permanent employees	
Other than permanent employees	



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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees/workers in the respective category, who are part of the association(s) or Union (B)	% (B/A)	Total employees/workers in the respective category (C)	No. of employees/workers in the respective category, who are part of the association(s) or Union (D)	% (D/C)
Total Permanent Employees						
-Male	6697	0	0%	6762	0	0%
-Female	43	0	0%	42	0	0%
Total Permanent Workers						
-Male	12469	9974	80%	12246	10024	82%
-Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No.(F)	% (F / D)
Employees										
Male	6697	897	13%	3127	47%	6762	1735	26%	3151	47%
Female	43	5	12%	18	42%	42	5	12%	18	43%
Total	6740	902	13%	3145	47%	6804	1740	26%	3169	47%
Workers										
Male	12469	1221	10%	3848	31%	12246	1600	13%	6195	51%
Female	0	0	0	0	0	0	0	0	0	0
Total	12469	1221	10%	3848	31%	12246	1600	13%	6195	51%

Note: The above figures represent Permanent Employees and Permanent Workers.



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

Category	FY 2023-24			PY 2022-23		
	Total (A)	No.(B)	% (B/ A)	Total (D)	No.(E)	% (E / D)
Employees						
Male	6697	6697	100.00%	6762	6762	100.00%
Female	43	43	100.00%	42	42	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	6740	6740	100.00%	6804	6804	100.00%
Workers						
Male	12469	12469	100.00%	12246	12246	100.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	12469	12469	100.00%	12246	12246	100.00%

Note 1: Workers are covered by Long Term Settlements between the Workers Union (on behalf of the workmen) and the Company which are renewed at a fixed periodicity. The remuneration terms are revised at the time of renewal and as such there is no annual performance appraisal process. However, workmen are considered for promotion to supervisor/staff category on a need basis based on their performance.

Note 2: The employees for the year 2023-24 will be considered for performance and career development review during July 2024.

10. Health and safety management system:

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

Yes, an Occupational Health and Safety Management system is extended to all our manufacturing facilities.

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

Hazard Identification and Risk Assessment (HIRA) is used to identify all the hazards, assess risks based on the probability and severity and take controls based on the hierarchy of risk control.

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

Yes, the following processes are available for the workers to report work-related hazards:

1. Workers report work-related hazards in the Safety Committee Meeting.
2. Hazards in the shop floor are communicated by the workers to the Supervisors for further action.
3. Safety Audits by Area In-charges are also a platform for workers to report work-related hazards.

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

Yes. All our Occupational Health centres extend services for non-occupational related medical services. MRF conducts employee health check-up programmes on regular intervals.



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

Safety incident/number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	0.02	0.10
	Workers	0.70	0.82
Total recordable work-related injuries	Employees	4	8
	Workers	84	103
No. of fatalities	Employees	0	0
	Workers	0	1
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.

- Initiatives to reduce the speed of Powered Material Handling Equipment (MHE) have been implemented across all plants. The speed has been significantly lowered in both reverse and forward movements of the MHEs.
- MHE campaign conducted in all the facilities for creating awareness among the workers on the safe usage of MHE equipment
- Road safety trainings carried out using simulators, to enhance awareness among employees, aiming to mitigate accidents within and outside the facility.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	0	-	0	0	-
Health and 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%

*Note: All sites were assessed by the MRF Limited's Internal teams on a periodic basis. Additionally, nine of the company's plants have been assessed by third party certification agencies.

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

- Automated Storage and Retrieval Facilities have been installed to reduce the manual material handling activity related incidents in the facilities.
- Fall protection system provided in truck parking zones to prevent human fall from trucks during loading and unloading activities.
- Injury related to manual tyre shifting activity has been reduced by providing a tyre transfer conveyor system.



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.

Any individual or group of individuals or institutions that adds value to the business chain of the corporation or is materially affected by entity's decision is identified as a core stakeholder. At present, the given stakeholder groups identified have immediate impact on the operations and working of the company. MRF has recognized both, internal stakeholder (which includes employees and leadership), and external stakeholder (which includes regulators, investors, suppliers, customers and community).

At MRF, we recognize stakeholder engagement as an integral part of our operations. We strive to create long-term sustainable value for all our stakeholders including employees, customers, investors, suppliers and communities. In order to do so, we regularly engage and collaborate with our stakeholders to develop an understanding of their needs and expectations.

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

Stakeholder group	Whether identified as vulnerable and marginalised group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> ▪ Intranet Portal ▪ Functional and cross-functional committees ▪ Leader's talk ▪ Regular Employee Communication Forums ▪ Notice Board 	On a regular basis	<ul style="list-style-type: none"> • Employee benefits • Equal opportunities • Recognition • Learning and development • Safety and well-being • Performance review and career development • Business update • Vision of the organisation
Customers	No	<ul style="list-style-type: none"> ▪ Customer Service Support ▪ Customer Satisfaction Survey ▪ Email 	On a regular basis	<ul style="list-style-type: none"> • Customer feedback • Resolution of their queries • Advertising
Suppliers and Vendors	No	<ul style="list-style-type: none"> ▪ Supplier and Vendor meets ▪ Face-to-face and electronic correspondence ▪ Supplier Audits ▪ Email 	Half yearly	<ul style="list-style-type: none"> • Resolving queries • Assessing performance • Recognition and engagement activities • Undertaking discussion on Sustainability Parameters
Investors / Shareholders	No	Newspaper advertisement, website, Annual General Meetings, disclosures to stock exchanges	Quarterly/ Annual / Event Based	To update them about important developments in the Company
		Email, Paper correspondence, Physical meetings, telephone	Need based	Address their grievances
Community	Yes	<ul style="list-style-type: none"> ▪ Community consultations ▪ Community events ▪ Government Authorities ▪ Email 	Periodic	<ul style="list-style-type: none"> • Community development
Regulatory and government bodies	No	<ul style="list-style-type: none"> ▪ Annual reports ▪ Making representations whenever needed ▪ Formal dialogues ▪ Through trade associations 	On a need basis	<ul style="list-style-type: none"> • Policy Advocacy • Deliberations and inputs on regulations and policies that have bearing on our operations and businesses



Principle 5: Businesses should respect and promote human rights
Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	6740	793	12%	6804	2347	34%
Other than permanent	151	0	0%	126	0	0%
Total employees	6891	793	12%	6930	2347	34%
Workers						
Permanent	12469	2148	17%	12246	2847	23%
Other than permanent	14006	0	0%	15420	0	0%
Total workers	26475	2148	8%	27666	2847	10%

2. Details of minimum wages paid to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	6740	0	0%	6740	100%	6804	0	0%	6804	100%
Male	6697	0	0%	6697	100%	6762	0	0%	6762	100%
Female	43	0	0%	43	100%	42	0	0%	42	100%
Other than permanent	151	0	0%	151	100%	126	0	0%	126	100%
Male	150	0	0%	150	100%	125	0	0%	125	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Workers										
Permanent	12469	0	0%	12469	100%	12246	0	0%	12246	100%
Male	12469	0	0%	12469	100%	12246	0	0%	12246	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent	14006	0	0%	14006	100%	15420	0	0%	15420	100%
Male	13663	0	0%	13663	100%	15121	0	0%	15121	100%
Female	343	0	0%	343	100%	299	0	0%	299	100%



3.Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) Non-Executive	12	The non-executive board members receive only sitting fees for attending meetings of the board/ committee. Hence, computation of median remuneration is not relevant	3	The non-executive board members receive only sitting fees for attending meetings of the board/ committee. Hence, computation of median remuneration is not relevant
Board of Directors (BoD) Executive	5	22859103	0	-
Key managerial personnel	2	18685517	0	-
Employees other than BoD and KMP	6690	680141	43	998237
Workers	12469	699530	0	

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	0.66%	*

* Reporting requirement is applicable from current financial year 2023-24.

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

Yes, Head of Human Resource is the designated focal point for addressing human rights impacts or issues.

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

The whistle blower policy contains provision that provides guidance to report human rights related issues that could be reported by our employees, workers, senior management and other stakeholders. Further we have internal committee to address any issues related to sexual harassment.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution at the end of year	Remarks
Sexual harassment	Nil	-	-	Nil	-	-
Discrimination at workplace	Nil	-	-	Nil	-	-
Child labour	Nil	-	-	Nil	-	-
Forced labour/Involuntary labour	Nil	-	-	Nil	-	-
Wages	Nil	-	-	Nil	-	-
Other human rights-related issues	Nil	-	-	Nil	-	-



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

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

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

MRF strives to maintain a healthy, safe and productive work environment that is free from discrimination or any form of harassment for all internal and external stakeholders. A trained Internal Complaints Committee has been constituted for timely and impartial resolution for any complaints that may arise in this regard. Further, our Code of Conduct and the mechanism under the Prevention of Sexual Harassment Act ensures that any discrimination and harassments are avoided.

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

Yes, aspects of human rights are covered as part of our agreements with Vendors.

10. Assessments of the year

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

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

Nil



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

Parameter	Unit	FY 2023-24	FY 2022-23
From renewable sources			
Total electricity consumption (A)	GJ	438163	*
Total fuel consumption (B)	GJ	-	*
Energy consumption through other sources (C)	GJ	-	*
Total energy consumption (A+B+C)	GJ	438163	*
From non-renewable sources			
Total electricity consumption (D)	GJ	3103577	3150668
Total fuel consumption (E)	GJ	5222799	4974712
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	8326376	8125380
Total energy consumed (A+B+C+D+E+F)	GJ	8764539	8125380
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	GJ/Cr. Rs	355.22	359.88
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed (GJ) / Revenue from operations adjusted for PPP (Rs.Cr)#	GJ/Cr.Rs	8127.39	*
Energy intensity in terms of physical output	GJ/ Tonns	8.93	*

* Reporting requirement is applicable from current financial year 2023-24.

The PPP conversion factor: 22.88 is based on data published by World Bank for India for the year 2022.

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

Yes, independent assurance has been carried out by SGS India Private Limited The reporting boundary is limited to the 10 manufacturing plants and R&D centres.

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

Not applicable.

Note: There are no sites/facilities that have been identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.



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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	555212#	0
(ii) Groundwater	891653	1183267
(iii) Third-party water	1428533	1595494
(iv) Seawater / desalinated water	51867	0
(v) Others	131233*	119035
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3058498	2897796
Total volume of water consumption (in kilolitres)	3058498	2897796
Water intensity per rupee of turnover: Kilo Litres/ Rs.Cr. (Total water consumed / Revenue from operations)	123.96	128.34
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption (KL) / Revenue from operations adjusted for PPP (Rs.Cr)	2836.12	**
Water intensity in terms of physical output	3.12	**

*Others includes water utilised from rainwater harvesting ponds.

** Reporting requirement is applicable from current financial year 2023-24.

#Water classification for water withdrawal has been regrouped in the current year.

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

Yes, independent assurance has been carried out by SGS India Private Limited The reporting boundary is limited to the 10 manufacturing plants and R&D centres.

4. Provide the following details related to water discharged

	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(v) Others		
No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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

Yes, independent assurance has been carried out by SGS India Private Limited The reporting boundary is limited to the 10 manufacturing plants and R&D centres.



5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

All our Plants have Zero Liquid discharges mechanism except Kottayam Plant, where during rainy season it is permitted to discharge as per the guidelines by the Pollution Control Board.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	µg/m ³	Min:9.2- Max:29.1	Min: 11 - Max: 62
SOx	µg/m ³	Min:3- Max:37.6	Min: 4 - Max: 39
Particulate matter (PM)	µg/m ³	PM2.5- Min: 11.4 - Max: 48 PM10 - Min: 40.6 - Max: 87.3	PM2.5- Min: 10 - Max: 58 PM10 - Min: 29 - Max: 98
Persistent organic pollutants (POP)	µg/m ³	NA	NA
Volatile organic compounds (VOC)	mg/m ³	BDL	We are in the process of establishing monitoring systems across all our plants.
Hazardous air pollutants (HAP)	µg/m ³	BDL	BDL
Others – please specify	-	NA	NA

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

No independent assurance has been carried out in the current reporting period.

Note: BDL-Below Detection Limit

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:**

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	590847	567325
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	612094	603254
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/ Cr. Rs	48.75	51.85
Total Scope 1 and Scope 2 emission intensity (MT CO₂e) per rupee of turnover adjusted for Purchasing Power Parity PPP(Cr.Rs) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 equivalent/ Cr.Rs	1115.49	*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent/ Tonnes	1.23	*

* Reporting requirement is applicable from current financial year 2023-24.

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

Yes, independent assurance has been carried out by SGS India Private Limited The reporting boundary is limited to the 10 manufacturing plants and R&D centres.

8. Does the entity have any project related to reducing greenhouse gas emission? If yes, then provide details.

Yes, following are the overview of current projects and initiatives in reducing greenhouse gas emission:

- All the Plants are adopting Specific power consumption and Specific Fuel consumption measures for the reduction of GHG emissions.
- Horizontal deployment of Nitrogen gas-based process in place of Hot water system.
- Additionally, constructed and commissioned waste water treatment plants of 1200 KLD

Future Endeavours

- 17.5MW of solar power signed for Tamil Nadu plants and wheeling started from April, 2024.
- 75MW of wind power signed for Tamil Nadu plants and wheeling to be expected from December, 2024.
- Replacement of furnace oil-based steam generation with alternate gas-based fuel. MRF initiated usage of Biomass as alternate fuel for Boilers.



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

Parameter	FY 2023-24	FY 2022-23
Total waste generated (in metric tonnes)		
Plastic waste (A)	3554	2881.14
E-waste (B)	12	13.56
Bio-medical waste (C)	0.3	0.5
Construction and demolition waste (D)	0	0
Battery waste (E)	107	78.92
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2204	1611.34
Other Non-hazardous waste generated (H).	39950	51675.2
Total (A+B + C + D + E + F + G + H)	45827	56260.66
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	1.86	*
Waste intensity(MT) per rupee of turnover adjusted for Purchasing Power Parity (PPP) Rs. Cr (Total waste generated / Revenue from operations adjusted for PPP)	42.5	*
Waste intensity in terms of physical output	0.05	*
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	27946	17132
(ii) Re-used	3323	3519
(iii) Other recovery operations	10422	30571
Total	41691	51222
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	69	134
(ii) Landfilling	3324	2390
(iii) Other disposal operations	0	0
Total	3392	2524

* Reporting requirement is applicable from current financial year 2023-24.

By the end of FY 23-24, there was closing stock of 744MT, previous year (FY 2022-23 is 2515MT).

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

Yes, independent assurance has been carried out by SGS India Private Limited. The reporting boundary is limited to the 10 manufacturing plants and R&D centres.



10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Wastes are segregated and stored properly. Hazardous wastes are disposed to authorized agency as per the regulatory norms and remaining wastes are disposed to scrap Vendors.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Tiruvottiyur, Chennai	Warehouse and R&D facility	Yes

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (yes/no)	Relevant Web link
Not applicable for the current Financial Year.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (prevention and control of pollution) Act, Air (prevention and control of pollution) Act, Environment Protection Act, and rules there under (Y/N). If not, provide details of all such non-compliances:

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
All units are complying as per Air and water Act prescribed by respective jurisdictional Pollution Control Boards				



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.

MRF is affiliated to 4 industry chambers and associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Automotive Tyre Manufacturers Association	National
2	Confederation of Indian Industry	National
3	Federation of Indian Chambers of Commerce and Industry	National
4	The Madras Chamber of Commerce and Industry	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.

Name of authority	Brief of the case	Corrective action taken
No case was filed by any stakeholder against MRF regarding unfair trade practices, irresponsible advertising and anti-competitive behaviour during the financial year.		

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development****Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain(Yes/No)	Relevant web link
-	-	-	-	-	-

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

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

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

1. Periodic meeting with the representatives of the community to understand the requirements and the support needed from our end.
2. Interactions with the government agencies
3. Dedicated Email ID's have been created to receive and redress the grievance of the community

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	7%	23%
Directly from within India	71%	73 %

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

Location	FY 2023-24	FY 2022-23
Rural	8.76	*
Semi-urban	18.57	*
Urban	51.25	*
Metropolitan	21.42	*

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

* Reporting requirement is applicable from current financial year 2023-24.



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.

Customer complaints are addressed by the local sales offices by inspection of the tyre by an accredited trained person. Such complaints are normally disposed of in about 3 days' time.

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

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

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

	FY 2023-24		Remarks	FY 2022-23		Remarks
	Receive during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	-		Nil	-	
Advertising	Nil	-		Nil	-	
Cyber-security	Nil	-		Nil	-	
Delivery of essential services	Nil	-		Nil	-	
Restrictive trade practices	Nil	-		Nil	-	
Unfair trade practices	Nil	-		Nil	-	
Other	Nil	-		Nil	-	

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

	Number	Reasons for Recall
Voluntary Recalls	0	N/A
Forced Recalls	0	N/A



5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy.

Yes. At MRF, Cyber Security associated practices, policies and framework have been established and are in practice. The privacy policy has been published on the company’s website. Please refer to <https://www.mrf tyres.com/privacy-policy>.

Additionally, MRF also provides internal awareness on information and cyber security through employee training programmes. As a result, 100% of the employees have been trained on cyber security and its risks.

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 the safety of products/services.

Not applicable

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	NA

Independent Assurance Statement to MRF Limited on its BRSR for the FY 2023-24

The Board of Directors and Management

MRF Limited Greams Road, Chennai – 600 006

Nature of the Assurance/Verification

SGS India Private Limited (hereinafter referred to as SGS India) was commissioned by MRF Limited (the ‘Company’) to conduct an independent assurance of its BRSR (Core Indicators) forming a part of MRF’s Business Responsibility and Sustainability Report (BRSR) pertaining to the reporting period of April 1, 2023, to March 31, 2024. The Report has been prepared following the National Guidelines for Responsible Business Conduct of the BRSR Framework, covering the performance of the Company across environmental, social and governance (ESG) indicators.

Responsibilities

The information in the BRSR and its presentation are the responsibility of the directors or governing body and the Management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, graphs, and statements within the defined scope of assurance, aiming to inform the Management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific purpose, and it is not intended for use in interpreting the overall



performance of the Company, except for the aspects explicitly mentioned within the scope. The Company holds the responsibility for preparing and ensuring the fair representation of the assurance scope.

Assurance Standard

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Revised) (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the BRSR is fairly stated and is free from material misstatements.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of the BRSR Core Indicators (KPIs) within the BRSR for the period spanning April 1, 2023 to March 31, 2024. The reporting scope and boundaries include MRF's 10 Manufacturing Plants and R&D Centers across India. Out of 10 Manufacturing plants the following representative sample locations were chosen for onsite verification.

- MRF Limited, Ankenpally Plant, India
- MRF Limited, Goa Plant, India
- MRF Limited, Medak Plant, India
- MRF Limited, Tiruchirappalli Plant, India
- MRF Limited, HO, India

Assurance Methodology

The assurance comprised a combination of desk research, interaction with the key personnel engaged in the process of developing the BRSR and onsite visits for verification of data. Specifically, SGS India undertook the following activities:

- Conducted interviews with key personnels overseeing sustainability aspects within the company and assessed supporting evidence presented in the report.
- Evaluated the data management system employed for collecting and collating sustainability related information at the site level, as well as the consolidation (10 Manufacturing Plants and R&D Centers) of data at the Head Office level
- Verified the consistency of data and information presented within the report and cross- referenced it with the source materials.
- Review internal control mechanism to ensure the reliability and accuracy of sustainability data
- Verification of sustainability performance data, on sample basis, including conversion factors and emissions factors and calculation, based on our professional judgement

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope
- Verification of any data and information other than those presented in "Findings and Conclusion"
- Verification of data and information outside the defined reporting period (April 1, 2023, to March 31, 2024)
- Financial data drawn directly from independently audited financial accounts.



Findings and Conclusions

Based on the methodology described and the verification work performed, we are satisfied that the information presented by the Company in its BRSR, on the BRSR Core Indicators is accurate, reliable, has been fairly stated and prepared, in line with the BRSR requirements. The list of BRSR Core Indicators that were verified within this assurance engagement is given in Appendix 1.

MRF has a well-developed ESG management system and internal audit mechanism for recording and reviewing its ESG performance across its operational sites. This includes processes for collection and consolidation of ESG related performance indicators as well as operating procedures which define calculations, methodologies, and assumptions.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social, and ethical auditing, and training; environmental, social and sustainability report assurance. SGS affirm our independence from MRF Limited, being free from bias and conflicts of interest with the organization, its subsidiaries, and stakeholders. Our work was performed in compliance with the requirements of the IFAC Code of Ethics for Professional Accountants, which provides a comprehensive framework that guide assurance practitioners in maintaining professional integrity, objectivity, and ethical conduct. The assurance team have the required competencies and experience to conduct this engagement.

For and on behalf of SGS India Private Limited

Ashwini K. Mavinkurve,
Head – ESG & Sustainability Services,
Pune, India
02.07.2024



Appendix 1:

Attributes	Indicators
GHG emissions	Total Scope 1 emissions
	Total Scope 2 emissions
	GHG emissions intensity (Scope 1 and Scope 2)
Water footprint	Total water consumption
	Water consumption intensity
	Water Discharge by destination and levels of Treatment
Energy	Total energy consumption
	% of energy consumed from renewable sources
	Energy intensity
Waste management	A) Plastic waste
	B) E-waste
	C) Bio-medical waste
	D) Construction and demolition waste
	E) Battery waste
	F) Radioactive waste
	G) Other hazardous waste
	H) Other non-hazardous waste
	I) Total waste generated
	Waste intensity
	Waste recovered through recycling, re-using or other recovery operations
	Total waste disposed by nature of disposal method
	Employee wellbeing and safety
Details of safety related incidents for employees and workers (including contract-workforce) This includes:	
A) Number of permanent disabilities	
B) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	
Gender diversity	C) No. of fatalities
	Gross wages paid to females as % of wages paid
	Complaints on POSH. This includes.
	A) Total Complaints on Sexual Harassment (POSH) reported
Inclusive development	B) Complaints on POSH as a % of female employees / workers
	C) Complaints on POSH upheld
	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India (in % terms – As % of total purchases by value)
	Job creation in smaller towns (Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost)



Fairness in Engaging with Customers and Suppliers	Loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable
Open-ness of business	A) Purchases from trading houses as % of total purchases B) Number of trading houses where purchases are made from C) Purchases from top 10 trading houses as % of total purchases from trading houses D) Sales to dealers / distributors as % of total sales E) Number of dealers / distributors to whom sales are made F) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors G) Share of RPTs (as respective %age) in - <ul style="list-style-type: none">• Purchases• Sales• Loans & advances• Investments