

Annexure – I

to the Directors' Report

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of The Listed Entity

1. Corporate Identity Number (CIN) of the Listed Entity	L74899HR1944PLC039088
2. Name of the Listed Entity	Escorts Limited
3. Year of incorporation	1944
4. Registered office address	15/5, Mathura Road, Faridabad, Haryana – 121003, India
5. Corporate address	15/5, Mathura Road, Faridabad, Haryana – 121003, India
6. E-mail	corpsl@escorts.co.in
7. Telephone	0129-2250222
8. Website	www.escortsgroup.com
9. Financial year for which reporting is being done	2021-22
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited and Delhi Stock Exchange Limited (DSE)*.
11. Paid-up Capital	₹ 131.94 crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Bharat Madan, President Finance, Group Chief Financial Officer and Corporate Head Telephone: 0129-2250222; Email: bharat.madan@escorts.co.in ; investorrelation@escorts.co.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report covers the standalone operations of Escorts Limited, in India, unless otherwise stated. (i.e. only for the entity).

* The Equity Shares of the Company were listed on the DSE. However, DSE has been de-recognised and allowed to exit as a stock exchange by SEBI by way of SEBI's Order No. WTM/SR/ SEBI/ MRD-DSA/ 04/ 01/ 2017 dated 23 January 2017. For avoidance of doubt, the securities of the Company are not listed on DSE owing to DSE having been de-recognised by SEBI.

II. Products/services

14. 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	Agri Machinery Products	Manufacturing and/or sale of tractors and agri equipment Offering more than 200 variants in the 12 HP to 75 HP segments in the domestic market under four marquee brands Farmtrac, Powertrac, Steeltrac and Digitrac. Additionally, the Company offers crop solutions, engines, spare parts and lubricants, SHIP (Sprayers, Harvesters, Implements and Planters) and gensets.	77.2%
2	Construction Equipments	Manufacturing and/or sale of pick and carry cranes and construction equipment.	13.8%



15. 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.	Agricultural Tractors	28211	77.2%
2.	Construction Equipments	2824	13.8%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6	51	57
International	1	1	2

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	21
International (No. of Countries)	72

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

Approx. 7%

c. A brief on types of customers

Through our product portfolio, we serve a wide variety of customers.

– Customers in Escorts Agri Machinery (EAM)

We offer tractors under four marquee brands – Farmtrac, Powertrac, Steeltrac, and Digitrac along with other crop solutions, engines, spare parts and lubricants, sprayers, harvesters, implements and planters. We have served more than 2 million customers till date.

– Customers in Escorts Construction Equipment (ECE)

We are one of the leading players of construction equipment, primarily in the material handling, earth moving and road building segments. We provide an exhaustive range of products to our customers and are one of the world's largest manufacturers of pick-and-carry hydraulic mobile cranes.

– Customers in Railway Equipment Division (RED)

We are also the trusted supplier of Indian Railways and metros and provide diversified offerings including brake systems, couplers, suspension systems, shock absorbers, and many others.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2383	2270	95.26%	113	4.98%
2.	Other than Permanent (E)	933	854	91.53%	79	8.47%
3.	Total employees (D + E)	3316	3124	94.21%	192	5.79%
WORKERS						
1.	Permanent (G)	1440	1428	99.17%	12	0.84%
2.	Other than Permanent (H)	6451	6293	97.55%	158	2.45%
3.	Total workers (G+H)	7891	7721	97.85%	170	2.15%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	2	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	2	2	100%	-	-
DIFFERENTLY ABLED WORKERS						
1.	Permanent (G)	2	2	100%	-	-
2.	Other than Permanent (H)	-	-	-	-	-
3.	Total differently abled workers (G + H)	2	2	100%	-	-

19. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (BoD)	12	3	25%
Key Management Personnel (Other than BoD)	2	0	-

20. Turnover rate for permanent employees and workers

Particulars	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	434	27	461	308	27	335	357	17
Permanent Workers	146	0	146	365	5	370	109	6	115

Note: FY 22 Data includes voluntary and involuntary exits, retirements, demise, and completion of training/contract end during the year.

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
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For details of subsidiaries, associate and joint venture(s) of the Company, please refer Directors' Report at page 118. No subsidiary, associate and joint venture participated in the Business Responsibility initiatives of the Company.

VI. CSR Details

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

(ii) Turnover (₹ in crores): 7,152.68

(iii) Net worth (₹ in crores): 7,878.18



VII. Transparency and Disclosures Compliances

23. 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 2021-22 Current Financial Year			FY 2020-21 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	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	131	1	-	119	1	-
Employees and Workers**	Yes	7	0	-	0	0	-
Customers	Yes	127402	162	Includes complaints and queries received from various platforms	65081	18	Includes complaints and queries received from various platforms
Value Chain Partners	Yes	-	-	-	-	-	-
Other (please specify)	Yes	-	-	-	-	-	-

* The Policies of the Company are placed on the Company/s website under governance section and the same can be accessed through the weblink: <https://www.escortsgroup.com/investors/governance.html>. Further, there are some internal policies placed on the intranet of the Company.

** Excluding complaints provided at Point No. 13 of Principle 3.

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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Please refer to the section on materiality assessment at page 38 and risks and mitigation at page 46.					

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
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	The Policies of the Company are placed on the Company's website under governance section and the same can be accessed through the weblink: https://www.escortsgroup.com/investors/governance.html . Further, there are some internal policies placed on the intranet of the Company which are accessible to the internal stakeholders.																	
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)	Yes. Some of the policies extended to the value chain partners as well.																	
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.	ISO-9001, ISO-14001 & ISO-45001, implemented across all the plants except for ISO-45001 in RED which is under process.																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer to the section on ESG Targets (creating a sustainable roadmap) at page 44.																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.																		
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)	Please refer to leadership message at page 14-27.																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Ms. Nitasha Nanda, Whole Time Director DIN: 00032660																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes The directors and senior management periodically monitor the business responsibility performance of the Company. The Board of directors reviews the business responsibility performance on an annual basis. The CSR Committee reviews the social performance and the Risk Management Committee assess and review the identified risks from time to time.																	
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)									
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Business responsibility policies of the Company are reviewed periodically or on a need basis by Directors and Senior Management or department heads. The Internal Auditors of the Company also periodically reviews/ evaluates the working of the policies of the Company. The necessary changes for improvement in policies are to be done on the basis of various assessments.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in compliance with all applicable laws to the Company.																	



	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	<p>Yes. The policies of the Company are reviewed periodically or on a need basis by Directors and Senior Management or department heads. The Internal Auditors of the Company also periodically reviews/ evaluates the working of the policies of the Company and aligns to international and national standards. The necessary changes for improvement in policies are to be done on the basis of various assessments. Also, the policies, standards, procedures, work instructions related to Company's manufacturing processes are independently assessed/evaluated by ISO certified external agency, namely, TUV SUD – South Asia, as per ISO-45001, ISO-9001 and ISO-14001.</p>								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
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)	-	-	-	-	-	-	*	-	-

*Policy Advocacy: The Company doesn't have a separate policy on policy advocacy. For advocacy on policies related to the automobile industry, the Company works through various Industry associations such as Confederation of Indian Industry (CII), Federation of Indian Chambers of Commerce & Industry (FICCI), Indo-American Chambers of Commerce (IACC), Tractors and Mechanization Association, and Indian Construction Equipment Manufacturers Association (ICEMA). In Escorts, there are particular group of persons, specifically dedicated in the Company for interacting with these Industry bodies and Managing Government Affairs.

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	%age of persons in respective category covered by the awareness programmes
Board of Directors	14	https://www.escortsgroup.com/templates/escortsgroup_home/images/pdf/Familiarization-Programme.pdf	100 %
Key Managerial Personnel	14		100%
Employees other than BoD and KMPs	- 20 classroom sessions conducted - Digital learning courses allocated to all employees for mandatory completion	Code of business conduct, whistle blower, gift & hospitality, PoSH policies	89%
Workers	Multiple classroom sessions conducted	Code of business conduct, whistle blower and PoSH policies	66.3%

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):

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

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Non-Monetary		Has an appeal been preferred? (Yes/ No)
			Brief of the Case		
Imprisonment			NIL		
Punishment					

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

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

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

Yes. The Company have guidelines on anti-corruption and anti-bribery and is committed to upholding the highest moral & ethical standards, and does not tolerate bribery or corruption in any form. The policy is available on the Company's website at <https://www.escortsgroup.com/investors/governance.html>.

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 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)	
	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
NIL



Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year**
During the year, owing to the pandemic and the shift to digital platforms, the Company spent a great deal of time and effort in training programmes for its dealers, sales agents, vendors, suppliers, customers etc. so as to enable them to effectively use the Company's digital platforms. This helped increase use of digital mechanism. This proved to be cost effective, efficient and convenient for customers and also helped reduce paper consumption by the Company.
- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same**
Yes. Please refer code of conduct available on the website of the Company at <https://www.escortsgroup.com/investors/governance.html>.

PRINCIPLE 2

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

Essential Indicators

- 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.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	The Company has invested on the research and innovation which have resulted in the reduction of emission and improve the efficiency of the processes. The details are provided in the Annexure – C to the Directors' Report at page 129.		
Capex			

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

As a leading Tractor Manufacturing Organisation in India with a wide range of products, we interact with a substantial base of suppliers.

We take care to monitor our relations based on supplier performance and market demand. Our wide network of supplier base is periodically rationalised on the basis of performance and market requirements. Our supplier base includes technology driven auto component manufacturing organisation, well established core auto ancillary companies, large number of Small & Medium Enterprises (SME) and MSME.

Some of the key areas highlighting the inclusive efforts to ensure the sustainable supplies:

Supplier Code of Conduct:

We are committed to conducting business with the highest degree of ethics, integrity, and compliance with local and international laws applicable to us. The foundation of Escorts is our commitment to doing business the right way. In line with its commitment, Escorts has formulated Supplier Code of Conduct to ensure that the Supplier(s) dealing with Escorts uphold the highest standards of ethical business conduct and provide services that comply with applicable laws and industry standards.

Green/Returnable Packaging

We are working on green /returnable packaging with suppliers. Returnable Packaging will not only improve inbound/outbound freight efficiency but also will reduce the packaging waste with Improved quality control. Some other benefit includes Improved workplace safety, reduce inspection/ unload and load time, reduces warehousing and storage needs, Reduce labour costs.

Supplier Quality Manual:

The Company strives to procure components without compromising on Quality, hence to strengthen the Quality of the component supplied by our supplier and to provide the guiding principle for the regular supplies "Supplier Quality Manual "is being shared with vendor.

- If yes, what percentage of inputs were sourced sustainably?**
Not available

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.

At present we do not reclaim the life cycle of the product in terms of plastic, E-waste, hazardous waste.

However various activities are performed in the Company to reduce the generation of waste, reuse and recycle. All Hazardous waste generated is routed through the authorised recyclers.

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

No

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? - NIL
- 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. - NIL
- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). - NIL
- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed. - NIL
- Reclaimed products and their packaging materials (as percentage of products sold) for each product category. - NIL

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	Total (A)	% of employees covered by										
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day care facilities		Care
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
Permanent employees												
Male	2,270	2,257*	99.43%	2,257	99.43%	-	-	-	-	-	-	
Female	113	113	100%	113	100%	113	100%	-	-	-	-	
Total	2,383	2,370	99.45%	2,370	99.45%	113	100%	-	-	-	-	
Other than permanent employees												
Male	854	854	100%	854	100%	-	-	-	-	-	-	
Female	79	79	100%	79	100%	79	100%	-	-	-	-	
Total	933	933	100%	933	100%	79	100%	-	-	-	-	

* Excluding Fixed Term Trainees



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

Category	Total (A)	% of employees covered by										
		Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities		Care
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
Permanent workers												
Male	1,428	1,428	100%	1,428	100%	-	-	-	-	-	-	
Female	12	12	100%	12	100%	12	100%	-	-	-	-	
Total	1,440	1,440	100%	1,440	100%	12	100%	-	-	-	-	
Other than Permanent workers												
Male	6,293	6,293	100%	-	-	-	-	-	-	-	-	
Female	158	158	100%	-	-	158	100%	-	-	-	-	
Total	6,451	6,451	100%	-	-	158	100%	-	-	-	-	

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	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	EPS	EPS	Y	EPS	EPS	Y

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

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

Yes. The policy is available on the intranet and accessible to internal stakeholders. Our Code of Business Conduct also highlights our policy to promote equal opportunities to all without discriminating on the grounds of gender, age, language, cultural background, sexual orientation and gender identity, health or medical condition, religious beliefs, physical ability, appearance, marital status, etc. The Code can be accessed at https://www.escortsgroup.com/templates/escortsgroup_home/images/pdf/Escorts_COBC_Policy_V1-2.pdf. Please refer to the section on Human capital for more details.

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

Please refer to the section on Human capital given elsewhere in the Integrated Report for more details.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	2	100%	-	-
Total	2	100%	-	-

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

	Yes/ No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Y
Other than Permanent Workers	Y
Permanent Employees	Y
Other than Permanent Employees	Y

Yes. The Grievance Redressal Policy is available on the intranet of the Company and accessible to the internal stakeholders.

Escorts promotes an open and honest communication process and encourages all employees and associates to promptly report any ethical concerns or any matter related to the non-compliance of the Code. We review all the complaints reported to us and undertake investigation of reported violation as per Company policy. We take appropriate disciplinary actions against any employee whose actions are proved to be in violation of the Code. All employees and workers are requested to report any operational and performance issues and concerns to their supervisor or reporting manager. For Organisational issues, performance and appraisal related concerns or if the complaint is against the Supervisor or Reporting Manager, they are directed towards Human Resource Manager. Employees should reach out to the Ethics Committee if complaint is of the nature as described in the whistle blower policy which can be accessed at <https://www.escortsgroup.com/investors/governance.html>

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	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	2,383	0	-	2,198	0	-
Male	2,270	0	-	2,105	0	-
Female	113	0	-	93	0	-
Total Permanent Workers	1,440	1,440	100%	1,583	1,583	100%
Male	1,428	1,428	100%	1,568	1,568	100%
Female	12	12	100%	15	15	100%

8. Details of training given to employees and workers:

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	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	2,270	2,270	100%	2,270	100%	2,105	2,105	100%	2,105	100%
Female	113	113	100%	113	100%	93	93	100%	93	100%
Total	2,383	2,383	100%	2,383	100%	2,198	2,198	100%	2,198	100%
Workers										
Male	1,428	1,428	100%	1,428	100%	1,568	1,568	100%	1,568	100%
Female	12	12	100%	12	100%	15	15	100%	15	100%
Total	1,440	1,440	100%	1,440	100%	1,583	1,583	100%	1,583	100%



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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,270	2,270	100%	2,105	2,105	100%
Female	113	113	100%	93	93	100%
Total	2,383	2,383	100%	2,198	2,198	100%
Workers						
Male	1,428	1,428	100%	1,568	1,568	100%
Female	12	12	100%	15	15	100%
Total	1,440	1,440	100%	1,583	1,583	100%

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system? – Yes, ISO 45001 OHSMS is implemented for manufacturing plants.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? – Yes, it is the basic element of ISO 45001.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) - Yes
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No) - Yes

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

Safety Incident/Number	Category	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees Workers	1.06	3.98
Total recordable work-related injuries	Employees Workers	88	260
No. of fatalities	Employees Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees Workers	32	120

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

Leadership Structure: Restructuring of EHS function to strengthen, increase the accountability and focussed approach for Health, Safety & Environment protection.

Focus on process & actions: Develop Action plan and phase wise execution to eliminate the hazards & risks associated to Health, Safety & Environment.

Process Standardisation: Providing Integrated approach for EHS Management System through development of policies & principles to achieve pre-determined goals, objectives as per the phase-level execution plan.

Process Adherence: Reinforcement of Hazardous Identification and Risk Analysis (HIRA) activity & implementation of safety observation tour and other process to identify the hazards present and effectively adhere to these processes for their elimination.

Employee Engagement: Organisation wide drive of training & awareness programs, and other motivational activities for all the employees for safe act and safe behaviour.

R/R & consequence: Reward/Recognition & Consequence Management has been implemented for dealing with all types of situations and work behaviors.

Focused group activities: Developing in-house and/or providing means for implementation of safety processes, standardisation, training & awareness programs throughout the EL plants.

Trainings (fresher, refresher & Job-specific trainings): Organising training & development programs for all new, existing & timely job-specifically appointed employees to produce the desired goal without compromising the safety & health of people & environment aspects.

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	8,965	357	-	1,998	131	Presently
Health & Safety	3,481	74	-	5,703	901	all closed

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% (including assessments done by Company and third parties)
Working conditions	

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.

Safety at the workplace is of utmost priority at Escorts. We have always focused on building a culture of safety, emphasising individual responsibility. System has been established w.r.t. safety inspections, operation control, monitoring, audit and assessments and others. Gaps, learnings, deviations and findings, if any, are identified, controls implemented and track for a effective closure.

Leadership Indicators

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

Yes, 3 policy benefits are available for Managers/ employees, Death benefit Scheme and Jeevan Dhara policy benefits in case of death + benefit of Accidental insurance of ₹ 20 lacs in case of accidental death

Yes, in case of workers' death, the organisation provides option of 12Lacs as onetime payment or job for one biological son (if meeting the education & Age criteria) + EDLI + EPS + PF + Gratuity. Voluntary contribution by all employees (employees+ workers) is also collected and given to the employee nominee. Death benefit Scheme and Jeevan Dhara policy benefits are also handed over to the nominee.

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

Statutory dues submitted monthly copy of ESI/ PF challans + ECR is shared by the manpower contractor with ER team; the same are validated by ER team along with wage sheet and salary bank transfer sheets submitted by the contractor.

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:

	Total no. of affected employees and workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Employees	NIL	NIL	NA	NA
Workers	NIL	NIL	NA	NA



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

Yes, the employees can opt to continue the medical insurance of self and family (premium paid by self).

5. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	No audit conducted during the year 2021-22. We are aiming to conduct audits in the near future.
Working conditions	

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.

The corrective actions, if any, will be taken based on the audit findings after conducting the same as mentioned in Point no. 5.

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.**
Please refer to Stakeholder Engagement section of <IR> at page 36.
- 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**
Please refer to Stakeholder Engagement section of <IR> at page 36.

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.**
Please refer to Stakeholder Engagement section of <IR> at page 36.
- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**
Please refer to Stakeholder Engagement section of <IR> at page 36.
- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.**
Escorts always consciously acts as a responsible corporate citizen and engages with the marginalised & vulnerable sections of our society.

The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of society. Kindly refer to the Annexure - E i.e. Annual Report on Corporate Social Responsibility Activities at page 151 and Social and Relationship Capital at page 66 for further details.

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 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2,383	2,120	88.96%	2,198	2,198	100%
Other than permanent	933	-	-	955	-	-
Total Employees	3,316	2,120	63.93%	3,153	2,198	69.71%
Workers						
Permanent	1,440	955	66.32%	1,583	-	-
Other than permanent	6,451	2,211	36.07%	7,773	-	-
Total Workers	7,891	3,166	41.83%	9,356	-	-

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

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	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										
Male	2,270	-	-	2,270	100%	2,105	-	-	2,105	100%
Female	113	-	-	113	100%	93	-	-	93	100%
Other than Permanent										
Male	854	-	-	854	100%	874	-	-	874	100%
Female	79	-	-	79	100%	81	-	-	81	100%
Workers										
Permanent										
Male	1,428			1,428	100%	1,568	-	-	1,568	100%
Female	12			12	100%	15	-	-	15	100%
Other than Permanent										
Male	6,293	6,293	100%	-	-	7,697	7,697	100%	-	-
Female	158	158	100%	-	-	76	76	100%	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	Please refer Annexure – H to the Directors' Report	3	Please refer Annexure – H to the Directors' Report
Key Management Personnel (Other than BoD)	2	₹ 1.89 Cr.	-	-
Employees other than BoD and KMP	2,266	₹ 0.09 Cr.	112	₹ 0.06 Cr.
Workers (Permanent)	1,428	₹ 0.08 Cr.	12	₹ 0.08 Cr.



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. Ethics committee has been constituted to look into any issue reported which is in contravention of Code of business conduct. For any interpersonal grievance, there is a Grievance redressal committee. Employees have the option of approaching any committee. Ethics committee looks into all complaints received through whistle blower mechanism- through toll free number, mail or post; from any stakeholder.

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

Reporting avenues have been provided for Escorts employees, customers, suppliers and other stakeholders to raise concern or make disclosure when they become aware of any actual or potential violation of the Company's code, policies or law including human right violations. Representation made in the reporting avenues are reviewed and appropriate action, if required, being taken.

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labour	Nil	Nil		Nil	Nil	
Forced Labour/ Involuntary Labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	

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

Whistle blower policy has mechanism to protect the whistle blower. The identity of the complainant remains confidential and it is ensured that the complainant is not harassed.

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

Yes, in certain business agreements and contracts where relevant.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Escorts internally monitors compliances of all the relevant laws and policies pertaining to these issues. There have been no material observation by local statutory authorities or third parties during the year.
Forced/ involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

Leadership Indicators

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

The Company regularly sensitises its employees on the Code of Conduct through various training programmes as well.

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

As explained at point no. 1 above.

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?

The registered and corporate office and other plants of the Company have ramps for easy movement of differently abled visitors. Most of the offices are located in commercial premises which may be on the ground floor or have elevators and infrastructure for differently abled visitors.

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	No assessment conducted during the year 2021-22. We are aiming to conduct assessment in the near future.
Discrimination at workplace	
Child labour	
Forced/ Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

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 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
	Tera Joules	Tera Joules
Total electricity consumption (A)	172.98	164.76
Total fuel consumption (B)	153.67	607.21
Energy consumption through other sources (C)	4.08	4.71
Total energy consumption (A+B+C)	330.73	771.97
Energy intensity per rupee of turnover (Total energy consumption (includes electricity and fuel only)/ turnover in rupees)	0.04 TJ/INR crore of turnover	0.11 TJ/INR crore of turnover
Energy 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? (Y/N)
If yes, name of the external agency. - No



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

Not Applicable as we do not fall in the DC's category.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,698.0	Break-up not available
(ii) Groundwater	6,26,949.0	
(iii) Third party water	32,242.3	
(iv) Seawater / desalinated water	-	
(v) Others	-	
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,61,889.3	7,69,720.0
Total volume of water consumption (in kilolitres)	4,57,139.5	
Water intensity per rupee of turnover (Water consumed / turnover)	62.06 kilolitres/ INR crore of revenue	65.31 kilolitres/ INR crore of revenue
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? (Y/N)
If yes, name of the external agency. - No

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

We are working on phase implementation of Zero Liquid Discharge ('ZLD') with timeline extended till FY 24-25. During FY 21-22, we focused on reducing the water consumption wastage through identifying and eliminating network loss reduction, deploying water efficient taps throughout the Group, etc. working our way to the target of 50 % reduction as to the water consumption in FY 20-21, which we have considerably achieved. In coming phase, we have planned for various Technological Improvements in Water Processing further leading to Recycling of wastewater through ZLD implementation.

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

Parameter	Please specify unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
NOx	2021-22: ug/m3 2020-21: tons	4,56,91,571.37	25.42
SOx	2021-22: ug/m3 2020-21: kg	7,37,736.99	358.94
Particulate matter (PM)	2021-22: ug/m3 2020-21: tons	70,88,048.05	122.68
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

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

Parameter	Unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12,796.24	39068.95
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	37960	38911.45
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO2e/INR crore of revenue	6.9	10.8
Total Scope 1 and Scope 2 emission 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? (Y/N)
If yes, name of the external agency. - No

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.
No

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

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	100.15	Not available
E-waste (B)	2.71	Not available
Bio-medical waste (C)	0.23	0.25
Construction and demolition waste	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)		
S. No. Other Hazardous waste		
1 ETP Sludge	46.14	28.45
2 Grinding Sludge	14.91	10.36
3 Paint Sludge	468.56	608.14
4 Waste Used Oil (in KL)	72.70	78.33
5 Industrial Waste	0.52	1.67
6 Phosphate sludge	24.30	30.02
7 Discarded asbestos (MT)	9.83	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
S. No. Non-hazardous waste		
1 Wooden	1,080.61 MT	Total non-hazardous waste from EAM: 71.31 MT (Note: data from other divisions was not reported last year)
2 Garbage	1,736.84 MT	
3 Casting	622.81 MT	
Total (A + B + C + D + E + F + G + H)	Total excluding waste oil: 4,154.67 MT Waste oil: 72.70 KL	Total excluding waste oil: 749.028 MT Waste oil: 78.33 KL



Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Hazardous and Non-Hazardous wastes	
(i) Incineration	-	
(ii) Landfilling	-	
(iii) Other disposal operations	Total excluding waste oil: 4,108.88 MT Waste oil: 72.92 KL	Total excluding waste oil: 749.028 MT Waste oil: 78.33 KL
Total	Total excluding waste oil: 4,108.88 MT Waste oil: 72.92 KL	Total excluding waste oil: 749.028 MT Waste oil: 78.33 KL

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

9. 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.
Please refer to Natural Capital section of <IR> at page 58.
10. 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. - Not Applicable
11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year: - Not Applicable
12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances.
Yes, the Company is compliant with the applicable environmental laws/ regulations/ guidelines in India.

Leadership Indicators

1. Provide break-up of the total energy consumed (in MWh) from renewable and non-renewable sources. -
Non renewable:
Total electricity consumption: 48050 MWh
Total fuel consumption: 42686 MWh
Renewable:
Solar energy: 1133 MWh.
2. Provide the following details related to water discharged: - Please refer to Natural Capital section of <IR> at page 58.

3. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** Not Applicable
4. **Please provide details of total Scope 3 emissions & its intensity.** - Details of Scope 3 emissions are provided in the Natural Capital section of the integrated report on page 58. The Scope 3 emissions intensity is 1.90 tCO₂e per ₹ crore of revenue.
5. **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
6. **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.** - Please refer Annexure - C to the Directors' Report at page 129.
7. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ weblink.** - Please refer Risk and Mitigation section at page 46.
8. **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.** – Not Applicable
9. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.** – Not Applicable

PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. **a. Number of affiliations with trade and industry chambers/ associations.** - Please refer the response in b. below.
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	CII – Confederation of Indian Industry	National / Region / State & Zone
2	Indo American Chamber of Commerce IACC	National
3	Federation of Indian Chambers of Commerce & Indus-try FICCI	National
4	Tractor & Mechanization Association	National
5	Indian Construction Equipment Manufacturers Association	National

2. **Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.** – Not Applicable
However, the Company has rolled out the Competition Compliance Policy during the year to create awareness amongst the various stakeholders of the Company.

Leadership Indicators

1. **Details of public policy positions advocated by the entity:** However, Escorts approach to achieving our Government policy and community objective focuses on engaging eco system at the national and local level.



PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Not Applicable. As there were no projects that required SIA as per law in the current 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:** Not Applicable

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

The Company has a well-established process & procedure mechanism to receive and any kind of enquiry/ grievance from an external stakeholder.

The Company has Ethics Committee through which any Internal person can blow the unethical issue which he seems, exist in the Company with respect to suspected violations of the Company's Code of Conduct, Supplier Code of Conduct, or applicable laws. This channel provides a reporting platform for internal and external stakeholders including communities where issues related to Ethics and compliance issues, fraud, misconduct, corruption, financial issues, conflicts of interest, insider trading or antitrust regulations, theft, embezzlement, employee relations and human resources issues, such as harassment, discrimination, improper workplace conduct or immigration issues, loss prevention and asset protection, workplace violence and alcohol/ drug abuse, environment, conflict minerals, health and safety, such as occupational health and safety violation etc.

As far as shareholders are concerned, the grievances can be lodged by the shareholders with various ways for e.g approaching the compliance officer, write down an e-mail or contact over the phone with the details as mentioned in the website and to address the grievances of other stakeholders, for e.g suppliers, vendors, business partners etc. the Company has its complaint redressal mechanism, through which can person can contact and lodger their respective grievances.

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

	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Directly sourced from MSMEs/ small producers	26.10%	25.36%
Sourced directly from within the district and neighbouring districts	45.77%	45.29%

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):** Not Applicable
2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:** Please refer Social and Relationship Capital section at page 66 and Annexure - E to Directors' Report i.e. Annual Report on CSR Activities at page 151.

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

Please refer to Principle 2

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

Please refer to Principle 2

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

Quantification of data is not feasible, however as mentioned above, Company strives to procure its major portion of raw material from local vendors.

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: 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. –Not Applicable
6. Details of beneficiaries of CSR Projects: Please refer Social and Relationship Capital section at page 66 and Annexure-E to Directors' Report i.e. Annual Report on CSR Activities at page 151.

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.

We have a dedicated team/ department which focuses on catering to the various requirements of our consumers for a seamless experience. Apart from the above, we encourage and trained the employees to put their best endeavours to address the queries of the consumers promptly and adequately.

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	
Safe and responsible usage	Not Available
Recycling and/ or safe disposal	

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

	FY 2021-22 Current Financial Year		Remarks	FY 2020-21 Previous Financial Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NA	NIL	NIL	NA
Advertising	NIL	NIL	NA	NIL	NIL	NA
Cyber-security	NIL	NIL	NA	NIL	NIL	NA
Delivery of essential services	NIL	NIL	NA	NIL	NIL	NA
Restrictive Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Unfair Trade Practices	NIL	NIL	NA	NIL	NIL	NA
Other	NIL	NIL	NA	NIL	NIL	NA

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls		

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

Escorts consider data privacy, a critical aspect to ensure customer information safety. Our Policy on "Risk Management" clearly outlines our approach to maintaining data privacy. Please refer to Risk and Mitigation section for more details at page 46.



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.

Since there are no complaints, there was no need for any corrective action. However, Escorts always strive to ensure the best quality products are delivered to our customers and ensure all feedback from our stakeholders is considered in our business processes.

Leadership Indicators

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

- a. www.escortsgroup.com
- b. Dealerships
- c. Print Media and Electronic Media
- d. Influencer meets
- e. Client submissions

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

At Escorts, sustainable innovation is a core part of its manufacturing process and the Company continues to work together and with our partners and customers to explore new ways to incorporate sustainable materials across our solutions and bring them to new markets including increased communications, which includes but not limited to On-site services for raw material testing and product application, through Technical Mobile Van. Site supervision services to educate customers on right construction methodologies and practices. The Company also install the products at customer site after giving proper demo and usage guidance, product information, warranty and other essential information of the product. Also, the mobile apps, various tutorials and customer care helpline helps the customers to utilise the product fully and properly.

The Company is paving the path to educate its vendors/ customers for the safe and responsible usage of products and it will deliver the substantial transformational Change in the tractor Industry in near future.

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

Not Applicable

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

The Company always furnish the information over its product which is required as per the applicable laws. Company further adhere to the guidelines as per the local laws as well.

Yes, the Company does various consumer satisfaction survey for few areas by using many methodologies from time to time to know the consumer satisfaction levels. The Company also maintains the Customer Satisfaction Index through call centres (internal and external) and feedback based on service records internally. Also Company took help of external agency during the year in conducting Consumer satisfaction studies and completed the study in few states till the end of FY 2022. Further, Company is planning to have the aforesaid survey in remaining states as per Company's requirement.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact - NIL
- b. Percentage of data breaches involving personally identifiable information of customers – Not Applicable