

September 21, 2023

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

**Code No. 505827**

Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23**

Pursuant to the Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, and BSE Limited's Notice No. 20220712-36 dated July 12, 2022 and with reference to our intimation dated September 7, 2023, regarding Annual Report of the Company for the Financial Year 2022-23 including the Business Sustainability and Responsibility Report ("BRSR") we once again enclose herewith BRSR Report for the Financial Year 2022-23.

We request you to take the above on record.

Thanking You,

Sincerely,

**For NRB Bearings Limited**

Shruti Joshi  
Company Secretary



**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT**
**SECTION A: GENERAL DISCLOSURES**

| <b>I. Details of the listed entity</b> |  |   |
|--|--|---|
| 1.                                     | Corporate Identity Number (CIN) of the Listed Entity -   | L29130MH1965PLC013251   |
| 2.                                     | Name of the Listed Entity  | NRB Bearings Limited  |
| 3.                                     | Year of incorporation  | 1965  |
| 4.                                     | Registered office address  | Dhannur, 15, Sir P.M. Road, Fort, Mumbai 400 001  |
| 5.                                     | Corporate address  | Dhannur, 15, Sir P.M. Road, Fort, Mumbai 400 001  |
| 6.                                     | E-mail   | investorcare@nrbbearings.co.in  |
| 7.                                     | Telephone  | +91 22 22664570, 22664160, 22664998   |
| 8.                                     | Website  | www.nrbbearings.com   |
| 9.                                     | Financial year for which reporting is being done   | 2022-23   |
| 10.                                    | Name of the Stock Exchange(s) where shares are listed  | National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)                                |
| 11.                                    | Paid-up Capital (INR)  | Rs. 19,38,45,200 (9,69,22,600 equity shares of Rs. 2/- each)  |
| 12.                                    | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report   | Ms. Shruti Joshi<br>Tel: 022-22664160/4998<br>Email: investorcare@nrbbearings.co.in                 |
| 13.                                    | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together). | Disclosures made in this report are on a standalone basis and pertain only to NRB Bearings Limited. |

| <b>II. Products/services</b>   |               |                                     |   |  |
|--|---------------|-------------------------------------|---|--|
| <b>14. Details of business activities (accounting for 90% of the turnover):</b>                |               |                                     |   |  |
|  | <b>S. No.</b> | <b>Description of Main Activity</b> | <b>Description of Business Activity</b> | <b>% of Turnover of the entity</b>     |
|  | 1             | Manufacturing                       | Automotive Components Bearings          | 100%                                   |
| <b>15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):</b> |               |                                     |   |  |
|  | <b>S. No.</b> | <b>Product/Service</b>              | <b>NIC Code</b>                         | <b>% of total Turnover contributed</b> |
|  | 1             | Needle roller bushes & cages        | 2913                                    | 62%                                    |
|  | 2             | Ball & roller bearings              | 2913                                    | 25%                                    |
|  | 3             | Automobile components               | 2913                                    | 14%                                    |

| <b>III. Operations</b>  |                 |                         |                          |              |
|---|-----------------|-------------------------|--------------------------|--------------|
| <b>16. Number of locations where plants and/or operations/offices of the entity are situated:</b> |                 |                         |                          |              |
|   | <b>Location</b> | <b>Number of plants</b> | <b>Number of offices</b> | <b>Total</b> |
|   | National        | 6                       | 7                        | 13           |
|   | International   | 0                       | 0                        | 0            |

\* The Company also exports its products globally to approx. 45 countries worldwide.

|            |   |               |
|------------|---|---------------|
| <b>17.</b> | <b>Markets served by the entity:</b>  |               |
| <b>a.</b>  | <b>Number of locations</b>  |               |
|            | <b>Locations</b>  | <b>Number</b> |
|            | National (No. of States)  | Pan India     |
|            | International (No. of Countries)  | 45            |
| <b>b.</b>  | <b>What is the contribution of exports as a percentage of the total turnover of the entity?</b>   |               |
|            | 24%   |               |
| <b>c.</b>  | <b>A brief on type of customers</b>   |               |
|            | <p>We serve a wide range of customers in the predominantly automotive sectors across India, catering to a diverse clientele that includes Indian Original Equipment Manufacturers (OEMs) and Tier-1 customers accounting for 65 per cent-70 per cent of the demand while the rest is supplied to the Aftermarket (12 per cent-15 per cent) and Exports (20 per cent-25 per cent). Exports is predominantly to OEMs and Tier I customers. Other than the Aftermarket, vehicle manufacturers comprise of the following broad segments:</p> <ul style="list-style-type: none"> <li>• 2/3 wheelers comprising motorcycles, scooters, mopeds, auto rickshaws (passengers and goods) and industrial 4 stroke engines.</li> <li>• Passenger cars from small cars, hatchbacks to luxury models and utility vehicles</li> <li>• Commercial vehicles from LCVs, MCV/HCV to buses</li> <li>• Farm equipment and off highway vehicles including forklifts trucks and construction equipment</li> <li>• Railway locomotives</li> <li>• Defense vehicles including gun carriers and tanks</li> <li>• Aircraft and aerospace applications</li> </ul> |               |

|                  |   |                  |                |                |                |                |  |
|------------------|---|------------------|----------------|----------------|----------------|----------------|--|
| <b>IV.</b>       | <b>Employees</b>  |                  |                |                |                |                |  |
| <b>18.</b>       | <b>Details as at the end of Financial Year:</b>             |                  |                |                |                |                |  |
| <b>a.</b>        | <b>Employees and workers (including differently abled):</b> |                  |                |                |                |                |  |
| <b>S. No.</b>    | <b>Particulars</b>  | <b>Total (A)</b> | <b>Male</b>    |                | <b>Female</b>  |                |  |
|                  |   |                  | <b>No. (B)</b> | <b>% (B/A)</b> | <b>No. (C)</b> | <b>% (C/A)</b> |  |
| <b>EMPLOYEES</b> |   |                  |                |                |                |                |  |
| 1.               | Permanent (D)   | 457              | 425            | 93.03%         | 32             | 6.97%          |  |
| 2.               | Other than Permanent (E)                                    | 30               | 27             | 90%            | 3              | 10%            |  |
| 3.               | <b>Total employees (D + E)</b>                              | 487              | 452            | 92.84%         | 35             | 7.16%          |  |
| <b>WORKERS</b>   |   |                  |                |                |                |                |  |
| 4.               | Permanent (F)   | 872              | 854            | 97.94%         | 18             | 2.06%          |  |
| 5.               | Other than Permanent (G)                                    | 2,332            | 2,132          | 91.33%         | 201            | 8.67%          |  |
| 6.               | <b>Total workers (F + G)</b>                                | 3,205            | 2,986          | 93.14%         | 219            | 6.86%          |  |

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

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

| <b>19. Participation/Inclusion/Representation of women</b> |                  |                                      |                  |  |
|--|------------------|--------------------------------------|------------------|--|
|  | <b>Total (A)</b> | <b>No. and percentage of Females</b> |                  |  |
|  |                  | <b>No. (B)</b>                       | <b>% (B / A)</b> |  |
| Board of Directors   | 7                | 2                                    | 28.57%           |  |
| Key Management Personnel                                   | 4                | 2                                    | 50%              |  |

*\*Mr. Pankaj Khemka joined as the Company's CFO as on 7th April 2023.*

| <b>20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)</b> |   |               |              |   |               |              |  |               |              |  |
|---|---|---------------|--------------|---|---------------|--------------|--|---------------|--------------|--|
|   | <b>FY 2022-23<br/>(Turnover rate in current FY)</b> |               |              | <b>FY2021-22<br/>(Turnover rate in previous FY)</b> |               |              | <b>FY 2020-21 (Turnover rate in the year prior to the previous FY)</b> |               |              |  |
|   | <b>Male</b>   | <b>Female</b> | <b>Total</b> | <b>Male</b>   | <b>Female</b> | <b>Total</b> | <b>Male</b>  | <b>Female</b> | <b>Total</b> |  |
| <b>Permanent Employees</b>  | 18.82%  | 34.38%        | 19.91%       | 12.59%  | 24.24%        | 13.40%       | 9.46%  | 15.63%        | 9.87%        |  |
| <b>Permanent Workers</b>  | 4.33%   | 0%            | 4.24%        | 4.81%   | 0%            | 4.71%        | 2.72%  | 5.56%         | 2.77%        |  |

| <b>V. Holding, Subsidiary and Associate Companies (including joint ventures)</b>    |  |   |   |   |
|---|--|---|---|---|
| <b>21. (a) Names of holding / subsidiary / associate companies / joint ventures</b> |  |   |   |   |
| <b>Sr. No.</b>  | <b>Name of the Holding / subsidiary / associate companies / joint ventures (A)</b> | <b>Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture</b> | <b>% of shares held by listed entity</b>      | <b>Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)</b> |
| 1   | SNL Bearings Limited   | Subsidiary  | 73.45   | No  |
| 2   | NRB Bearings (Thailand) Limited  | Subsidiary  | 100   | No  |
| 3   | NRB Holdings Limited   | Subsidiary  | 100   | No  |
| 4   | NRB Bearings USA Inc   | Fellow Subsidiary   | 100% holdings by its WOS NRB Holdings Limited | No  |
| 5   | NRB Bearings GmbH  | Fellow Subsidiary   | 100% holdings by its WOS NRB Holdings Limited | No  |

|            |  |                 |
|------------|--|-----------------|
| <b>VI.</b> | <b>CSR Details</b>   |                 |
| <b>22.</b> | <b>(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)</b> | Yes             |
|            | <b>(ii) Turnover (in Rs.)</b>  | 10,03,03,00,000 |
|            | <b>(iii) Net worth (in Rs.)</b>  | 6,41,80,00,000  |

|             |  |   |   |   |                |   |   |                |
|-------------|--|---|---|---|----------------|---|---|----------------|
| <b>VII.</b> | <b>Transparency and Disclosures Compliances</b>  |   |   |   |                |   |   |                |
| <b>23.</b>  | <b>Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:</b> |   |   |   |                |   |   |                |
|             | <b>Stakeholder group from whom complaint is received</b>   | <b>Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)</b>   | <b>Current Financial Year (FY 2022-23)</b>        |   |                | <b>Previous Financial Year (FY 2021-22)</b>       |   |                |
|             |  |   | <b>Number of complaints filed during the year</b> | <b>Number of complaints pending resolution at close of the year</b> | <b>Remarks</b> | <b>Number of complaints filed during the year</b> | <b>Number of complaints pending resolution at close of the year</b> | <b>Remarks</b> |
|             | <b>Communities</b>   | At each location, HR and admin partners are responsible to address the grievances related to communities.   | 0   | 0   | -              | 0   | 0   | -              |
|             | <b>Investors (other than shareholders)</b>   | Investors can register their grievances on investorcare@nrb.co.in   | 0   | 0   | -              | 0   | 0   | -              |
|             | <b>Shareholders</b>  | Shareholders can register their grievances on investorcare@nrb.co.in or info@unisec.in  | 0   | 0   | -              | 0   | 0   | -              |
|             | <b>Employees and workers</b>   | A strong whistleblower policy and non-retaliation clause is available to all our stakeholders. Our whistleblower policy is available at <a href="https://www.nrbbearings.com/resources/investorrelations/NRB_WHISTLE_BLOWER_POLICY.pdf">https://www.nrbbearings.com/resources/investorrelations/NRB_WHISTLE_BLOWER_POLICY.pdf</a> | 0   | 0   | -              | 0   | 0   | -              |
|             | <b>Customers</b>   | Customers can reach out with the queries or complaints related to our products or services through email. <a href="https://www.nrbbearings.com/contact.htm">https://www.nrbbearings.com/contact.htm</a>   | 142   | 0   | -              | 129   |   | -              |

|                               |  |   |   |   |   |   |   |
|-------------------------------|--|---|---|---|---|---|---|
| <b>Value Chain Partners</b>   | Value chain partners can reach out with the queries or complaints related to our products or services through email. <a href="https://www.nrbbearings.com/contact.htm">https://www.nrbbearings.com/contact.htm</a> | 0 | 0 | - | 0 | 0 | - |
| <b>Other (please specify)</b> | -  | - | - | - | - | - | - |

NRB Bearings Limited's stakeholders include our investors, shareholders, customers, employees and workers, value chain partner, government, and the community.

| <b>24.</b>  | <b>Overview of the entity's material responsible business conduct issues :</b> |   |  |  |   |  |
|---|--|---|--|--|---|--|
| <b>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</b> |  |   |  |  |   |  |
| <b>S. No.</b>   | <b>Material issue identified</b>   | <b>Indicate whether risk or opportunity (R/O)</b> | <b>Rationale for identifying the risk / opportunity</b>  | <b>In case of risk, approach to adapt or mitigate</b>  | <b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>   |  |
| 1   | Business Continuity  | Risk  | Changing consumer preferences is driving change in India's automotive industry. Consumer preferences and demand for two-wheeler vehicle and the discontinuation of certain vehicle models will have an impact on the existing business model, product offerings and overall cost to company. | As a strategy to adapt and fulfil the demand of the consumers, we have undertaken process improvement and invested into development of new products. We are in the process of automating product manufacturing processes which will lead to development of new products more efficiently. We are expanding in newer geographies and penetrating newer segments to stay competitive in the industry and abreast with latest technology. | Development of newer models with latest technology and in line with customers' demand will result in attracting of new customer base while retaining the existing customers. This will result in the increased revenue and market presence. |  |
| 2   | Changes in technology  | Risk  | Shifting demand for more sustainable alternatives,- there is an increased demand for electric vehicles. Increasing usage of electric vehicles in commercial vehicles will affect business of the Company.  | We are rapidly transforming our processes and adapting by developing products which are agnostic to the type of engine used in the vehicle. The Company is also vigorously working on new product development for manufacture of products for electric and hybrid vehicles.  | Due to increasing usage of electric vehicles, there is a risk of reduction in Company's revenue in the short term.  |  |

|   |   |      |   |  |  |
|---|---|------|---|--|--|
| 3 | Procurement of raw materials and Supply Chain | Risk | <p>Raw materials are the most important component in the production of goods. Procurement of raw materials are subject to market volatility, resulting from supply chain disruptions, increased demand with significant increase in the price.</p> <p>We rely on a network of suppliers across various geographies to source raw materials, and various parts used in the manufacturing of bearings. Supply chain disruption may adversely impact the total production volume, loss of revenue, increased cost, loss of customer and reduced profitability.</p> <p>Moreover, since our suppliers are spread across various geographies, ongoing geopolitical conflict poses a great threat to commodity price stability along with various regulatory restrictions and currency fluctuations.</p> | <p>We ensure optimal supply of goods and services, focusing on quality, cost and delivery performance. Multiple product sourcing and localisation options are continuously explored.</p> <p>By negotiating prices and utilising economic synergies, we are largely able to obtain competitive prices. We also analyse the operations of our suppliers, by deploying dedicated personnel performing quality checks, for early signs of distress so that interventions can be made to secure its interests. Representations are made to relevant authorities to ensure timely clearance of import consignments</p> | Fluctuations in raw material prices and/or supplier's financial conditions could have an impact on the Company's earnings. |
|---|---|------|---|--|--|

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

| Disclosure Questions                   |  | P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8  | P9 |
|--|--|---|----|----|----|----|----|----|-----|----|
| <b>Policy and management processes</b> |  |   |    |    |    |    |    |    |     |    |
| 1.                                     | <b>A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b> | No  | No | No | No | No | No | No | Yes | No |
|  | <b>B. Has the policy been approved by the Board? (Yes/No)</b>  | No  | No | No | No | No | No | No | Yes | No |
|  | <b>C. Web Link of the Policies, if available</b>   | <a href="https://www.nrbbearings.com/investorrelations.htm">https://www.nrbbearings.com/investorrelations.htm</a>   |    |    |    |    |    |    |     |    |
| 2.                                     | <b>Whether the entity has translated the policy into procedures. (Yes / No)</b>                                    | No  | No | No | No | No | No | No | Yes | No |
|  |  | Yes, the NRB has various policies aligned with all the principles of BRSR and we expect all our stakeholders to adhere to this policy including our value chain partners. We also have a separate supply chain code of conduct in place for our suppliers available on our website: <a href="https://www.nrbbearings.com/investorrelations.htm">https://www.nrbbearings.com/investorrelations.htm</a> |    |    |    |    |    |    |     |    |

|   |  |  |    |    |    |    |    |    |    |    |
|---|--|--|----|----|----|----|----|----|----|----|
| 4.  | <b>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.</b> | NRB Bearings Limited follows all mandatory applicable geographical specific Acts, Regulations & Guidelines while formulating policies & procedures. Our locations are also certified for EMS ISO 14001 and OHS ISO 45001. Our products are certified with BIS, IATF16949 and are REACH compliant |    |    |    |    |    |    |    |    |
| 5.  | <b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>   | No   | No | No | No | No | No | No | No | No |
| 6.  | <b>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>  | No   | No | No | No | No | No | No | No | No |
| <b>Governance, leadership, and oversight</b>  |  |  |    |    |    |    |    |    |    |    |
| 7.  | <b>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)</b>   |  |    |    |    |    |    |    |    |    |
| <p>With our presence in Indian marketplace for over half a century, we have established ourselves as the pioneers in bearing technology. Guided by our vision and mission, we seek to create a culture that fosters innovation and drive value creation across our business, value chain and for all our stakeholders. Sustainability is embedded in our core business model supporting us in our relentless pursuit for quantum improvements. With an increased focus on minimising our environmental footprint, we ensure optimum resource utilisation with added emphasis on circular economy. Our employees are one strong pillar of our operations, and we ensure to create a safe and healthy workplace, cultivating a sense of ownership and empowering each individual. Further, all our extended relationships with our value chain partners and customers are based on the building blocks of trust, with a focus on supplying and receiving the best-in-class products at the optimum cost point. We have a strong footprint across our communities and believe in creating inclusive growth with our CSR programmes standing as a strong testament to this.</p> |  |  |    |    |    |    |    |    |    |    |
| <p>Going ahead, we look forward to being the industry leader while supporting ethical business and responsible conduct guided by our inherent principles of sustainability.</p>   |  |  |    |    |    |    |    |    |    |    |
| 8.  | <b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>  | Ms. Harshbeena Zaveri, Vice Chairman & MD  |    |    |    |    |    |    |    |    |
| 9.  | <b>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.</b>  | Yes- the Risk Management Committee of the Board monitors, assesses and review Sustainability related decision-making aspects along with other enterprise-level strategic and business risks each quarter.  |    |    |    |    |    |    |    |    |



| 10. Details of Review of NGRBCs by the Company:  |   |    |    |    |    |    |    |    |    |  |    |    |    |    |    |    |    |    |
|--|---|----|----|----|----|----|----|----|----|--|----|----|----|----|----|----|----|----|
| Subject for Review   | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee  |    |    |    |    |    |    |    |    | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) |    |    |    |    |    |    |    |    |
|  | P1  | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action  | Yes- Board member, Department heads and the leadership team examine the Company's Business Responsibility policies on a regular basis or as needed. |    |    |    |    |    |    |    |    | Annually or on a need-to basis   |    |    |    |    |    |    |    |    |
| Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances  | Yes- We comply with all applicable laws of the land we operate in.  |    |    |    |    |    |    |    |    | Quarterly  |    |    |    |    |    |    |    |    |
| <b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b> |   |    |    |    |    |    |    |    |    | P1   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|  |   |    |    |    |    |    |    |    |    | No   | No | No | No | No | No | No | No | No |

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

| Questions   | P1  | P2  | P3  | P4  | P5  | P6  | P7  | P8 | P9  |
|---|-----|-----|-----|-----|-----|-----|-----|----|-----|
| The entity does not consider the principles material to its business (Yes/No)   | -   | -   | -   | -   | -   | -   | -   | -  | -   |
| 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)  | Yes | Yes | Yes | Yes | Yes | Yes | Yes | -  | Yes |
| Any other reason (please specify)   | -   | -   | -   | -   | -   | -   | -   | -  | -   |

**SECTION C: Principle wise performance**

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

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

**Essential Indicators**

| <b>1. Percentage coverage by training and awareness programmes on any of the principles during the financial year</b> |   |   |   |
|---|---|---|---|
| <b>Segment</b>  | <b>Total number of training and awareness programmes held</b> | <b>Topics/principles covered under the training and its impact</b>  | <b>%age of persons in respective category covered by the awareness programmes</b> |
| <b>Board of Directors</b>   | 1   | During the year, the Board of Directors of the Company (including the Committees) has invested more than 10 hours individually on various matters relating to an array of issues viz.<br>1. Review of business updates, new Business strategies, and company's financial performance.<br>2. Regulatory Updates, Amendments to SEBI LODR, SEBI Insider Trading Regulations<br>3. Risk management, succession planning. | 100%  |
| <b>Key Management Personnel</b>   | 2   | KMPs were provided training on topics such as POSH and all nine principles of BRSR.   | 50%   |
| <b>Employees other than BoD and KMPs</b>  | 7   | Principle 2, 6, 9   | 65%   |
| <b>Workers</b>  | 10  | Principle 2, 6, 9   | 37%   |

| <b>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):</b> |                        |  |                        |                          |   |
|---|------------------------|--|------------------------|--------------------------|---|
| <b>Monetary</b>   |                        |  |                        |                          |   |
|   | <b>NGBRC Principle</b> | <b>Name of the regulatory/ enforcement agencies/ judicial institutions</b> | <b>Amount (in INR)</b> | <b>Brief of the Case</b> | <b>Has an appeal been preferred? (Yes/No)</b> |
| Penalty/Fine  | NIL                    | NIL  | NIL                    | NIL                      | NIL   |
| Settlement  | NIL                    | NIL  | NIL                    | NIL                      | NIL   |
| Compounding Fee   | NIL                    | NIL  | NIL                    | NIL                      | NIL   |

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

|  |   |     |  |  |  |
|--|---|-----|--|--|--|
| 3.   | <b>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</b> |     |  |  |  |
|  | <b>Case Details</b>   |     | <b>Name of the regulatory/enforcement agencies/judicial institutions</b> |  |  |
|  | NIL   |     | NIL  |  |  |
| NIL  |   | NIL |  |  |  |
| 4.   | <b>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.</b>       |     |  |  |  |
| <p>Yes. We have an anti-bribery and anti-corruption policy covering various aspects of bribery such as gifts, political and charitable donation, etc. Additionally, we also have our Code of Conduct and Ethics complying with the legal requirements of applicable laws and regulations, including anti-bribery and anti-corruption. The policy applies to all the employees and workers.</p> <p>The policy is available at <a href="https://www.nrbearings.com/investorrelations.htm">https://www.nrbearings.com/investorrelations.htm</a></p> |   |     |  |  |  |

|         |  |                |                |
|---------|--|----------------|----------------|
| 5.      | <b>Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:</b> |                |                |
|         |  | <b>FY 2023</b> | <b>FY 2022</b> |
|         | Directors  | NIL            | NIL            |
|         | KMPs   | NIL            | NIL            |
|         | Employees  | NIL            | NIL            |
| Workers | NIL  | NIL            |                |

|  |   |                |                |                |                |
|--|---|----------------|----------------|----------------|----------------|
| 6.   | <b>Details of complaints with regard to conflict of interest</b>  |                |                |                |                |
|  |   | <b>FY 2023</b> |                | <b>FY 2022</b> |                |
|  |   | <b>Number</b>  | <b>Remarks</b> | <b>Number</b>  | <b>Remarks</b> |
|  | <b>Number of complaints received in relation to issues of Conflict of Interest of the Directors</b>   | NIL            | NIL            | NIL            | NIL            |
| <b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</b>             | NIL   | NIL            | NIL            | NIL            |                |
| 7.   | <b>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.</b> |                |                |                |                |
| Not Applicable since there has been no cases of corruption and conflicts of interest during the FY2022-23. |   |                |                |                |                |

### Leadership Indicators

|    |  |   |   |
|----|--|---|---|
| 1. | <b>Awareness programmes conducted for value chain partners on any of the Principles during the financial year:</b> |   |   |
|    | <b>Total number of awareness programmes held</b>   | <b>Topics / principles covered under the training</b>   | <b>%age of value chain partners covered (by value of business done with such partners) under the awareness programmes</b> |
|    | 03   | Suppliers were provided training on various topics including 4M Change, Driving Safety, Fire Safety Training. | 8.48%   |

|    |   |
|----|---|
| 2. | <b>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.</b>  |
|    | Yes- The Code of Conduct for Directors and Senior Management lays down the guidelines for avoiding conflicts of interest. All transactions or interests that has the potential to raise a conflict of interest shall be disclosed to the entity for further necessary actions as may deemed fit. Further, all Directors shall inform the company on an annual basis about the Board and the Committee positions the person occupies in other companies including Chairmanships and notify any changes during the year. The Board members while discharging their duties, shall ensure to avoid conflict of interest in the decision-making process. |

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

| Essential Indicators |   |                   |                   |  |
|----------------------|---|-------------------|-------------------|--|
| 1.                   | <b>Percentage of R&amp;D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&amp;D and capex investments made by the entity, respectively</b>  |                   |                   |  |
|                      |   | <b>FY 2022-23</b> | <b>FY 2021-22</b> | <b>Details of improvements in environmental and social impacts</b>   |
|                      | R&D   | 7.18%             | 2.59              | <ul style="list-style-type: none"> <li>• New coolant used for grinding to reduce coolant consumption from 2% to 1.3%</li> <li>• Solid Grease developed for ball cage application increasing bearing life by 3 times.</li> <li>• Reduced electricity consumption by 8470 Kw/year by replacing electric motor.</li> <li>• Reduced oil (200 lts. /year) consumption by verifying viscosity using viscometer.</li> <li>• Development of ceramic bearing for Electric Vehicle</li> <li>• Developed Reduced friction bearing</li> <li>• Reuse of tools for testing Saving of 5% new tools</li> </ul> |
|                      | Capex   | 100%              | 0.55%             | Robotic implementation   |
| 2.                   | <b>A. Does the entity have procedures in place for sustainable sourcing? (Yes/No)</b>   |                   |                   |  |
|                      | Yes. The Company has procedures and policies in place for sustainable sourcing. NRB's supplier Code of Conduct lays down the Company's strategy for sustainable sourcing. All suppliers are expected to adhere to the supplier Code of Conduct. Further, supplier assessments are conducted periodically based on defined parameters identified in supplier assessment checklist. The checklist includes indicators including consent to operate, safety measures, certifications, material test reports etc. along with ESG factors. |                   |                   |  |
|                      | NRB works very closely with suppliers and is in the process of developing a mechanism to promote sustainable and local sourcing and thereby track the percentage of inputs sourced sustainably.   |                   |                   |  |
|                      | <b>B. If yes, what percentage of inputs were sourced sustainably?</b>   |                   |                   |  |
|                      | 28%   |                   |                   |  |

|    |   |
|----|---|
| 3. | <p><b>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</b></p> <p>Plastics: Plastic wastes are generated from our manufacturing and packaging materials used in our products. We acknowledge that the plastic used in product packaging has an impact on the environment. We make reasonable efforts to keep track of all the products used and have implemented a robust internal waste management system of collection, segregation, storage, and disposal. As a part end-of-life product management, we are continuously working on improving our product's circularity. Currently, we are in the process of complying with the requirements of the EPR registration.</p> <p>E-waste: Since, our main product category is bearings. This is not applicable. However, as an effort to manage e-waste, which comprises of electronic devices, their components and IT assets which are discarded after their useful life or due to obsolescence, it is disposed only to authorized re-cyclers.</p> <p>Hazardous waste: Since, our main product category is bearings, this is not applicable. Hazardous waste generated from manufacturing locations is safely disposed of to an authorized recycler.</p> <p>Other waste: Since, our main product category is bearings, this is not applicable.</p> |
| 4. | <p><b>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.</b></p> <p>We are subject to Extended Producer Responsibility (EPR) regulations under The Plastic Waste Management and Handling Rules, 2016 (as amended), falls within the category of 'producer' or 'brand owner'. Plastic is used for packaging balls and bearings as well as in the manufacturing of certain types of bearings.</p> <p>Thus, we are in the process to develop a waste collection plan in line with EPR guidelines to submit to Central Pollution Control Board (CPCB).</p>   |

| Leadership Indicators  |  |                                 |   |  |   |                         |  |                                 |   |  |   |  |      |       |      |      |  |
|--|--|---------------------------------|---|--|---|-------------------------|--|---------------------------------|---|--|---|--|------|-------|------|------|--|
| 1.   | <p><b>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?</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;">NIC Code</th> <th style="width: 20%;">Name of the product/service</th> <th style="width: 15%;">% of total turnover contributed</th> <th style="width: 15%;">Boundary for which the life cycle perspective/ assessment was conducted</th> <th style="width: 15%;">Whether conducted by independent external agency (Yes/ No)</th> <th style="width: 20%;">Results communicated in public domain (Yes/ No)<br/>If yes, provide the web-link</th> </tr> </thead> <tbody> <tr> <td colspan="6">No, we have not conducted Life Cycle Assessment (LCA) in the FY 2022-23. However, we are in the process of establishing a mechanism to conduct life cycle assessment for our key product categories. LCA studies will be used as a tool for assessing environmental footprint of our products going forward.</td> </tr> </tbody> </table> |                                 |   |  |   | NIC Code                | Name of the product/service                          | % of total turnover contributed | Boundary for which the life cycle perspective/ assessment was conducted | Whether conducted by independent external agency (Yes/ No) | Results communicated in public domain (Yes/ No)<br>If yes, provide the web-link | No, we have not conducted Life Cycle Assessment (LCA) in the FY 2022-23. However, we are in the process of establishing a mechanism to conduct life cycle assessment for our key product categories. LCA studies will be used as a tool for assessing environmental footprint of our products going forward. |      |       |      |      |  |
| NIC Code   | Name of the product/service  | % of total turnover contributed | Boundary for which the life cycle perspective/ assessment was conducted | Whether conducted by independent external agency (Yes/ No) | Results communicated in public domain (Yes/ No)<br>If yes, provide the web-link |                         |  |                                 |   |  |   |  |      |       |      |      |  |
| No, we have not conducted Life Cycle Assessment (LCA) in the FY 2022-23. However, we are in the process of establishing a mechanism to conduct life cycle assessment for our key product categories. LCA studies will be used as a tool for assessing environmental footprint of our products going forward. |  |                                 |   |  |   |                         |  |                                 |   |  |   |  |      |       |      |      |  |
| 2.   | <p><b>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.</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Name of Product/Service</th> <th style="width: 40%;">Description of the risk/concern</th> <th style="width: 30%;">Action Taken</th> </tr> </thead> <tbody> <tr> <td>Not Available</td> <td>Not Available</td> <td>Not Available</td> </tr> </tbody> </table>   |                                 |   |  |   | Name of Product/Service | Description of the risk/concern                      | Action Taken                    | Not Available   | Not Available  | Not Available   |  |      |       |      |      |  |
| Name of Product/Service  | Description of the risk/concern  | Action Taken                    |   |  |   |                         |  |                                 |   |  |   |  |      |       |      |      |  |
| Not Available  | Not Available  | Not Available                   |   |  |   |                         |  |                                 |   |  |   |  |      |       |      |      |  |
| 3.   | <p><b>Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).</b></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2" style="width: 30%;">Indicate input material</th> <th colspan="2" style="text-align: center;">Recycled or re-used input material to total material</th> </tr> <tr> <th style="width: 35%;">FY 2023</th> <th style="width: 35%;">FY 2022</th> </tr> </thead> <tbody> <tr> <td>Steel</td> <td style="text-align: center;">8.68</td> <td style="text-align: center;">6.95</td> </tr> <tr> <td>Brass</td> <td style="text-align: center;">0.26</td> <td style="text-align: center;">0.22</td> </tr> </tbody> </table>  |                                 |   |  |   | Indicate input material | Recycled or re-used input material to total material |                                 | FY 2023   | FY 2022  | Steel   | 8.68   | 6.95 | Brass | 0.26 | 0.22 |  |
| Indicate input material  | Recycled or re-used input material to total material   |                                 |   |  |   |                         |  |                                 |   |  |   |  |      |       |      |      |  |
|  | FY 2023  | FY 2022                         |   |  |   |                         |  |                                 |   |  |   |  |      |       |      |      |  |
| Steel  | 8.68   | 6.95                            |   |  |   |                         |  |                                 |   |  |   |  |      |       |      |      |  |
| Brass  | 0.26   | 0.22                            |   |  |   |                         |  |                                 |   |  |   |  |      |       |      |      |  |

|   |  |                |                 |   |                |                 |                        |
|---|--|----------------|-----------------|---|----------------|-----------------|------------------------|
| 4.  | <b>Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:</b>                               |                |                 |   |                |                 |                        |
|   |  | <b>FY 2023</b> |                 |   | <b>FY 2022</b> |                 |                        |
|   |  | <b>Re-used</b> | <b>Recycled</b> | <b>Safely Disposed</b>  | <b>Re-used</b> | <b>Recycled</b> | <b>Safely Disposed</b> |
|   | Plastics (including packaging)   | NA             | NA              | NA  | NA             | NA              | NA                     |
|   | E-waste  | NA             | NA              | NA  | NA             | NA              | NA                     |
|   | Hazardous waste  | NA             | NA              | NA  | NA             | NA              | NA                     |
|   | Other waste  | NA             | NA              | NA  | NA             | NA              |                        |
| Currently, we do not have a mechanism to reclaim end of life products and packaging and hence this is not applicable. We are in the process of complying with the requirements of the EPR registration. |  |                |                 |   |                |                 |                        |
| 5.  | <b>Reclaimed products and their packaging materials (as percentage of products sold) for each product category.</b>  |                |                 |   |                |                 |                        |
|   | <b>Indicate product category</b>   |                |                 | Reclaimed products and their packaging materials as % of total products sold in respective category |                |                 |                        |
|   | NA   |                |                 | NA  |                |                 |                        |
|   | Currently, we do not have a mechanism to reclaim end of life products and packaging and hence this is not applicable. We are in the process of complying with the requirements of the EPR registration |                |                 |   |                |                 |                        |

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

| <b>Essential Indicators</b>           |  |                                  |                         |                   |                           |                   |                           |                   |                           |                   |                            |     |
|---------------------------------------|--|----------------------------------|-------------------------|-------------------|---------------------------|-------------------|---------------------------|-------------------|---------------------------|-------------------|----------------------------|-----|
| 1.                                    | <b>A. Details of measures for the well-being of employees:</b> |                                  |                         |                   |                           |                   |                           |                   |                           |                   |                            |     |
|                                       | <b>Category</b>  | <b>% of employees covered by</b> |                         |                   |                           |                   |                           |                   |                           |                   |                            |     |
|                                       |  | <b>Total (A)</b>                 | <b>Health insurance</b> |                   | <b>Accident insurance</b> |                   | <b>Maternity benefits</b> |                   | <b>Paternity benefits</b> |                   | <b>Day care facilities</b> |     |
|                                       |  | <b>Number (B)</b>                | <b>% (B/A)</b>          | <b>Number (C)</b> | <b>% (C/A)</b>            | <b>Number (D)</b> | <b>% (D/A)</b>            | <b>Number (E)</b> | <b>% (E/A)</b>            | <b>Number (F)</b> | <b>% (F/A)</b>             |     |
| <b>Permanent Employees</b>            |  |                                  |                         |                   |                           |                   |                           |                   |                           |                   |                            |     |
|                                       | <b>Male</b>  | 425                              | 425                     | 100%              | 425                       | 100%              | 0                         | 0%                | 0                         | 0%                | 305                        | 72% |
|                                       | <b>Female</b>  | 32                               | 32                      | 100%              | 32                        | 100%              | 32                        | 100%              | 0                         | 0%                | 09                         | 28% |
|                                       | <b>Total</b>   | 457                              | 457                     | 100%              | 457                       | 100%              | 32                        | 7%                | 0                         | 0%                | 314                        | 69% |
| <b>Other than Permanent Employees</b> |  |                                  |                         |                   |                           |                   |                           |                   |                           |                   |                            |     |
|                                       | <b>Male</b>  | 27                               | 27                      | 100%              | 27                        | 100%              | 0                         | 0%                | 0                         | 0%                | 13                         | 48% |
|                                       | <b>Female</b>  | 03                               | 03                      | 100%              | 03                        | 100%              | 03                        | 100%              | 0                         | 0%                | 0                          | 0%  |
|                                       | <b>Total</b>   | 30                               | 30                      | 100%              | 30                        | 100%              | 03                        | 10%               | 0                         | 0%                | 13                         | 43% |

| <b>B. Details of measures for the well-being of workers:</b> |                                  |                         |                |                           |                |                           |                |                           |                |                            |                |
|--|----------------------------------|-------------------------|----------------|---------------------------|----------------|---------------------------|----------------|---------------------------|----------------|----------------------------|----------------|
| <b>Category</b>  | <b>% Of employees covered by</b> |                         |                |                           |                |                           |                |                           |                |                            |                |
|  | <b>Total (A)</b>                 | <b>Health insurance</b> |                | <b>Accident insurance</b> |                | <b>Maternity benefits</b> |                | <b>Paternity benefits</b> |                | <b>Day care facilities</b> |                |
|  |                                  | <b>Number (B)</b>       | <b>% (B/A)</b> | <b>Number (C)</b>         | <b>% (C/A)</b> | <b>Number (D)</b>         | <b>% (D/A)</b> | <b>Number (E)</b>         | <b>% (E/A)</b> | <b>Number (F)</b>          | <b>% (F/A)</b> |
| <b>Permanent Workers</b>                                     |                                  |                         |                |                           |                |                           |                |                           |                |                            |                |
| <b>Male</b>  | 854                              | 825                     | 96.60%         | 854                       | 100%           | 0                         | 0%             | 0                         | 0%             | 854                        | 100%           |
| <b>Female</b>  | 18                               | 17                      | 94.44%         | 18                        | 100%           | 18                        | 100%           | 0                         | 0%             | 18                         | 100%           |
| <b>Total</b>   | 872                              | 842                     | 97%            | 872                       | 100%           | 18                        | 2%             | 0                         | 0%             | 872                        | 100%           |
| <b>Other than Permanent Workers</b>                          |                                  |                         |                |                           |                |                           |                |                           |                |                            |                |
| <b>Male</b>  | 2,132                            | 2,132                   | 100%           | 2,132                     | 100%           | 0                         | 0%             | 0                         | 0%             | 2,084                      | 98%            |
| <b>Female</b>  | 201                              | 201                     | 100%           | 201                       | 100%           | 0                         | 0%             | 0                         | 0%             | 198                        | 99%            |
| <b>Total</b>   | 2,333                            | 2,333                   | 100%           | 2,333                     | 100%           | 0                         | 0%             | 0                         | 0%             | 2,282                      | 98%            |

| <b>2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.</b> |   |   |   |   |   |   |
|---|---|---|---|---|---|---|
| <b>Benefits</b>   | <b>FY 2022-23</b>   |   |   | <b>FY 2021-22</b>   |   |   |
|   | <b>No. of employees covered as a % of total employees</b> | <b>No. of workers covered as a % of total workers</b> | <b>Deducted and deposited with the authority (Y/N/N.A.)</b> | <b>No. of employees covered as a % of total employees</b> | <b>No. of workers covered as a % of total workers</b> | <b>Deducted and deposited with the authority (Y/N/N.A.)</b> |
| PF  | 96%   | 58%   | Yes   | 99.79%  | 66.68%  | Yes   |
| Gratuity  | 95%   | 31%   | Yes   | 99.59%  | 34.17%  | Yes   |
| ESI   | 3%  | 33%   | Yes   | 2.68%   | 35.95%  | Yes   |
| Others- please specify  | Nil   | Nil   | Nil   | Nil   | Nil   | Nil   |

3. **Accessibility of workplaces**  
 Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.  
 Yes, some of our establishments are accessible to the differently abled employees and workers. In addition, we are continuously working towards improving infrastructure for eliminating barriers to accessibility and making our premises more inclusive.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**  
 Yes. The Company's Non-Discrimination Policy lays down the guidelines to ensure equal employment opportunities to all irrespective of any differentiating factors including physical disability as per the Rights of Persons with Disabilities Act, 2016. Further, the entity is committed to protecting human rights across all locations of operations.  
 Weblink: <https://www.nrbbearings.com/investorrelations.htm>

| <b>5. Return to work and Retention rates of permanent employees and workers that took parental leave.</b> |                            |                       |                            |                       |
|---|----------------------------|-----------------------|----------------------------|-----------------------|
| <b>Gender</b>   | <b>Permanent Employees</b> |                       | <b>Permanent Workers</b>   |                       |
|   | <b>Return to work rate</b> | <b>Retention rate</b> | <b>Return to work rate</b> | <b>Retention rate</b> |
| <b>Male</b>   | NA                         | NA                    | NA                         | NA                    |
| <b>Female</b>   | NA                         | NA                    | NA                         | NA                    |
| <b>Total</b>  | NA                         | NA                    | NA                         | NA                    |

(At present, we do not track and monitor the data. We are in the process of developing the mechanism to maintain the required information.)

|                                       |  |   |
|---------------------------------------|--|---|
| 6.                                    | <b>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.</b> |   |
|                                       |  | <b>Yes/ No<br/>(If yes, then give details of the mechanism in brief)</b>  |
|                                       | <b>Permanent Workers</b>   | Yes, we have a whistleblower policy in place available to all employees and workers. The objective of the policy is to facilitate open and structured employees' work-related grievances redressal mechanism with the intent of ensuring that the grievance is dealt with in a fair and just manner whilst being in compliance with the Company's policies. |
|                                       | <b>Other than Permanent Workers</b>  |   |
|                                       | <b>Permanent Employees</b>   |   |
| <b>Other than Permanent Employees</b> |  |   |

| 7. | <b>Membership of employees and workers in Association(s) or Unions recognized by the Listed Entity:</b> |   |   |         |   |   |         |
|----|---|---|---|---------|---|---|---------|
|    | Category  | FY 2022-23  |   |         | FY 2021-22  |   |         |
|    |   | Total employees/ workers in respective category (A) | No. of employees/ workers in respective category, who are part of associations or Union (B) | % (B/A) | Total employees/ workers in respective category (C) | No. of employees/ workers in respective category, who are part of associations or Union (D) | % (D/C) |
|    | <b>Total Permanent Employees</b>  | 457   | 0   | 0%      | 470   | 0   | 0%      |
|    | <b>Male</b>   | 425   | 0   | 0%      | 437   | 0   | 0%      |
|    | <b>Female</b>   | 32  | 0   | 0%      | 33  | 0   | 0%      |
|    | <b>Total Permanent Workers</b>  | 872   | 846   | 97.02%  | 912   | 889   | 97.48%  |
|    | <b>Male</b>   | 854   | 829   | 97.07%  | 894   | 872   | 97.54%  |
|    | <b>Female</b>   | 18  | 17  | 94.44%  | 18  | 17  | 94.44%  |

| 8. | Details of training given to employees and workers: |            |                               |         |                      |         |            |                               |         |                      |         |
|----|---|------------|-------------------------------|---------|----------------------|---------|------------|-------------------------------|---------|----------------------|---------|
|    | Category  | FY 2022-23 |                               |         |                      |         | FY 2021-22 |                               |         |                      |         |
|    |   | Total (A)  | On health and safety measures |         | On skill upgradation |         | Total (D)  | On health and safety measures |         | On skill upgradation |         |
|    |   |            | No. (B)                       | % (B/A) | No. (C)              | % (C/A) |            | No. (E)                       | % (E/D) | No. (F)              | % (F/A) |
|    | <b>Employees</b>                                    |            |                               |         |                      |         |            |                               |         |                      |         |
|    | <b>Male</b>   | 452        | 452                           | 100%    | 452                  | 100%    | 437        | 437                           | 100%    | 437                  | 100%    |
|    | <b>Female</b>                                       | 35         | 35                            | 100%    | 35                   | 100%    | 33         | 33                            | 100%    | 33                   | 100%    |
|    | <b>Total</b>  | 487        | 487                           | 100%    | 487                  | 100%    | 470        | 470                           | 100%    | 470                  | 100%    |
|    | <b>Workers</b>                                      |            |                               |         |                      |         |            |                               |         |                      |         |
|    | <b>Male</b>   | 2,986      | 375                           | 12.56%  | 375                  | 12.56%  | 2,598      | 327                           | 12.58%  | 327                  | 12.58%  |
|    | <b>Female</b>                                       | 219        | 34                            | 15.52%  | 34                   | 15.52%  | 214        | 15                            | 7%      | 15                   | 7%      |
|    | <b>Total</b>  | 3,205      | 409                           | 12.76%  | 409                  | 12.76%  | 2,812      | 342                           | 12.16%  | 342                  | 12.16%  |

*\*Permanent employees and permanent workers have been considered.*



|     |  |                   |                  |                |                   |                  |                |
|-----|--|-------------------|------------------|----------------|-------------------|------------------|----------------|
| 9.  | Details of performance and career development reviews of employees and worker  |                   |                  |                |                   |                  |                |
|     | <b>Category</b>  | <b>FY 2022-23</b> |                  |                | <b>FY 2021-22</b> |                  |                |
|     |  | <b>Total (A)</b>  | <b>Total (B)</b> | <b>% (B/A)</b> | <b>Total (C)</b>  | <b>Total (D)</b> | <b>% (D/C)</b> |
|     | <b>Employees</b>   |                   |                  |                |                   |                  |                |
|     | <b>Male</b>  | 452               | 425              | 94.03%         | 450               | 437              | 97.11%         |
|     | <b>Female</b>  | 35                | 32               | 91.43%         | 35                | 33               | 94.29%         |
|     | <b>Total</b>   | 487               | 457              | 93.84%         | 485               | 470              | 96.91          |
|     | <b>Workers</b>   |                   |                  |                |                   |                  |                |
|     | <b>Male</b>  | 2,986             | 0                | 0%             | 2,598             | 0                | 0%             |
|     | <b>Female</b>  | 219               | 0                | 0%             | 214               | 0                | 0%             |
|     | <b>Total</b>   | 3,205             | 0                | 0%             | 2,812             | 0                | 0%             |
| 10. | <b>Health and safety management system:</b>  |                   |                  |                |                   |                  |                |
|     | <b>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</b>   |                   |                  |                |                   |                  |                |
|     | <p>Yes. We are committed to provide safe and healthy working conditions to all its employees and workers. We believe that creating and maintaining a safe and healthy work environment is a pre-requisite for employee well-being, and the adoption of best practices in occupational health and safety is critical to attain business excellence. Our EHS system are certified to ISO 14001: 2015, ISO 45001: 2018 and IATF 16949:2016 and covers 100% of all of our India locations. We have an occupational health and safety policy in place which acts as a guideline and commitment towards the management of key HSE aspects.</p>   |                   |                  |                |                   |                  |                |
|     | <b>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</b>  |                   |                  |                |                   |                  |                |
|     | <p>We have implemented EHS management system which helps in identifying occupational health and safety risks proactively, including routine and non-routine activities. We have Hazard Identification and Risk Assessment (HIRA) framework which enables our employees and workers to identify and contain work-related risks which pose a threat. The carried-out assessment is followed up with documentation of risks and hazards present within our environment, their root causes, associated consequences and risk and hazard containment strategy and recommendations.</p> <p>We have also appointed safety committee at each plant site headed by the plant head to identify and mitigate the risks associated with health and safety. Our Health and Safety Committee ensures proper establishment, implementation, maintenance, and continual improvement of processes needed for the elimination of hazards and minimization of actual and potential risks.</p> |                   |                  |                |                   |                  |                |
|     | <b>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)</b>  |                   |                  |                |                   |                  |                |
|     | <p>Yes. Workers are encouraged to report work-related hazards through established mechanism at each plant. To promote safety culture, we have established a drop box system across all plants which enables our employees and workers to report any work-related incidents, hazards and near misses that may lead to unsafe condition.</p> <p>All reported incidents are investigated on a timely basis and appropriate actions are taken accordingly.</p>   |                   |                  |                |                   |                  |                |
|     | <b>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</b>  |                   |                  |                |                   |                  |                |
|     | <p>Yes. We provide medical facilities and first-aid services to both our employees and workers. We have established occupational health centre at each plant, equipped and manned for management of non-occupational medical conditions. and have a tie-up with nearest hospital to the plant premises. Further, all our employees and workers are covered under the company's health insurance and personal insurance policy.</p>   |                   |                  |                |                   |                  |                |

|     |  |  |  |                   |                              |  |
|-----|--|--|--|-------------------|------------------------------|--|
| 11. | <b>Details of safety related incidents, in the following format</b>  |  |  |                   |                              |  |
|     | <b>Safety Incident/Number</b>  | <b>Category</b>  | <b>FY 2022-23</b>                            | <b>FY 2021-22</b> |                              |  |
|     | <b>Lost Time Injury Frequency Rate (LTIFR)<br/>(per one million-person hours worked)</b>   | <b>Employees</b>   | 0  | 0                 |                              |  |
|     |  | <b>Workers</b>   | 0  | 0                 |                              |  |
|     | <b>Total recordable work-related injuries</b>  | <b>Employees</b>   | 0  | 0                 |                              |  |
|     |  | <b>Workers</b>   | 01   | 01                |                              |  |
|     | <b>No. of fatalities</b>   | <b>Employees</b>   | 0  | 0                 |                              |  |
|     |  | <b>Workers</b>   | 0  | 0                 |                              |  |
|     | <b>High consequence work-related injury or ill-health (excluding fatalities)</b>   | <b>Employees</b>   | 0  | 0                 |                              |  |
|     |  | <b>Workers</b>   | 0  | 0                 |                              |  |
| 12. | <b>Describe the measures taken by the entity to ensure a safe and healthy workplace.</b>   |  |  |                   |                              |  |
|     | <p>A safe and healthy workplace is of utmost priority to our operations. All the plants and office premises are carefully designed to minimise the risk of health hazards and risks. We make every effort to integrate safety into all business processes.</p> <p>Policy and Procedure: We have an Occupational Health and Safety Policy which acts as a guideline to prevent work related injury, ill health, and harm to people from work-related activities. The policy is updated and reviewed on a regular basis. We also maintain SOP with a clearly written set of instructions to help workers perform complex tasks in a safe manner. In order to ensure that the Health and Safety Management System is appropriately and effectively maintained, we conduct internal audit on annual basis.</p> <p>Risk Identification and Management: We identify occupational health and safety risks proactively, for all existing/new/modified activities, process, products or services using HIRA framework. In addition to it, risk assessment also includes quarterly evaluation of incidents that have occurred.</p> <p>Incident Management: We have an established process for Incident Risk Management for all employees and workers at all levels, which includes Incident reporting, investigation and implementation of appropriate correction and corrective measures. At each plant/office, we have established OH&amp;S committees, chaired by respective department heads with representations from employees, senior management and cross-functional teams.</p> <p>Training and Education: We ensure awareness amongst employees and workers through continuous training, communication and performance measurement of HSE criteria. Training includes awareness-building, mock drills, and periodic demonstrations. It also forms a part of employee induction program. Training modules are updated annually, basis the need assessment and evolving regulatory requirements</p> |  |  |                   |                              |  |
| 13. | <b>Number of Complaints on the following made by employees and workers:</b>  |  |  |                   |                              |  |
|     |  | <b>FY 2022-23</b>  |  |                   | <b>FY 2021-22</b>            |  |
|     |  | <b>Filed during the year</b>   | <b>Pending resolution at the end of year</b> | <b>Remarks</b>    | <b>Filed during the year</b> | <b>Pending resolution at the end of year</b> |
|     | Working conditions   | 0  | 0  | -                 | 0                            | 0  |
|     | Health and Safety  | 0  | 0  | -                 | 0                            | 0  |
| 14. | <b>Assessments for the year:</b>   |  |  |                   |                              |  |
|     |  | <b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b> |  |                   |                              |  |
|     | <b>Health and safety practices</b>   | 53.85%   |  |                   |                              |  |
|     | <b>Working conditions</b>  | 53.85%   |  |                   |                              |  |

|     |   |     |
|-----|---|-----|
| 15. | <b>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 &amp; safety practices and working conditions</b> | Nil |
|-----|---|-----|

**Leadership Indicators**

|    |   |
|----|---|
| 1. | <b>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).</b>  |
|    | Yes, we have a robust life insurance coverage for all employees across all geographies under our employee well-being programs.  |
| 2. | <b>Provide the measures undertaken by the entities to ensure that statutory dues have been deducted and deposited by the value chain partners</b>   |
|    | We have defined internal processes to ensure that statutory dues have been deducted and deposited by the value chain partners on a timely basis. We have established regular communication with service providers about payment of PF/ESI/GST/wages and proper coverage of terms to comply with the agreements. While clearing the bills, compliance checking is carried out with the agency and follow ups are done if required. This ensures that the vendors are compliant with the provisions of the labour laws. |

|    |   |  |                   |                   |
|----|---|--|-------------------|-------------------|
| 3. | <b>Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:</b>  |  |                   |                   |
|    | <b>Total no. of affected employees/ workers</b>   | <b>No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</b> |                   |                   |
|    |   | <b>FY 2022-23</b>  | <b>FY 2021-22</b> | <b>FY 2022-23</b> |
|    | <b>Employees</b>  | 0  | 0                 | 0                 |
|    | <b>Workers</b>  | 0  | 0                 | 0                 |
| 4. | <b>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)</b>  |  |                   |                   |
|    | No. Currently, we do not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. However, the training programs and modules are designed in a way that encourage all the employees and workers, irrespective of positions, to learn new skills and promotes career advancement post retirement. |  |                   |                   |
| 5. | <b>Details on assessment of value chain partners:</b>   |  |                   |                   |
|    |   | <b>% of value chain partners (by value of business done with such partners) that were assessed</b>   |                   |                   |
|    | Health and Safety Practices   | 28.07%   |                   |                   |
|    | Working Conditions  | 28.07%   |                   |                   |
| 6. | <b>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.</b>  |  |                   |                   |
|    | No corrective actions taken or underway since no adverse impact was observed during the suppliers' assessment.  |  |                   |                   |

**Principle 4: Businesses should respect and promote the well-being of all employees, including those in their value chains**

|    |   |
|----|---|
| 1. | <b>Describe the process for identifying key stakeholder groups of the entity.</b>   |
|    | Stakeholders play an integral role in NRB's business, and the entity recognises the need to continuously engage with them on frequent basis. Through a defined stakeholder engagement process and depending on the influence on business activities and vice-versa, key stakeholder groups are identified from the larger stakeholder universe. |

|    |   |   |   |   |   |
|----|---|---|---|---|---|
|    | Currently NRB has identified 7 (seven) stakeholder groups depending on the business influence and has devised dedicated engagement mechanism for each group. Through regular stakeholder interaction through various channels, the entity seeks to strengthen the relationships and contribute to business strategy. Our key stakeholder groups include Investors, Employees and Workers, Business partner, Suppliers, Customers, Government and Community. |   |   |   |   |
| 2. | <b>List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.</b>   |   |   |   |   |
|    | <b>Stakeholder Group</b>  | <b>Whether identified as vulnerable and marginalized group (Yes/No)</b> | <b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>  | <b>Frequency of engagement (annually, half yearly, quarterly, others – please specify)</b>  | <b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>  |
|    | <b>Investors</b>  | No  | <ul style="list-style-type: none"> <li>Annual shareholder meeting</li> <li>Quarterly investor presentations</li> <li>Investor conferences and meets</li> <li>Press releases</li> </ul>  | Quarterly / Annually  | To update investors on the financial performance of the company   |
|    | <b>Employees</b>  | No  | <ul style="list-style-type: none"> <li>Intranet Portal</li> <li>Employee Welfare events</li> <li>Trainings and performance management system</li> <li>Functional and cross-functional committees Emails, written communication</li> </ul>   | Daily   | To engage with employees and understand their aspirations including the following: <ul style="list-style-type: none"> <li>Career management and growth prospects</li> <li>Learning opportunities</li> <li>Building a safety culture and inculcating safe working practices among employees</li> <li>Flexible working hours</li> </ul> |
|    | <b>Customers</b>  | No  | <ul style="list-style-type: none"> <li>Direct consumer calls and meetings</li> <li>Customer satisfaction surveys</li> <li>Complaint handling &amp; feedback</li> <li>Marketing and Advertising</li> <li>Electronic Communication</li> </ul> | <ul style="list-style-type: none"> <li>Continuous (NRB website and social media including LinkedIn, Twitter, Facebook, Instagram, YouTube)</li> </ul> | <ul style="list-style-type: none"> <li>Understanding customer expectations,</li> <li>Understanding industry and business challenges</li> <li>Understanding client's data privacy and security requirements</li> </ul>   |
|    | <b>Business Partners</b>  | No  | <ul style="list-style-type: none"> <li>Conferences</li> <li>Written Communication audio &amp; visual communication</li> </ul>   | <ul style="list-style-type: none"> <li>Monthly: Conference calls</li> <li>Quarterly: Business reviews</li> <li>Annually: Partner events</li> </ul>    | <ul style="list-style-type: none"> <li>Strengthening business partnerships</li> <li>Improve Company's credit worthiness</li> <li>Promote ethical behavior and fair business practices and governance</li> </ul>   |
|    | <b>Suppliers</b>  | Yes   | <ul style="list-style-type: none"> <li>Supplier meets</li> <li>Regular interaction through phone, e-mail and in person</li> <li>Supplier Audits</li> </ul>  | <ul style="list-style-type: none"> <li>Continuous</li> </ul>  | <ul style="list-style-type: none"> <li>To identify supplier business challenges and ensure uninterrupted raw material supply</li> </ul>   |

|                   |    |   |   |  |
|-------------------|----|---|---|--|
| <b>Government</b> | No | <ul style="list-style-type: none"> <li>Annual reports</li> <li>Communications with regulatory bodies Through various chambers of commerce and industry</li> </ul> | <ul style="list-style-type: none"> <li>Continuous</li> </ul>              | <ul style="list-style-type: none"> <li>Understand areas for sustainable development.</li> <li>Share and contribute to thought leadership and insight into public and business concerns; Work in partnership to develop solutions to global challenges</li> </ul> |
| <b>Community</b>  | No | <ul style="list-style-type: none"> <li>CSR Outreach programmes</li> </ul>   | <ul style="list-style-type: none"> <li>Continuous: NRB Website</li> </ul> | <ul style="list-style-type: none"> <li>Engage with community to understand their aspirations and contribute to inclusive growth.</li> </ul>  |

#### Leadership Indicators

|    |   |
|----|---|
| 1. | <p><b>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.</b></p> <p>We regularly interact with the shareholders and investors through the investor's meets and updates on Company's website and the quarterly and annual reports. The Annual General Meeting is also a forum where the Members of the Company engage directly with the Board of Directors who answer their queries on various subjects. All interactions with government, regulators and quasi-judicial bodies are done by duly authorized and trained individuals with honesty, integrity, openness and in compliance of all laws and legislations. The Company also recognizes its employees as important stakeholder, and several initiatives are undertaken to communicate the vision, strategy and way forward to the employees. The employees are kept abreast of all important events, achievements and milestones of Company. Such communication channels help employees to connect, bond, inspire, motivate and celebrate achievements.</p> |
| 2. | <p><b>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</b></p> <p>Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. NRB engages with various stakeholders including community on a regular basis to address their needs and concerns their relevant inputs are considered in strategy formulation. Additionally, investors and shareholder's concerns are taken into account while formulating goals and targets. This is translated into business decision making.</p>  |
| 3. | <p><b>Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.</b></p> <p>Nil</p>   |

#### Principle 5: Businesses should respect and promote human rights

| 1.                          | <p>Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th rowspan="2">Category</th> <th colspan="3">FY 2022-23</th> <th colspan="3">FY 2021-22</th> </tr> <tr> <th>Total (A)</th> <th>No. of employees/workers covered (B)</th> <th>% (B/A)</th> <th>Total (C)</th> <th>No. of employees/workers covered (D)</th> <th>% (D/C)</th> </tr> </thead> <tbody> <tr> <td colspan="7" style="text-align: center;"><b>Employees</b></td> </tr> <tr> <td><b>Permanent</b></td> <td>457</td> <td>457</td> <td>100%</td> <td>470</td> <td>470</td> <td>100%</td> </tr> <tr> <td><b>Other than permanent</b></td> <td>30</td> <td>30</td> <td>100%</td> <td>15</td> <td>15</td> <td>100%</td> </tr> <tr> <td><b>Total Employees</b></td> <td>487</td> <td>487</td> <td>100%</td> <td>485</td> <td>485</td> <td>100%</td> </tr> </tbody> </table> | Category                             | FY 2022-23 |            |                                      | FY 2021-22 |  |  | Total (A) | No. of employees/workers covered (B) | % (B/A) | Total (C) | No. of employees/workers covered (D) | % (D/C) | <b>Employees</b> |  |  |  |  |  |  | <b>Permanent</b> | 457 | 457 | 100% | 470 | 470 | 100% | <b>Other than permanent</b> | 30 | 30 | 100% | 15 | 15 | 100% | <b>Total Employees</b> | 487 | 487 | 100% | 485 | 485 | 100% |
|-----------------------------|--|--------------------------------------|------------|------------|--------------------------------------|------------|--|--|-----------|--------------------------------------|---------|-----------|--------------------------------------|---------|------------------|--|--|--|--|--|--|------------------|-----|-----|------|-----|-----|------|-----------------------------|----|----|------|----|----|------|------------------------|-----|-----|------|-----|-----|------|
| Category                    | FY 2022-23   |                                      |            | FY 2021-22 |                                      |            |  |  |           |                                      |         |           |                                      |         |                  |  |  |  |  |  |  |                  |     |     |      |     |     |      |                             |    |    |      |    |    |      |                        |     |     |      |     |     |      |
|                             | Total (A)  | No. of employees/workers covered (B) | % (B/A)    | Total (C)  | No. of employees/workers covered (D) | % (D/C)    |  |  |           |                                      |         |           |                                      |         |                  |  |  |  |  |  |  |                  |     |     |      |     |     |      |                             |    |    |      |    |    |      |                        |     |     |      |     |     |      |
| <b>Employees</b>            |  |                                      |            |            |                                      |            |  |  |           |                                      |         |           |                                      |         |                  |  |  |  |  |  |  |                  |     |     |      |     |     |      |                             |    |    |      |    |    |      |                        |     |     |      |     |     |      |
| <b>Permanent</b>            | 457  | 457                                  | 100%       | 470        | 470                                  | 100%       |  |  |           |                                      |         |           |                                      |         |                  |  |  |  |  |  |  |                  |     |     |      |     |     |      |                             |    |    |      |    |    |      |                        |     |     |      |     |     |      |
| <b>Other than permanent</b> | 30   | 30                                   | 100%       | 15         | 15                                   | 100%       |  |  |           |                                      |         |           |                                      |         |                  |  |  |  |  |  |  |                  |     |     |      |     |     |      |                             |    |    |      |    |    |      |                        |     |     |      |     |     |      |
| <b>Total Employees</b>      | 487  | 487                                  | 100%       | 485        | 485                                  | 100%       |  |  |           |                                      |         |           |                                      |         |                  |  |  |  |  |  |  |                  |     |     |      |     |     |      |                             |    |    |      |    |    |      |                        |     |     |      |     |     |      |

| <b>Workers</b>              |       |     |        |       |     |        |
|-----------------------------|-------|-----|--------|-------|-----|--------|
| <b>Permanent</b>            | 872   | 225 | 25.80% | 912   | 258 | 28.33% |
| <b>Other than permanent</b> | 2,333 | 201 | 8.62%  | 1,900 | 196 | 10.32% |
| <b>Total Workers</b>        | 3,205 | 426 | 13.29% | 2,812 | 454 | 16.16% |

| <b>2. Details of minimum wages paid to employees and workers, in the following format:</b> |                   |                              |                |                               |                |                   |                              |                |                               |                |
|--|-------------------|------------------------------|----------------|-------------------------------|----------------|-------------------|------------------------------|----------------|-------------------------------|----------------|
| <b>Category</b>  | <b>FY 2022-23</b> |                              |                |                               |                | <b>FY 2021-22</b> |                              |                |                               |                |
|  | <b>Total (A)</b>  | <b>Equal to minimum wage</b> |                | <b>More than minimum wage</b> |                | <b>Total (D)</b>  | <b>Equal to minimum wage</b> |                | <b>More than minimum wage</b> |                |
|  |                   | <b>No. (B)</b>               | <b>% (B/A)</b> | <b>No. (C)</b>                | <b>% (C/A)</b> |                   | <b>No. (E)</b>               | <b>% (E/D)</b> | <b>No. (F)</b>                | <b>% (F/D)</b> |
| <b>Employees</b>   |                   |                              |                |                               |                |                   |                              |                |                               |                |
| <b>Permanent</b>   | 457               | 0                            | 0%             | 457                           | 100%           | 470               | 10                           | 2.13%          | 460                           | 97.87%         |
| Male   | 425               | 0                            | 0%             | 425                           | 100%           | 437               | 10                           | 2.29%          | 427                           | 97.71%         |
| Female   | 32                | 0                            | 0%             | 32                            | 100%           | 33                | 0                            | 0%             | 33                            | 100%           |
| <b>Other than Permanent</b>  | 30                | 0                            | 0%             | 30                            | 100%           | 15                | 0                            | 0%             | 15                            | 100%           |
| Male   | 27                | 0                            | 0%             | 27                            | 100%           | 13                | 0                            | 0%             | 13                            | 100%           |
| Female   | 03                | 0                            | 0%             | 03                            | 100%           | 2                 | 0                            | 0%             | 2                             | 100%           |
| <b>Workers</b>   |                   |                              |                |                               |                |                   |                              |                |                               |                |
| <b>Permanent</b>   | 872               | 1                            | 0.11%          | 871                           | 99.89%         | 912               | 0                            | 0%             | 912                           | 100%           |
| Male   | 854               | 1                            | 0.12%          | 853                           | 99.88%         | 894               | 0                            | 0%             | 894                           | 100%           |
| Female   | 18                | 0                            | 0%             | 18                            | 100%           | 18                | 0                            | 0%             | 18                            | 100%           |
| <b>Other than Permanent</b>  | 2,317             | 1,297                        | 55.59%         | 1,036                         | 44.41%         | 1,900             | 1,166                        | 59.84%         | 763                           | 40.16%         |
| Male   | 2,118             | 1,132                        | 54.60%         | 968                           | 45.40%         | 1,704             | 963                          | 56.51%         | 741                           | 43.49%         |
| Female   | 201               | 165                          | 66.17%         | 68                            | 33.83%         | 196               | 203                          | 88.78%         | 22                            | 11.22%         |

| <b>3. Details of remuneration/salary/wages, in the following format:</b>   |               |  |               |  |
|--|---------------|--|---------------|--|
|  | <b>Male</b>   |  | <b>Female</b> |  |
|  | <b>Number</b> | <b>Median remuneration/ salary/ wages of respective category</b> | <b>Number</b> | <b>Median remuneration/ salary/ wages of respective category</b> |
| Board of Directors (BoD)   | 5             |  | 2             |  |
| Key Management Personnel   | 1             |  | 1             |  |
| Employees other than BoD and KMP   | 452           |  | 35            |  |
| Workers  | 2986          |  | 219           |  |
| <b>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)</b> |               |  |               |  |
| Yes  |               |  |               |  |

|    |   |
|----|---|
| 5. | <p><b>Describe the internal mechanisms in place to redress grievances related to human rights issues</b></p> <p>Human rights principles are embedded in our core values and systems. We uphold the principles of human rights and fair treatment through various policies such as Human Rights Policy, Business Conduct Guidelines and Ethics, Policy on Prevention of Sexual Harassment at Workplace and CSR Policy. We take robust measures to ensure there are no violations of human rights in our operations. We expect and encourage that our partners, suppliers, employees, workers and contractors to fully respect human rights and strictly avoid any violation of human rights. All stakeholders including employees impacted by the business have full right and access to the grievance mechanisms as laid down in whistleblower policy.</p> <p>All concerns can be raised through the respective department head at corporate office or through plant heads at plant level. Further, concerns can also be directly reported to HR to ensure speedy course of action. Any concerns or issues raised are actively addressed and resolved in a timely manner.</p> |
|----|---|

|    |  |                              |  |                        |                              |  |                |
|----|--|------------------------------|--|------------------------|------------------------------|--|----------------|
| 6. | <p><b>Number of Complaints on the following made by employees and workers.</b></p>   |                              |  |                        |                              |  |                |
|    |  | <b>FY 2022-2023</b>          |  |                        | <b>FY 2021-2022</b>          |  |                |
|    |  | <b>Filed during the year</b> | <b>Pending resolution at the end of year</b> | <b>Remarks</b>         | <b>Filed during the year</b> | <b>Pending resolution at the end of year</b> | <b>Remarks</b> |
|    | <b>Sexual Harassment</b>   | 1                            | 0  | The case was resolved. | 0                            | 0  | -              |
|    | <b>Discrimination at workplace</b>   | 0                            | 0  | -                      | 0                            | 0  | -              |
|    | <b>Child Labour</b>  | 0                            | 0  | -                      | 0                            | 0  | -              |
|    | <b>Forced Labour/ Involuntary Labour</b>   | 0                            | 0  | -                      | 0                            | 0  | -              |
|    | <b>Wages</b>   | 0                            | 0  | -                      | 0                            | 0  | -              |
|    | <b>Other human rights related issues</b>   | 0                            | 0  | -                      | 0                            | 0  | -              |
| 7. | <p><b>Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.</b></p>  |                              |  |                        |                              |  |                |
|    | <p>We aim to provide a safe working environment and prohibit any form of discrimination/ harassment or related retaliation against or by. We have policies which intend to prohibit such occurrences and ensure that there are no adverse consequences when an associate reports a complaint on discrimination or harassment. We have POSH policy in place against zero tolerance on sexual harassment at workplace. We also have Policies on Human Rights which are applicable to all its employees and suppliers and service providers. We encourage our employees and workers on reporting of any harassment concerns and is responsive to complaints about harassment or other unwelcome or offensive conduct. Regular awareness and training sessions are also conducted to ensure that the employees are fully aware of the aspects of sexual harassment and of the redressal mechanism. During the FY 2022-23, we received zero cases of discrimination and one case of sexual harassment. All the cases were resolved.</p> |                              |  |                        |                              |  |                |
| 8. | <p><b>Do human rights requirements form part of your business agreements and contracts? (Yes/No)</b></p>   |                              |  |                        |                              |  |                |
|    | <p>Yes- NRB's suppliers are compliant with the supplier code of conduct (SCOC) and mandatorily abide to all the terms and conditions as laid down in SCOC, which includes aspects of human rights as well. New as well existing suppliers undergo the supplier assessment on basis of various parameters including human rights issues such as child labour, forced labour, wages, etc.</p>  |                              |  |                        |                              |  |                |

|                                |  |  |
|--------------------------------|--|--|
| 9.                             | <b>Assessments for the year:</b>   |  |
|                                |  | <b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>   |
|                                | <b>Child labour</b>  | During the FY2022-23, NRB did not conduct any third-party assessment on the enlisted human rights issues. However, the Company ensures that there are no adverse consequences. |
|                                | <b>Forced/involuntary labour</b>   |  |
|                                | <b>Sexual harassment</b>   |  |
|                                | <b>Discrimination at workplace</b>   |  |
|                                | <b>Wages</b>   |  |
| <b>Others – please specify</b> |  |  |
| 10.                            | <b>Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.</b>   |  |
|                                | There was no third-party evaluation conducted during the FY 2022-23.   |  |
| <b>Leadership Indicators</b>   |  |  |
| 1.                             | <b>Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.</b>   |  |
|                                | We have integrated human rights as an integral aspect of the entity’s business values. All business activities are performed ensuring there are no human rights violations, and owing to the concerted efforts, there were no business process modification as a result of addressing human rights grievances. |  |
| 2.                             | <b>Details of the scope and coverage of any Human rights due- diligence conducted.</b>   |  |
|                                | We, currently, do not conduct human rights due diligence. However, the entity ensures human rights are respected for all employees and workers and there are no instances of violations in business activities and in the extended value chain.  |  |
| 3.                             | <b>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?</b>   |  |
|                                | Yes, some of our establishments are accessible to the differently abled employees and workers. In addition, we are continuously working towards improving infrastructure for eliminating barriers to accessibility and making our premises more inclusive.   |  |
| 4.                             | <b>Details on assessment of value chain partners:</b>  |  |
|                                |  | <b>% of value chain partners (by value of business done with such partners) that were assessed</b>   |
|                                | <b>Child labour</b>  | 4.69%  |
|                                | <b>Forced/involuntary labour</b>   | 4.69%  |
|                                | <b>Sexual harassment</b>   | 4.69%  |
|                                | <b>Discrimination at workplace</b>   | 4.69%  |
|                                | <b>Wages</b>   | 26%  |
| <b>Others – please specify</b> | -  |  |
| 5.                             | <b>Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.</b>   |  |
|                                | Nil  |  |



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

| Essential Indicators |   |                        |                        |
|----------------------|---|------------------------|------------------------|
| 1.                   | <b>Details of total energy consumption (in Joules or multiples) and energy integrity in the following format:</b> |                        |                        |
|                      | <b>Parameter</b>  | <b>FY 2023 (in GJ)</b> | <b>FY 2022 (in GJ)</b> |
|                      | <b>Total electricity consumption (A)</b>  | 138,241.75             | 135,061.50             |
|                      | <b>Total fuel consumption (B)</b>   | 7,587.19               | 8,104.23               |
|                      | <b>Energy consumption through other sources (C)</b>   | -                      | -                      |
|                      | <b>Energy intensity per rupee of turnover</b>   | -                      | -                      |
|                      | <b>(Total energy consumption/ turnover in rupees)</b>   | -                      | -                      |
|                      | <b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>                            | -                      | -                      |

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

|    |  |                |                |
|----|--|----------------|----------------|
| 2. | <b>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.</b> |                |                |
|    | No. We have not identified any site or facilities as Designated Consumers (DCs) under the Performance, Achieve, and Trade (PAT) scheme of the Government of India.   |                |                |
| 3. | <b>Provide details of the following disclosures related to water, in the following format:</b>   |                |                |
|    | <b>Parameter</b>   | <b>FY 2023</b> | <b>FY 2022</b> |
|    | <b>Water withdrawal by source (in kilolitres)</b>  |                |                |
|    | <b>(i) Surface water</b>   | 27,288.00      | 34,269.00      |
|    | <b>(ii) Groundwater</b>  | 18,821.00      | 17,941.20      |
|    | <b>(iii) Third party water</b>   | 53,603.00      | 48,817.00      |
|    | <b>(iv) Seawater / desalinated water</b>   | -              | -              |
|    | <b>(v) Others</b>  | -              | -              |
|    | <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>  | 99,712.00      | 101,027.20     |
|    | <b>Total volume of water consumption (in kilolitres)</b>   | 59,063.81      | 52,924.52      |
|    | <b>Water intensity per rupee of turnover (Water consumed / turnover)</b>   | 0.00000589     | 0.00000595     |
|    | <b>Water intensity (optional) – the relevant metric may be selected by the entity</b>  | -              | -              |

*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. | <b>Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.</b>  |
|    | Our approach is to maximize recycling and re-use of treated wastewater within the sites, thereby reducing intake of fresh water. Water discharge from the plant is sent to common effluent treatment plant (CETP)/municipal drainage as per the consent to operate conditions issued by the Pollution Control Board. Currently, we do not have any mechanism for Zero Liquid Discharge. However, the company is in the process of implementing a mechanism for Zero Liquid Discharge at the plants to track and monitor water discharge quantity. |

|    |   |                            |                |                |
|----|---|----------------------------|----------------|----------------|
| 5. | <b>Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:</b> |                            |                |                |
|    | <b>Parameter</b>  | <b>Please specify unit</b> | <b>FY 2023</b> | <b>FY 2022</b> |
|    | <b>NOx</b>  | MT/yr.                     | 0.60           | 1.01           |
|    | <b>SOx</b>  | MT/yr.                     | 2.94           | 1.31           |
|    | <b>Particulate matter (PM)</b>  | MT/yr.                     | 4.94           | 4.41           |
|    | <b>Persistent organic pollutants (POP)</b>  | MT/yr.                     | N.A            | N.A            |
|    | <b>Volatile organic compounds (VOC)</b>   | MT/yr.                     | N.A            | N.A            |
|    | <b>Hazardous air pollutants (HAP)</b>   | MT/yr.                     | N.A            | N.A            |
|    | <b>Others – please specify</b>  |                            |                |                |

*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. | <b>Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &amp; its intensity, in the following format:</b> |                                 |                |                |
|    | <b>Parameter</b>   | <b>Unit</b>                     | <b>FY 2023</b> | <b>FY 2022</b> |
|    | <b>Total Scope 1 emissions</b><br>(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)                   | Metric tonnes of CO2 equivalent | 1,890.57       | 1,966.93       |
|    | <b>Total Scope 2 emissions</b><br>(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)                   | Metric tonnes of CO2 equivalent | 31,104.39      | 30,388.82      |
|    | <b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>   | -                               | 0.0000033      | 0.0000036      |
|    | <b>Total Scope 1 and Scope 2 emission intensity</b> (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. | <b>Does the entity have any project related to reducing Green House Gas emissions? If Yes, then provide details.</b>  |
|    | The Company replaced 40 CFL lamps (36 watts each) with 2 LED lamps (60 watts each) and 28 CFL lamps maintaining the same Lux level. This led to electricity consumption from 1440 Watt to 1128 Watt. The project resulted in energy saving of 312 watt further reducing the GHG emissions. This project was carried out at Pantnagar plant. |

|    |  |                 |                 |
|----|--|-----------------|-----------------|
| 8. | <b>Provide details related to waste management by the entity, in the following format:</b>   |                 |                 |
|    | <b>Parameter</b>   | <b>FY 2023</b>  | <b>FY 2022</b>  |
|    | <b>Total Waste generated (in metric tonnes)</b>  |                 |                 |
|    | Plastic waste (A)  | 7.45            | 9.56            |
|    | E-waste (B)  | 0.28            | -               |
|    | Bio-medical waste (C)  | -               | -               |
|    | Construction and demolition waste (D)  | -               | -               |
|    | Battery waste (E)  | -               | -               |
|    | Radioactive waste (F)  | -               | -               |
|    | Other Hazardous waste. Please specify, if any. (G)   | 1,092.90        | 965.62          |
|    | Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)            | 3,175.11        | 2,725.48        |
|    | <b>Total (A+B + C + D + E + F + G + H)</b>   | <b>4,275.74</b> | <b>3,700.66</b> |
|    | <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b> |                 |                 |
|    | <b>Category of waste</b>   |                 |                 |
|    | (i) Recycled   | 1,801.84        | 35.07           |
|    | (ii) Re-used   | 12.00           | -               |
|    | (iii) Other recovery operations  | 0.45            | 0.43            |
|    | <b>Total</b>   | <b>1,814.29</b> | <b>35.50</b>    |
|    | <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>                              |                 |                 |
|    | <b>Category of waste</b>   |                 |                 |
|    | (i) Incineration   | 138.45          | 107.36          |
|    | (ii) Landfilling   | 831.40          | 788.51          |
|    | (iii) Other disposal operations  | 2,420.08        | 2,267.12        |
|    | <b>Total</b>   | <b>3,389.92</b> | <b>3,162.99</b> |

At some of the locations, MS drums, oil filters, e-waste and plastic drum waste generated are not tracked on weight basis. However, we are establishing a system to report the quantity in terms of weight.

At present, the quantity is monitored using count of the waste generated which can be referred in the table below-

|  |   |                |                |
|--|---|----------------|----------------|
|  | <b>Parameter</b>                                    | <b>FY 2023</b> | <b>FY 2022</b> |
|  | <b>Other Hazardous Waste generated (in numbers)</b> |                |                |
|  | MS drums  | 2,113.00       | 1,572.00       |
|  | Plastic drums                                       | 253.00         | 164.00         |
|  | Oil filters   | 112.00         | 68.00          |
|  | E-waste   | 370.00         | -              |
|  | <b>Total</b>  | <b>2478</b>    | <b>1804</b>    |

|   |          |          |
|---|----------|----------|
| <b>For other hazardous waste generated, total waste recovered through recycling, re-using or other recovery operations (in numbers)</b> |          |          |
| <b>Category of waste</b>  |          |          |
| (i) Recycled  | -        | -        |
| (ii) Re-used  | 754.00   | 654.00   |
| (iii) Other recovery operations   | 12.00    | 8.00     |
| Total   | 766      | 662      |
| <b>For other hazardous waste generated, total waste disposed by nature of disposal method (in numbers)</b>                              |          |          |
| <b>Category of waste</b>  |          |          |
| (i) Incineration  | 100.00   | 60.00    |
| (ii) Landfilling  | -        | -        |
| (iii) Other disposal operations   | 1,982.00 | 1,082.00 |
| Total   | 2082     | 1142     |

*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.  | <b>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.</b>  |                                       |  |
|     | We have internal mechanism in place wherein the waste is collected at the source of generation from each department and segregated into different categories- Hazardous waste and Non-hazardous waste. We have designated sites for each type of waste such as used oil, paper, corrugates, plastic, wood waste, etc. The waste is stored at the designated site till disposal. We follow legally prescribed procedures and apply environmentally sound disposal techniques for disposing hazardous waste whereas the non-hazardous waste is sold to authorized recyclers or vendors. The waste management practices are regulated as per the requirement of MPCB/CPCB. The Company follows an environmentally sound disposal techniques while disposing of waste to an authorized recycler/processor. |                                       |  |
| 10. | <b>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:</b>  |                                       |  |
|     | <b>Sr No</b>   | <b>Location of operations/offices</b> | <b>Type of operations</b>  |
|     |  |                                       | <b>Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.</b> |
|     | None of our Operations are located near notified ecologically sensitive areas  |                                       |  |

|     |   |                             |             |  |   |                          |
|-----|---|-----------------------------|-------------|--|---|--------------------------|
| 11. | <b>Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:</b>  |                             |             |  |   |                          |
|     | <b>Name and brief details of project</b>  | <b>EIA Notification No.</b> | <b>Date</b> | <b>Whether conducted by independent external agency (Yes / No)</b> | <b>Results communicated in public domain (Yes / No)</b> | <b>Relevant Web link</b> |
|     | The Environmental Impact Assessment ("EIA") Notification, 2006 and its amendments govern the process of granting 'Environmental Clearance' to new establishment or expansion of the existing projects. Since, there was no new construction of our own office buildings or plants, none of our manufacturing plants were required to obtain environmental clearances in the concluded FY 2022-23. |                             |             |  |   |                          |

|   |   |  |  |  |  |
|---|---|--|--|--|--|
| 12.   | <b>Is the entity compliant with the applicable environmental laws/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:</b> |  |  |  |  |
|   | <b>S. No</b>  | <b>Specify the law / regulation / guidelines which was not complied with</b> | <b>Provide details of the non-compliance</b> | <b>Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts</b> | <b>Corrective action taken, if any</b> |
|   | 1   | Nil  |  |  |  |
| Yes, the company is compliant with all the environment related applicable legislations. |   |  |  |  |  |

| <b>Leadership Indicators</b> |  |                |                |
|------------------------------|--|----------------|----------------|
| 1.                           | <b>Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:</b> |                |                |
|                              | <b>Parameter</b>   | <b>FY 2023</b> | <b>FY 2022</b> |
|                              | <b>From renewable sources</b>  |                |                |
|                              | Total electricity consumption (A)  | 0              | 0              |
|                              | Total fuel consumption (B)   | 0              | 0              |
|                              | Energy consumption through other sources (C)   | 0              | 0              |
|                              | <b>Total energy consumed from renewable sources (A+B+C)</b>  | 0              | 0              |
|                              | <b>From non-renewable sources</b>  |                |                |
|                              | Total electricity consumption (D)  | 138,241.75     | 135,061.40     |
|                              | <b>Total fuel consumption (E)</b>  | 7,587.19       | 8,104.23       |
|                              | Energy consumption through other sources (F)   | 0              | 0              |
|                              | <b>Total energy consumed from renewable sources (D+E+F)</b>  | 145,828.95     | 143,165.64     |

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

|    |  |                |                |
|----|--|----------------|----------------|
| 2. | <b>Provide the following details related to water discharged:</b>            |                |                |
|    | <b>Parameter</b>   | <b>FY 2023</b> | <b>FY 2022</b> |
|    | <b>Water discharge by destination and level of treatment (in kilolitres)</b> |                |                |
|    | (i) To Surface water   | -              | -              |
|    | - No treatment   | -              | -              |
|    | - With treatment   | -              | -              |
|    | (ii) To Groundwater  | -              | -              |
|    | - No treatment   | -              | -              |
|    | - With treatment   | -              | -              |
|    | (iii) To Seawater  | -              | -              |
|    | - No treatment   | -              | -              |
|    | - With treatment   | -              | -              |
|    | (iv) Sent to third-parties   | 23,570.95      | 28,413.48      |
|    | - No treatment   | -              | -              |
|    | - With treatment   | 23,570.95      | 28,413.48      |

|   |           |           |
|---|-----------|-----------|
| (v) Others                                    | 17,077.24 | 19,689.20 |
| - No treatment                                | -         | -         |
| - With treatment                              | 17,077.24 | 19,689.20 |
| <b>Total water discharged (in kilolitres)</b> | 40,648.19 | 48,102.68 |

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.

|    |   |                |
|----|---|----------------|
| 3. | <b>Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):<br/>For each facility / plant located in areas of water stress, provide the following information:</b> |                |
|    | (i) Name of the area<br>(ii) Nature of operations<br>(iii) Water withdrawal, consumption and discharge in the following format:   |                |
|    | <b>Parameter</b>  | <b>FY 2023</b> |
|    |   | <b>FY 2022</b> |
|    | <b>Water withdrawal by source (in kilolitres)</b>   |                |
|    | (i) To Surface water  | Not Applicable |
|    | (ii) To Groundwater   |                |
|    | (iii) To Seawater   |                |
|    | (iv) Sent to third-parties  |                |
|    | (v) Others  |                |
|    | <b>Total volume of water withdrawal (in kilolitres)</b>   |                |
|    | <b>Total volume of water consumption (in kilolitres)</b>  |                |
|    | <b>Water intensity per rupee of turnover (Water consumed / turnover)</b>  |                |
|    | <b>Water intensity (optional) – the relevant metric may be selected by the entity</b>   |                |
|    | <b>Water discharge by destination and level of treatment (in kilolitres)</b>  |                |
|    | (i) Into Surface water  | Not Applicable |
|    | - No treatment  |                |
|    | - With treatment  |                |
|    | (ii) Into Groundwater   |                |
|    | - No treatment  |                |
|    | - With treatment  |                |
|    | (iii) Into Seawater   |                |
|    | - No treatment  |                |
|    | - With treatment  |                |
|    | (iv) Sent to third-parties  |                |
|    | - No treatment  |                |
|    | - With treatment  |                |
|    | (v) Others  |                |
|    | - No treatment  |                |
|    | - With treatment  |                |
|    | <b>Total water discharged (in kilolitres)</b>   |                |

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.

|    |  |                               |   |                |
|----|--|-------------------------------|---|----------------|
| 4. | <b>Please provide details of total Scope 3 emissions &amp; its intensity, in the following format:</b>         |                               |   |                |
|    | <b>Parameter</b>   | <b>Unit</b>                   | <b>FY 2023</b>  | <b>FY 2022</b> |
|    | <b>Total Scope 3 emissions</b><br>(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tons of CO2 equivalent | As of now, the company have not completed inventorization for Scope 3 GHG emissions. However, the company have started identifying applicable Scope 3 categories. |                |
|    | <b>Total Scope 3 emissions per rupee of turnover</b>   | -                             |   |                |
|    | <b>Total Scope 3 emission intensity (optional)</b><br>– 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.*

|    |  |                              |  |   |
|----|--|------------------------------|--|---|
| 5. | <b>With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct &amp; indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.</b>   |                              |  |   |
|    | We do not have operations/offices in/around ecologically sensitive areas where environmental approvals / clearances are required.  |                              |  |   |
| 6. | <b>If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:</b>  |                              |  |   |
|    | <b>Sr. No</b>  | <b>Initiative undertaken</b> | <b>Details of the initiative (Web-link, if any, may be provided along-with summary)</b>  | <b>Outcome of the initiative</b>              |
|    | 1  | LED lights installation      | The company replaced 40 CFL lamps (36 watts each) with 2 LED lamps (60 watts each) and 28 CFL lamps maintaining the same Lux level. This led to electricity consumption from 1440 Watt to 1128 Watt. | The energy savings of 312 watts was achieved. |
| 7. | <b>Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.</b>   |                              |  |   |
|    | Yes, the Company has a business continuity plan in place to ensure sustenance of the company. (Details about Business continuity plan).<br>The Company has an established Emergency Preparedness plan with detailed SOP for each plant.  |                              |  |   |
| 8. | <b>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.</b>  |                              |  |   |
|    | Contribution to GHG emissions due to vehicles and improper waste disposal were the significant adverse impact identified arising from the value chain of the Company. For controlling fuel emissions arising from vehicles, a vehicle checklist is created for all the vehicle reporting at NRB Premises. Vehicle without valid PUC check and other documents are not allowed. The Company is in process for identifying measures for mitigating and adapting waste disposal impacts across value chain. |                              |  |   |
| 9. | <b>Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.</b>   |                              |  |   |
|    | 17% of the value chain partners were assessed for environmental impacts.   |                              |  |   |

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

|    |  |                   |                         |
|----|--|-------------------|-------------------------|
| 2. | <b>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</b> |                   |                         |
|    | Name of authority  | Brief of the case | Corrective action taken |
|    | The Company did not receive any adverse orders from regulatory authorities.  |                   |                         |

| Leadership Indicators   |  |                                   |   |   |                        |
|---|--|-----------------------------------|---|---|------------------------|
| 1.  | <b>Details of public policy positions advocated by the entity:</b> |                                   |   |   |                        |
| S. No   | Public policy advocated  | Method resorted for such advocacy | Whether information available in public domain? (Yes/ No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
| During the current financial year, the Company has not advocated any public policy. |  |                                   |   |   |                        |

**Principle 8: Businesses should promote inclusive growth and equitable development**

| Essential Indicators   |   |                      |   |  |                   |  |
|--|---|----------------------|---|--|-------------------|--|
| 1.   | <b>Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.</b> |                      |   |  |                   |  |
| 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 |  |
| During the FY 2022-23, we were not required to conduct any Social Impact Assessments (SIA) for any of the projects |   |                      |   |  |                   |  |

| 2.             | <b>Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&amp;R) is being undertaken by your entity, in the following format:</b> |       |          |   |                          |   |
|----------------|---|-------|----------|---|--------------------------|---|
| Sr No.         | Name of Project for which R&R is ongoing  | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
| Not Applicable |   |       |          |   |                          |   |



|                              |   |   |                                 |                                  |
|------------------------------|---|---|---------------------------------|----------------------------------|
| 3.                           | <b>Describe the mechanisms to receive and redress grievances of the community.</b>  |   |                                 |                                  |
|                              | At each location, HR and admin partners are responsible to address the grievances related to communities.   |   |                                 |                                  |
| 4.                           | <b>Percentage of input material (inputs to total inputs by value) sourced from suppliers:</b>   |   |                                 |                                  |
|                              |   | <b>FY 2023</b>  | <b>FY 2022</b>                  |                                  |
|                              | Directly sourced from MSMEs/ small producers  | 74%   | 46%                             |                                  |
|                              | Sourced directly from within the district and neighbouring districts  | 26%   | 21%                             |                                  |
| <b>Leadership Indicators</b> |   |   |                                 |                                  |
| 1.                           | <b>Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):</b>  |   |                                 |                                  |
|                              | Details of negative social impact identified  | Corrective action taken                                     |                                 |                                  |
|                              | Not applicable as we were not required to conduct any social impact assessment in the current financial year.   |   |                                 |                                  |
| 2.                           | <b>Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:</b>   |   |                                 |                                  |
|                              | <b>Sr No</b>  | <b>State</b>  | <b>Aspirational District</b>    | <b>Amount Spent (in INR)</b>     |
|                              | We believe that inclusive business means social and economic development through employment generation and skill development. We are committed to create a positive impact through various initiatives and programmes under our CSR activities and social business projects. We conduct community need assessment through regular stakeholder engagement. Through this, we not only contribute to economic and social development but also work along with underdeveloped communities to improve their lifestyle. |   |                                 |                                  |
|                              | We partnered with NGOs on various CSR projects, mainly in Haryana, Mumbai, Hyderabad, Bangalore, and New Delhi. None of the projects have been undertaken in the designated Aspirational District as identified by the government bodies. However, as a continued effort to uplift the lives of the people, we are devising our strategy to reach out and positively impact more lives, vulnerable and indigenous people, in particular.  |   |                                 |                                  |
| 3.                           | <b>(a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)</b>  |   |                                 |                                  |
|                              | <b>(b) From which marginalized/ vulnerable groups do you procure ?</b>  |   |                                 |                                  |
|                              | <b>(c) What percentage of total procurement (by value) does it constitute ?</b>   |   |                                 |                                  |
|                              | No, currently, we do not have a Preferential Procurement Policy.  |   |                                 |                                  |
| 4.                           | <b>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:</b>  |   |                                 |                                  |
|                              | <b>S. No</b>  | <b>Intellectual Property based on traditional knowledge</b> | <b>Owned/ Acquired (Yes/No)</b> | <b>Benefit shared (Yes / No)</b> |
|                              | <b>Basis of calculating benefit share</b>   |   |                                 |                                  |
|                              | Not Applicable  |   |                                 |                                  |
| 5.                           | <b>Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.</b>  |   |                                 |                                  |
|                              | <b>Name of the authority</b>  |   | <b>Brief of the Case</b>        | <b>Corrective action taken</b>   |
|                              | Not Applicable  |   |                                 |                                  |

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

| Essential Indicators |  |   |  |                           |                                 |  |                |
|----------------------|--|---|--|---------------------------|---------------------------------|--|----------------|
| 1.                   | <b>Describe the mechanisms in place to receive and respond to consumer complaints and feedback.</b>  |   |  |                           |                                 |  |                |
|                      | <p>The Company has an established mechanism to track and monitor customer complaints related to products. The customers can share their complaints and feedbacks over email which are tracked on a monthly basis as well as on annual basis. Retail customers can also complain using the helpline number available on the website.</p> <p>All the emails are centrally registered and passed to respective plants depending on the product family and move towards closure. NRB discloses number of outstanding customer complaints, resolved complaints and number of complaints which have been investigated.</p> |   |  |                           |                                 |  |                |
| 2.                   | <b>Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:</b>  |   |  |                           |                                 |  |                |
|                      |  | <b>As a percentage to total turnover</b>                      |  |                           |                                 |  |                |
|                      | Environmental and social parameters relevant to the product  | Not available   |  |                           |                                 |  |                |
|                      | Safe and responsible usage   | Not available   |  |                           |                                 |  |                |
|                      | Recycling and/or safe disposal   | 100%<br>Our products carry relevant information on recycling. |  |                           |                                 |  |                |
| 3.                   | <b>Number of consumer complaints in respect of the following:</b>  |   |  |                           |                                 |  |                |
|                      |  | <b>FY 2023</b>  |  | <b>Remarks</b>            | <b>FY 2022</b>                  |  | <b>Remarks</b> |
|                      |  | <b>Received during the year</b>                               | <b>Pending resolution at end of year</b> |                           | <b>Received during the year</b> | <b>Pending resolution at end of year</b> |                |
|                      | <b>Data Privacy</b>  | 0   | 0  | -                         | 0                               | 0  | -              |
|                      | <b>Advertising</b>   | 0   | 0  | -                         | 0                               | 0  | -              |
|                      | <b>Cyber Security</b>  | 0   | 0  | -                         | 0                               | 0  | -              |
|                      | <b>Delivery of essential services</b>  | 0   | 0  | -                         | 0                               | 0  | -              |
|                      | <b>Restrictive Trade Practices</b>   | 0   | 0  | -                         | 0                               | 0  | -              |
|                      | <b>Unfair Trade Practices</b>  | 0   | 0  | -                         | 0                               | 0  | -              |
|                      | <b>Other</b>   | 142   | 0  | -                         | 129                             | 0  | -              |
| 4.                   | <b>Details of instances of product recalls on account of safety issues:</b>  |   |  |                           |                                 |  |                |
|                      |  | <b>Number</b>   |  | <b>Reasons for recall</b> |                                 |  |                |
|                      | <b>Voluntary recalls</b>   | 0   |  | -                         |                                 |  |                |
|                      | <b>Forced recalls</b>  | 0   |  | -                         |                                 |  |                |
| 5.                   | <b>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.</b>   |   |  |                           |                                 |  |                |
|                      | The Company have a policy in place for data privacy and information security. The policy is internally available   |   |  |                           |                                 |  |                |

|                              |   |
|------------------------------|---|
| 6.                           | <p><b>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.</b></p> <p>During the current financial year, the Company did not receive any issue related 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.</p>                |
| <b>Leadership Indicators</b> |   |
| 1.                           | <p><b>Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).</b></p> <p>The information of the products and services of the company are available on the Company's website.<br/>Product Finder - NRB Bearing (nrbbearings.com)</p>   |
| 2.                           | <p><b>Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</b></p> <p>Safety and responsible usage of the product is most important to the company. The Company is in the process to enhance customer awareness about the safe and responsible usage of products including product catalogues, usage manuals, etc.</p>   |
| 3.                           | <p><b>Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.</b></p> <p>The Company has established a communication mechanism to inform consumers of any risk of disruption/discontinuation of essential services.<br/>Contingency plan is in place for each product with the established mode of communication being email and telecom.</p>  |
| 4.                           | <p><b>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)</b></p> <p>The Company displays product-related information as per local laws on the products. The Company externally conducts a customer satisfaction survey every 5 years. The customer satisfaction survey was not conducted during the current financial year.</p> |
| 5.                           | <p><b>Provide the following information relating to data breaches:</b></p> <p>a. Number of instances of data breaches along-with impact</p> <p>b. Percentage of data breaches involving personally identifiable information of customers</p> <p>There were no records of data breaches in the current financial year.</p>   |