

LATL/SE/CS/REG.34/2023-24

July 31, 2023

BSE Limited Listing & Compliance Department Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400001	National Stock Exchange of India Limited Listing & Compliance Department Exchange Plaza, C-1 Block G, Bandra Kurla Complex, Bandra (E), Mumbai – 400051
Security Code: 532796	Symbol: LUMAXTECH

Subject: Submission of Business Responsibility and Sustainability Report of the Company for the Financial Year 2022-23

Dear Sir/Ma'am,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23, which also forms part of the Annual Report for the FY 2022-23.

You are requested to kindly take the same in your records.

Thanking you,

Yours faithfully,

For **Lumax Auto Technologies Limited**

Pankaj Mahendru
Company Secretary & Compliance Officer
ICSI Membership No. – A28161

Encl: As stated Above



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

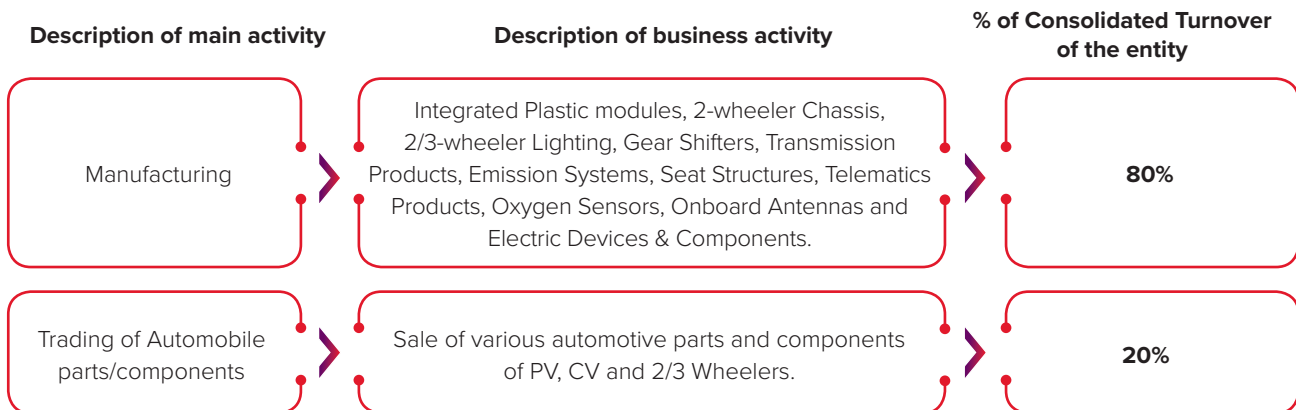
SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity	>	L31909DL1981PLC349793
2.	Name of the listed entity	>	Lumax Auto Technologies Limited (LATL)
3.	Year of incorporation	>	1981
4.	Registered office address	>	2nd Floor, Harbans Bhawan-II Commercial Complex, Nangal Raya New Delhi -110046
5.	Corporate address	>	Plot no. 878, Udyog Vihar, Phase V, Gurugram - 122 016, Haryana, India
6.	E-mail	>	contactbrsr.latl@lumaxmail.com
7.	Telephone	>	0124-4760000
8.	Website	>	https://www.lumaxworld.in/lumaxautotech
9.	Financial year for which reporting is being done	>	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	>	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	>	₹ 13,63,15,410
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	>	Mr Pankaj Mahendru, 0124-4760000, contactbrsr.latl@lumaxmail.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	>	The disclosure under this report have been made on Consolidated basis i.e. LATL and its Subsidiaries (The Company). (The reporting parameters w.r.t. the step down subsidiary of the Company, as mentioned in point no. 21 of Section A of the BRSR are not included in the BRSR for the financial year 2022-2023, as the acquisition was done near to the year end.

II. Products/services

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



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

S. no.	Product/Service	NIC Code	% of total Turnover contributed
1.	Plastic Moulded Parts	22207	23%
2	Trading of Accessories	45402	20%
3	Gear Shifter	29301	16%
4	Frame Chassis	29103	13%
5	Automotive Lighting	2740	8%
6	Automotive Emission Systems	29301	7%
7	Seat Structures	29302	4%

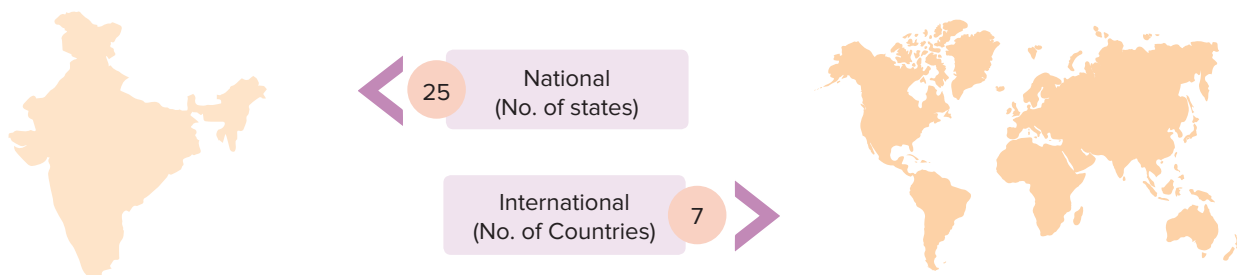
III. Operations

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

Location	Number of plants	Number of offices	Total
National	18	3	21
International	-	-	-

17. Markets served by the entity:

a. Number of locations



This map is a generalised illustration only for the ease of the reader to understand the locations, and it is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. The Company or any of its directors, officers or employees, cannot be held responsible for any misuse or misinterpretation of any information or design thereof. The Company does not warrant or represent any kind of connection to its accuracy or completeness.

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

1.01% of the total turnover of the entity is contributed through exports.

c. A brief on types of customers.

The Company is engaged in the business of automotive products such as air intake systems, integrated plastic modules, 2-wheeler chassis, swing arm & lighting, 3-wheeler trailing arm, gear shifters, transmission products, seat structures, oxygen sensors, power window switches, On-board antenna systems, telematics products and services, etc. for two, three and four-wheeler segments with an experience of over four decades. The sales are mainly through Business to Business (B2B) model to Original Equipment Manufacturers (OEMs). The Company has a distinguished and esteemed customer base, which includes Maruti Suzuki, Tata Motors, Toyota Kirloskar, Mahindra & Mahindra, MG Motors, VW, Honda Motors, Bajaj Auto Limited etc.



IV. Employees
18. Details as at the end of financial year:
a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	865	827	96%	38	4%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	865	827	96%	38	4%
WORKERS						
4.	Permanent (F)	551	529	96%	22	4%
5.	Other than permanent (G)	2537	2371	93%	166	7%
6.	Total workers (F + G)	3088	2900	94%	188	6%

b. Differently abled Employees and workers:

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



19. Participation/Inclusion/Representation of women

	No. and percentage of Females		
	Total (A)	No. (B)	% (B/A)
 Board of Directors	9	1	11.11%
 Key Management Personnel*	5	0	0%

*2 Key Management Personnel are also included as board members in the Board of Directors, as mentioned above.

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-2023 (Turnover rate in current FY)			FY 2021-2022 (Turnover rate in previous FY)			FY 2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
 Permanent employees	22%	47%	23%	20%	38%	21%	13%	12%	12%
 Permanent workers	24%	80%	26%	30%	106%	33%	25%	133%	28%

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Lumax Mannoh Allied Technologies Limited	Subsidiary	55	No
2	Lumax Integrated Ventures Private Limited	Subsidiary	100	No
3	Lumax Cornaglia Auto Technologies Private Limited	Subsidiary	50	No
4	Lumax Management Services Private Limited	Subsidiary	100	No
5	Lumax FAE Technologies Private Limited	Subsidiary	84	No

S. No.	Name of the holding/subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/subsidiary/ associate/joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
6	Lumax Jopp Allied Technologies Private Limited	Subsidiary	50	No
7	Lumax Yokowo Technologies Private Limited	Subsidiary	50	No
8	Lumax Alps Alpine India Private Limited	Subsidiary	50	No
9	Lumax Ituran Telematics Private Limited	Subsidiary	50	No
10	IAC International Automotive India Private Limited (IAC)*	Subsidiary	75	No

*The specific details w.r.t. to this Step down Subsidiary have not been included in the BRSR for the FY 2022-2023, as the acquisition of this subsidiary was done near the year end.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) -Yes
- (ii) Turnover (in ₹)- 1,796 Crore
- (iii) Net worth (in ₹)- 660 Crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) (If yes, then provide web-link for grievance redress policy) *	FY 2022-23 Current financial year			FY 2021-22 Previous financial year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	-	0	0	-
Investors (other than shareholders)	No	0	0	-	0	0	-
Shareholders	Yes	0	0	-	0	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	Yes	75	0	-	146	0	-
Value chain partners (Productive suppliers)	Yes	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

*The Company's stakeholders include Customers, Suppliers, Employee/Workers, Business Partners, Board of Directors, Promoters, Government, Institutions/Industry Bodies, Community, Society and Investors. The Company has a strong Grievance Redressal Mechanism through various policies and procedures across all operations of the Company. For example, the Company has a well-

defined Vigil Mechanism/Whistle-Blower Policy (<https://www.lumaxworld.in/lumaxautotech/downloads/Vigil%20Mechanism%20&%20Whistle%20Blower%20Policy-%20LATL.pdf>), Anti-Bribery Policy (available on the Company's Intranet) and Policy on Prevention of Sexual Harassment of Women at Workplace (<https://www.lumaxworld.in/lumaxautotech/downloads/posh.pdf>) for all of its female employees to allow for the expression of concerns and grievances. Further, there is a defined Escalation matrix for the Company's productive suppliers to address their grievances. In addition to this, the Company through its Legal and Secretarial Department takes care of the other stakeholders' grievances.

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











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

















Opportunity



Risk

S. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Waste management 	 	Handling and disposal of waste pose as a risk. Waste reduction together with enhanced circular economy and performance has added environmental benefits as an opportunity.	Disposal of waste through authorized recyclers.	Together with some negative implications, this would largely have a positive impact on cost-cutting opportunities through waste management, as the manufacturing process generates waste as a by-product.
2	Water management 		Reduction in consumption in the Company's business processes.		This would have minor financial implications as the Company has already taken significant initiatives to reduce water consumption and recycle it efficiently in the past. Hence there seems to be little scope for further efficient use of water.
3	Climate and environmental action 		Global warming and industry operation and transition risk.	Climate change and industry transition are now embedded in the Company's risk management process.	There may be negative financial consequences of failing to implement mitigating strategies. However, the Company is committed to take all positive steps in the right direction.
4	Energy 	 	Use of energy is inevitable part of the Company's operations. However, efficient use and the implementation of the Company's own renewable energy sources will help improve the Company's operations.	Active energy management and transition to ISO 50001.	In the short-term, there may be negative financial impact on investing on Solar Generators; however, in the long-term there would be positive financial impact with methodical use of energy sources and aligning with the industry expectations.

S. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Emissions 		Challenging roadmap to address Scope 3 Green House Gases (GHG) emissions with respect to value chain partners.	Roadmap for Scope 1 and 2 GHG emission is being designed with committed timelines. Furthermore, the collaboration for detailed strategies to address Scope 3 GHG emission for the entire supply chain of the Company will help address the issue in a progressive manner.	There may be negative financial consequences for failing to implement the designed roadmap and future strategies. However, the Company is committed to taking positive steps in the right direction.
6	Employee health and safety 	 	In a Company, managing safety and health is an essential component of running a business. Therefore, businesses must conduct a risk assessment to identify hazards and risks in their workplace(s) and implement actions to successfully control them. The Company's commitment to continuous improvement in the areas of health and safety best practises around the world in accordance with its global SHE policy for all of its employees and workers.	There are several initiatives and programs that have been implemented to cover all aspects of health and safety management and are being actively monitored for continuous improvement.	There may be some financial investments in terms of taking measures for employee safety; that would, in turn have a significantly positive impact on employee health and their confidence in the Company's culture in the long run, which would attract new talent and help retain existing employees.
7	Diversity and equality 		Insufficient diversity across the group to find out the right talent to balance the diversity equation.	Improved hiring techniques, demonstrating the Company's value and culture to attract a diverse talent pool.	There may be minor financial implications while strategizing improved hiring techniques and systems.
8	Community 	 	Health and safety as a risk. Talent attraction and retention as opportunity.	Socio-economic compliance.	Probable positive and negative financial impacts.
9	Employee engagement 		Increased loyalty and productivity.		Neutral financial impact.
10	Risk management 		Risk evaluation to mitigate negative business performance and capitalize on the opportunities.		Positive financial impact.

S. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Ethics and compliance 	 	Regulatory risk with respect to operating in multiple jurisdictions and cultures. Healthy and safe environment and freedom of speech as opportunities.	Compliances with the Code of Conduct, Annual Ethics Training program, Grievance Redressal Mechanism and periodic Compliance Audits.	Probable and negative financial impact for regulatory breach.
12	Products and innovation 		Product enhancement, diversification and value addition aligned with industry trends. Further, environmental aspects are to be considered in product design.		Positive financial impact.
13	Management systems 		Increased efficiency, agility, consistency and productivity across the entire Company.		Positive financial impact.



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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Policies as prescribed under Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 are uploaded on the website of the Company that can be accessed at the link mentioned: https://www.lumaxworld.in/lumaxautotech/policies.html Other policies are uploaded on the Company's intranet, which are not publicly available.								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. Some of the Company's policies have been extended to certain value chain partners as well.								
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • IATF 16949 • ISO 14001 • ISO 45001 • ISO 27001 • ISO 50001 • ESD S2020 • ISO 9001 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company is developing an Environment, Social and Governance (ESG) Roadmap with defined commitments, goals, and targets and has also identified some of the Environmental and Social Key Performance indicators (KPIs) which include:</p> <ul style="list-style-type: none"> • Assessment of Scope 1, 2 and 3 GHG emissions • Promoting the use of renewable energy and reducing overall energy consumption • Zero waste to landfill • Implementing zero liquid discharge mechanism across our plants • Promoting plastic alternatives in daily use and the use of returnable packaging • Foster a successful and diverse workplace • Promoting diversity and inclusion • Enhancing suppliers' diversity • Enhancing the learning environment for the workforce 								

Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Company's endeavor has always been to fit and comply with its initiatives within ESG framework. From the current year onwards, the Company has started restructuring and revamping most of its initiatives into particular ESG boundaries. Therefore, the Company will start reporting the performance of the entity against the specific commitments, goals and targets from the next year onwards.</p>								
<p>Governance, leadership, and oversight</p>									
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>Lumax Auto Technologies Limited is committed to the inclusive growth objectives strengthening its efforts to align itself with the 'United Nations' 17 Sustainable Development Goals (SDGs). The Company is further committed to preserve the 3Ps (People, Planet and Prosperity) of Sustainability.</p> <p>In an increasingly complex and changing world, businesses are constantly facing new challenges and risks, which are evolving due to climate change, environmental degradation, loss of biodiversity, rising inequality, increasing expectations from local communities and associated regulatory changes.</p> <p>The Company as a responsible corporate citizen continuously strives to improve its performance towards environmental and social impacts while maintaining focus on strong Corporate Governance. The Company at the Board of Directors' level oversees the ESG/Sustainability initiatives of the Company.</p> <p>In a way, Sustainability is at the core of everything the Company does, in line with its purpose to be the leader in automotive technology products. The Company has its sights set firmly on helping to bring the future of mobility to the global consumers faster. Since it consistently delivers best-in-class products, exceeding customer expectations, it create lasting bonds within the automotive industry.</p> <p>In terms of Environment initiatives, the Company's focus is on minimizing climate change, reducing GHG emissions, bringing energy efficiency and reducing water consumption.</p> <p>For social initiatives, the Company emphasizes on workforce management, improved Company culture, balancing Diversity and Inclusion, Learning and Development, Occupational Health and Safety, Human Rights and Supplier Diversity.</p> <p>Regarding Governance, the Company strives to make better ESG Management, Business Integrity, Cyber-Security, Board Diversity and Policy and Reporting.</p> <p>While the Company's endeavor has always been to fit and comply with its initiatives within ESG framework; from the current year onwards, it has started restructuring and revamping most of its initiatives to fit into particular ESG boundaries, therefore, it will start reporting the achievements from the next reporting year onwards.</p>								
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Mr Sanjay Mehta, Director</p>								
<p>9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</p>	<p>No specified Committee of the Board is responsible for sustainability related issues has been formed. However, Mr Sanjay Mehta, Director is responsible for decision-making on sustainability-related issues.</p>								

10. Details of Review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/half yearly/quarterly/any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Department heads, business heads and Directors examine the Company’s policies on a regular basis or when necessary. The efficacy of the policies is examined during this assessment and any necessary modifications to the policies are done and updated procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all currently applicable regulations.																	
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	No, the Company has not carried out independent assessment/evaluation of the workings of its policies by an external agency.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

1. Percentage coverage by training and awareness programs on any of the principles during the Financial Year:

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	2	ESG Awareness Technical Updates	89% 89%
Key Managerial Personnel	1	ESG Awareness	80%
Employees other than BoDs and KMPs	301	<ul style="list-style-type: none"> • POSH Awareness • ESG & Sustainability • GHG Accounting (Carbon Emission Assessment) • Technical Updates (Accounting, Auditing & Relevant Regulatory) • Prohibition of Insider Trading & Awareness Session • New Policies & Guidelines • SAP Module Trainings • Fire Safety Training • Budget Meeting-Functional Training • Sessions on Goal Setting • Cyber Security Awareness & Training Program • Quality Function Development (QFD) Awareness Sessions • Low Cost Automation-Supplier Capability Building-Training Announcements • Training to Managers on Performance Management System (PMS) • MS Excel Training • Training on ISO 50001 : 2018 	100%

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Workers	283	<ul style="list-style-type: none"> • Health and safety awareness <ul style="list-style-type: none"> - Health Trainings - Yoga Sessions - Safety Trainings - Fire Trainings • Skill upgradation <ul style="list-style-type: none"> - Posh Awareness - ESG Awareness - Cyber Security Training - Quality Control Circle (QCC) Trainings - Process Trainings - Behavioral Trainings - Maintenance-related Trainings - Induction Trainings - Finance Trainings - Cost Cutting Trainings - New Product Development Trainings 	100%

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the Financial Year, in the following format

(Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
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Penalty/fine
Settlement
Compounding fee

No material fines/penalties/punishment/award/compounding fees/settlement amounts were paid in proceedings by the Company or by Directors/KMPs with Regulators/Law Enforcement Agencies/Judicial Institutions during the current financial year.

Non-monetary

NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
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Imprisonment Punishment	Nil	Nil	Nil	Nil
	Nil	Nil	Nil	Nil

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

Case details	Name of the regulatory/enforcement agencies/judicial institutions
Not applicable.	

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

Yes, the Company has an Anti-Corruption and Bribery Policy, which is available on the Company’s intranet, and can be accessed by all the employees.

Lumax Auto Technologies Limited is committed to maintaining sound standards of Business Conduct and Corporate Governance, wherein it follows a zero-tolerance approach towards Bribery and Corruption.

The purpose of this Policy is to establish adequate procedures in order to prevent the Company’s involvement in any activity relating to bribery, corruption or facilitation payments.

The Policy is mandatory for all the Company’s employees, other Business Partners working on behalf of the Company from anywhere in the world.

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

	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

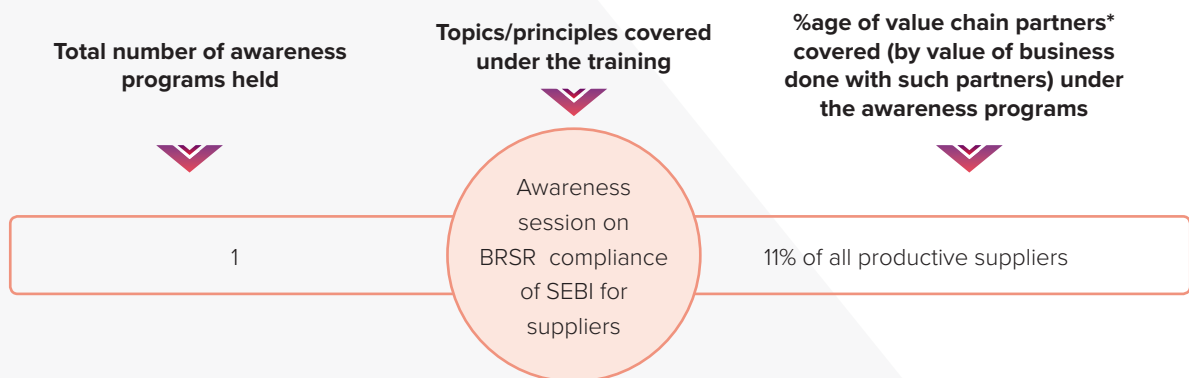
	FY 2022-23 (Current financial year)		FY 2021-22 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of conflict of interest of the KMPs	Nil	-	Nil	-

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

Not applicable, as there were no cases of corruption and conflicts of interest which were reported during the year.

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the Principles during the financial year:



* This assessment includes only the productive suppliers. Other categories of value chain partners are not included.

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

Yes. The Company has a Code of Conduct for the Board of Directors and Senior Management. This Code lays down the roles and responsibilities of the Board of Directors and Senior Management.

The Code specifies that the Directors and Senior Management shall always act in good faith to promote the business and objectives of the Company for the members as a whole and in the best interests of the Company, its Employees, Shareholders, the Community and shall not engage in any business, relationship or activity, that may be in conflict with the interests of the Company.

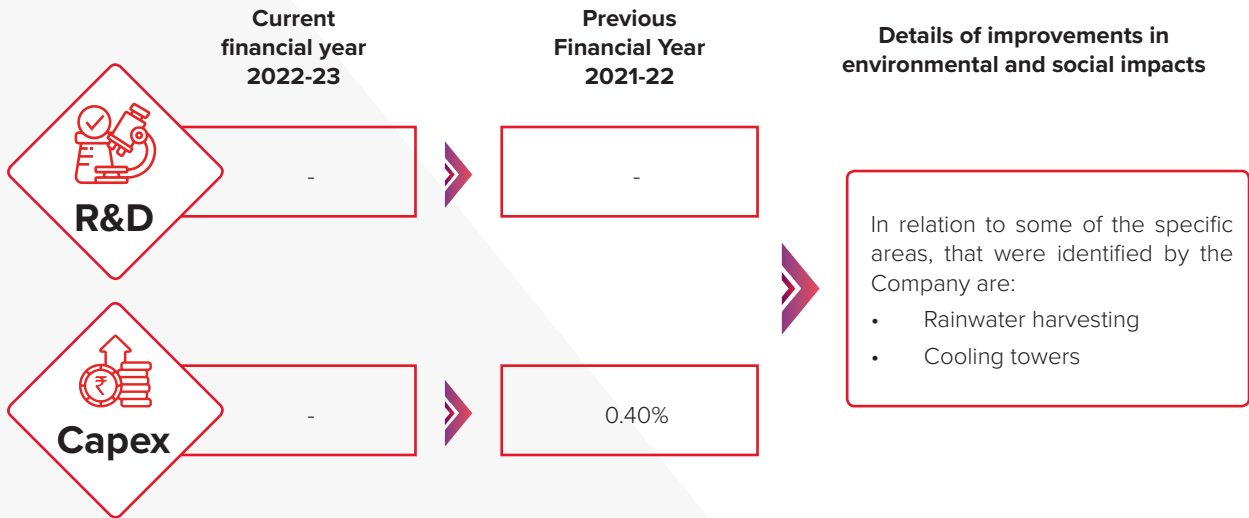
In case of any probable conflict of interest, he/she should make full disclosure of all the facts and circumstances thereof to the Board of Directors and the Audit Committee.

PRINCIPLE 2

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

Essential Indicators

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



2.

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

Yes, the Company has procedures in place for sustainable sourcing. The Company considers the Social, Ethical and Environmental performance factors in the process of selecting suppliers. The Company's supplier selection, assessment and evaluation process includes elements of sustainability, this process also include an initial supplier survey, continuous risk evaluations and periodic audits and assessments.

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

All the productive suppliers were assessed on the parameters of sustainable sourcing and results were compiled. These suppliers are mandated to adhere to the Company's Supplier's Code of Conduct, which comprises of certain aspects such as Labor Laws Compliance and Human Rights, Occupational Health and Safety, Environmental Protection and Ethical Business, among others.

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

The Company's products are delivered directly to OEMs, hence its options for reclaiming them at the end of their life cycle are limited. The Company, on the other hand, has procedures in place to recycle plastics, e-waste, and hazardous waste in a safe manner. Furthermore, multiple measures are taken by the Company to further reduce waste generation and to reuse and recycle it.

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

Yes, EPR is applicable to the Company's activities in FY 2022-23. Out of 5 states, where the Company operates, 4 of the States (Uttarakhand, Maharashtra, Haryana and Karnataka) are registered with Pollution Control Board (PCB) and Registration Certificates have been issued. For the state of Gujarat, the application is under the process of filing on the EPR Portal. On an overall basis, the waste collection plan is in line with the EPR plan submitted to PCB.

Leadership Indicators

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

NIC code	Name of product/service	% of total turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The Company has not carried out the LCA for any of its products so far. However, the Company is planning to do the same in the near future.

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

Name of product/service	Description of the risk/concern	Action taken
-------------------------	---------------------------------	--------------

Not applicable, as the Company is in the process of carrying out the LCA in the coming years.

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

<p>Indicate input material</p> <ol style="list-style-type: none"> Bins Polythene bags EP bags 	<p>Due to the complexity of the manufacturing process and the reuse of the same material multiple times during the life cycle of the products, the data is currently not available. The Company is in the process of strengthening its data capturing process related to this aspect and will be able to produce this information in the near future.</p>	<table border="1"> <tr> <td>FY 2022-23 Current financial year</td> <td rowspan="2">Recycled or re-used input material to total material</td> </tr> <tr> <td>FY 2021-22 Previous financial year</td> </tr> </table>	FY 2022-23 Current financial year	Recycled or re-used input material to total material	FY 2021-22 Previous financial year
FY 2022-23 Current financial year	Recycled or re-used input material to total material				
FY 2021-22 Previous financial year					

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

	FY 2022-23 Current financial year			FY 2021-22 Previous financial year		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

Not applicable, as the Company directly supplies its products to OEM customers as a B2B Tier-1 supplier; therefore, it does not have a business model focused on end-of-life recovery of the final product.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not applicable, as the Company directly supplies its products to the OEM customers as a B2B Tier-1 supplier; therefore, it has the limited scope for reclaiming it at the end of its life cycle.



PRINCIPLE 3

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

Essential Indicator

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B)/(A)	Number (C)	% (C)/(A)	Number (D)	% (D)/(A)	Number (E)	% (E)/(A)	Number (F)	% (F)/(A)
Permanent employees											
Male	827	827	100%	827	100%	0	0%	827	100%	0	0%
Female	38	38	100%	38	100%	38	100%	0	0%	4	10.53%
Total	865	865	100%	865	100%	38	4.39%	827	95.61%	4	0.46%
Other than permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B)/(A)	Number (C)	% (C)/(A)	Number (D)	% (D)/(A)	Number (E)	% (E)/(A)	Number (F)	% (F)/(A)
Permanent workers											
Male	529	529	100%	529	100%	0	0%	301	56.90%	0	0%
Female	22	22	100%	22	100%	22	100%	0	0%	1	4.55%
Total	551	551	100%	551	100%	22	3.99%	301	54.63%	1	0.18%
Other than permanent workers											
Male	2,371	2,371	100%	2,371	100%	0	0%	0	0%	0	0%
Female	166	166	100%	166	100%	166	100%	0	0%	46	27.71%
Total	2,537	2,537	100%	2,537	100%	166	6.54%	0	0%	46	1.81%

2. Details of retirement benefits, for current financial year and previous financial year.

Benefits	FY 2022-23 Current financial year			FY 2021-22 Previous financial year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others-please specify	Nil	Nil	Nil	Nil	Nil	Nil

3. Accessibility of workplaces

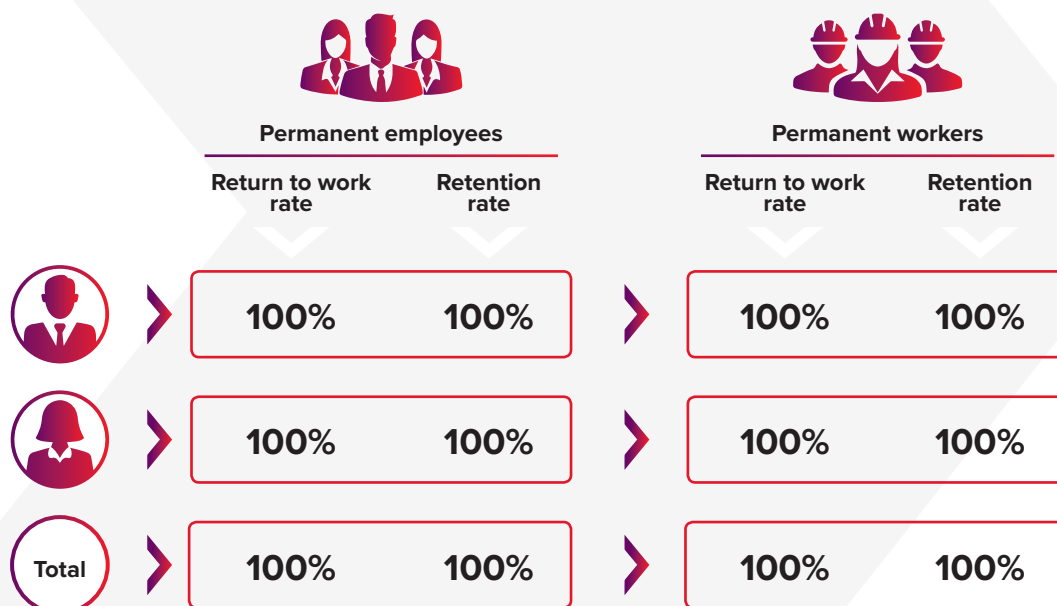
Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The premises/offices of the Company are also accessible to differently abled employees and workers together with normal employees, barring a few places/locations/manufacturing facilities due to safety considerations and the specific design and structure of certain places.

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 has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016, which is available on the Company's intranet.

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



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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the Company's Vigil Mechanism/Whistle-blower Policy is available for all categories of permanent employees and workers. The said mechanism provides for the adequate safeguards against unfair treatment of employees who wish to raise any concern and also provides the direct access to the Chairman of the Audit Committee in appropriate/exceptional cases.
Other than permanent workers	
Permanent employees	
Other than permanent employees	N/A

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

Category	FY 2022-2023 (Current financial year)			FY 2021-2022 (Previous financial year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	865	0	0%	807	0	0%
Male	827	0	0%	764	0	0%
Female	38	0	0%	43	0	0%
Total permanent workers	551	231	42%	531	236	44%
Male	529	228	43%	510	233	46%
Female	22	3	14%	21	3	14%



8. Details of training given to employees and workers:

Category	FY 2022-23 Current financial year					FY 2021-22 Previous financial year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	827	205	25%	228	28%	764	131	17%	113	15%
Female	38	21	55%	17	45%	43	20	47%	20	47%
Total	865	226	26%	245	28%	807	151	19%	133	16%
Workers										
Male	2,900	1,080	37%	1,099	38%	2,570	803	31%	797	31%
Female	188	77	41%	67	36%	165	72	44%	51	31%
Total	3,088	1,157	37%	1,166	38%	2,735	875	32%	848	31%

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

Category	FY 2022-23 Current financial year			FY 2021-22 Previous financial year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	827	827	100%	764	764	100%
Female	38	38	100%	43	43	100%
Total	865	865	100%	807	807	100%
Workers						
Male	2,900	529	18%	2,570	510	20%
Female	188	22	12%	165	21	13%
Total	3,088	551	18%	2,735	531	19%

10. Health and safety management system:

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

Yes. The Company has implemented an Occupational Health and Safety Management System, which is an integral component of the Company's business. The Company's endeavor is to create an environmentally friendly system for its employees that is gentle on their health and safety through the use of the following mechanisms:

- Continuously improving the environmental occupational health and safety performance
- Establishing an incident-free work environment
- Maintaining proper disposal of waste and pollutants
- Keeping waste to a minimum to preserve natural resources
- Compliance with applicable legal compliances
- Encouraging innovation for the prevention of pollution, injury and ill health

Further, the Company is an ISO 45001 certified Company and covers 30% of its plants

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

Hazard Identification Risk Assessment (HIRA) is a process, established by the Company for defining and describing hazards by characterizing their probability, frequency, and severity and evaluating adverse consequences, including potential losses and injuries. A risk assessment that provides the factual basis for activities is included in the corporate safety strategy to reduce losses from identified hazards at the workplace. While carrying out Hazard Assessment, all the activities including routine and non-routine in each section are selected, and Hazard Assessment is conducted to identify the significant risks. For all the significant risks, control measures are defined to mitigate the risks. For routine the Company has a Safety Audit check sheet with 188 check points and covering all the processes (main gate, chemical store, maintenance and utility, scrap yard and hazardous waste, hot work area, molding section, surface treatment, assembly, tool room, loading and unloading, store area, office, canteen, top roof, solar system, robotic area, legal & others points. For non-routine activities, the Company has a work permit system like for height work and excavation work etc. and also use the hazard identification technique.

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

Yes, the Company has processes for workers to report the work-related hazards and to remove themselves from such risks.

d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Yes, the employees/workers of the Company have access to non-occupational medical and healthcare services.

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

Safety incident/number	Category	FY 2022-23	FY 2021-22
		Current financial year	Previous financial year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.17	0
Total recordable work-related injuries	Employees	0	0
	Workers	3	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

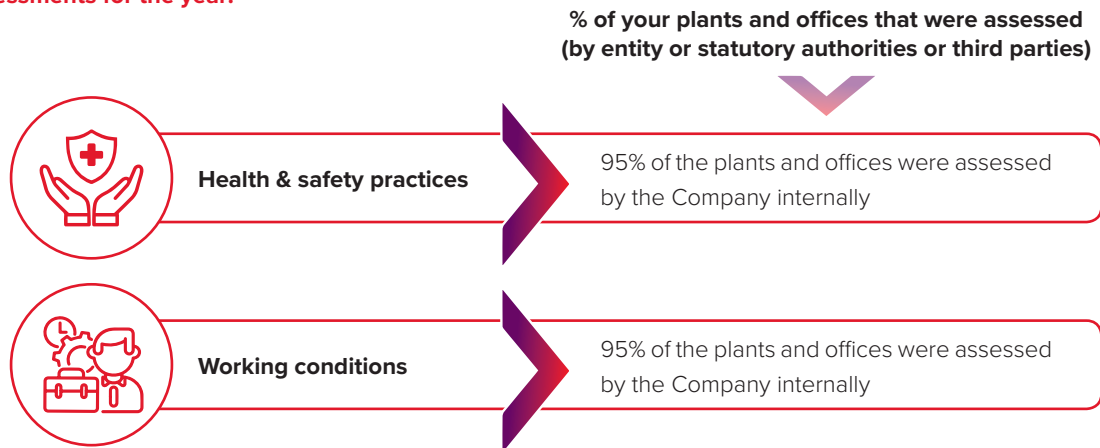
The Company prioritises the health and safety of its employees and considers them as its most valuable asset. 30% of the plants of the Company are certified as Occupational Health and Safety Management Systems as per ISO 45001. In addition to the inputs provided under question no. 10 above, some of the mitigation strategies to stop or mitigate adverse effects on occupational health and safety include:

- Daily safety patrolling with Plant Head, Maintenance Head and Safety Officers to identify the unsafe acts and conditions.
- Safety Audit Process by Plant Safety Officers
- Internal Safety Review with all the Safety Committee Members (including all Process in Charges, Workers Committee Members, Maintenance Head, Safety Officer and Plant Head).
- Corporate Safety Audits are done once every 2 months with a specific check sheet that covers all processes.
- Safety trainings are in place for covering various areas.
- The medical rooms are equipped with basic emergency care equipment and medicines.

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

	FY 2022-23 Current financial year			FY 2021-22 Previous financial year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	Nil	Nil	-	Nil	Nil	-
Health & safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:



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

At Lumax Auto Technologies Limited, safety at the workplace is of prime importance and is of utmost priority for all. The Company has always focused on creating and ensuring a culture of safety, focusing on its responsibility towards the health and safety of each employee and worker. The Company has set up a unique system w.r.t. safety inspections, operation control, monitoring, audits, assessments and others. As a result of these, gaps are identified, learning needs are established, further improvements are made, and further controls are implemented and tracked for a better compliance framework.

In specific, there were some identified areas where there was some scope of improvement w.r.t. fall protection from height. To address these issues, following corrective actions were taken

- Lifeline support is provided to employees and workers
- Safety harness belts and helmets are provided as a part of PPE
- Appropriate pathway to avoid slip and fall
- Only authorized personnel are allowed to access elevated areas
- Height work permit is provided to employees and workers who need to access elevated areas

Leadership Indicators

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

Yes, the Company extends life insurance and other compensatory packages in the event of the deaths of employees and workers.

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

Through various means the Company ensures that the applicable statutory dues are deducted and deposited by the identified value chain partners. The Company follows the process as outlined in its Supplier Code of Conduct. The Company makes sure that the supply chain partners comply with the same in spirit to depict and ensure that as extended business partners they also support the business responsibility principles of the Company and assume equal accountability. The Company further ensures that before paying to the contractor, the suppliers have deposited the required statutory dues deducted. The Company also ensures that the suppliers have also filed required regulatory returns on a timely basis. The Company also obtains the relevant underlying proofs as evidence.

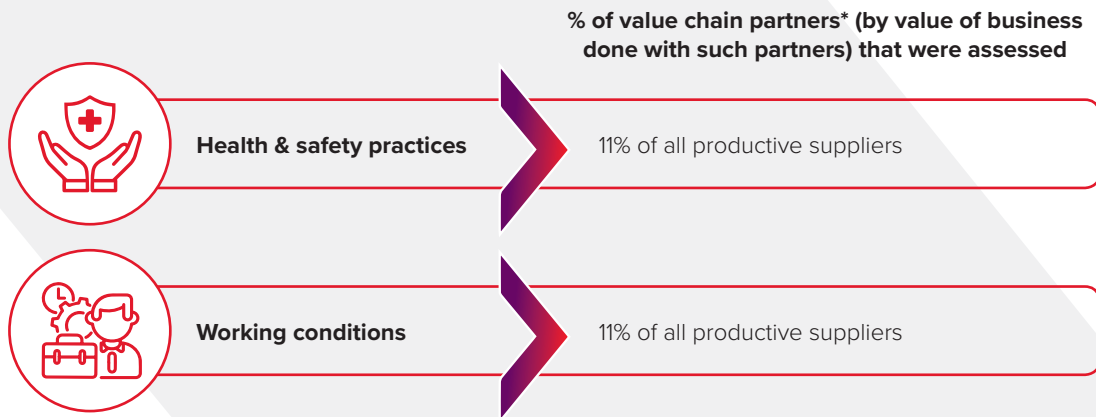
3. Provide the number of employees/workers having suffered high consequence work related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes, the Company hires the retired employees or retains them in case of specific vacancies within the organization. In most of the cases, an annual agreement is done with them and it is renewed based on their performance and any further vacancies in the organization.

5. Details on assessment of value chain partners:



* This assessment includes only the productive suppliers. Other categories of value chain partners are not included.

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

There were some instances of entanglement while placing work piece with certain value chain partners and their business operations, causing injuries including deep cuts or amputations to their workers. The various corrective actions taken or underway by the Company to address these risks/concerns arising from assessments of health and safety practices and working conditions of these value chain partners include the use of the following tools and devices:

- Closed tools and static fixed guards
- Fit interlocking safety devices that prevent access and stop machinery movement immediately when opened
- Presence sensing devices
- Light curtains with fixed and interlocked guards on part revolution power presses
- Two handed controls as a backup system
- Emergency stops

PRINCIPLE 4








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




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

The stakeholder groups of the entity are identified through discussions in Internal Management Meetings, as per the process flow mentioned below:

- Detailed discussion around the same is done with the Company's Legal and Secretarial department and the management and key stakeholder groups are identified.
- Key stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions.

2. List stakeholder groups identified as key for our Company and the frequency of engagement with each stakeholder group:

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (Annually/half yearly/quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers 	No	Emails, meetings and website	Need-based	Product related, price negotiations, Technological advancement etc.
Suppliers 	No	Emails, meetings and website	Need-based	Product related, price negotiations, Technological advancement etc.
Employees/ Workers 	No	Emails, meetings and website	Need-based	Company policies, organizational structure, important developments
Partners 	No	Emails and meetings	Quarterly and need-based	Business-related dealings, technological advancement, new product-related etc.
Board of Directors 	No	Emails and meetings	Quarterly and need-based	Financial Results, Internal Controls, Limited Review and Audit Reports etc.
Promoters 	No	Emails and meetings	Need-based	Issues requiring decisions, budget, future planning, customer complaints, quality issues, safety-related concerns etc.
Government 	No	Emails	Need-based	Compliances and Policy-related matters

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (Annually/half yearly/quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Institutions/ Industry Bodies (Banks/NBFC/ ACMA/SIAM) 	No	Emails and meetings	Need-based	Industrial Development-related; finance-related
Community/ Society (CSR/ESG) 	No	Emails and meetings	Need-based	Society, Health and Education-related
Investors 	No	Emails and meetings	Quarterly and need-based	Financial and Operational performance-related

Leadership Indicators

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

The appropriate Company's personnel, business leaders, and key process heads conduct stakeholder consultations. Necessary Board Committees, such as the Audit Committee, CSR Committee, Risk Management Committee, and Share Transfer/Stakeholders Relationship Committee, are used to elevate comments and problems related to Company concerns to the Board of Directors' level. The Company has consistently insisted that regular and proactive contact with its key stakeholders through conferences calls helps it to more effectively explain its plans and results. The Company is able to further the notion of shared prosperity and progress for both the Company and society at large via ongoing participation.

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

Yes, the stakeholder consultation was used to support the identification and management of environmental, and social topics. The processes for consultation between stakeholders and the Board on economic, environmental, and social topics include:

- A comprehensive listing of all the possible stakeholders and ESG-related matters applicable to the Company and the Automobile Industry is finalised in consultation with the Company's different departments.
- The same is then discussed amongst different stakeholders and the Senior Management Personnel of the Company and feedback is taken from the said consultations. Further, instances of the said consultation process on these topics are incorporated into the policies and activities of the entity.

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

As a part of the Life Skills Project which focuses on STEM education for primary students, engagement with the community was initiated to provide primary students with practical knowledge on Science, Technology, English and Mathematics and make their concepts stronger.

India has nearly 95,600 cases of Type 1 diabetes among children below 14 years of age, and every year, around 15,900 fresh cases are reported in this age group. Considering the fact that the treatment is expensive for the deprived communities and with lack of knowledge on treatment and care of these juvenile patients, the Company supports the cause with treatment for such patients.



Jeep Meridian 60% Seat Structure	
Name of Product	Seat Frame for Jeep Meridian
Specifications	2020mm
Length	1800mm
Width	850mm
Height	115 to 125 kg
Material of Steel	High Strength Steel & Tube (S 1000M & S 1000)
Material of Foam	Seat Frame - It is a tubular metal welded assembly, made out of tubular and stamped parts with web components. A wide collection of tubular parts which allows right amount of rigidity. Web is made to support all and secure to a fixed vehicle. Web is made to support all and secure to a fixed vehicle. Web is made to support all and secure to a fixed vehicle.
Product Description	High strength steel & tube using high strength low alloy material the frame is light weight with optimal strength. The seat frame and web is mounted on the seat frame along with rollers, jacks and nuts.
Location of Product Mounted on Vehicle	

PRINCIPLE 5

Businesses should respect and promote human rights

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

Category	FY 2022-2023 Current financial year			FY 2021-22 Previous financial year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	865	164	19%	807	125	15%
Other than permanent	0	0	0%	0	0	0%
Total employees	865	164	19%	807	125	15%
Workers						
Permanent	551	539	98%	531	381	72%
Other than permanent	2,537	0	0%	2,204	0	0%
Total workers	3,088	539	17%	2,735	381	14%

*These trainings covered only training on POSH as one of the fundamental human rights provided to the employees and workers.

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

Category	FY 2022-23 Current financial year					FY 2021-22 Previous financial year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	827	0	0%	827	100%	764	0	0%	764	100%
Female	38	0	0%	38	100%	43	0	0%	43	100%
Other than permanent										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

Category	FY 2022-23 Current financial year					FY 2021-22 Previous financial year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. B	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	529	0	0%	529	100%	510	0	0%	510	100%
Female	22	0	0%	22	100%	21	0	0%	21	100%
Other than permanent										
Male	2,371	2,371	100%	0	0%	2,060	2,060	100%	0	0%
Female	166	166	100%	0	0%	144	144	100%	0	0%

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)*	2	1,33,20,000	0	0
Key Managerial Personnel**	5	1,26,00,000	0	0
Employees other than BoD and KMP	822	5,53,296	38	5,62,968
Workers	529	2,56,932	22	2,25,864

*Directors to whom the remuneration is paid.

** Including 2 Directors.

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

Yes. The Company has a well-defined Human Rights Policy, giving rights to the employees to have their complaints or grievances addressed by the Human Resource department or Senior Management. The Corporate HR Head is responsible for addressing human rights impacts or issues caused by or contributed to by the employees and workers of the Company. Further, the respective Heads of the Departments are responsible for their respective business connections for addressing human rights impacts or issues caused by or contributed to by the business. The Senior Management also gets involved in reviewing the Human Rights Policy at an organizational level.

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

The Company aims to defend, protect, and promote human rights in order to ensure fair and ethical business and employment practices. Respect for human rights is one of the Company’s fundamental and essential principles.

The Company has various internal mechanisms in place to redress grievances related to human rights issues which includes:

- POSH Policy
- Grievance Redressal Policy
- Vigil Mechanism/Whistle Blower Policy
- Employee App to Register their Grievances

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

	FY 2022-23 Current financial year			FY 2021-22 Previous financial year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child labour	Nil	Nil	-	Nil	Nil	-
Forced labour/involuntary labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

The Company has policies in place to safeguard complainants from victimization, retaliation, and other unfair employment practices. In cases of discrimination and harassment, the Company guarantees that the complainants are completely protected from harassment, or other forms of action by the wrongdoer. In the Company’s Grievance Redressal Policy, Whistle Blower Policy, and Policy on Prevention of Sexual Harassment (POSH), there are specific clauses regarding the confidentiality of the complainant that state that all reports/records associated with complaints, along with the information exchanged during a specific process/investigations, would be considered as confidential and access to the same would be restricted to the authorized personnel as designated by the management of the Company.

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

Yes, the Company endeavors to incorporate the fundamental human rights into all of its business agreements and contracts in spirit. In most of these agreements/contracts these rights are also embedded formally. The Company is further revisiting and revising these agreements/contracts as a due formal mechanism of regular revision and to strengthen this practice further.

9. Assessments for the year:

**% of your plants and offices that were assessed
(by entity or statutory authorities or third parties)**

Child labour	100% of the plants and offices were assessed by the Company
Forced/involuntary labour	100% of the plants and offices were assessed by the Company
Sexual harassment	100% of the plants and offices were assessed by the Company
Discrimination at workplace	100% of the plants and offices were assessed by the Company
Wages	100% of the plants and offices were assessed by the Company

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

No significant risks/concerns arising from the assessments at Question 9 above were noticed during the year. As a matter of the Company's corporate practice, any specific significant risks/concerns as and when arise from any assessment are duly addressed by the Company's respective Committees comprising of both internal and external stakeholders.

Leadership Indicators

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

No significant grievances were received during the year on account of Human Rights. As a matter of practice, generally, through the Code of Conduct, together with other policies and procedures of the Company, human rights are reiterated across the business processes of the Company. The Company regularly imparts the requisite training sessions to all of its employees and workers and keeps on updating its Code of Conduct and other policies and procedures based on risks/concerns that arise and feedback received during the year.

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

As explained in point No. 1 above, the Company keeps taking initiatives to embed the human rights in its business culture across all the levels throughout the year.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The premises/offices of the Company are also accessible to differently abled visitors, barring a few places/locations/ manufacturing facilities due to safety considerations and the specific design and structure of certain places.

4. Details on assessment of value chain partners *:

% of value chain partners (by value of business done with such partners) that were assessed

Sexual harassment	17% of all productive suppliers
Discrimination at workplace	17% of all productive suppliers
Child labour	17% of all productive suppliers
Forced/involuntary labour	17% of all productive suppliers
Wages	17% of all productive suppliers

* This assessment includes only the productive suppliers. Other categories of value chain partners are not included.

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

No significant risks/concerns were identified from assessments of the specified value chain partners in Question 4 above.



PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

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

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Total electricity consumption (A)-(Mega Joules) (Non- Renewable Sources)	6,63,51,066.84	6,45,62,975.86
Total fuel consumption (B)-(Mega Joules)	75,02,852.42	45,81,791.60
Energy consumption through other sources (C)-(Mega Joules) (From renewable sources)- self generated and purchased from third party	2,89,50,106.25	1,69,93,404.00
Total energy consumption (A+B+C)-(Mega Joules)	10,28,04,025.51	8,61,38,171.46
Energy intensity per rupee of turnover (<i>Total energy consumption/turnover in rupees</i>)	0.0057	0.0073
Energy intensity (optional)-the relevant metric may be selected by the entity		

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

No independent assessment/evaluation/assurance has been carried out by an external agency.

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

Not applicable, as the Company does not have any sites/facilities identified as DCs under the PAT Scheme of the Government of India.

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

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	34,092	12,383
(ii) Groundwater	10,645.84	11,955.27
(iii) Third party water	79,048.18	39,259.07
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,23,786.02	63,597.34

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Total volume of water consumption (in kilolitres)	1,23,786.02	63,597.34
Water intensity per rupee of turnover <i>(Water consumed/turnover)</i>	0.0069	0.0042
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No independent assessment/evaluation/assurance has been carried out by an external agency.

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

Yes, the Company has installed Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) to treat the wastewater at 7 of its plants, wherein the Company reuses the treated water for gardening and other non-potable purposes. In addition to the above, the Company also optimizes its water consumption through rainwater harvesting at some of its plant locations.

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

Parameter	Please specify unit	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
NOx			
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others-please specify			

Currently, the details of these emissions are not available with the Company. However, the Company has initiated the necessary procedures to gather this data in the near future.

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.

Not applicable, as no independent assessment/evaluation/assurance has been carried out by an external agency.



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

Parameter	Unit	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Currently, the details of GHG emissions (Scope 1 and Scope 2 emissions) are not available with the Company. However, the Company has initiated the necessary procedures to gather this data in the near future.	
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Not applicable, as no independent assessment/evaluation/assurance has been carried out by an external agency.

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

As mentioned in Question no. 6 above, while the details of GHG emissions are currently not available with the Company, still the Company has taken up various projects to reduce the GHG emissions on an overall basis, which includes:

- Use of green power generated through Company's own solar plants and purchased from third party, which contributes to 23.94% of the Company's total electricity.
- Plantations of Trees

Further, in the Financial Year 2023-24, the Company has initiated the strategy for decarbonisation and the Company would start reporting these parameters from next financial year onwards.

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

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	699.54	550.48
E-waste (B)	0	0
Bio-medical waste (C)	0.0002	0.0020
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) , (Paint Sludge, Oil choked, Cotton waste)	49.44	67.23

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Other Non-hazardous waste generated (H) . Please specify, if only <i>(Break-up by composition i.e. by materials relevant to the sector) (wooden scrap, scrap garbage, scrap filter paper, Steel scrap, scrap of waste cotton/Paper lot, scrap M.S.(punching), scrap M.S. Burr, Scrap of plastic crates, Carton Boxes)</i>	734.88	609.92
Total (A+B + C + D + E + F + G + H)	1,483.86	1,227.63
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	243.77	197.73
(ii) Re-used	458.16	435.01
(iii) Other recovery operations	0	0
Total	701.93	632.74
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.0002	0.0020
(ii) Landfilling	14.82	54.9
(iii) Other disposal operations	768.027	539.99
Total	782.8472	594.8920

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

No independent assessment/evaluation/assurance has been carried out by an external agency.

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

Waste generation being an inevitable part of the manufacturing process, efforts have been made to create value from waste. With the aim of diverting a significant quantum of waste from going to landfills, the Company has adopted systems and procedures that helps repurpose used material and reintroduce excess material into the production process. The Company follows the '3R' strategy of Reduce, Reuse and Recycle for its waste management. The Company also follows legally prescribed procedures and applies environmentally sound disposal techniques for disposing of the hazardous waste, whereas the non-hazardous waste is sold to the authorised recyclers, as identified by the Company. Further, to reduce the wastage of water, the Company has installed ETPs and STPs at 7 of its plants, wherein the Company reuses the treated water for gardening and other non-potable purposes. In addition to the above, the Company also optimizes its water consumption through rainwater harvesting at some of its plant locations.

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

Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not applicable, since there are no operations of the Company near the above-mentioned areas.		

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

Name and brief details of project	EIA notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
No environmental impact assessment of projects was undertaken by the Company during the current financial year. Hence, this requirement is not applicable.					

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with all the applicable environmental laws/regulations/guidelines in India.

Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not applicable, since there is no non-compliance with the applicable environmental laws/regulations/guidelines in India.			

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
From renewable resources		
Total electricity consumption (A) (Mega Joule)-self generated and purchased from third party	2,89,50,106.25	1,69,93,404.00
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) (Mega Joule)	2,89,50,106.25	1,69,93,404.00
From non-renewable resources		
Total electricity consumption (D)	6,63,51,066.84	6,45,62,975.86
Total fuel consumption (E)	75,02,852.42	45,81,791.60
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (Mega Joule)	7,38,53,919.26	6,91,44,767.46

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

No independent assessment/evaluation/assurance has been carried out by an external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	1,647.59	1,540.88
- No treatment	830	720
- With treatment – Treated through STP	817.59	820.88
(ii) To groundwater	13,365.73	10,564.27
- No treatment	7,260.73	3,987.27
- With treatment – Treated through ETP and STP	6,105	6,577
(iii) To seawater	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	6,864	7,650
- No treatment	2,817	2,358
- With treatment – Treated through CETP	4,047	5,292
(v) Others-Gardening	15,843.38	8,371.55
- No treatment	7,404	2,681
- With treatment – Treated through ETps and STPs	8,439.38	5,690.55
Total water discharged (in kilolitres)	37,720.7	28,126.7

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.

Not applicable, as no independent assessment/evaluation/assurance has been carried out by an external agency.

3. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

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

- (i) Name of the area: Gurugram, Bengaluru (Data to the extent available)
- (ii) Nature of operations: Corporate office and automotive plastic parts
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	20,846	19,212
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	20,846	19,212
Total volume of water consumption (in kilolitres)	20,846	19,212
Water intensity per rupee of turnover <i>(Water consumed/turnover)</i>	0.0012	0.0013
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into groundwater	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into seawater	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	2,817	2,358
- No treatment	2,817	2,358
- With treatment – please specify level of treatment	-	-
(v) Others-Gardening	2,222.38	2,116.55
- No treatment		
- With treatment – Treated through STPs	2,222.38	2,116.55
Total water discharged (in kilolitres)	5,039.38	4,474.55

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

No independent assessment/evaluation/assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Scope - 3 emissions are not considered by the Company presently. The Company is in the process of laying down the roadmap in the near future.	
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emission intensity <i>(optional)</i> – 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.

Not applicable, as no independent assessment/evaluation/assurance has been carried out by an external agency.

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

Not applicable, as the Company does not operate in ecologically sensitive areas.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of solar plants	Energy savings by the installation of solar panels at certain plant locations.	In FY 2021-22 and FY 2022-23, the Company consumed 1,69,93,404.00 Mega Joules and 2,89,50,106.20 Mega Joules of electricity respectively, from solar sources.
2	Installation of ETPs and STPs	ETPs and STPs have been installed to treat wastewater.	The treated water is re-used for gardening and other non-potable purposes.
3	Tree plantation	As part of the Company's employee welfare initiative as well as to reduce the carbon emissions	The Company has a formal initiative called 'Nanhi Chaan' celebrating the birth of a girl child of its employees by planting a tree. The Company is also involved in plantations during the visits of its customers, and World Environment Day, among others. These two initiatives together would help the Company move in the direction of reducing its carbon footprint and would also count as a noble activity towards the environment.

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

As part of business continuity and disaster management plan, the Company has Emergency Response Plan, which captures 8 nos. of emergencies to act as to how to handle the situation in case of any emergencies and same is applicable to all the plants, which is also shared with all the employees through the Company's employees app. These are emergency response plans and procedures for:

- > Fire Emergency
- > Earthquake Emergency
- > Sewage Outflow Emergency
- > Medical Emergency - Death Emergency
- > Civil Unrest Emergency
- > Food Poisoning Emergency
- > Snake Bite Emergency
- > Gas Leakage Emergency

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

There is no major environmental impact resulting from the Company's value chain (productive suppliers assessed for this purpose). Since it is mindful of the environmental consequences across the value chain, every supplier of the Company is required to sign and abide by the Supplier's Code of Conduct. The Suppliers of the Company are expected to adhere to the compulsory Code of Conduct and further make attempt to inculcate the principles of the said Code of Conduct further in its supply chain.

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

All of the Company's productive suppliers were assessed for environmental impacts through a formal evaluation sheet (Supplier Business Capability Evaluation Report) at the time of onboarding and as an annual exercise.



PRINCIPLE 7

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations:
The Company is affiliated with 2 trade and industry chambers/associations.
- 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;

	Name of the trade and industry chambers/associations		Reach of trade and industry chambers/associations (State/National)
1	Automotive Component Manufacturers Association of India, New Delhi	➤	National
2	Confederation of Indian Industry (CII)	➤	National

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

Name of authority	Brief of the case	Corrective action taken
Not applicable, as the Company has not received any adverse orders from any regulatory authorities.		

Leadership Indicators

1. Details of public policy positions advocated by the entity;

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
The Company directly or through trade bodies and other associations puts forth a number of suggestions with respect to the industry in general and its activities in particular.				

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators**1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current Financial Year.**

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Not applicable, as there were no projects that required SIA based on applicable laws in the current year.					

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

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 ₹)
Not applicable, as there were no projects requiring an R&R.					

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

As a matter of policy, the Company undertakes various CSR activities to address the needs of the community in the vicinity of its plants' premises. There is an Open Door Policy of the Company, wherein the communities can approach plant/location and management of that respective plant. The Company also follows the practice of reaching out to the communities, including the vulnerable groups and redresses their grievances, wherever needed.

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

	FY 2022-23 (Current financial year)	FY 2021-22 (Previous financial year)
Directly sourced from MSMEs/small producers	14%	13%
Sourced directly from within the district and neighbouring districts	91%	90%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified

Corrective action taken

Not applicable, as there were no projects that required SIA based on applicable law in the current year.

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Uttarakhand	Udham Singh Nagar	7,44,000

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)
No, the Company follows a standardized procurement policy across all suppliers and vendors.
- (b) From which marginalized/vulnerable groups do you procure?
Not applicable, as mentioned in Question No. 3(a) above.
- (c) What percentage of total procurement (by value) does it constitute?
Not applicable, as mentioned in Question No. 3(a) above.

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

Intellectual property based on traditional knowledge

Owned/acquired (Yes/No)

Benefit shared (Yes/No)

Basis of calculating benefit share

Not applicable, as the Company does not own or acquire any such intellectual properties.

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

Name of authority

Brief of the case

Corrective action taken

Not applicable, as mentioned in Question No. 4 above.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Life skill for adolescent	1,300 students	100%
	Life skill for young students	200 students	
	Career counselling	1,300 students	
2	Eye screening and free cataract surgeries	5 camps 126 surgeries	100%
	Juvenile diabetes patients	25 patients	
	Cancer detection camps	259 screenings 2 camps	
3	Girl child education	35 girl child	100%
4	Personal hygiene	963	100%



PRINCIPLE 9

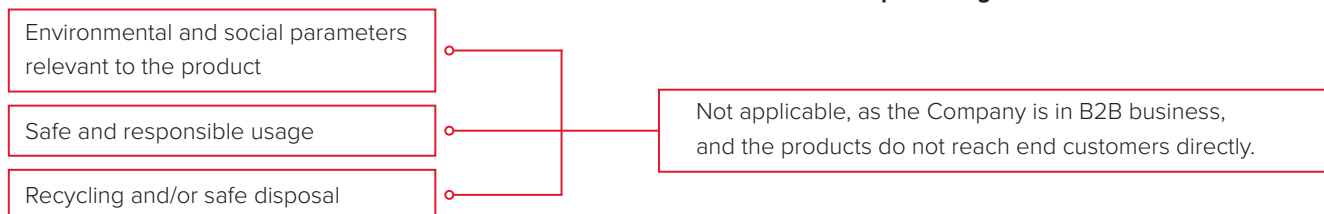
Businesses should engage with and provide value to their consumers in a responsible manner

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

The Company is a Tier-1 B2B Company in the Automotive Sector and manufactures and sells its products majorly to large OEMs. The Company ensures timely delivery to all of its OEM customers as per the time schedule specified by them. In case of any complaints, OEM customers can raise their complaints with the Company through the mechanism laid down in the process flow of the Company for the OEMs (Handling of Customer complaints).

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

As a percentage to total turnover


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

	FY2022-23 (Current Financial Year)		Remarks	FY2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive trade practices	Nil	Nil	-	Nil	Nil	-
Unfair trade practices	Nil	Nil	-	Nil	Nil	-
Other (from OEMs)	75	Nil	-	146	Nil	-

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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

Yes, the Company has a framework/policy on cyber security and risks related to data privacy, which is available on the Company's intranet.

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

Not applicable, as neither any complaints with respect to advertising, delivery of essential services, cyber security and data privacy of customers, re-occurrence of instances of product recalls were received during the reporting period nor any penalties were paid to, or actions were taken by regulatory authorities on account of safety of products/services.

Leadership Indicators

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

The channels/platforms where information on products and services of the entity can be accessed include the following website and social media links:

- <https://www.lumaxworld.in/>
- <https://www.youtube.com/c/LumaxWorld>
- <https://www.linkedin.com/company/lumax-world/>

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

As discussed above, since the Company supplies the products directly to the OEMs who further assemble and sells the end products to the end-user customers, it has limited role for informing and educating the end-user about the safe and responsible usage of its products.

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

Not applicable, as the Company does not provide essential services.

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

Not applicable, as the Company supplies to OEMs and there is no direct visibility for the end-users.

Furthermore, since customer satisfaction is of utmost importance to the Company, it seeks customer satisfaction by various means. Customers' feedback is obtained directly or indirectly to identify any grievances and accordingly, corrective measures are designed and executed. The summary of customer satisfaction patterns is collated, reviewed and monitored by the management of the Company too.

5. Provide the following information relating to data breaches:

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

No instances were identified pertaining to data breach.

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

No data breaches were identified related to personally identifiable information of customers.

