



Honeywell Automation India Limited
CIN: L29299PN1984PLC017951
Regd. Office: 56 & 57, Hadapsar Industrial
Estate, Pune - 411 013, Maharashtra
Tel: +91 20 7114 8888
E-mail: India.Communications@Honeywell.com
Website: <https://www.honeywell.com/in/en/hail>

July 19, 2023

| | |
|--|---|
| The Manager – Compliance Department National Stock Exchange of India Limited 'Exchange Plaza' Bandra Kurla Complex, Bandra (East) Mumbai 400051 NSE Symbol: HONAUT | The Manager – Compliance Department BSE Limited Floor 25, P.J. Tower, Dalal Street Mumbai 400001 BSE Scrip Code: 517174 |
|--|---|

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for FY 2022-23

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

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for FY 2022-23. The said Report forms part of the Annual Report for FY 2022-23.

The Annual Report for FY 2022-23 is available on the website of the Company at <https://www.honeywell.com/in/en/hail>.

The above is for your information and record.

Yours Sincerely,

For **Honeywell Automation India Limited**

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DARYANI
Digitally signed
by INDU DARYANI
Date: 2023.07.19
20:40:03 +05'30'

Indu Daryani

Company Secretary and Compliance Officer

FCS No. 9059

Address: 56 & 57, Hadapsar Industrial Estate, Pune - 411 013

Business Responsibility and Sustainability Report

Foreword

Dear Stakeholders

Honeywell Automation India Limited, an integrated automation, industrial software, and sustainability solutions provider, is developing technologies that help large and small organizations achieve their environmental, social and governance (ESG) goals along with their business results. The Company offers a portfolio of futuristic technologies to help customers and their businesses digitalize operations, reduce greenhouse gas (GHG) emissions, save energy, measure and reduce carbon impact and support the adoption of renewable energy sources.

We do not believe climate-related risks are reasonably likely to have a material effect in the foreseeable near future on the company's business or the markets it serves, nor on our results of operations, capital expenditure or financial position. Honeywell is uniquely positioned to shape a safer and more sustainable future. We continue to invent, innovate, and develop technologies that provide our customers with adaptable and efficient solutions to address their safety, productivity, energy-efficiency and environmental needs.

The Company presents Business Responsibility & Sustainability Report (BRSR) of the Company pursuant to the provisions of Regulation 34(2)(f) of the SEBI Listing Regulations, 2015 describing the initiatives taken by the Company from an environmental, social and governance perspective.

Ashish Gaikwad
Managing Director

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|-----|--|---|
| 1. | Corporate Identity Number (CIN) | L29299PN1984PLC017951 |
| 2. | Name | Honeywell Automation India Limited |
| 3. | Year of incorporation | 1984 |
| 4. | Registered Office Address | 56 & 57, Hadapsar Industrial Estate, Pune - 411013 |
| 5. | Corporate Office Address | 56 & 57, Hadapsar Industrial Estate, Pune - 411013 |
| 6. | Email | HAIL.InvestorServices@Honeywell.com |
| 7. | Telephone | +91 2071148888 |
| 8. | Website | https://www.honeywell.com/in/en/hail |
| 9. | Financial year for which reporting is being done | April 1, 2022 to March 31, 2023 (FY 2022-23) |
| 10. | Name of the Stock Exchange(s) where shares are listed | The BSE Limited and National Stock Exchange of India Limited |
| 11. | Paid-up Capital | ₹ 88,415,230 |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | The Company Secretary 56 & 57, Hadapsar Industrial Estate, Pune - 411013 HAIL.InvestorServices@Honeywell.com |
| 13. | Reporting boundary | Disclosures made in this report are on a standalone basis for the Company. The references to Honeywell International Inc's or Enterprise's strategy, policies, projects and framework in the report are applicable to the extent it relates to our business operations. |

II. Products/services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|------------------------------|---|-----------------------------|
| 1 | Manufacturing | Manufacture of industrial process control and automation systems. | 48 |
| 2 | Trading | Trading of sensing, measurement equipment and control equipment. | 16 |
| 3 | Services | Installation, engineering and repair/maintenance services of industrial control and automation systems. | 35 |

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 | Manufacture of electronic systems and components | NIC Code 26 | 48 |
| 2 | Trading of machinery, equipment and supplies | NIC Code 46 | 16 |
| 3 | Repair and maintenance | NIC Code 33 | 35 |

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 | 1 | 8 | 9 |
| International | - | 4 | 4 |

17. Markets served by the entity: In addition to serving the domestic market, the Company exports goods/services to Honeywell affiliates in the US, Europe, Asia Pacific and other regions.

a. Number of locations

| Location | Number |
|----------------------------------|----------------------------------|
| National (No. of States) | 35 (including Union Territories) |
| International (No. of Countries) | 54 |

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

Exports contribute 42% of the total turnover of the entity.

c. A brief on types of customers

In the domestic market, the Company caters to both public and private sector customers in discrete and process industries such as oil and gas, refining, pulp and paper, chemicals and petrochemicals, pharma and life sciences, infrastructure (Metro, Airports, Commercial buildings, data centre, Smart Cities), transportation, etc.

In Export Market, the Company caters to only Honeywell affiliates across the world rendering engineering services and contract manufacturing of products and projects for similar end markets as it does for its Indian customers.

IV. Employees

18. Details Employees and workers (including differently abled) as at the end of Financial Year:

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|-----------|---------|-----------|---------|-----------|
| | | | NO. (B) | % (B / A) | NO. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 2,906 | 2,393 | 82.50% | 513 | 17.50% |
| 2. | Other than Permanent (E) | 631 | 483 | 76.50% | 148 | 23.50% |
| 3. | Total employees (D + E) | 3,537 | 2,876 | 81.31% | 661 | 18.69% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 48 | 45 | 94% | 3 | 6% |
| 5. | Other than Permanent (G) | 9 | 0 | 0 | 9 | 100% |
| 6. | Total workers (F + G) | 57 | 45 | 78.95% | 12 | 21.05% |

Note: Currently, the Company does not capture data for differently abled employees and workers.

19. Participation / Inclusion / Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 2 | 33.33% |
| Key Management Personnel | 3 | 1 | 33.33% |

20. Turnover rate for permanent employees and workers

| | FY 2022-23 | | | FY 2021-22 | | | FY 2020-21 | | |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 15.1% | 25.3% | 16.9% | 13.1% | 19.5% | 14.3% | 6.5% | 9.0% | 6.9% |
| Permanent Workers | 2.2% | 0.0% | 2.1% | 0.0% | 0.0% | 0.0% | 2.1% | 0.0% | 2.0% |

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

21. Names of holding / subsidiary / associate companies / joint ventures

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Whether holding/ Subsidiary / Associate / Joint Venture | % of shares held in the listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|---|---------------------------------------|--|
| 1. | HAIL Mauritius Limited | Holding Company | 75% | Yes* |

* through the ultimate holding Company, Honeywell International.

VI. CSR Details

- 22.** (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 (ii) Turnover (in ₹): 3,44,759 Lakhs
 (iii) Net worth (in ₹): 3,18,851 Lakhs

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 | | | FY 2021-22 | | |
|--|--|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes, through 'Help & Support' section. | 0 | 0 | - | 0 | 0 | - |
| Investors (Shareholders and other than shareholders) | Yes, SEBI platform: www.scores.gov.in Email ID of BSE and NSE HAIL's Email ID: hail.investorservices@honeywell.com | 15 | 0 | - | 6 | 0 | - |

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) | FY 2022-23 | | | FY 2021-22 | | |
|---|--|--|--|---|--|--|-----------------------|
| | (If Yes, then provide web-link for grievance redress policy) | 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 |
| Employees and workers | Yes, various internal channels | 26 | 7 | 5 cases with 2 issues, 1 case with 3 issues | 12 | 0 | 2 cases with 2 issues |
| Customers | Yes, through toll free numbers and emails. | 0 | 0 | - | 0 | 0 | - |
| Value Chain Partners | Yes, through 'Help & Support' section. | 2 | 0 | - | 2 | 0 | - |
| Others | Yes, through 'Help & Support' section. | 0 | 0 | - | 0 | 0 | - |

Weblink for 'Help & Support' section <https://www.honeywell.com/us/en/contact>.

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.

The Company entirely leverages Honeywell International's oversight on ESG performance, strategies, goals, and objectives, monitoring ESG risks and opportunities and ESG disclosures. Honeywell International makes use of the enterprise risk management program and strategic planning process to identify and prioritize ESG risks and opportunities, assess the overall performance and monitor risk mitigation efforts. Some of the examples on opportunities and risks can be referred to in Honeywell Environmental, Social and Governance Report 2022 following the weblink given in Annexure-1 of BRSR.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|-----|-----|-----|-----|-----|-----|-----|-----|
| 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. The mandatory policies under Indian laws and regulations have been adopted by the Board. | | | | | | | | |
| c. Web Link of the Policies, if available | Please refer Annexure-1 of BRSR. | | | | | | | | |
| 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 | Yes | Yes | Yes | Yes | Yes | NA | Yes | Yes |
| 4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle | The Company's policies are in line with the international standards and practices such as ISO 45001:2018, ISO 14001:2015 | | | | | | | | |

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | The ESG commitments, goals and targets are set globally by Honeywell International, the details of which (including the current performance) are available on https://www.honeywell.com/us/en/company/sustainability . The Company adheres to this commitment and contributes towards achievement of the same. | | | | | | | | | | | | | | | | | | |
|---|---|----|----|----|-----|----|----|----|----|--|----|----|----|----|----|----|----|----|--|
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | | | | | | | | | | | | | | | | | | | |
| Governance, leadership and oversight | | | | | | | | | | | | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Ashish Gaikwad Managing Director DIN: 07585079 | | | | | | | | | | | | | | | | | | |
| 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. | The Managing Director is responsible for decisions on all sustainability related issues of the Company. In addition, the governance and social activities of the Company are reviewed by the Audit Committee, Risk Management Committee and Corporate Social Responsibility Committee as required under the Act and the SEBI Listing Regulations. | | | | | | | | | | | | | | | | | | |
| 10. Details of Review of NGRBCs by the Company: | | | | | | | | | | | | | | | | | | | |
| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | | |
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | |
| Performance against above policies and follow up action | | | | | Yes | | | | | Annually / as mandated by law | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances | | | | | Yes | | | | | As mandated by law/internal policies | | | | | | | | | |
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | | | | | | | | | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | |
| | | | | | | | | | | No | | | | | | | | | |

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

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 Indicators” and “Leadership Indicators”. Whilst the Essential indicators have been disclosed by the Company as mandated to file in this report, the Leadership indicators have been voluntarily disclosed where applicable/feasible.

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

Essential Indicators

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

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|--|--|
| Board of Directors (BoD) | Onboarding / Annual | Familiarization Program, Code of business Conduct, Conflict of Interest. | 100% |
| Key Managerial Personnel (KMP) | Onboarding/Annual | Code of business Conduct and all other relevant policies including anti-Corruption, Anti Bribery, Conflict of Interest, Books and Records, | 100% |
| Employees other than BoD and KMPs | Onboarding/Annual | Data Privacy and Cyber Security, Prevention of Sexual Harassment. | 100% |
| Workers | Onboarding/Annual | | 100% |

Note: All segments above are enrolled for/imparted the aforementioned trainings either on their joining and subsequently on an annual basis.

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):

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.

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 leverages Honeywell’s policies. Please refer to Annexure-1 of BRSR for weblinks of the Honeywell Code of Business conduct and the Honeywell Anticorruption Policy.

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 | FY 2021-22 |
|-----------|------------|------------|
| 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 | | FY 2021-22 | |
|--|------------|---------|------------|---------|
| | 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

Leadership Indicators

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

| Total number of awareness programmes held | Topics / principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|--|--|
| 1 | P1, P2, P3, P4, P5, P6, P8, P9 | 100% of suppliers onboarded are covered through the Honeywell Suppliers Code of Conduct. |

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. In order to avoid/manage conflicts of interest, the Company obtains a mandatory declaration from the members of its Board. The declaration ensures that the members of the Board are in compliance with the Honeywell Code of Business Conduct.

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

Essential Indicators

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

| | FY 2022-23 | FY 2021-22 | Details of improvements in environmental and social impacts |
|-------|------------|------------|---|
| R&D | - | - | R&D for improving environmental and social impacts of product is done by Honeywell International considering the global and local requirements. |
| Capex | - | - | |

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

Yes, the Company requires all its suppliers to make a firm commitment to the Honeywell Suppliers Code of Conduct. Please refer Annexure-1 of BRSR for weblink of the said Code.

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

Yes. Honeywell Supplier Code of Conduct is a prerequisite for the suppliers to do business with Honeywell. Honeywell strives to continuously drive sustainability agenda towards it's Suppliers.

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.

Honeywell is committed to ensuring that our products are manufactured to comply with environmental regulations in the markets we serve. Regulatory monitoring combined with expertise and internal procedures help ensure comprehensive programs are in place throughout Honeywell to manage and meet regulatory requirements to reclaim Plastics (including packaging), EEE, Hazardous waste and other waste.

As a process to reclaim product EEE, Battery EPR is in place and EPR is applied for plastic packaging. PROs are nominated for the collection of EEE and plastic waste and then are recycled. Hazardous waste is sent either for incineration to Common Hazardous Waste Treatment, Storage and Disposal Facility or to authorized recyclers/ reprocessor depending on their nature.

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, the EPR is applicable for EEE, battery and plastic waste generated by the Company. The waste is collected by the nominated PROs. The quarterly returns and annual returns are filed to CPCB.

The waste collection is in line with the targets specified by CPCB in the authorization granted to the Company.

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. |
|----------|--------------------------|---------------------------------|--|---|--|
| - | - | - | - | - | - |

Note: The Company has not conducted LCA. However, LCAs are conducted by Honeywell International. It maintains extensive product and service safety programs across the enterprise, focusing on quality and safety throughout the product lifecycle, from design to manufacture to the marketplace. Each strategic business unit drives safety processes through:

- An extensive safety policy with objectives, accountability, and responsibilities assigned
- Safety risk management, which includes hazard identification and risk assessment and control
- Safety assurance to monitor and assess performance
- Safety promotion by engaging in formal training programs and communication.

Due to the diversified product offerings across the enterprise, quality and safety programs are tailored to specific regulatory guidelines and jurisdictional rules. The assessments are conducted throughout Honeywell's operations as products are developed, introduced and produced within the respective business units.

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

Essential Indicators

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

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | Total | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | (A) | NO. (B) | % (B/A) | NO. (C) | % (C/A) | NO. (D) | % (D/A) | NO. (E) | % (E/A) | NO. (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 2,393 | 2,393 | 100% | 2,393 | 100% | - | - | 197 | 8.2% | - | - |
| Female | 513 | 513 | 100% | 513 | 100% | 54 | 10.5% | - | - | - | - |
| Total | 2,906 | 2,906 | 100% | 2,906 | 100% | 54 | 1.85% | 197 | 6.5% | - | - |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 483 | 483 | 100% | 483 | 100% | - | - | - | - | - | - |
| Female | 148 | 148 | 100% | 148 | 100% | - | - | - | - | - | - |
| Total | 631 | 631 | 100% | 631 | 100% | - | - | - | - | - | - |

Note: All the employee are covered under Maternity and Paternity benefits. At the Company, we are following flexible working including hybrid working. Hence, daycare / creche facility was not provided.

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

| Category | % of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | Total | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | (A) | NO. (B) | % (B/A) | NO. (C) | % (C/A) | NO. (D) | % (D/A) | NO. (E) | % (E/A) | NO. (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 45 | 45 | 100% | 45 | 100% | - | - | 3 | 6.6% | - | - |
| Female | 3 | 3 | 100% | 3 | 100% | 0 | 0% | - | - | - | - |
| Total | 48 | 48 | 100% | 48 | 100% | 0 | 0% | 3 | 6.2% | - | - |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 0 | 0 | 100% | 0 | 100% | - | - | - | - | - | - |
| Female | 9 | 9 | 100% | 9 | 100% | - | - | - | - | - | - |
| Total | 9 | 9 | 100% | 9 | 100% | - | - | - | - | - | - |

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

| Benefits | FY 2022-23 | | | FY 2021-22 | | |
|----------|--|--|--|--|--|--|
| | 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 | NIL | NIL | NIL | NIL | NIL | NIL |
| Others | NA | NA | NA | NA | NA | NA |

3. Accessibility of workplaces

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

Various offices of the Company, including the registered and corporate offices have ramps for easy movement of differently abled people. Most offices are located in commercial premises which are either on the ground floor or have elevators and infrastructure for differently abled individuals. Wheelchair accessible restrooms are available in certain premises of the Company.

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.

The Company follows Equal Opportunity Policy. This Policy describes the procedures and processes that the Company shall follow to ensure that it shall not discriminate against qualified employees and applicants on the basis of disability or any other legally protected status. It is the Company’s intent to comply with Law regarding the treatment of persons with disabilities.

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

| | Permanent employees | | Permanent workers | |
|---------------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 100% | 87% | 100% | 100% |
| Female | 91% | 91% | NA | NA |
| Total | 98% | 87% | 100% | 100% |

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

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

The Company has always believed in open and transparent communication. Employees are encouraged to share their concerns with their business/function heads, HR business partners or members of the senior management. The Company follows an open-door policy, wherein any employee irrespective of hierarchy has access to the senior management.

In addition, the Grievance / Employee Complaint Policy provides a formal platform to share grievances on various matters like:

- Work / Working Condition
- Benefits & Organization Policy - PF / Payroll / Leave
- Unfair Treatment
- Relationship with Colleagues
- Bullying or Harassment
- Discrimination
- Code of Business Conduct (Violation of Code will lead to BCIR process).

The Company has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an ICC in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC comprises majority of women members. Members of the Company's ICC are responsible for conducting inquiries pertaining to such complaints. The Company, on a regular basis, sensitizes its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programs which are held on a regular basis.

Alternatively, ACCESS Integrity helpline is another channel for reporting and seeking redressal for violation of the Honeywell Code of business conduct guidelines.

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

The Company does not have any employee associations. The Company, however, recognizes the right to freedom of association.

8. Details of training given to employees and workers:

| Category | Financial Year 2023 | | | | | Financial Year 2022 | | | | |
|------------------|---------------------|-----------------------------|---------|----------------------|---------|---------------------|-----------------------------|---------|----------------------|---------|
| | Total (A) | On Health & Safety measures | | On Skill upgradation | | Total (D) | On Health & Safety measures | | On Skill upgradation | |
| | | NO. (B) | % (B/A) | NO. (C) | % (C/A) | | NO. (E) | % (E/D) | NO. (E) | % (E/D) |
| Employees | | | | | | | | | | |
| Male | 2,393 | 2,393 | 100 | 2,393 | 100 | 2,378 | 2,378 | 100 | 2,378 | 100 |
| Female | 513 | 513 | 100 | 513 | 100 | 523 | 523 | 100 | 523 | 100 |
| Total | 2,906 | 2,906 | 100 | 2,906 | 100 | 2,901 | 2,901 | 100 | 2,901 | 100 |
| Workers | | | | | | | | | | |
| Male | 45 | 45 | 100 | 2,393 | 100 | 46 | 46 | 100 | 46 | 100 |
| Female | 3 | 3 | 100 | 513 | 100 | 3 | 3 | 100 | 3 | 100 |
| Total | 48 | 48 | 100 | 2,906 | 100 | 49 | 49 | 100 | 49 | 100 |

Note: The above numbers include trainings given to employees who have resigned/retired during the year. Some of the training programs offered under health and safety and skill upgradation are mandatory. Hence, all employees have been considered under such training programs.

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

| Category | Financial Year 2023 | | | Financial Year 2022 | | |
|------------------|---------------------|---------|-------------|---------------------|---------|-------------|
| | Total (A) | NO. (B) | NO. % (B/A) | Total (C) | NO.(D) | NO. % (D/C) |
| Employees | | | | | | |
| Male | 2,393 | 2,393 | 100 | 2,378 | 2,378 | 100 |
| Female | 513 | 513 | 100 | 523 | 523 | 100 |
| Total | 2,906 | 2,906 | 100 | 2,901 | 2,901 | 100 |
| Workers | | | | | | |
| Male | 45 | 45 | 2,393 | 46 | 46 | 100 |
| Female | 3 | 3 | 513 | 3 | 3 | 100 |
| Total | 48 | 48 | 2,906 | 49 | 49 | 100 |

All employees undergo an annual performance appraisal process as determined by the Company. Further, the Nomination and Remuneration Committee and the Board evaluate the performance of the members of executive management (one level below the board), Senior Management Personnel and the Company Secretary on an annual basis. The underlying philosophy of the performance management system is to have a fair and transparent system of appraisal, which ensures an objective mechanism to measure each employee’s performance and potential and implement a reward system which recognizes merit.

Employees joining after 31st of October are not considered as part of performance appraisal cycle for the same year, they become eligible in the next cycle

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system?

Yes, the Company maintains the Sustainable Opportunity Policy which defines commitments to the HSEMS.

The HSEMS incorporates all applicable ISO 14001:2015, ISO 45001:2018 and Honeywell requirements. The HSE Management System is an integral part of the overall Honeywell Operating Model and defines how HSEMS is integrated with the manufacturing, service and business organization processes.

The HSEMS is designed to:

- Provide the business and global Honeywell facilities with a systematic framework for minimizing HSE risks and associated liabilities.
- Implement processes that monitor, identify, and control risks associated with the design, production, and delivery of products and services including intended use through disposition.
- Provide a framework for continual improvement of the management system and the fulfillment of conformity to applicable statutory, regulatory and stakeholder requirements; and
- Promote the integration of HSEMS with business planning and performance processes throughout the organization.

In addition, the HSEMS covers the standardization of processes related to security (physical and cyber), stakeholder outreach, distribution and transportation.

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

Yes, the Company’s operating locations rely on comprehensive processes for assessments of hazards that could pose a risk to workers, including employees, contractors, and visitors. Based on these assessments, risk mitigation controls are identified, implemented, and monitored to help ensure effective worker protection remain in place. Types of assessments include ergonomic assessments, personal protective equipment evaluations and inspections, procedure checks for reporting adverse effects from an activity on a regular basis, working in confined space etc.

HSEMS team document and rank risks associated with such aspects having significant impact on health, safety, environment, security, product stewardship, transportation, sustainability etc. and take immediate corrective actions.

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

Yes, the Company has a process to report work-related hazards through Safety Observations System (SOS)-near miss and Leadership HSE Gemba. Also risks are captured in CRA and appropriate control measures are in place as per the hierarchy of control.

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

Yes. The employees/workers are covered under the Company's health insurance and personal accident policy.

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

| Safety Incident/Number | Category | FY 2022-23 | FY 2021-22 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0 |
| | Workers | | |
| Total recordable work-related injuries | Employees | 0 | 0 |
| | Workers | | |
| Number of fatalities | Employees | 0 | 0 |
| | Workers | | |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | | |

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

The Company strives to continually improve the suitability, adequacy and effectiveness of the HSEMS to prevent occurrence of potential incidents and nonconformities and to promote improvements in HSE performance. Honeywell establishes, implements and maintains a continual improvement process which consider the outputs of the activities described in the following:

- Policy and Leadership Commitment
- Risk assessment
- Communications and Participation through SOS, HSE Committee meetings etc.
- Monitoring, Measurement, Analysis and Evaluation by internal safety audits and Management Operations Review
- Rewards & Recognitions through 'Bravos' and Town meetings.
- On-site medical practitioner
- Ergonomics and Physiotherapists
- Incidents management e.g. work-related injuries or illness and environment contamination

We retain documented information as evidence of the results of continual improvement. From the Operational Control and Planning, we follow these methods: Safe Operating Sheet, CRA, Training, PPE Compliance, Near Miss Reporting and investigation, Safety Observation System, Incident Reporting and investigation, Communicating Single-point lessons from the other Honeywell sites, HSE Message Weekly Communication to ensure Safety Perfect Culture within the organization.

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

| | FY 2022-23 | | | FY 2021-22 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | 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 | NIL | NIL |
| Health & Safety | NIL | NIL | NIL | NIL | NIL | NIL |

Note: Employees and workers report Health, safety and working condition observations in Safety Observation System (SOS) tool which are timely actioned.

14. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Health and safety practices | 100% - ISO 45001 audit by Det Norske Veritas (DNV) |
| Working Conditions | 100% - ISO 14001 audit by DNV |

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.

We maintain a process to act in a timely manner to the incidents or nonconformities, and as applicable takes action to control or correct the incident or nonconformity and address the consequences.

The process includes evaluating the need for correction action(s) with participation of relevant persons working under the control of Honeywell to eliminate root causes of the incident or nonconformity in order that the incident or nonconformity does not recur or occur elsewhere.

The incident or nonconformity is investigated determining the cause(s) of the incident or nonconformity and determining if similar incidents and nonconformities or causes exist or could potentially occur.

As needed, corrective actions are implemented, and the Management of Change process is utilized as appropriate. Corrective actions are reviewed to ensure that they are effective to address the incident or nonconformity. HSEMS are reviewed and actions or changes made as necessary.

We maintain documented information as evidence of the nature of the incidents or nonconformities and any subsequent action(s)/corrective action(s) and the results of those corrective action(s).

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. Life insurance is for all the permanent 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.

The Company follows a detailed compliance procedure to ensure all statutory clearance and compliances are met by its vendors.

The Company is regularly depositing undisputed statutory dues including Goods and Services Tax, Provident Fund, Employees' State Insurance, Income-Tax, Sales-Tax, Service Tax, a Duty of Customs, a Duty of Excise, Value-added Tax, CESS and other statutory dues to the appropriate authorities and compliance of this is rigorously followed including for all of its vendors. These aspects are also checked as part of vendor compliance due diligence while onboarding new vendors and on an ongoing basis as well.

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 | FY2021-22 | FY 2022-23 | FY2021-22 |
| Employees | NIL | NIL | NIL | NIL |
| Workers | NIL | NIL | NIL | NIL |

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)

No.

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.

Stakeholder groups are identified based on the nature of their engagement with the entity.

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes employees, shareholders, customers/service partners, regulators, communities and non-governmental organizations, suppliers amongst others.

2. List of stakeholder groups identified as key for your entity 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 |
|------------------------------|--|---|---|--|
| Employees | No | Emails, Surveys, Newsletters, Company Intranet, Honeywell Internal Social Media group, Notice Board and Townhalls. | Employee satisfaction Surveys on half yearly basis through survey tools. Emails / Notices / social media / intranet are sent to employees on important Company communication on regular/need basis. Quarterly townhalls | Information about the company's business growth plans and business performance. Top-down communication about important changes, policies, wellbeing initiatives. Platform for gathering informal feedback Workplace diversity is encouraged through various diversity, equity and inclusion initiatives. |
| Shareholders | No | Email, Newspaper, Notice board, Website, General Meeting. | Quarterly and need based while annually – for AGM | Corporate governance, financial performance and Shareholder related communication. |
| Customers / Service Partners | No | Email, Honeywell website, Surveys | As and when required | Ensuring product/service Quality, meeting delivery timeliness, Information on Business Offerings, etc. |
| Suppliers | No* | Email, conference calls, virtual/in person meetings, vendor portal | As and when required | Order to Payment life cycle, Ethical business conduct, understand the new market trends and educating the suppliers, etc. |
| Communities | No | Email, Call, SMS, Virtual and in person meetings | Quarterly/ need based | CSR Program planning, Monitoring of CSR implementation, Finances and annual review, Impact assessment, Success Stories, etc. |

* The Company encourages suppliers from all sections including MSMEs. However, the final engagement depends upon the quality and timely delivery of services.

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 | Financial Year 2023 | | | Financial Year 2022 | | |
|------------------------|---------------------|---------------------------------------|-------------|---------------------|---------------------------------------|-------------|
| | Total (A) | No. of employees /workers covered (B) | % (B / A) | Total (C) | No. of employees /workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 2,906 | 2,906 | 100% | 2,901 | 2,901 | 100% |
| Other than permanent | 631 | 631 | 100% | 465 | 465 | 100% |
| Total Employees | 3,537 | 3,537 | 100% | 3,366 | 3,366 | 100% |
| Workers | | | | | | |
| Permanent | 48 | 48 | 100% | 49 | 49 | 100% |
| Other than permanent | NA | NA | 100% | NA | NA | NA |
| Total Employees | 48 | 48 | 100% | 49 | 49 | 100% |

Note: Human Rights related issues/policies are covered under Honeywell Code of Business Conduct. Please refer to Annexure-1 of BRSR for the weblink. Employees and workers are enrolled for/imparted the aforementioned trainings either on their joining and subsequently on an annual basis.

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

| Category | Financial Year 2023 | | | | | Financial Year 2022 | | | | |
|-----------------------------|---------------------|-----------------------|-----------|------------------------|-----------|---------------------|-----------------------|-----------|------------------------|-----------|
| | 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 | 2,906 | 0 | NA | 2,906 | 100% | 2,901 | 0 | NA | 2,901 | 100% |
| Male | 2,393 | 0 | NA | 2,393 | 100% | 2,378 | 0 | NA | 2,378 | 100% |
| Female | 513 | 0 | NA | 513 | 100% | 523 | 0 | NA | 523 | 100% |
| Other than permanent | 631 | 0 | NA | 631 | 100% | 465 | 0 | NA | 465 | 100% |
| Male | 483 | 0 | NA | 483 | 100% | 386 | 0 | NA | 386 | 100% |
| Female | 148 | 0 | NA | 148 | 100% | 79 | 0 | NA | 79 | 100% |
| Workers | | | | | | | | | | |
| Permanent | 48 | 0 | NA | 48 | 100% | 49 | 0 | NA | 49 | 100% |
| Male | 45 | 0 | NA | 45 | 100% | 46 | 0 | NA | 46 | 100% |
| Female | 3 | 0 | NA | 3 | 100% | 3 | 0 | NA | 0 | 100% |
| Other than permanent | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

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) | 4 | Please refer Annexure-4 Statement of Disclosure of Remuneration forming part of the Board's Report for details. | 2 | Please refer Annexure-4 Statement of Disclosure of Remuneration forming part of the Board's Report for details. |
| Key Managerial Personnel (KMP) | 2 | | 1 | |
| Employees other than BoD and KMP | 2,391 | ₹12.8 Lakhs per annum | 512 | ₹9.5 Lakhs per annum |
| Workers | 45 | ₹7.5 Lakhs per annum | 3 | ₹7.8 Lakhs per annum |

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Honeywell's commitment to human rights is grounded in international human rights principles that independent organizations have proposed, such as the United Nations Guiding Principles on Business and Human Rights, Ten Principles of the United Nations Global Compact, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and all applicable laws of the jurisdictions where we operate.

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

Honeywell has policies, processes, training and other compliance controls in place to help it fulfill its Human Rights commitments. Honeywell directors, officers, and employees have a responsibility to report any circumstance that may involve a violation of Honeywell's Human Rights Policy and may do so anonymously. Honeywell personnel and third parties may report concerns through Honeywell's or e-mail: access.integrityhelpline@honeywell.com. Honeywell treats all reports confidentially to the extent possible, consistent with the law, company policy, and the requirements necessary to conduct an effective investigation. All reports will be investigated promptly and thoroughly, consistent with applicable law. Honeywell will not tolerate any form of retaliation against anyone for making a good faith report of actual or potential misconduct.

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

| | Financial Year 2023 | | | Financial Year 2022 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | 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 | NA | Nil | Nil | NA |
| Discrimination at workplace | Nil | Nil | NA | Nil | Nil | NA |
| Child Labour | Nil | Nil | NA | Nil | Nil | NA |
| Forced Labour/Involuntary Labour | Nil | Nil | NA | Nil | Nil | NA |
| Wages | Nil | Nil | NA | Nil | Nil | NA |
| Other human rights related issues | Nil | Nil | NA | Nil | Nil | NA |

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

For cases related to Sexual Harassment, there is an Internal Committee for redressal of the same. The Committee takes concrete actions to ensure that every Complainant is protected. It maintains confidentiality of all complaints.

For all other cases related to discrimination, harassment, workplace respect and workplace violence the Integrity and Compliance team investigates all reported cases and takes appropriate action.

8. Do human rights requirements form part of your business agreements and contracts?

Honeywell’s Code of Business Conduct, Supplier Code of Business Conduct, and Honeywell Human Rights Policy address a broad range of human and workplace rights in our global operations and supply chain to ensure fairness, ethical behavior, dignity, and respect. Our Human Rights Policy applies to all Honeywell workers worldwide, including contingent workers, agents, and candidates for hire. Honeywell also requires suppliers to uphold human rights principles as described in Honeywell’s Supplier Code of Conduct. These expectations are reinforced through various internal and external communication channels. Key elements of our Human Rights Policy include inclusion and diversity, workplace respect, freedom of association, a safe and healthy workplace, workplace security, work hours and wages, forced labor and human trafficking, child labor, and rights of local communities and those who live and work there.

9. Assessments for the year:

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

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

Not Applicable

Leadership Indicators

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

Honeywell has a robust human rights due diligence process through which it continuously assesses and improves its ability to respond to any negative human rights impacts.

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

Honeywell has established standardized policies and processes to evaluate suppliers prior to selection including detailed compliance checks and rating assessments encompassing supply chain risk management. All new suppliers must pass this assessment process prior to contracting with Honeywell. Honeywell also monitors its supply chain through adverse media to detect vulnerabilities of its supply chain that include labor violations. Furthermore, Honeywell has a program in place to conduct audits, when needed, of its supply chain to ensure compliance with the Supplier Code of Business Conduct, including Honeywell’s policies regarding slavery and human trafficking. Honeywell reserves the right to terminate a supplier relationship if the supplier fails to comply with applicable legal requirements or the Honeywell Supplier Code of Business Conduct, including Honeywell’s policies aimed at combatting slavery and human trafficking.

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

The registered and corporate offices of the Company have ramps for easy movement of differently abled visitors. Most of the offices are located in commercial premises which may be on the ground floor or have elevators and infrastructure for differently abled visitors. Wheelchair accessible restrooms are available in certain offices of the Corporation.

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|--|
| Sexual Harassment | The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Company in all their dealings. No specific assessment in respect of value chain partners has been carried out. |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour/Involuntary Labour | |
| Wages | |
| Others – please specify | |

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 | FY 2021-22 |
|--|----------------------|----------------------|
| Total electricity consumption (A) | 2,48,57,77,47,84,000 | 2,44,19,92,78,80,000 |
| Total fuel consumption (B) | 21,05,52,71,04,000 | 17,40,53,37,60,000 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumption (A+B+C) | 2,69,63,30,18,88,000 | 2,61,60,46,16,40,000 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | 782 | 887 |

Energy consumption captured in Joules.

**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, the Company did not carry out independent assessment 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.

No, the Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India,

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

| Parameter | FY 2022-23 | FY 2021-22 |
|---|------------|------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 0 | 0 |
| (ii) Ground water | 10,733 | 13,101 |
| (iii) Third party water | 3,290 | 1,240 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others* | 19,643 | 14,262 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 29,525 | 28,603 |
| Total volume of water consumption (in kilolitres) | 29,525 | 28,603 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.00000085 | 0.00000097 |

* Usage of municipal water is shown here, as the Company doesn't extract water directly from the sources.

**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, the Company did not carry out independent assessment 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, water being an important environmental resource, necessary initiatives are taken in the Company's manufacturing unit to conserve and recycle water, thus ensuring ZLD. Suitable and efficient wastewater treatment like STP are installed in the manufacturing unit with primary, secondary, and tertiary treatment which include nano filtration / RO / UV treatment facilities to treat wastewater to usable quality water. The treated water is further used for gardening activities within the premises.

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

| Parameter | Unit | FY 2022-23 | FY 2021-22 |
|-------------------------------------|--------------------|------------|------------|
| NOx | NA | NA | NA |
| SOx | Kg/day | 2.37 | 1.38 |
| Particulate matter (PM) | Mg/nm ³ | 20.83 | 14.55 |
| Persistent organic pollutants (POP) | NA | NA | NA |
| Volatile organic compounds (VOC) | NA | NA | NA |
| Hazardous air pollutants (HAP) | NA | NA | NA |
| Others | NA | NA | NA |

**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, the Company did not carry out independent assessment 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 | FY 2021-22 |
|---|---------------------------------|------------|------------|
| Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 Equivalent | 160 | 137 |
| Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 Equivalent | 5,593 | 5,494 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | | 0.00015 | 0.00021 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | | NA | NA |

**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, the Company did not carry out independent assessment by an external agency.

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

The Company adheres to Honeywell Supply framework and strategy to reduce GHG emissions. Honeywell International’s commitment to being environmentally responsible is reflected in the extensive work it does to reduce GHG emissions, increase energy efficiency, conserve water, minimize waste and drive efficiency throughout our operations. Honeywell also champions responsible remediation projects and efforts to make our products safer and more sustainable. Please refer to Honeywell ESG Report 2022 for more details.

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

| Parameter | FY 2022-23 | FY 2021-22 |
|--|--------------|------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 16.61 | 13.24 |
| E-waste (B) | 0.96 | 1.025 |
| Bio-medical waste (C) | 0.14 | 0.20 |
| 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) | 2.0 | 2.5 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 220 | 400 |
| Total (A+B + C + D + E + F + G+ H) | 240 | 417 |
| 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 | 237.5 | 413 |
| (ii) Re-used | 0 | 0 |
| (iii) Other recovery operations | 0 | |
| Total | 237.5 | 413 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | NA | NA |
| (ii) Landfilling | NA | NA |
| (iii) Other disposal operations | NA | NA |
| Total | | |

**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, the Company did not carry out independent assessment 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.

Honeywell manages waste in accordance with all regulatory requirements while also seeking to minimize waste generation and environmental impact. All of our locations and functions are required to handle waste in accordance with our HSEPS management system which includes:

- Detailed characterization and classification of all waste streams.
- Process of due diligence and impact assessment for all facilities receiving hazardous waste, from our operations including a review and approval process by a global team; Honeywell’s hazardous waste streams are only permitted to be sent to these approved facilities.
- Annual duty of care assessments of all receiving facilities and transporters of Honeywell’s waste, including compliance with local regulations and permitting requirements and ability to handle our waste streams, prior to any waste movement.
- On-site management of waste streams to prevent releases and impact on the environment, including container management and spill prevention.
- Annual training for all employees and contractors that perform waste related activities.
- Annual or more frequent audits of waste movements to confirm compliance and identify opportunities for waste reduction and diversion.

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.

Currently, no office or factory location of the Company are part of ecologically sensitive areas.

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

No projects were implemented in FY 2022-23 which required EIA to be undertaken by the Company.

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.

The Company complies to all the applicable environmental law/ regulations/ guidelines in India.

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 a member of 6 trade and industry chambers/ associations, details of which are given in point 1.b. below.

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

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|--|---|
| 1. | United States India Strategic Partnership Forum (USISPF) | National |
| 2. | Confederation of Indian Industry (CII) | National |
| 3. | The Federation of Indian Chambers of Commerce and Industry (FICCI) | National |
| 4. | PUBLIC AFFAIRS FORUM OF INDIA (PAFI) | National |
| 5. | American Chamber of Commerce (AMCHAM) | National |
| 6. | Mahratta Chamber of Commerce, Industry and Agriculture (MCCIA) | State |

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

There were no cases of any anti-competitive conduct during the reporting period.

Leadership Indicators

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

| S. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain (Yes / No) | Frequency of Review by Board (Annual / Half Yearly / Quarterly / Others - please specify) | Weblink if available |
|--------|--|--|---|---|----------------------|
| 1. | Terms & Conditions in State-owned Enterprise contracts | Joint Industry representation made to Ministry of Petroleum and Natural Gas (MOPNG) on neutral terms and conditions in SOE contracts | No | Half Yearly | - |
| 2. | Public Preference Order-Make in India (PPO-MII) | Representation made via CII-MNC Committee on the need for more time to Global MNCs for changes in the supply chain ecosystem | No | Half Yearly | - |

| S. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain (Yes / No) | Frequency of Review by Board (Annual / Half Yearly / Quarterly / Others - please specify) | Weblink if available |
|--------|---|---|---|---|----------------------|
| 3. | Personal Data Protection Bill 2019 | Industry advocacy with regard to some of the terms affecting the industry in the Personal Data Protection Bill 2019. | No | Half Yearly | - |
| 4. | Fire Security in the National Building Code | Ongoing advocacy on changes required in the National Building Code for greater security against fire in residential building. | No | Half Yearly | - |
| 5. | Contract Terms in Airport tenders | Representation to Airport Authority for neutral terms in airport contracts | No | Half Yearly | - |

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 |
|-----------------------------------|----------------------|----------------------|---|--|-------------------|
| - | - | - | - | - | - |

SIA was not applicable in the reporting 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:

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|--------|--|-------|----------|---|--------------------------|---|
| - | - | - | - | - | - | - |

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

The Company has a defined process to ensure all the complaints and feedback from all stakeholders including communities are received and addressed, few of the links given below:

- Dedicated contact link for Honeywell Help and support <https://www.honeywell.com/us/en/contact>
- Dedicated page for Integrity and Compliance Access integrity <https://www.honeywell.com/us/en/company/integrity-and-compliance>

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

| | FY 2022-23 | FY 2021-22 |
|--|------------|------------|
| Directly sourced from MSMEs/ small producers | 23% | 19% |
| Sourced directly from within the district and neighbouring districts | 26% | 23% |

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 has a defined a process to ensure all the complaints and feedback from customers received from multiple channels are addressed. Dedicated contact link for Honeywell Help and support is available on the weblink:

<https://process.honeywell.com/us/en/contact-us>

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

| | As a percentage to total turnover* |
|---|------------------------------------|
| Environmental and social parameters relevant to the product | 100% (of products) |
| Safe and responsible usage | 100% (of products) |
| Recycling and/or safe disposal | 100% (of products) |

* as required under relevant laws.

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

| | FY 2022-23 | | Remarks | FY 2021-22 | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | 0 | 0 | - | 0 | 0 | - |
| Advertising | 0 | 0 | - | 0 | 0 | - |
| Cyber-security | 0 | 0 | - | 0 | 0 | - |
| Delivery of essential services | 0 | 0 | - | 0 | 0 | - |
| Restrictive Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Unfair Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Other | 0 | 0 | - | 0 | 0 | - |

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0 | - |
| Forced recalls | 0 | - |

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.

Honeywell’s comprehensive Global Data Privacy Program is based upon strong commitment to protect the personal data of employees, customers, suppliers and other stakeholders. Honeywell’s privacy policies establish uniform global standards for how the company processes personal data. Our policies and practices promote adherence to data privacy principles that are commonly recognized around the world and respect the privacy rights of data subjects. To the extent that applicable law or contractual provisions impose stricter requirements than our policies, Honeywell always complies with the more restrictive legal or contractual requirements. Honeywell’s cybersecurity framework safeguards the confidentiality, integrity, and availability of information assets and ensures that all regulatory, operational, and contractual requirements are fulfilled. Our policies and practices include regular internal and external audits; vulnerability assessments and penetration testing of the company’s systems, products, and practices; and robust measures to monitor and respond to data breach and cybersecurity incidents.

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.

There were no such complaint received by the Company.

Annexure-1 of BRSR

Web Links of Honeywell Policies

Honeywell Policies in line with the National Guidelines on Responsible Business Conduct:

| S. No. | Policy | Link |
|--------|--|---|
| 1. | Honeywell Code of Business Conduct | https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/code-of-conduct/HON_COC_English.pdf |
| 2. | Honeywell Supplier Code of Business Conduct | https://www.honeywell.com/us/en/company/integrity-and-compliance/supplier-code-of-business-conduct |
| 3. | Honeywell Anticorruption Policy | https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/hon-anticorruption-policy.pdf |
| 4. | Honeywell Human Rights Policy | https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/hon-human-rights-policy.pdf |
| 5. | Honeywell Environmental, Social and Governance Report 2022 | https://www.honeywell.com/us/en/company/esg-report |
| 6. | Corporate Social Responsibility Policy | https://www.honeywell.com/in/en/hail#policies |
| 7. | Policy for determination of materiality of any event / information | https://www.honeywell.com/in/en/hail#policies |
| 8. | Whistle Blower Policy | https://www.honeywell.com/in/en/hail#policies |
| 9. | General Policies | https://www.honeywell.com/in/en/hail#policies |

All other policies are available on the Company's internal network.