

# Business Responsibility and Sustainability Report

## Section A: General Disclosures

### Details of the listed entity:

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Entity	L26102DL1984PLC019542
2.	Name of the Listed Entity	Asahi India Glass Limited
3.	Year of Incorporation	1984
4.	Registered Office Address	Unit No. 203-208, Tribhuwan Complex, Ishwar Nagar, Mathura Road, New Delhi – 110065 A-2/10, 1st Floor, WHS DDA Marble Market, Kirti Nagar, New Delhi - 110 015 (w.e.f. 23rd May, 2023)
5.	Corporate Address	3 <sup>rd</sup> Floor, Tower – D, Global Business Park, Mehrauli-Gurgaon Road, Gurgaon – 122002, Haryana
6.	E-mail	<a href="mailto:investorrelations@aisglass.com">investorrelations@aisglass.com</a>
7.	Telephone	0124-4062212
8.	Website	<a href="http://www.aisglass.com">www.aisglass.com</a>
9.	Financial Year for which report is being done	1 <sup>st</sup> April 2022 – 31 <sup>st</sup> March 2023
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>BSE Limited (Bombay Stock Exchange)</li> <li>National Stock Exchange of India (NSE) Limited</li> </ul>
11.	Paid-up Capital (₹)	24,30,89,931
12.	Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BRSR report	Mr. Gopal Ganatra Executive Director, General Counsel & Company Secretary 0124-4062212, <a href="mailto:investorrelations@aisglass.com">investorrelations@aisglass.com</a>
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone

### Products and 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 and Processing of Glass	<b>Manufacturing:</b> Clear, Tinted, Reflective, Mirror, Back painted and Frosted Glass. <b>Processing:</b> Laminated, Toughened, and White Goods Glass.	100%

#### 15. Product/ Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/ Service	NIC Code	%of total turnover contributed
1	Toughened Glass, Laminated Glass, and Float Glass	23101	100%

### Operations:

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

Location	Number of locations	Number of offices	Total
National	13	5*	18
International	0	0	0

\*: Delhi, Navi Mumbai, Gurgaon, Kolkata, & Bangalore

## 17. Markets Served by the Entity:

### a. Number of Locations:

Location	Total
National (No. of States)	Pan India
International (No. of Countries)	Sri Lanka, UAE, Qatar, Africa, Nepal, Oman, Brazil, Kuwait, Japan, USA, Middle East, and many more.

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

Export sale contribute less than 1% of the total turnover during FY 2022-23.

### c. A Brief on types of customers?

Asahi India Glass Limited (AIS) caters to market requirements in three segments namely **a). Automotive**, **b). Building and Construction (Architectural)**; and **c). Consumer Glass**.

In Autoglass business, the company supplies glass across a wide range of vehicle segments such as Passenger Vehicles, Commercial Vehicles (Trucks and Buses), Railways, City Metro Trains, Tractors and Off-Highway Vehicles. Products are sold to OEMs as well as to end consumers; accounting for 70% of the market share in passenger vehicle segments in India. Additionally, the Company also supplies glass in White Goods segment i.e., Refrigerator Shelf glass and Washing Machine lid glass, etc.

## Employees:

### 18. Details as at the end of Financial Year 2022-23:

#### a. Employees and Workers

#### Employees (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	1,804	1,711	95%	93	5%
2.	Other than Permanent Employees	22	22	100%	0	0%
3.	<b>Total Employees (1+2)</b>	<b>1,826</b>	<b>1,733</b>	<b>95%</b>	<b>93</b>	<b>5%</b>

#### Workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	702	702	100%	0	0%
5.	Other than Permanent Workers	4,253	4,072	96%	181	4%
6.	<b>Total Workers (4+5)</b>	<b>4,955</b>	<b>4,774</b>	<b>96%</b>	<b>181</b>	<b>4%</b>

#### b. Differently abled Employees and Workers

#### Differently Abled Employees

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	1	1	100%	0	0%
2.	Other than Permanent Employees	-	-	-	-	-
3.	<b>Total Employees (1+2)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

**Differently Abled Workers**

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers			Nil		
5.	Other than Permanent Workers					
6.	<b>Total Workers (4+5)</b>			<b>Nil</b>		

**19. Participation/ Inclusion/ Representation of Women**

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	10	3	30%
Key Management Personnel	2	0	0%

**20. Turnover rate for permanent employees and workers:**

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16%	31%	16%	14%	31%	15%	15%	32%	16%
Permanent Workers	Not Applicable								

**21. Holding, Subsidiary and Associate Companies (including Joint Ventures):**

S. No.	Name of the holding/ subsidiary/ associate company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
1	AIS Glass Solutions Limited	Subsidiary	82.55%	No
2	GX Glass Sales and Services Limited	Subsidiary	93.48%	No
3	Integrated Glass Materials Limited	Wholly Owned Subsidiary	100.00%	No
4	Shield Autoglass Limited	Subsidiary	99.99%	No
5	AIS Adhesives Limited	Associates	47.83%	No
6	AIS Distribution Services Limited	Associates	49.98%	No
7	Timex Group Precision Engineering Limited	Associates	30.00%	No
8	Fourvolt Solar Private Limited	Associates	40.00%	No
9	Asahi India Flat Glass Limited	Wholly Owned Subsidiary	100.00%	No

**CSR Details:****22.**

(i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii). Turnover (in ₹)	387,56,084,706
(iii). Net Worth (in ₹)	212,70,314,120

## Transparency and Disclosures Compliances:

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

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2022-23			Previous Financial Year 2021-22		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Investors   Shareholders	<p>Yes.</p> <p>The Company has an Investor Relations Department that provides services to shareholders and Investors. The Company has effective systems and processes in place to ensure prompt redressal of investor grievances, such as:</p> <p>(a) The Company has a specific e-mail address earmarked for receiving investor complaints, which is <a href="mailto:investorrelations@aisglass.com">investorrelations@aisglass.com</a></p> <p>(b) The Company Secretary oversees the redressal of investor grievances, and review adherence to the service standards adopted by the Company for redressal of investor grievances and updates the same periodically to the Stakeholders Relationship Committee of the Board of Directors.</p> <p>(c) The Company's Investor Relations Department attends to shareholder and investor complaints within five working days or as per applicable requirements.</p> <p>(d) Details of investor complaints received by the Company are filed on a quarterly basis with the Stock Exchanges where the Company's shares are listed.</p> <p><a href="https://www.aisglass.com/for-investors/investor-relations-contact/">https://www.aisglass.com/for-investors/investor-relations-contact/</a></p>	55	1	The pending complaint was duly resolved in the next quarter	25	2	The pending complaints have been duly resolved in the next quarter
Employees and Workers	<p>Yes*</p> <p>The employees and workers have access to the company's Whistleblower mechanism and can raise their grievances through mechanism's email ID, online portal, and other written channels. At each location, various committees like; the Safety Committee, Canteen Committee, Transport Committee, and Employee Welfare Committee are available where employees and workers can register and redress their grievances. Further, at each plant location suggestion boxes have been installed at key locations for employees and workers to write and submit their recommendations and feedback.</p>	0	0	No complaints	2	0	Complaint investigated and resolved in defined timeline

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2022-23			Previous Financial Year 2021-22		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Customers*	Yes* The customers raise and address their grievances through various communication channels such as e-mail, couriers, and quality complaints portals. Customers can reach out to a local salesperson to lodge complaints and resolve their concerns. An Android and iOS application was piloted in FY 2022-23 for customers to lodge their complaints on the customer portal.	128	0	All complaints closed with in timeline defined	172	0	All complaints closed with in timeline defined
Value Chain partners	Yes* The grievance redressal mechanism for value chain partners is through email, in-person meetings, and direct communication. There is an escalation metric available for any kind of issue or wrongdoing as per the Code of Conduct of the AIS.	0	0	No complaints	0	0	No complaints
Communities	Yes* The company through its implementing partners, reaches out to the villages located in the peripheral area of its manufacturing locations and conducts sessions for taking feedback and addressing grievances, if any received by them.	0	0	No complaints	0	0	No complaints
Implementing Partners (NGOs)	Yes* The implementing partners address their grievances through mail id.	0	0	No complaints	0	0	No complaints

Note: \* Some of the policies guiding the Company's conduct with all its stakeholders, including grievance mechanisms are placed on the Company's website. The link is: <https://www.aisglass.com/for-investors/for-investors-policies/>. In addition, there are internal policies placed on the intranet platform of the Company.

\* More than 95% are customer complains related to non-automotive business.

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

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

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
1.	Energy Management (Climate Change, GHG Emissions and Air Pollution)	Risk and Opportunity	To identify areas of intervention and opportunities for reducing air pollution, mitigating GHG emissions, and improving energy efficiency during business operations and across the value chain.	We continue to move towards reducing the amount of purchased energy by shifting to the installation of renewable sources of energy. In addition to this, to mitigate GHG emissions during transportation, energy consumption based upon green fuel is being planned by Delhi NCR - based suppliers as per Government of India's notification and our customers aspirations for green fuel and lower emission levels.	Potential negative financial implications and reputational damage in case of failure to meet the commitment towards GHG reduction.

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
2.	Waste Management	Risk and Opportunity	Waste Management is the most critical aspects in our industry, and it is our prime responsibility to sustainably manage both hazardous and non-hazardous waste generated by our operations and recycle and reuse the generated waste, to whatever extent possible.	We continuously analyze the quantity of waste generated at our manufacturing sites and modify plans as needed to reduce waste output. As a glass manufacturer, most of our waste is cullet; nonetheless, we work very precisely and adhere to all safety regulations to prevent the unnecessary formation of shattered glasses. In addition, we train our employees on the necessity of waste reduction on a regular basis. Cross-functional teams, including workers, are trained in problem-solving approaches to increase employee involvement in awareness and reduce waste generation through Kaizen and other continuous improvements.	Improper waste management may result in environmental pollution / contamination, regulatory fines and notices, adverse health impacts, and community outcry, all of which will harm the brand's reputation.
3.	Water Management	Risk and Opportunity	Given the importance of water conservation, it is our responsibility to properly manage the consumption and treatment of the water used in our operations.	Effluent Treatment Plants (ETPs) have been established at all our manufacturing plants to ensure the continuous treatment of the water discharged by our activities. We intend to pursue opportunities for reducing water consumption in our operations through various innovations and efforts.	Non-availability of water may impact the operations of our business and lead to potential financial loss
4.	Occupation Health and Safety (OHS)	Risk and Opportunity	One of top priorities is to provide a safe workplace for our employees and workers. It is important for the Company's long-term performance that we ensure the well-being of our employees and comply with all the legal requirements.	The Company undertakes internal and external audits in accordance with the ISO 45001:2018 standard to ensure the implementation of Occupational Health and Safety (OHS) Management systems within the Company's operations. The Company's Process Safety Management System facilitates the implementation of best safety practices. Further, it enables the identification of work-related hazards through design checklists, Hazard, and Operability Analysis (HAZOP), Hazard Identification and Risk Assessment (HIRA) and other consequence modelling studies.	Failure in the safety management system may lead to the person-hour loss and therefore impact the productivity of our operations.

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
5.	Human Rights	Risk and Opportunity	Commitment to provide our workforce with equal opportunity in terms of recognition, advancement, and career path, regardless of their origin or views and not tolerating any form of discrimination or harassment is important for the sustainable growth of the company. Any violation to the human rights may also lead to regulatory, legal, and legislative challenges.	The Company has formulated policies and procedures around human rights and a code of conduct which are regularly reviewed and updated under the human rights assessment. Further, we have also formulated a Steering Committee to ensure all complaints related to human rights are dealt with utmost priority and sincerity. Regular trainings are also provided to our employees and workers to make them aware of their basic rights and our policies and procedures around human rights.	Potential to negatively impact the brand image, inability to retain good talent and regulatory fines and notices etc.
6.	Business Ethics and Transparency	Risk and Opportunity	Adherence to the highest standards of transparency and ethics are important to achieve corporate governance excellence and in turn gain confidence of our stakeholders	The Company has implemented code of conduct policies for employees, senior management, and BODs to ensure a culture of compliance and transparent governance. Further, we are dedicated to drive ethical behavior in our Company by ensuring regular provision of training and awareness sessions to employees and extended workforce.	Unethical behavior, non-compliance and violation in any form may lead to reputational risk, loss of investor's trust and brand value

### Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
1. 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	Internal policies are available for employees only. For other policies, refer to <a href="http://www.aisglass.com">www.aisglass.com</a>								
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	Yes	Yes	Yes
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"> <li>• ISO 14001: 2015 (<i>Environmental Management Systems</i>)</li> <li>• ISO 45001: 2018 (<i>Occupational Health and Safety Management Systems</i>)</li> <li>• ISO 50001: 2018 (<i>Energy Management</i>)</li> <li>• Integrated Management System (<i>IMS</i>)</li> <li>• ISO 27001: 2013 (<i>Information Security Management System</i>)</li> <li>• IS 2553 Part- I and II</li> <li>• SNI-TEMP-150048: 2014</li> <li>• LAM-151326- 2005</li> <li>• 25-1-2-3 (<i>Taiwan International Code for Quality</i>)</li> <li>• ANSIZ 26.1- 1996 (<i>USA International Code for Quality</i>)</li> <li>• Deming Award</li> <li>• TPM Award</li> <li>• EDICP No.- 41-2018 (<i>Metro Brazil, Quality Code</i>)</li> </ul>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	<ul style="list-style-type: none"> <li>GSO42- 2015 (<i>Gulf International Code for Quality</i>)</li> <li>JIS3211- 3212 (<i>Japan International Code for Quality</i>)</li> <li>IATF 16949: 2016 (<i>International Automotive Task Force</i>)</li> </ul>								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<b>HR Commitments:</b> <ul style="list-style-type: none"> <li>40% internal movement and 60% external hiring</li> </ul>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case sthe same are not met.	<ul style="list-style-type: none"> <li>Retention of employee and manpower stability, including critical readiness index against critical roles</li> <li>Skill upgradation of talent pool</li> <li>Digitalization of Human Resource data sets</li> <li>Improve employee engagement and survey score on Y-o-Y basis.</li> </ul> <b>Environment, Health, and Safety (EHS) Commitments:</b> <ul style="list-style-type: none"> <li>To achieve zero accident</li> <li>Ensure compliance with applicable safety regulations, standards, and legal requirements, including conducting a safety audit and implementing corrective action as necessary.</li> <li>Implementing measures to minimize or mitigate pollution, reduce waste generation, and promote sustainable practices within the operation.</li> <li>Drive resource efficiency and optimize utilization of water, energy, and other resources to minimize environmental footprint.</li> <li>Establishing plans and procedures to respond effectively to environmental emergencies, such as spills, leaks, or natural disasters, to effectively handle crisis and ensure business continuity.</li> <li>Continuous stakeholder engagement with employees, customers, suppliers, and the local community, to raise awareness and gather feedback on sustainability and community development initiatives.</li> </ul>								

### Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure )	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	<p>At the highest level, the Board of Directors of the Company, led by the Chairman &amp; Managing Director, have the primary role of trusteeship to protect and enhance shareholder value through strategic supervision of AIS. As members, the Board ensures that the Company have clear goals aligned to shareholder value and its growth, and in line with its Sustainability commitments.</p> <p>The CSR Committee of the Board reviews and oversees implementation of the Sustainability Policies of the Company on an annual basis. In addition, the Committee and the Board also review the progress of implementation of the Company's CSR Programmes, on an annual basis.</p> <p>The COOs of Business Units and Heads of Corporate Functions are responsible for ensuring implementation of the Corporate and Sustainability Policies of the Company within their respective functions, and communication of these policies to employees.</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>Yes, as mentioned above, the CSR Committee of the Board, inter alia, reviews, monitors, and provides strategic direction to the Company's CSR and sustainability practices towards fulfilling its objectives. The Committee seeks to guide the Company in crafting unique models to support creation of sustainable livelihoods together with environmental regeneration.</p> <p>The Committee also reviews the Business Responsibility and Sustainability Report of the Company and recommends the same to the Board for adoption and approves the Annual Report of the Company.</p>



## 10. Details of Review of NGRBCs by the Company:

Details of Review of NGRBCs by the Company:	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	As stated above, COOs and Heads of Corporate Functions are responsible for monitoring and evaluating compliance with the Sustainability Policies of the Company. Heads of Corporate Functions are also responsible for ensuring implementation of the Sustainability Policies of the Company within their respective Corporate Function. During the year, most of the Sustainability Policies of the Company were comprehensively reviewed and updated to reflect the current practices followed by the Company and considering the evolving industry practices & standards.  The CSR Committee reviews implementation of these Policies on an annual basis.									Quarterly and Annually																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with applicable laws and regulations of the land, where it operates.																										
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	The policies are developed internally and vetted by the Top Management. These policies are periodically reviewed and updated as per regulatory changes and external environmental requirements.								

## 12. If Answer to Question (1) Above is "NO", i.e., not all Principles are covered by a Policy, reasons to be stated:

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

## Section C: Principle Wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

### 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 2022-23:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	5	Board meetings broadly cover topics related to company's operations, governance, and strategy decisions. Few impact areas covered during meetings are strategic planning for company's long-term vision & growth opportunities, business performance ( <i>financial &amp; non-financial, including environmental and social performances</i> ), annual budget and plan, investment plans (including R&D), stakeholder relationships, community development (CSR) programs and plans, and compliance and legal matters, which need immediate attention.	71%
Employees other than BoD and KMPs	1,006	Various trainings are undertaken for competency development of employees. Trainings are given to employees on New Technology upgradation, System upgradation, TQM principles, 5S, Occupational Health Safety & Environment, QC tools, QC Circles and Self-Development. Trainings are conducted under broader category of Safety, Technical, Functional, System & Process Excellence and Behavioral. Several awareness programs are conducted on work ethics, legal compliances, POSH and HR Best Practices for Total Employees Engagement.	91%
Workers	918	Periodical training for the skill enhancement of workers is identified and planned. Trainings identified in the Skill Evaluation matrix, Job Standard, 4M Change Management, Output Quality Check and Customer Specific requirements are implemented. For improving the effectiveness in-process multiskilling is done. Several awareness programmes are conducted on Shop floor etiquette, Health, Safety, Hygiene, Quality Systems, Safety Mock Drills, First Aid, and PPE Adherence.	94%

#### 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 based on materiality as specified in Regulation 30 of SEBI (*Listing Obligations and Disclosure Obligations*) Regulations, 2015 and as discussed on the entity's website)

	Monetary				
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred? (yes/ No)
Penalty/ Fine					
Settlement					
Compounding Fee				Nil	

	Non-Monetary				
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred? (yes/ No)
Imprisonment Punishment			Nil		

3. Of the instances disclosed in Question 2, above detail 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 to Asahi India Glass Ltd.

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

AIS Code of Conduct entails company's commitment towards 'anti-corruption and anti-bribery practices': "Our employees and those representing us, including agents and intermediaries, shall not, directly, or indirectly, offer or receive any illegal or improper payments or comparable benefits that are intended or perceived to obtain undue favor for the conduct of business at AIS".

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

	Current Financial Year 2022-23	Previous Financial Year 2021-22
Directors	Nil	Nil
Key Managerial Personnel (KMPs)	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints regarding 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.

During the reporting year, no case of corruption nor conflict of interest filed, therefore no corrective action undertaken by the Company.

### Leadership Indicators

1. Awareness programmes conducted for the value chain partners on any of the Principles during the financial year 2022-23:

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
12	Safety, 4M Change, Drawing, Reading, and ECN Operator Skills, DOJO Centre requirements along with mini-DOJO concepts, 7QC tools, and Critical Clause+ IFM, Process efficiency, and environmental statutory compliances.	100%



**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 which provides clear guidelines for avoiding and disclosing actual or potential conflicts of interest with the Company. The Company receives an annual declaration from its Board of Directors and senior management personnel on the entities they are interested in and ensures the requisite approvals as required under the applicable laws are taken prior to entering transactions with each entity.

The policy is available on the Company’s website at

[https://www.aisglass.com/wp-content/uploads/2020/10/Code\\_of\\_Conduct\\_for\\_Directors\\_and\\_Senior\\_Management.pdf](https://www.aisglass.com/wp-content/uploads/2020/10/Code_of_Conduct_for_Directors_and_Senior_Management.pdf)

**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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R&D	Not Applicable to Asahi India Glass Ltd.	Not Applicable to Asahi India Glass Ltd.	-
Capex	8.4%	7.9%	Capex investment on environmental processes in segments across all segment of the company

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

**b. If “Yes”, what percentage of inputs were sourced sustainability?**

AIS has a system of onboarding new suppliers for sourcing and procuring materials, which comprises of checklist having environmental, social, and governance (ESG) parameters. The company’s vendor assessment form QAP-MAT-01, evaluates the vendor on validity of statutory compliances, approvals, clearances, process parameters, quality standards, and business capacity. The company has an Audit Assessment (MT/PU/FM/13) as per Vendor Ranking Score Yearly or twice Yearly for BOP suppliers (QA/IN/FM-13), to ensure ethical business practices and drive sustainable procurement standards.

**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
- d. Other waste

We at Asahi India Glass Ltd (AIS) have certified, third-party vendors at each plant location to collect and dispose of process generated hazardous and non-hazardous waste (landfill and incinerate as applicable). As a process, all waste generated at different plant locations is aggregated at the designated area (scrapyard), inventoried, and disposed of in accordance with State Pollution Control Board (SPCB) Guidelines, as applicable.

**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 Board?
- If “Not”, provide steps taken to address the same.

Yes, The Central Pollution Control Board (CBCP) granted the plastic waste management registration in favor of Asahi India Glass Ltd (AIS) as a **‘Brand Owner’** and an **‘Importer’** (falling under Category- II and III) as per Extender Producer Responsibility (EPR) Guidelines.

CPCB has set target for AIS, as a brand owner as 784.47 Tonnes Per Annum, and as an Importer as 2.10 Tonnes Per Annum for the Financial Year 2022-23. As AIS has a pan India presence, we have hired a registered renowned recycler for conducting plastic waste collection and safe recycling activities and aiding the company in achieving its said EPR commitments.

In addition to adhering and complying with EPR mandate, AIS has an integrated and comprehensive waste management plan towards waste minimization, segregation, recycling, and safe disposal of business-led generated waste.

### Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) 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 web-link
23101	Float Glass, Processed Glass, and Reflective Glass	100%	Cradle-to-Gate	Yes	No

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
	Through the LCA study, negative environmental impacts like resource consumption, waste generation, energy consumption, water consumption, and wastewater generation were identified as concern areas. The company acknowledges the challenges and ensures the constituents used within its products are sourced sustainably and as per environmental stewardship principles. In addition, during operation, at AIS, we maintain the utmost care in resource optimization and efficiency in utilizing non-renewable natural resources, adopting energy efficient practices and solutions, and reducing waste and minimizing emissions.	

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).

Indicate input material	Recycled or re-used input material to total material	
	Current Financial Year 2022-23	Previous Financial Year 2021-22
Glass	20% to 30%	20% to 30%

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:

	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Re-Used	Recycled*	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	786.6	NA	NA	NA	NA
E-Waste	NA	NA	NA	NA	NA	NA
Hazardous Waste	NA	NA	NA	NA	NA	NA
Other Waste	NA	NA	NA	NA	NA	NA

NA: Not Available

\*: Plastic waste recycled is as per EPR mandate and we have achieved our target under brand owner and importer category in collaboration with our authorized vendor, The Shakti Industry.

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 % total products sold in respective category
	Not Applicable

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

**Essential Indicators**

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

Category	Total (A)	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)
<b>Permanent Employees</b>											
Male	1,711	1,711	100%	1,711	100%	-	-	-	-	-	-
Female	93	93	100%	93	100%	93	100%	-	-	-	-
<b>Total</b>	<b>1,804</b>	<b>1,804</b>	<b>100%</b>	<b>1,804</b>	<b>100%</b>	<b>93</b>	<b>5%</b>	-	-	-	-
<b>Other than Permanent Employees</b>											
Male	22	22	100%	22	100%	0	0%	-	-	-	-
Female	0	0	100%	0	100%	0	0%	-	-	-	-
<b>Total</b>	<b>22</b>	<b>22</b>	<b>100%</b>	<b>22</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	-	-	-	-

1. b. Details of measures for the well-being of Workers:

Category	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)
<b>Permanent Employees</b>											
Male	702	702	100%	702	100%	NA	NA	NA	NA	NA	NA
Female	0	0	100%	0	100%	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>702</b>	<b>702</b>	<b>100%</b>	<b>702</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent Employees</b>											
Male											
Female											
<b>Total</b>											

NA: Not Applicable

2. Details of retirement benefits, for Current FY 2022-23 and Previous FY 2021-22

Benefits	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	99%	100%	Yes	99%	100%	Yes
Gratuity*	99%	100%	NA	99%	100%	NA
ESI	17%	85%	Yes	20%	83%	Yes

NA: Not Applicable

\*: The gratuity scheme is Internal Scheme of Asahi India Glass Limited (AIS).

**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", then whether any steps are being taken by the entity in this regard.

Our offices and facilities are accessible to differently-abled individuals, and the company is constantly working to improve infrastructural support to promote diversity and inclusion.

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

AIS as a company strongly promotes "**equal opportunity to all**", irrespective of gender, caste, creed, religion, disability, sexual orientation, and any other discriminatory factor. Salient features of our human rights policy include non-discrimination, equal opportunities, reasonable accommodations, accessibility, awareness, and sensitization factors along with grievance redressal mechanism.

**5. Return to work and Retention rates of permanent employees and workers that took parental leave for FY 2022-23.**

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	NA	NA	NA	NA
Female	40%	100%	NA	NA
<b>Total</b>	<b>40%</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>

NA: Not Available

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If "Yes", give details of the mechanism in brief:**

Permanent Workers	Other than Permanent Workers	Permanent Employees	Other than Permanent Employees
<b>Formal Grievance Redressal Mechanism:</b>			
<ul style="list-style-type: none"> <li><b>Stage 1:</b> Raise the matter with immediate supervisor in writing, post that line manager will invite you for the hearing to discuss the matter with line manager and HR representative. Response will be delivered within 5 working days and in case not satisfactory; the matter can be escalated to line manager's Manager (one above).</li> <li><b>Stage 2:</b> If matter is not resolved at stage 1, the matter is raised to HR Manager. The HR Manager will record any additional information &amp; hearing will be arranged within 5 working days. Functional Head/ Plant Head and Location Head will conduct the hearing. The decision will be given in writing within 5 working days of hearing.</li> <li><b>Final Stage:</b> If not satisfied with the outcome of stage 2 or the issued not resolved, raise the matter in writing to COO/ED and CHRO. The Committee member will record additional information and will arrange hearing within 10 working days. The hearing will be conducted by COO/ED and CHRO. A decision will be given in writing within 5 working days of hearing.</li> </ul>			
<b>Informal Channel of Grievance Redressal:</b> Grievances are resolved informally in discussion and deliberation with the immediate supervisor.			

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

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
<b>Total Permanent Employees</b>	Not Applicable			Not Applicable		
- Male						
- Female						
<b>Total Permanent Workers</b>	<b>(702)</b>	<b>597</b>	<b>85%</b>	<b>(731)</b>	<b>623</b>	<b>85%</b>
- Male	702	597	85%	731	623	85%
- Female	0	0	0%	0	0	0%

8. (a). Details of training given to employees and workers on "Health and Safety Measures"

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male	1,733	1,406	81%	1,448	1,165	80%
Female	93	42	45%	73	22	30%
<b>Total</b>	<b>1,826</b>	<b>1,448</b>	<b>79%</b>	<b>1,521</b>	<b>1,187</b>	<b>78%</b>
<b>Workers</b>						
Male	4,774	4,378	92%	4,283	4,263	99%
Female	181	175	97%	127	124	98%
<b>Total</b>	<b>4,955</b>	<b>4,553</b>	<b>92%</b>	<b>4,410</b>	<b>4,387</b>	<b>99%</b>

(b). Details of training given to employees and workers on "Skill Upgradation"

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees*</b>						
Male	1,733	1,209	70%	1,448	1,000	69%
Female	93	31	33%	73	18	25%
<b>Total</b>	<b>1,826</b>	<b>1,240</b>	<b>68%</b>	<b>1,521</b>	<b>1,018</b>	<b>67%</b>
<b>Workers</b>						
Male	4,774	4,360	91%	4,283	3,900	91%
Female	181	157	87%	127	119	94%
<b>Total</b>	<b>4,955</b>	<b>4,517</b>	<b>91%</b>	<b>4,410</b>	<b>4,019</b>	<b>91%</b>

\*: Skill upgradation training is only provided to the permanent employees of AIS



## 9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male	1,733	1,197	69%	1,448	1,040	72%
Female	93	62	67%	73	57	78%
<b>Total</b>	<b>1,826</b>	<b>1,259</b>	<b>69%</b>	<b>1,521</b>	<b>1,097</b>	<b>72%</b>
<b>Workers*</b>						
Male	Career development reviews are provided to Workers through a comprehensive programmes for "Operating Engineer Trainees" and "Diploma Engineer Trainees", which involves periodic reviews for process skill enhancement by Departmental Heads. This programme aims to improve the quality of people by improving their technical capability and ensuring the Company's QCDV target is achieved.					
Female						
<b>Total</b>						

## 10. Health and Safety Management System:

<b>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)</b>	<p>Yes, <b>AIS is ISO 45001:2018 (Occupational health and safety) certified.</b></p> <p>AIS has implemented a robust "Health and Safety Management" system. It is the formal, top-down, organization-wide approach for managing safety risks and ensuring the effectiveness of safety controls. It includes policies, systematic procedures, and practices for managing safety risks, and reducing accidents and occupational hazards and illnesses at the workplace.</p> <p><b>AIS Safety system has been broadly classified into two categories:</b></p> <ol style="list-style-type: none"> <li>1. Process Safety &amp; Human Safety</li> <li>2. Fire Safety, Electrical fire safety &amp; Water Safety</li> </ol> <p>In addition to this, Occupational Health &amp; Safety Activities are as given below:</p> <ul style="list-style-type: none"> <li>• Pre-employment and Periodical Medical Assessments</li> <li>• Health &amp; Safety Training</li> <li>• Safety Study and Audits</li> <li>• Work Permit System</li> <li>• Contractor Safety Management</li> <li>• Occupational Health &amp; Safety Communication</li> <li>• Emergency Preparedness</li> <li>• Incident Investigation</li> <li>• COVID-19 safety awareness and vaccination programmes</li> </ul> <p>Feedback received from the outcome of risk assessment, suggestions, Investigation process, behavior-based safety observations, audit outcomes etc. are recorded and monitored as part of continual improvement at AIS.</p>
<b>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?</b>	<p>The Company undertakes periodic internal and external audits to ensure compliance with the Occupational Health and Safety management system within the manufacturing operations. EHS training, audits and inspections are carried out as per the guidelines of the ISO 45001 standard. The Company's Process Safety Management system facilitates the implementation of best safety practices.</p> <p>Further, it enables the identification of work-related hazards through design checklists, Hazard, and Operability Analysis (HAZOP), Hazard Identification and Risk Assessment (HIRA), and other consequence modelling studies.</p> <ul style="list-style-type: none"> <li>• <b>Routine activities</b> are monitored through adherence to Job Safety Analysis, Hazard Identification and Risk Assessment (HIRA), Standard Operating procedure, and Operational Control Procedure.</li> <li>• <b>Non-routine activities</b> are monitored through Work Permit systems and JSA (Job Safety Analysis) to ensure the health and safety of workers. Machines and Materials are, a) Hot work permit, b) Confined space entry permit, c) Height work permit, d) General work permit, e) Electrical work permit, f) Lifting work permits, and g) Excavation work permit.</li> </ul>

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)**

AIS has a well-defined process to report work-related hazards, such as KY (Kiken Yochi (Danger prediction)), Daily toolbox meetings, Safety Committee meetings, hazard identification and risk assessment, Pointing & Calling, and safety patrolling, near-miss reporting.

- **KY (Kiken Yochi (Danger prediction)):** This is a systematic tool to identify the danger to the workers and take the countermeasure against the potential risk.
- **Daily Toolbox meetings:** AIS is having a robust approach towards daily Toolbox talks meetings i.e prior to commencing any work-related activity, we explain the activity and the risk associated with that activity to mitigate the potential hazards.
- **Safety Committee meetings:** At AIS, a safety committee is an essential component of a healthy workplace environment. The safety committee develops our safety culture, improves efficiency, sets and track Safety Standards. A system is in place across all manufacturing units for workers to spot and report work-related hazards and offer suggestions for improvements. Necessary training and awareness sessions are organized to all workers and employees in recognizing hazards and issues. Joint inspections by management representatives and employees on the shop floors are also carried out at regular intervals, and respective corrective and preventive measures are undertaken to mitigate the identified risks. To create an open and transparent safety culture across AIS, employees are encouraged to participate and discuss safety-related issues in forums like periodic safety Committee meetings and Departmental Open Forums.
- **Hazard identification and Risk assessment:** We have a process to identify hazards and assess the associated risks including defining and implementing necessary control measures to bring down risk to an acceptable level.
- **Pointing & Calling:** This is a culture that AIS follows at each plant location, in terms of occupational safety for avoiding mistakes by pointing at important indicators and verbally calling out their status quo.
- **Safety Patrolling:** At AIS, we follow the best practices to identify any kind of risk for this on a weekly basis, safety officers performed safety patrolling and provide the resolution of rectifying the emerging issues.
- **Near-miss Reporting:** AIS pays attention to near-miss reporting, timely reporting helps in mitigating risks, preventing accidents, raising awareness about the hazard's employees face, and ensuring a safer working environment for everyone.

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

Yes, we are operating full-fledged 24X7 Occupational Health Centres (OHCs), were,

- We have medical officers with associate fellowship and Industrial hygiene (AFIH) degrees.
- Qualified male and female nurses
- Ambulance drivers having a valid license for driving the Ambulance.
- OHCs are equipped with necessary medical equipment as per the Factory Act norms.
- Non-occupational illnesses, like fever, cold, tooth pain, etc. are also treated in OHCs.
- OHCs are equipped with necessary medical equipment for providing basic first aid and necessary medical care.

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

Safety Incidents/ Number	Category	Current Financial Year 2022-23	Previous Financial Year 2021-22
<b>Lost Time Injury Frequency Rate (LTIFR)</b> (per one million-person hours worked)	Employees	0	0
	Workers		
<b>Total recordable work-related injuries</b>	Employees	0	0
	Workers		
<b>Number of fatalities</b>	Employees	0	0
	Workers		
<b>High consequence work-related injury or ill-health</b> (excluding fatalities)	Employees	0	0
	Workers		

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

Asahi India Glass Ltd. (AIS) implements the guidelines and principles of ISO 45001:2018, OSHA standards, Factory Act, and other state-level regulatory requirements within its Environment Health and Safety (EHS) management system. The EHS policy advocates the provision of a safe working environment to all the employees, contractors, sub-contractors, visitors, and the neighboring communities. The Company undertakes periodic internal and external audits to assess the safety practices and procedures in alignment with the EHS management system and the ISO 45001:2018 guidelines. We are monitoring the health and safety results through various mechanisms to find out any deviation in the health and safety management system.

**The following is the mechanism being used for monitoring our workplaces:**

- Plant Safety instructions display boards installed
- Proactive Monitoring such as daily safety patrolling, audits, workplace inspections, statutory inspections, outcomes from risk assessment, surveys, hygiene, OHS Objectives and management programs, outcomes of safety committee meetings, BBS observation, mock drill etc.
- Reactive Monitoring such as near misses, danger prediction, accident/incident investigation, illness cases, Injuries, reportable and non-reportable accidents etc.
- Feedback received as part of risk assessment, suggestions, investigation process, audit outcomes etc. are recorded and monitored as part of continual improvement
- Kaizen Awards for promoting good safety practices
- MSDS installed for chemical areas and process risk assessment performed to mitigate the potential hazards
- On-the-job safety training and Toolbox talk, daily work-related briefing to the staff
- Reviewing the number of accidents is the priority agenda item for Top Management's review

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

Benefits	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
<b>Working Conditions</b>	0	0	-	0	0	-
<b>Health and Safety</b>	0	0	-	0	0	-

**14. Assessment for the Year (2022-23):**

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

Note: At AIS, health and safety audits and assessments are carried out regularly internally as well as by external, third-party agency as part of ISO certification standard.

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

At AIS, our compliance with international and national standards aids in meeting the company's statutory requirements and performing the HSE audits, internally and externally, periodically. The safety team performs internal audits, while Third-Party Agencies perform our External HSE, Fire, and Electrical Audits, and based on the recommendations, corrective action and preventive measures are implemented.

**Leadership Indicators**

**1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail.**

AIS values its employees and workers as a critical part of Human Capital, the company provides life insurance or financial compensation in the event of death, ranging from INR 15 lakhs to INR 1 crore based on their level of employment i.e., operator to top management, respectively.

**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 regularly cross-checks its vendors regulatory and statutory compliance status, especially with GST, tax receipts, forest transit fees, and other financial requirements by its F&A Team. AIS randomly also undertakes checks of its vendors/ suppliers for the ESI, PF, Insurance, wages, and other mandatory employee well-being compliances as part of its vendor compliance exercise.

**3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 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 Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
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. At AIS, we take utmost care of our employees specially culture carrier and even after the retirement. The culture carrier employees are appointed on a retainership/ consulting basis in the company with some of the continued benefits.

**5. Details on assessment of value chain partners (FY 2022-23):**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%
Working Conditions	100%

\*: The company's supply chain/ procurement team carries out vendor visits and physical inspection of its BOM (Bill of Material) suppliers, including packaging vendors.

**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.**

No major risk was identified by AIS during assessment upgradation or improvement plan was discussed to further enhance the health and safety condition for vendor's employees and workers.

**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

**1. Describe the process for identifying key stakeholder groups of the entity.**

Any individual, entity, institution, group that impacts the organisation's activity is identified as a core stakeholder of the Company. The key stakeholder groups identified by the Company include Customers, Employees, Investors, Communities, Vendors, Government and Regulatory Bodies and influencers. The Company engages with its stakeholders to identify material issues that are both operational and strategic in nature. The purpose of such engagement is to identify material issues that could impact the economic, social, and environmental performance of the Company.

The Company has various mechanisms in place for engagement with these stakeholders such as employee engagement studies, customer satisfaction surveys, organising plant visits for the suppliers and the investors, regular dealers' and lenders' meetings, etc. There is also a dedicated email id for all stakeholders to engage with the Company. This helped the Company in develop strong relationships with many stakeholders. The lasting partnerships built with local communities and various other stakeholders have created a win-win situation for the Company and its stakeholders mutually contributing and supporting each other's growth and development.

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Investors   Shareholders	No	Website and Declaration to Stock Exchange	Quarterly Annually	Discuss Company's financial performance and strategic priorities. Pursuant to Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company's website: <a href="https://www.aisglass.com">https://www.aisglass.com</a> contains a dedicated functional segment 'INVESTOR RELATIONS' where all the information meant for the shareholders is available, including information on directors, financial statements, annual reports, codes and policies, etc.
Employees and Workers	No	Video conferencing, trainings, LMS module, e-mail, CFT's (Cross Functional Team), and Newsletters	Need Based	Industry scenario, challenges, issues, employee well-being, career development initiatives, health and safety training, grievance handling sessions, performance review, and company's sustainability commitment, initiatives, and programs.
Value Chain Partners	No	Vendors meet, e-mail, and telephones	Continuous	Building and maintaining relationships and collaborations, orders, and timely payments, training on procurement practices, and capacity building sessions.
Customers	No	Feedback surveys, customer meets, Physical meeting, leaflets, pamphlets, newsletter, e-mail, and telephones	Continuous	Understand customer requirements, needs, and aspirations, customer complaints and grievance handling, and alignment of business operations to such requirements.

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Implementing Partners (NGOs)	No	Email, telephone, and Field visits	Need Based	The implementation partner does the regular visit to ensure that CSR beneficiaries are benefitted. Feedback is taken during and post interventions; corrective action is implemented accordingly if any gaps identified.
Communities	Yes	Community meetings, with local people through our implementing partner	Need Based	Need Assessment, Implementation of CSR interventions, Feedback and Grievance Redressal Mechanism on thematic interventions of AIS such as education, community health, livelihood, and water-based CSR interventions.

### 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.**  
 AIS believes that an effective stakeholder engagement process is necessary for achieving its commitment towards environmental conservation, social development, and inclusive growth. In this context, the Company has clearly laid out its approach with respect to stakeholder engagement in a strategic communication plan. The Board, through the CSR Committee, inter alia, monitors and provides strategic direction to the Company's CSR activities for community's development by providing them with livelihood opportunities and sustainable solutions.
- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? (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, AIS undertook stakeholder engagement exercise to identify material topics related to environmental and social aspects of the company. The Company collaborates with its stakeholders on a myriad of issues on a regular basis, allowing the Company to identify risk areas and develop to convey mitigation actions accordingly.
- 3. Provide detail of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**  
 AIS, through its Corporate Social Responsibility (CSR) interventions and in collaboration with partners and local NGOs, implements various community development programs in the areas of education, skilling and livelihood, health, and environmental sustainability for the marginalized and vulnerable sections of society.

**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	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Permanent	1,804	1,710	95%	1,504	1,442	96%
Other than permanent*	22	0	0%	17	0	0%
<b>Total Employees</b>	<b>1,826</b>	<b>1,710</b>	<b>95%</b>	<b>1,521</b>	<b>1,442</b>	<b>96%</b>
<b>Workers</b>						
Permanent	702	388	55%	731	356	49%
Other than permanent	4,253	2,410	57%	3,679	2,298	62%
<b>Total Workers</b>	<b>4,955</b>	<b>2,798</b>	<b>56%</b>	<b>4,410</b>	<b>2,654</b>	<b>60%</b>

\*: Other than permanent employees include consultants, who are mostly ex-employees of Asahi India Glass Ltd (AIS), therefore they are not nominated for HUR related Trainings.

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

Category	Current Financial Year 2022-23					Previous Financial Year 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>1,804</b>	-	-	<b>1,804</b>	<b>100%</b>	<b>1,504</b>	-	-	<b>1,510</b>	<b>100%</b>
-Male	1,711	-	-	1,711	100%	1,431	-	-	1,510	100%
-Female	93	-	-	93	100%	73	-	-	0	0%
<b>Other than Permanent</b>	<b>22</b>	-	-	<b>22</b>	<b>100%</b>	<b>17</b>	-	-	<b>17</b>	<b>100%</b>
-Male	22	-	-	22	100%	17	-	-	17	100%
-Female	0	-	-	0	100%	0	-	-	0	0%
<b>Workers</b>										
<b>Permanent</b>	<b>702</b>	-	-	<b>702</b>	<b>100%</b>	<b>731</b>	-	-	<b>731</b>	<b>100%</b>
-Male	702	-	-	702	100%	731	-	-	731	100%
-Female	0	-	-	0	100%	0	-	-	0	0%
<b>Other than Permanent</b>	<b>4,253</b>	<b>3,403</b>	<b>80%</b>	<b>850</b>	<b>20%</b>	<b>3,679</b>	<b>2,833</b>	<b>77%</b>	<b>846</b>	<b>23%</b>
-Male	4,072	3,258	80%	814	20%	3,552	2,735	77%	817	23%
-Female	181	145	80%	36	20%	127	98	77%	29	23%

3. Details of remuneration/ salary/ wages, in the following format for FY 2022-23:

	Male		Female	
	Number	Median salary/ wage of respective category (₹ Lakhs)	Number	Median salary/ wage of respective category (₹ Lakhs)
Board of Directors (BoD)	Please refer to Corporate Governance Report on Page No. 107			
Key Managerial Personnel *	Please refer to Corporate Governance Report on Page No. 107			
Employees other than BoD and KMP	1,707	5.21	93	5.00
Workers	702	8.31	0	0

\*: One of the KMP is the member of Board, therefore he is considered as part of the Board of Directors in the above table

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)**

At AIS, any violation of the 'Human Rights' maybe reported to the "**Steering Committee**" appointed by AIS to ensure upholding of the Values of the company and ensuring no violation of human rights. We make regular and earnest efforts to make our employees aware of their rights and reporting mechanism in case of any violation. In addition to this, there is a separate committee to handle and resolve sexual harassment related complaints i.e., POSH Committee.

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

*AIS believes in and is committed towards the following:*

- **Protection against forced and/or child labour:** We ensure non-deployment of child labour, forced labour or any form of involuntary labour, paid or unpaid in any of our plants or offices.
- **Providing Equal Opportunity:** We are committed towards and ensure that there is no discrimination in employment or developmental opportunities based on religion, caste, language, region, gender (male, female, or transgender), age, sex, sexual orientation, physical abilities, etc. We recruit, appraise, reward, and promote on the sole basis of merit.

**Compliance:** We are completely committed towards compliance and adhere to all applicable laws pertaining to human rights as per the laws of the land.

**Protection against Sexual Harassment at the workplace:** We are committed to create a healthy working environment that enables employees to work without fear of prejudice, intimidation, gender bias and sexual harassment of any form. Any discriminatory treatment or harassment of employees in violation of Company Values, or law, is met with appropriate disciplinary action.

**Providing a healthy and safe work environment:** We are committed to provide a work environment that is safe, hygienic, humane, and which upholds the dignity of the employees. We are committed to following the highest standards of safety in our processes and ensure safety of our employees.

**Collaboration:** We encourage the formation of various committees that have representation from the workforce and make suggestions on measures to improve working conditions in the company. We respect their views and provide access to appropriate grievance redressed mechanism to our employees.

**Development of employees:** We are committed to and ensure continuous up-gradation of the skills and competence of our employees by providing access to necessary learning opportunities on an equal and non-discriminatory basis. Well-being of employees: We take cognizance of the work-life balance of our employees and ensure well-being of our employees.

**Reporting human rights violations:** Any violation of the above mentioned 'Human Rights' maybe reported to the Values Steering Committee appointed by AIS to ensure upholding of the Values of the organization and ensuring no violation of human rights. We make regular and earnest efforts to make our employees aware of their rights and reporting mechanism in case of any violation.

In addition, the company has a set of stated Values that we ensure are upheld at all points of time. These are:

- a) Creation of value for shareholders
- b) Customer Satisfaction
- c) Respect for Environment
- d) Use of Facts
- e) Continuous Improvement
- f) Strengthening of systems
- g) Upgradation of Human Potential through education and training
- h) Social Consciousness



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

	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	0	0	-	2	0	Investigation was carried out and concluded
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-

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

At AIS, a safe working environment is created through various measures, which is free from discrimination and harassment. These measures are as follows:

- 1) Confidentiality:** The identity of the complainant is kept confidential. This helps protect the complainant from retaliation and minimize the risk of damage to their reputation or career.
- 2) Non-Retaliation policy:** The organization has a non-retaliation policy in place to protect employees who report discrimination or harassment or harassment case.
- 3) Investigation Process:** The organization has a clear and transparent investigation process for discrimination and harassment complaints. The process is fair, objective and timely. The organization also provides regular updates to the complainant about the progress of the investigation.
- 4) Support Services:** The organization provides support services to the complainant, such as counselling etc. These services help the complainant cope with the emotional impact of the discrimination or harassment and ensure that their rights are protected.
- 5) Training:** The organization provides regular training to employees on discrimination and harassment, including how to recognize it, how to report it and the consequences of engaging in discriminatory or harassing behaviour. This also helps to prevent future incidents of discrimination and harassment and create a more inclusive workplace culture.
- 6) Monitoring and Review:** The organization regularly monitors and review its policies and practices to ensure that they are effective in preventing discrimination and harassment. This helps to identify areas for improvement and ensure that the organization is meeting its legal and ethical obligations.

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

Yes, AIS purchase order (PO) and business agreements incorporate clauses related to social well-being and human rights, which mandatorily needs to be signed off by all engaging business partners (vendors/ suppliers/ distributors/ OEMs, etc.).

**9. Assessment for the FY 2022-23:**

	% of 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%

^: These topics of human rights are covered via internal and external audits and through vendor HR Audits on an annual basis.



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

Not applicable since no assessment undertaken for vendors and suppliers on human rights related topics.

**Leadership Indicators**

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

The company regularly reviews its policies, procedures, and processes around human rights, code of conduct, and other business policies, considering environmental changes and modifies the same, as per requirements.

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

The company has not carried out any formal human rights due-diligence assessment in the Financial Year 2022-23.

**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?**

Yes, AIS office is fully accessible to the differently abled visitors as per the requirements under Disabilities Act, 2016 and the required infrastructure support such as ramps, disability-friendly washroom, lift, wheelchair, are available within the premise.

**4. Details on assessment of Value Chain Partners:**

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	100%*
Forced/ Involuntary Labour	100%*
Sexual harassment	100%*
Discrimination at workplace	100%*
Wages	100%*

\*: At AIS, vendor assessment is undertaken annually, where the company reviews the compliance documents and self-declaration sheets.

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

During the vendor assessment for FY 2022-23, no case of non-compliance nor significant were identified.

**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	(in GJ)	
	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total Energy Consumption (A)	837,380	742,428
Total Fuel Consumption (B)	2,632,544	2,877,174
Energy consumption through Other Sources (C)	256,796	185,329
<b>Total Energy Consumption (A+B+C)</b>	<b>3,726,720</b>	<b>3,804,931</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/turnover in rupees)	0.000096	0.00012

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: **No**

2. Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India? (Yes/No)  
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 to Asahi India Glass Ltd (AIS).

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

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
<b>Water withdrawal by source (in kilo-litres)</b>		
(i). Surface Water	0	0
(ii). Groundwater	350,485	328,233
(iii). Third Party Water: Municipal Water	269,178	210,895
(iv). Seawater/ Desalinated water	0	0
(v). Others (Tanker)	39,485	38,104
<b>Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)</b>	<b>659,148</b>	<b>577,231</b>
<b>Total volume of water consumption (in KL)</b>	<b>650,425</b>	<b>571,751</b>
<b>Water intensity per rupee of turnover</b> <i>(water consumed/ turnover)</i>	0.000017	0.000018

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: **No**

4. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation.

At AIS, Zero Liquid Discharge (ZLD) is installed at Chennai plant and is under process at Bawal plant; however, its remaining plants have Sewage Treatment (STP) and Effluent Treatment Plant (ETP) with a cumulative installed capacity of over 2,500 KLD. The treated water across the plant locations is used within the premise for gardening and washroom purposes.

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

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
NOx	Tons/Year	178	254
SOx	Tons/Year	96	109
Particulate Matter (PM)	Tons/Year	378	328
Persistent organic pollutant (POP)		Not monitored currently at AIS Glass	
Volatile organic compounds (VOC)		Not monitored currently at AIS Glass	
Hazardous air pollutant (HAP)		Not monitored currently at AIS Glass	

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: **No**

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

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
<b>Total Scope 1 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	190,248	173,264
<b>Total Scope 2 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	165,181	132,410
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.000092	0.0000108

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: **No**

7. Does the entity have any project related to reducing Greenhouse gas emissions?  
If “Yes”, then provide details.

Asahi India Glass Ltd (AIS), follows Energy Management practices as per ISO 50001 Standard and the energy conservation methodology is based on 4R’s approach i.e., Recycle, Reduce, Reuse, and Renew. At AIS, steps have been taken to reduce carbon dioxide emissions such as replacing diesel forklifts with battery forklifts; adapt new process for low suction pressure in blowers to reduce the power consumption and installing VFDs; convert low efficiency motors to high efficiency motors; adapt new technology to reduce CO<sub>2</sub> in plants; leakage reduction throughout the premises; and other energy efficient technology adoption.

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

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
<b>Total Waste Generated (in metric tonnes)</b>		
Plastic Waste (A)	697	590
E-Waste (B)	6	5
Bio-medical Waste (C)	0.2	0.2
Construction and Demolition Waste (C&D) (D)	0	0
Battery Waste (E)	53	10
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any)	785	793
Other Non-Hazardous Waste generated (H) (Please specify, if any)	18,038	14,456
<b>Total Waste Generated (A+B+C+D+E+F+G+H)</b>	<b>19,579</b>	<b>15,856</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category Waste Name:</b>		
(i). Recycled	14,229	11,363
(ii). Re-used	1,936	1,656
(iii). Other recovery operations	2,230	1,721
<b>Total</b>	<b>18,394</b>	<b>14,739</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category Waste Name:</b>		
(i). Incineration	67	35
(ii). Landfilling	1,099	1,078
(iii). Other disposal operations	18	3
<b>Total</b>	<b>1,184</b>	<b>1,116</b>

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency: **No**

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

At AIS across all the manufacturing plants, we continuously monitor waste generation on a day-to-day basis, and measures are taken into consideration to effectively store, manage, and safely dispose of the waste as per pollution control board guidelines. Being a glass manufacturer, cullet is our major waste form, however, we are working very precisely and following all the safety norms, to reduce the unwanted generation of broken glasses and on a time-to-time basis, we train our workers on safety norms. Additionally, for glass printing, sealant and ink materials are used, which are categorised hazardous waste, therefore, the empty bottles are collected and stored at a separate location and safely disposed of through authorized vendors, as per state pollution control board (SPCB) guidelines.

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:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
None of Asahi India Glass Ltd (AIS) facilities nor offices are in and around ecologically sensitive zone.			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2022-23:

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
During the FY 2022-23, no EIA was carried out by AIS as per compliance requirement.					

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 (Yes/ No). If "Not", provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
No complaints were registered against AIS during the FY 2022-23.				

### Leadership Indicators

1. Provide breakup of the total energy consumed (in Joules or multiples) from Renewable Energy and Non-Renewable sources, in the following format:

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
<b>From Renewable Sources</b>		
Total electricity consumption (A): <b>Solar</b>	1,51,812	90,914
Total fuel consumption (B)	168	112
Energy consumption through other sources (C): Steam	104,984	94,415
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>256,964</b>	<b>185,441</b>
<b>From Non-Renewable Sources</b>		
Total electricity consumption (D): Grid	837,380	742,428
Total fuel consumption (E): Diesel, LPG, PNG and FO	2,632,376	2,877,063
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from renewable sources (D+E+F)</b>	<b>3,469,756</b>	<b>3,619,491</b>

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: **NO**

2. Provide the following details related to water discharge:

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
<b>Water discharge by destination and level of treatment (in kilo-litres)</b>		
<b>(i). To Surface Water</b>	NA	NA
- No treatment	NA	NA
- With treatment- please specify level of treatment	NA	NA
<b>(ii). To Ground Water</b>	NA	NA
- No treatment	NA	NA
- With treatment- please specify level of treatment	NA	NA
<b>(iii). To Seawater</b>	NA	NA
- No treatment	NA	NA
- With treatment- please specify level of treatment	NA	NA
<b>(iv). Sent to Third Parties</b>	Plants discharge the wastewater to Common Effluent Treatment Plant (CETP)	Plants discharge the wastewater to Common Effluent Treatment Plant (CETP)
- No treatment		
- With treatment- please specify level of treatment	8,723	5,480
<b>(v). Others</b>	NA	NA
- No treatment	NA	NA
- With treatment- please specify level of treatment	NA	NA
<b>Total water discharged (in kilo-litres)</b>	<b>8,723</b>	<b>5,480</b>

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency: **NO**

3. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in kilo litres):

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

- Name of area: Patan (Gujarat), Bawal (Haryana), and Chennai (Tamil Nadu)
- Nature of operations: Manufacturing of Glass (Plant)
- Water withdrawal, consumption, and discharge in the following format:

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
<b>Water withdrawal by source (in kilo litres)</b>		
(i). Surface Water	0	0
(ii). Ground Water	164,259	161,705
(iii). Third Party Water: Municipal Water	114,079	58,866
(iv). Seawater/ Desalinated Water	0	0
(v). Others: Tanker	38,190	37,244
<b>Total volume of water withdrawal (in KL)</b>	<b>316,528</b>	<b>255,815</b>
<b>Total volume of water consumption (in KL)</b>	<b>316,528</b>	<b>255,815</b>
<b>Water intensity per rupee of turnover (water consumed/ turnover)</b>	0.000008	0.000008

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
<b>Water discharge by destination and level of treatment (in Kilo litres)</b>		
<b>(i). To Surface Water</b>	Not Applicable	Not Applicable
- No treatment		
- With treatment- please specify level of treatment		
<b>(ii). To Ground Water</b>		
- No treatment		
- With treatment- please specify level of treatment		
<b>(iii). Sent to Third Party Water</b>		
- No treatment		
- With treatment- please specify level of treatment		
<b>(iv). Into Seawater</b>		
- No treatment		
- With treatment- please specify level of treatment		
<b>(v). Others</b>		
- No treatment		
- With treatment- please specify level of treatment		

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: **NO**

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

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total Scope 3 Emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
<b>Total Scope 3 emissions per rupee of turnover</b>	NA	NA	NA
<b>Total Scope 3 emission intensity (optional)</b> - 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? (Yes/No). If "Yes", name the external agency.: **No**

5. With respect to the ecologically sensitive areas reported in Qs. 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.

None of AIS facility are in and around ecologically sensitive area.

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1.	Energy Conservation	Blower bypass duct installation in I-82 and I-75 to run in parallel.	Energy consumption reduction
2.	Power factor correction	Auto capacitor bank installation to maintain pf: 0.99 in HT transformer.	
3.	Heat Recovery	Use heat recovery from compressor to heat DM Water, instead of electric heater, conserving energy consumption.	
4.	Power wastage in print test oven	To conduct printing testing in furnace with program addition, instead of running print test oven 24 hour, even when not in use; saving energy consumption.	
5.	Wastewater Treatment	Sewage treatment plant (STP) and Effluent Treatment Plant (ETP) to treat wastewater and reuse the treated water for gardening and toilet flushing.	

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
6.	Water Conservation Initiatives	Sensor taps installation in toilets, CNC washing tanks interconnections, CNC washing water usage based on conductivity, pallet yard spacer washing using recycled water, and taps flow reduction by tank height reduction	Water saving of 14 KLD
7.	Reuse of wooden scrap	Making wooden pallets using waste wooden pallet materials (making 10 to 15 boxed daily)	Cost saving: ₹ 5,000/day
8.	Forklift Conversion from Diesel to battery Operated	Battery operated forklift instead of diesel forklifts, opting for eco-friendly option and machine reliability increased.	₹ 162 lacs diesel cost saving annually (for 20 forklifts) and carbon reduction by 100%
9.	Biodiversity: Miyawaki System of Afforestation	Planting number of trees close to each other to enrich green cover and natural biodiversity, avoid water stagnation, and help in air ventilation.	Over 5,200 trees of different species planted across 5 sites of AIS Glass (Bawal, Chennai, Roorkee, Patan, and Taloja)

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

At AIS, all locations have 'A Business Contingency and Emergency Response plan', which enables the company to adapt to any situation arising from any natural calamity or an unprecedented event that may disrupt the business operations at the plant level and the central level. Additionally, a crisis management plan to manage the major business risk is there which encompasses four basic activities: Mitigation, Preparedness, Response and Recovery in the identified emergency situations. Further, the Company's risk management plan enables the minimization of disaster-linked losses, by assessing the potential for major disruption and its consequent risks to the business, and providing the appropriate mitigation plans.

**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.**

AIS ensures to minimize its environmental footprint during business operations and across its value chain activities. As a result of this, the company has adopted ROHS compliance as a critical part of its procurement policy and practice to minimize hazardous waste and ensure effective chemical use and management. In addition to this, to mitigate GHG emissions during transportation, energy consumption based upon green fuel is being planned by NCR Delhi based suppliers in Delhi as per the Government of India's notification and our customer's needs and aspirations for green fuel and lower emission levels. To avoid adverse impacts on the environment, the company has reduced the wooden packaging used for dispatch of finished product (Glass), now more than 80% of glass dispatch is in loose form (without packaging) and it replaces batch size with cullet (glass scrap) and recycles this in furnaces, to reduce mineral consumption.

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

**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. - 8**

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

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	The All-India Glass Manufacturers' Federation	National
2.	Confederation of Indian Industry	National
3.	Federation of Safety Glass	National
4.	National Safety Council	National
5.	Sidcul Manufacturers Association, Uttarakhand	State
6.	Uttarakhand Productivity Council	State



S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
7.	Kaizen Conclave	National
8.	Glazing Society of India	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
	The company has not received any complaint about anti-competitive conduct during reporting period 2022-23.	

### 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	Web Link, if available
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The Company does not have a separate policy on "policy advocacy". For advocacy on policies related to the Glass Industry, the Company works through industry associations such as ACMA, GSI, CII, etc. There are specified officials in the Company who are authorized to communicate with industrial bodies and manage government affairs in accordance with the communication of the Company. Through the associations, the Company has represented and worked towards the beneficial and inclusive development policies for the Glass Industry as a whole. The Company's R&D team participates actively in meetings with statutory agencies like BIS (the Bureau of Indian Standards), etc. and helps evolve new standards for finished products and raw materials for human safety and environmental protection. On other matters relating to the Company, either directly or through industry associations that advocates for such laws.

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

### Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2022-23:

Name and brief detail 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
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Not Applicable, as no Social Impact Assessment (SIA) conducted during FY 2022-23.

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 the 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 ₹)
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Not Applicable.

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

At AIS, for effective grievance redressal and subsequent improvement in CSR initiatives, there is a robust community feedback mechanism. The field level CSR teams follow methodical approach through:

- **Need assessment survey** - All the interventions are backed by need assessment and then only finalized for final implementation.
- **Design and plan the projects based on the need of local communities** - Basis the need assessment an idea of the expectations from the intervention by the local communities is availed and the same is incorporated while designing and planning of interventions.

- **Implement the project to benefit people** - For every intervention there is target number of beneficiaries and it is closely monitors during the execution that the target is achieved.
- **Monitor and review the project** - There is a monitoring mechanism in place wherein month wise activity and expenditure is closely monitored and reviewed for any deviation and further improvement.

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

	Current Financial Year 2022-23	Previous Financial Year 2021-22
Directly sourced from MSMEs/ Small producers	~25%	~25%
Sourced directly from within the district and neighboring districts	35%	25%

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable as no social impact assessment undertaken during the reporting period.	

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 ₹)
Currently there are no CSR Project designated in Aspirational District, as identified by Government of India.			

3. (a) *Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/No)*  
 Currently, there is No Preferential Procurement Policy at AIS.  
 The Company does not discriminate between its vendors and suppliers. At AIS, we award the business opportunity based on merit criteria only. In FY 2022-23, some of our current vendors/ suppliers do fall under vulnerable/ marginalized group. Currently, there is No Preferential Procurement Policy at AIS.
- (b) *From which marginalized/ vulnerable groups do you procure?*  
 Senior Citizens and Physically Challenged Individuals.
- (c) *What percentage of total procurement (by value) does it constitute?*  
 Only 1 vendor is senior citizen who is physically challenged, during the FY 2022-23, AIS purchased about 2 crore of steel pallets from the vendor, annually.

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2022-23), based on traditional knowledge:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
Not Applicable.				

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

Name of authority	Brief of Case	Corrective action taken
Not Applicable.		

## 6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% beneficiaries from vulnerable & marginalized groups
1.	<b>Education</b> Program to improve retention and enhance learning outcomes, as well as literacy levels: a) School bus service for girls b) Remedial education for drop-out c) Government School Support initiatives d) Adult literacy program	3,034	100%
2.	<b>Digital Literacy</b> capacity building programs on: • Basic computer skill • Advanced tally software training	382	100%
3.	<b>Skill Development</b> program on 'sewing and tailoring' to encourage employment opportunities to enhance livelihood of the community.	1,790	100%
4.	<b>Health &amp; Sanitation</b> umbrella program covered various activities such as: i. Construction of toilets ii. Repair and maintenance work of toilets iii. Provision for safe drinking water iv. Sanitary pad distribution v. Setting up of health camps for basic health check-ups	5,633	100%
5.	<b>Self Help Groups</b> (SHGs) and Capacity Building initiative to promote women entrepreneurship and spread awareness about various government schemes, to leverage the benefits and improve living standards.	6,445	100%
6.	<b>COVID Awareness</b> sessions amounts masses for COVID-19 vaccines and its benefits on health and safety measures.	210	100%

**Principle 9: Business 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.

At AIS, there is a grievance redressal mechanism to receive, record, and respond to customer/ consumer complaints. The following steps are as follows:

- Customer complaints are received through local salesperson or directly by customers vis telephonic conversation/ Mail/ WhatsApp/ various channels of communication.
- All complaints received are responded with in three hours of receiving by customer representative based at plant/ site.
- Decision for complaint resolution is taken in form of either visit or customer or asking defective samples from the customer.
- Decision making is done by physical verification of complaint and compensation mutual agreement is signed between customer and AIS plant team if Quality claim accepted after visit/ survey.

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

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

\*: Glass is sustainable and fully recyclable material

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

	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Received	Pending at end of year	Remarks	Received	Pending at end of year	Remarks
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	-
Customer Complaints	128	0	Complaints resolved	172	0	Complaints resolved

**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.

AIS has an Information Security and Management (ISMs) Policy that is based on ISO 27001 Standards and GDPR framework. Further, the IT system at AIS is BCP compliant i.e., company's information security aspects of business continuity and Disaster Recovery management follows the cardinals of Risk-based thinking (RBT), Process approach, and PDCA (Plan-Do-Check-Act) methodology.

**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.**

During FY 2022-23, no case was filed, therefore no corrective action undertaken by AIS.

### Leadership Indicators

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

Information dissemination is carried out through company's website, newsletter, social media, marketing activities, direct communication (SMS and WhatsApp), posters, brochures, leaflets, product profile, direct interactions, and other communication channels.

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

Asahi India Glass Ltd (AIS) product solutions span the entire breadth of automotive, building and construction, and consumer glass which is fully sustainable and recyclable material. The company informs its customers about safe and responsible usage through product profile, posters, pamphlets, direct communication (SMS and WhatsApp), and physical interactions.

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

The company informs its customers of any potential risk of disruption in supply chain through email, direct communication (SMS and WhatsApp) and physical interactions.

4. a. **Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable). If “Yes”, provide details in brief.**
- b. **Did your entity carry out any survey about customer 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).**
- a. At AIS, we disclose/ display product information like type of product, size, thickness, date of production, and other mandatory requirements over the product in form of branding and bar tags.
- b. Customer Satisfaction Feedback is sought from customers on three main criteria i.e., quality of product supplied (supplied to their line, and feedback on warranty claim data), delivery, and facility evaluation through audits. In the latest customer score card, AIS Glass received top score from its customers on satisfaction level.
5. **Provide the following information relating to data breaches:**
- (a). **Number of instances of data breaches along-with impact:**  
Nil
- (b). **Percentage of data breaches involving personally identifiable information of customers.**  
Nil