



**3M India Limited**  
WeWork Prestige Central  
3<sup>rd</sup> Floor, 36 Infantry Road  
Bengaluru 560001, India  
Tel: +91 80 22231414  
www.3M.com/in

August 1, 2023

Corporate Relationship Department  
BSE Limited  
1st Floor, New Trading Ring, Rotunda Building  
P.J. Towers, Dalal Street, Fort  
Mumbai - 400 001

Scrip Code - 523395

The Secretary  
National Stock Exchange of India Limited  
Exchange Plaza, Bandra – Kurla Complex  
Bandra (E), Mumbai – 400 051

Scrip Code – 3MINDIA

Dear Sir,

**Sub: Submission of Business Responsibility and Sustainability Report for FY 2022-23.**

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

Please find enclosed herewith the Business Responsibility and Sustainability Report for FY 2022-23, which also forms part of the Annual Report for FY 2022-23.

Thanking you  
**For 3M India Limited**

**Pratap Rudra Bhuvanagiri**  
**Company Secretary &**  
**Compliance Officer**


*Encl: as above*

**Regd Office:** Plot No 48-51  
Electronics City, Bangalore 560100  
**CIN No: L31300KA1987PLC013543**  
Email: investorhelpdesk.in@mmm.com  
PAN: AAACB5724H  
GSTIN: 29AAACB5724H1ZQ

## ANNEXURE 'C' TO THE REPORT OF THE BOARD OF DIRECTORS

### Business Responsibility & Sustainability Reporting

#### SECTION A: GENERAL DISCLOSURES

I.	Details of the listed entity	
1	Corporate Identity Number (CIN) of the Listed Entity	L31300KA1987PLC013543
2	Name of the Listed Entity	3M INDIA LIMITED
3	Year of incorporation	04-07-1987
4	Registered office address	Plot Nos. 48-51, Electronics City, Hosur Road, Bengaluru - 560 100
5	Corporate address	WeWork Prestige Central 3 <sup>rd</sup> floor, 36 Infantry Road, Bengaluru - 560001
6	E-mail	investorhelpdesk.in@mmm.com
7	Telephone	+91-80-2223 1414
8	Website	<a href="https://www.3mindia.in">https://www.3mindia.in</a>
9	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital (In ₹)	112,650,700
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Smitha Gopalkrishnan 080 22231414 sgopalkrishnan@mmm.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Other manufacturing	60.00%
2	Trading	Wholesale Trading	37.00%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Transportation & Electronics products	3290	42.00%
2	Safety & Industrial products	3290	33.00%
3	Healthcare products	3290	14.00%
4	Consumer products	3290	11.00%

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

Location	Number of plants	Number of offices	Total
National	3	3	6
International	0	0	0

**17. Markets served by the entity:****A. Number of locations**

Locations	Number
National	28
International	15

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

0.59%

**c. A brief on types of customers**

3M was incorporated in India in 1987 and has completed more than 35 years of operations. The Company has established a broad footprint across the country serving customers through its four business groups for a variety of markets like Automotive, Consumer, Electronics, Energy, Health Care, Manufacturing, Safety & Transportation.

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

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	%(B / A)	No. (C)	%(C / A)	No. (H)	%(H / A)
<b>EMPLOYEES</b>								
1.	Permanent (D)	817	685	83.84%	132	16.16%	0	0.00%
2.	Other than Permanent (E)*	225	195	86.67%	30	13.33%	0	0.00%
3.	<b>Total employees (D + E)</b>	<b>1042</b>	<b>880</b>	<b>84.45%</b>	<b>162</b>	<b>15.55%</b>	<b>0</b>	<b>0.00%</b>
<b>WORKERS</b>								
4.	Permanent (F)*	291	280	96.22%	11	3.78%	0	0.00%
5.	Other than Permanent (G)*	821	766	93.30%	55	6.70%	0	0.00%
6.	<b>Total workers (F + G)</b>	<b>1112</b>	<b>1046</b>	<b>94.06%</b>	<b>66</b>	<b>5.94%</b>	<b>0</b>	<b>0.00%</b>

**B. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	%(B / A)	No. (C)	%(C / A)	No. (H)	%(H / A)
<b>EMPLOYEES</b>								
1.	Permanent (D)	0	0		0		0	
2.	Other than Permanent (E)*	0	0		0		0	
3.	<b>Total employees (D + E)</b>	<b>0</b>	<b>0</b>		<b>0</b>		<b>0</b>	
<b>WORKERS</b>								
4.	Permanent (F)*	1	1	100.00%	0	0.00%	0	0.00%
5.	Other than Permanent (G)*	0	0		0		0	
6.	<b>Total workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	%(B / A)
Board of Directors	8	3	37.50%
Key Management Personnel	3	1	33.33%

## 20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	Turnover rate in current FY 22-23				Turnover rate in previous FY 21-22				Turnover rate in the year prior to the previous FY 20-21			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	7.40%	16.00%	0.00%	8.79%	8.30%	13.00%	0.00%	8.94%	7.50%	13.10%	0.00%	8.23%
Permanent Workers*	1.91%	0.00%	0.00%	2.05%	1.96%	23.76%	0.00%	1.71%	1.05%	15.00%	0.00%	1.37%

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



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

S. No.	Name of the holding / subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	3M Company	Holding	0.00%	Yes
2	3M Electro & Communication India Private Limited	Subsidiary	100.00%	No

## VI. CSR Details



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

(ii) Turnover (in ₹) - 37,334,420,567

(iii) Net worth (in ₹) - 19,478,382,000



## VII. Transparency and Disclosures Compliances



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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	(If Yes, then provide web-link for grievance redress policy)	FY 22-23			FY 21-22		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	YES	<a href="https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/">https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/</a>	0	0	None	0	0	None
Investors (other than shareholders)	YES	<a href="https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/">https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/</a>	0	0	Investors reach the Company through a dedicated Investor helpdesk via email.	0	0	None
Shareholders	YES	<a href="https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/">https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/</a>	76	0	Shareholders reach the Company or Registrar & Share Transfer Agent.	16	0	None
Employees and workers	YES	<a href="https://secure.ethicspoint.com/domain/media/en/gui/8897/index.html">https://secure.ethicspoint.com/domain/media/en/gui/8897/index.html</a>	22	5	Dedicated portal to log complaints anonymously called Ethicspoint.com. Includes anonymous complaints which may have been registered by non-employees.	38	0	None
Customers	YES	Customer grievances are addressed through an online portal called Customer Issue Resolution portal. Every customer has unique access to this portal to log complaints and view their status for resolution. The average cycle time to address queries is 9 days.	12632	198	Via Customer Portal	14008	697	None
Value Chain Partners	YES	<a href="https://secure.ethicspoint.com/domain/media/en/gui/8897/index.html">https://secure.ethicspoint.com/domain/media/en/gui/8897/index.html</a>	0	0	Covered under complaints registered on Ethicspoint.com which may include anonymous complaints by non-employees.			None

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Sustainable products and solutions	O	Our Sustainability Value Commitment (SVC) embeds sustainability into the pipeline that produces 3M's diverse global products. Considerations include reusability, recyclability, waste reduction, energy and water savings and responsible sourcing or use of renewable materials appropriate to the specific product throughout its life cycle.	Opportunity	Positive Implications
2	Safety of products and services	R & O	Any health and safety incident related to our products poses a risk to the demand of the product with our customers, brand and reputation of the Company. Safety and health issues are to be followed to meet regulatory compliances in turn impacting the reputation of the brand.	Product safety, quality and stewardship must always be primary considerations during the design, manufacturing, marketing and sale of 3M products, as outlined by our Product Safety, Quality and Stewardship Principle. 3M provides a TDS (Technical Data Sheet) and an MSDS (Material Safety Data Sheet) for each of its products which carry information on product usage, hazard status, storage conditions, shelf life, disposal methodology, etc.	Positive Implications
3	Health and Safety of employees	R & O	Employee safety and health is a priority for the Company as it directly has an impact on people and operations.	3M's approach to managing and assuring human rights, workplace safety and well-being within our workplace is derived from the 3M Code of Conduct. We implement these programmes through our global policies, management systems, assessments, audits, training and metrics tracking. 3M promotes a culture of health and well-being for our employees through disease prevention programmes, on site clinical services, employee assistance programmes and comprehensive health care benefits.	Positive Implications



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Climate change and GHG Emissions	R	Scope 1 and 2 GHG emissions is an outcome of the Company's manufacturing operations which have an impact on the environment.	<p>3M Company has made global commitments to support environmental goals, including achieving carbon neutrality in our operations by 2050.</p> <p>3M India Limited is guided by the parent company's commitments to environmental priorities, including climate and energy, water, waste and plastic. The Company is also compliant with applicable environmental law/ regulations/ guidelines in India.</p>	Positive Implications
5	Ethical and transparent business practices	R&O	3M's reputation is built on trust and non compliance to ethical practices or behaviour has a significant impact on the brand and reputation of the Company and potentially the law of the land.	<p>3M has a global culture of compliance and deploys a robust programme that is consistent across the world and it consists of -</p> <ul style="list-style-type: none"> <li>• A core set of business conduct principles.</li> <li>• Education, training and communication.</li> <li>• Periodic evaluations, audits, risk assessment and measurement.</li> <li>• A 24-hour global helpline and website through which employees, customers, vendors and other external parties can report concerns and ask questions (anonymously).</li> <li>• Risk-based due diligence on business partners and others as appropriate.</li> <li>• Investigation expertise.</li> </ul>	Positive Implications
6	Community health, safety and well being	R&O	The community is a key stakeholder for the sustainability of our operations. Proactively engaging with our communities to understand their needs and supporting them through CSR interventions leads to a positive impact.	<p>The Company's community philosophy is enshrined in the CSR policy which states that it seeks to engage in outcome-based CSR programmes that will impact and enrich the communities around its areas of operation.</p> <p>The interventions are mapped to the activities listed under Schedule VII of the Companies Act 2013 and to the Sustainable Development Goals (SDGs), broadly falling under the three focus themes of Education, Community &amp; Environment.</p>	Positive Implications

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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, the entity's policies cover all the 9 principles and the core elements of the NGRBCs.								
b. Has the policy been approved by the Board? (Yes/No)	Yes, all the policies pertaining to the 9 principles have been approved by the entity's Board.								
c. Web Link of the Policies, if available	<a href="https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/">https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/</a>								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes, the entity has translated some of these policies into procedures and standards.								
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the enlisted policies extend to the entity's value chain partners.								
4 Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<b>P1-</b>				-				
	<b>P2-</b> The entity has voluntarily adopted GHS SDS (Global Harmonised System for Classification, Labelling, Packaging of Hazardous Chemicals) to be in synergy with global standards and provide its customers with the most comprehensive information about the environmental, health and safety of its products.								
	<b>P3-</b> Most 3M manufacturing facilities are ISO 45001 certified. All the entity's manufacturing sites are certified with ISO 45001: 2018 for Occupational Health and Safety Management Systems.								
	<b>P4-</b>				-				
	<b>P5-</b> 3M Company support several external human rights charters, including: <ul style="list-style-type: none"> <li>• United Nations Global Compact</li> <li>• Universal Declaration of Human Rights</li> <li>• United Nations Guiding Principles on Business and Human Rights</li> <li>• International Labor Organization's Declaration on Fundamental Principles and Rights at Work</li> <li>• Organisation for Economic Cooperation and Development (OECD) — Guidelines for Multinational Enterprises, including OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas</li> </ul>								
	<b>P6-</b> All 3M India manufacturing sites are certified with ISO 14001: 2015 for Environment Management Systems								
	<b>P7-</b>				-				
	<b>P8-</b>				-				
	<b>P9-</b> The entity is certified with ISO 9001 - Quality management standards.								
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	3M Company made significant commitments towards decarbonisation in 2021, with an investment of USD 1 billion commitment over 20 years to achieve carbon neutrality, reduce water use, improve water quality and reduce plastics.								
	Specific environmental goals and targets include: <ul style="list-style-type: none"> <li>• Reduce Scope 1 and 2 emissions by 50% by 2030, 80% by 2040 and achieve neutrality in our operations by 2050.</li> <li>• Help customers reduce 250 million tonnes of CO2 equivalent emissions by use of 3M products by 2025.</li> <li>• Improvements in energy efficiency by 30% by 2025, renewable energy use to 50% by 2025 and 100% by 2050.</li> <li>• Reductions in water use by 25% by 2030.</li> <li>• Reduce dependence on virgin fossil-based plastic by 125 million pounds by 2025.</li> </ul>								
	Social and Governance goals and targets include: <ul style="list-style-type: none"> <li>• Create 5 million unique STEM and Skill Trades learning experiences by 2025.</li> <li>• Training to five million people globally on worker and patient safety by 2025.</li> <li>• Double the pipeline of diverse talent in management by 2025.</li> </ul>								





Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The entity has undertaken projects to contribute to 3M Company's goals towards reducing energy, water and waste management. The entity's manufacturing sites at Ranjangaon, Pune and Electronics city, Bengaluru have targeted programmes to meet these goals. For instance:</p> <p>The Ranjangaon manufacturing site has several initiatives underway to conserve water and reduce carbon emissions by switching to renewable energy and cleaner fuel sources.</p> <ul style="list-style-type: none"> <li>The entity has invested in an on-site solar installation at the Ranjangaon site generating annual power of 6,25,000 kW and contributing to reducing carbon emissions annually by 500 metric tonnes. The site has also switched from propane to natural gas to run the equipment at the plant.</li> </ul> <p>The entity's Bengaluru manufacturing site has partnerships with the local utilities to purchase solar power from the grid through solar wheeling.</p>								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>The entity voluntarily disclosed its sustainability and ESG performance in FY 21-22 as a part of its Annual reporting. The entity continues to build on its sustainability performance and provide disclosures through the BRSR for FY 22-23. 3M India Limited is well aligned to 3M Company's ESG practices, metrics and reporting standards and aims to contribute to the global ESG commitments.</p> <p>3M Company is taking the necessary steps to be Carbon Neutral by 2050, reduce water at our facilities by 25% by 2030 and reduce our dependence on virgin fossil-based plastic by 125 million pounds by 2025. Our Sustainability framework around Science for Circular, Climate and Community directs our efforts to where we can make the greatest impact. The entity aims to continue to embed and strengthen ESG practices within the organisation to enhance the overall impact of the enterprise.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Ramesh Ramadurai, Managing Director, 3M India Limited								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).	Yes.								
If yes, provide details.	<p>The Managing Director is a member of the Board and is also a member of the India ESG Council, a management level ESG committee which has been formed with stakeholders from all business groups and functions comprising Finance, Supply Chain &amp; Sourcing, Quality, Customer Operations, Legal &amp; Compliance, Human Resources, EHS, Plant Engineering and Manufacturing, Ethics &amp; Compliance, Public Relations &amp; Communications and CSR. The Committee meets periodically to review topics and progress on ESG.</p>								

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

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee	Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)
Performance against above policies and follow up action	P1 - Any other Committee	P1 - Quarterly
	P2 - Any other Committee	P2 - Annually
	P3 - Any other Committee	P3 - Half Yearly
	P4 - Any other Committee	P4 - Half Yearly
	P5 - Any other Committee	P5 - Half Yearly
	P6 - Any other Committee	P6 - Annually
	P7 - Any other Committee	P7 - Annually
	P8 - Committee of the Board	P8 - Half Yearly
	P9 - Any other Committee	P9 - Annually
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	P1 - Any other Committee	P1 - Quarterly
	P2 - Any other Committee	P2 - Annually
	P3 - Any other Committee	P3 - Half Yearly
	P4 - Any other Committee	P4 - Half Yearly
	P5 - Any other Committee	P5 - Half Yearly
	P6 - Any other Committee	P6 - Annually
	P7 - Any other Committee	P7 - Annually
	P8 - Committee of the Board	P8 - Half Yearly
	P9 - Any other Committee	P9 - Annually

11.	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	The entity has not carried out any independent assessments or evaluations of its policies by an external agency.								
If Yes, Provide name of the agency									



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	<p>Compliance topics are regularly included as a part of the agenda for the entity's Board meetings. There is a regular <b>Whistleblower policy</b> update during every Board meeting. During the year under review, there were updates and presentations made to the Board on the following topics for their awareness and understanding.</p> <ol style="list-style-type: none"> <li>3M Code of Conduct</li> <li>Regulatory changes</li> <li>Whistleblower policy</li> <li>Investor Relations</li> </ol>	100.00%
Key Managerial Personnel	4	<p>Key managerial personnel of the entity are a part of the all-employee coverage of legal and compliance courses that are mandated by the Global Ethics &amp; Compliance department of 3M Company. All employees are assigned online training modules on various topics and on-time completion is tracked diligently. During the year under review, key managerial personnel of the entity completed the following training programmes and awareness sessions.</p> <ol style="list-style-type: none"> <li>Promoting Fair competition</li> <li>Conflict of Interest</li> <li>Anti-bribery (Gifts/Entertainment - giving or receiving)</li> <li>Sexual Harassment at the Workplace Training – This is conducted with the help of an external agency.</li> <li>Manager Dialogue Case Study Sessions – These are quarterly supervisor-led awareness sessions on various ethics and compliance related topics with actual case stories and examples depicting employee behaviour and actions.</li> <li>Preventing Workplace Harassment</li> <li>Working with Third Parties</li> <li>Confidential Information and Computer Security</li> <li>3M Code of Conduct and Ethical Decision Making</li> <li>Reporting and Non-Retaliation</li> </ol> <p>Awareness e-mailers were also circulated to all employees covering the following topics:</p> <ol style="list-style-type: none"> <li>Conflict of Interest</li> <li>Anti-bribery (Gifts/Entertainment - giving or receiving)</li> </ol>	100.00%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	4	<p>Employees other than BoD and KMPs of the entity are a part of the all-employee coverage of legal and compliance courses that are mandated by the Global Ethics &amp; Compliance department of 3M Company. All employees are assigned online training modules on various topics and on-time completion is tracked diligently. During the year under review, employees other BOD and KMPs of the entity completed the following training programmes and awareness sessions.</p> <ol style="list-style-type: none"> <li>Promoting Fair competition</li> <li>Conflict of Interest</li> <li>Anti-bribery (Gifts/Entertainment - giving or receiving)</li> <li>Sexual Harassment at the Workplace Training – This is conducted with the help of an external agency.</li> <li>Manager Dialogue Case Study Sessions – These are quarterly supervisor-led awareness sessions on various ethics and compliance related topics with actual case stories and examples depicting employee behaviour and actions. Employees in supervisory roles with direct reports will facilitate these discussions with their teams.</li> <li>Preventing Workplace Harassment</li> <li>Working with Third Parties</li> <li>Confidential Information and Computer Security</li> <li>3M Code of Conduct and Ethical Decision Making</li> <li>Reporting and Non-Retaliation</li> </ol> <p>Awareness e-mailers were also circulated to all employees covering the following topics:</p> <ol style="list-style-type: none"> <li>Conflict of Interest</li> <li>Anti-bribery (Gifts/Entertainment - giving or receiving)</li> </ol>	100.00%
Workers		<p>Manufacturing workers are exposed to ethics and compliance topics like anti-bribery, anti-competition and conflict of interest through in-person trainings or awareness sessions. Conflict of interest declarations are taken from manufacturing workers. Manager Dialogue Case Study Sessions are facilitated by supervisors for their teams periodically.</p>	100.00%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

#### Monetary

##### Penalty/ Fine

Details of penalty or fine					
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
			Not Applicable		

##### Settlement

Details of settlement					
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
			Not Applicable		

**Compounding fee**

Details of compounding fee					
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
			Not Applicable		

**Non- Monetary****Imprisonment**

Details of imprisonment				
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
			Not Applicable	

**Punishment**

Details of Punishment				
Sr.	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
			Not Applicable	

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

**Details Of The Appeal Or Revision Preferred In Cases Where Monetary Or Non Monetary Action Has Been Appealed**

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

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes.

If yes, provide details in brief Provide a web-link to the policy, if available

3M prohibits bribery. 3M employees and any third party must not provide, offer or accept bribes, kickbacks, corrupt payments, facilitation payments, or inappropriate gifts to or from Government Officials or any commercial person or entity, regardless of local practices or customs.

Employees have an obligation to carefully select every business partner that acts on 3M's behalf.

Employees must conduct assessments of existing and prospective business partners in accordance with 3M's Integrity Assessment procedures to determine if they are in compliance with applicable anti-bribery laws and this policy.

Employees, supervisors and managers must promptly report suspected violations of anti-bribery laws and this policy to appropriate channels and may do so anonymously.

**Web link anti corruption or anti bribery policy is place**

[https://www.3mindia.in/3M/en\\_IN/company-in/about-3m/financial-facts-local/](https://www.3mindia.in/3M/en_IN/company-in/about-3m/financial-facts-local/)

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

	FY 22-23	PY 21-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 22-23		PY 21-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NIL	0	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NIL	0	NIL

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**  
Not applicable.

### Leadership Indicators

**1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year**  
The entity establishes clear communications with our value chain partners on topics related to responsible business covering safety and regulatory compliance, environmental, health and safety, human resources guidelines including child labour, forced labour & trafficking, discrimination and working conditions.

Awareness programmes conducted for value chain partners on any of the Principles during the financial year			
Sr.	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-	-

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?**  
Yes.

**Provide details if the entity has processes in place to avoid/ manage conflict of interests involving members of the Board.**

3M Code of Conduct applies to the members of the entity's Board. Board Members are expected to disclose any matters of conflict of interest. Conflict of Interest declarations and intimations are obtained from Board members periodically and recorded.

**PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators**

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

	FY 22-23	PY 21-22	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	
Capex	0.00%	0.00%	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes.
- b. If yes, what percentage of inputs were sourced sustainably?  
The mechanism to track and monitor sustainably sourced inputs is yet to be designed for the entity.
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)**

Under the Environment Protection Act 1986, the Ministry of Environment, Forest and Climate Change notified and amended the Plastic Waste Management Rules, 2016, providing for collection, segregation, processing, treatment and disposal of plastic waste in an environmentally sound manner. Rules emphasise on the Polluter's Pay Principle through mandates on Extended Producer Responsibility (EPR) where Brand Owners are expected to collect back the plastic packaging waste generated due to their products either individually or collectively through waste collection agencies.

Pre-consumer plastic packaging waste from each facility is channelised to the Pollution Control Board (PCB) approved plastic waste processors for end-of-life waste management activities such as recycling.

Extended Producer Responsibility for post-consumer plastic packaging waste is executed by registered plastic waste processors in designated states through tie-ups with urban local bodies, logistic partners for collecting and transporting plastic waste and a vast network of collection centers managed through numerous collection partners located across India.

A mechanical recycling method is used to process the plastic waste into recyclate without significantly changing the chemical structure of the material. Major unit operations for the recyclate preparation and production constitute identification & segregation (according to resin type, quality, structure, shape, recyclability etc.), washing, grinding, agglomeration, extrusion & granulation. Before being used in the production of new plastic products, the properties of recyclates are assessed through quality testing for the specifications of intended use.

**(b) E-waste**

E-Waste (Management) Rules, 2022 rules is applicable for every manufacturer, producer, consumer, bulk consumer, collection centers, dealers, e-retailer, refurbisher, dismantler and recycler involved in the manufacture, sale, transfer, purchase, collection, storage and processing of e-waste or electrical and electronic equipment listed in Schedule I, including their components, consumables, parts and spares which make the product operational.

The responsibility of disposal of e-waste has been assigned to producers of notified Electrical & Electronic Equipment (EEE) under the principle of Extended Producer Responsibility (EPR). Under the EPR regime, producers of EEE, are given annual e-waste collection and recycling targets based on the generation from the previously sold EEE.

The entity has an obligation to report for product categories like Variable Messaging Signs (VMS), Polishers, Dust extraction machines and a few medical products (Antivac, sterilisation machine, etc.) as per Schedule 1 which will be applicable from FY 23-24.

**(c) Hazardous waste**

Hazardous waste generated at the entity's manufacturing locations are disposed as per the Hazardous and Other Wastes (Management and Transboundary Movement) Amendment Rules, 2022 which is managed by the entity's Environment Health & Safety Department.

Products sold by the entity are categorised as hazardous waste after their end of life based on the hazard, the nature and area of application. As a part of the regulatory assessment during new product introduction, every product before its launch is checked to see if it falls under the scope of these rules after the shelf life. Accordingly, the applicability is communicated to the end customer through Section 15 of 3M's Material Safety Data Sheet (MSDS).

**(d) Other waste**

The Battery Waste Management Rules (BWMR), notified in 2022 replaces the Battery (Management & Handling) rules, 2001. The rules shall apply to producer, dealer and consumer entities involved in the collection, segregation, transportation, re-furnishment and recycling of waste battery and all types of batteries are included in the rule regardless of chemistry, shape, volume, weight, material composition and use.

The entity falls under the "Producer" category and has applied for registration with the Central Pollution Control Board (CPCB) for compliance to the new BWM Rule. Batteries introduced in the market shall meet the collection and recycling targets as mentioned in Schedule II of the Extended Producer Responsibility rules.

The producer shall also provide an Extended Producer Responsibility plan to the Central Pollution Control Board by 30<sup>th</sup> June of every year for the batteries manufactured in the preceding financial year. It shall contain information on the quantity, weight of battery along with the dry weight of the battery materials through the centralised portal.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

Yes.

**If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

Yes.

The Extended Producer Responsibility target for Brand Owners is set at 70% of the eligible quantity of packaging waste by the Plastic Waste Management (Amendment) Rules, 2022, published by the Ministry of Environment, Forest and Climate Change.

For FY 22-23, the entity has partnered with registered plastic waste processors to collect and recycle 1004.54 metric tonnes of plastic packaging waste, fulfilling our Extended Producer Responsibility obligations.

This has been achieved in accordance with the Brand Owner registration granted by the Central Pollution Control Board and Action Plan on the Centralised Extended Producers Responsibility Portal for Plastic Packaging.

**If not, provide steps taken to address the same.**

**Leadership Indicators****1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?**

No.

Life cycle management (LCM) is integrated into all 3M products through the new product introduction process, covering the Environmental Health & Safety evaluation of raw material composition and product characteristics, assessments in human health and environmental toxicology, conformance to regulatory and customer EHS requirements and hazard communication documents.

For select products, we conduct Life Cycle Assessments (LCAs), Environmental Product Declarations (EPDs), product carbon footprints (PCFs) and screening assessments, which help us better understand the potential impact of our products.

During the year under review, the entity did not conduct any Lifecycle assessment (LCA) for any of its locally manufactured products. The entity is putting in place a mechanism to conduct LCAs for new locally manufactured products.





If yes, provide details

**The entity conducted Life Cycle Perspective/Assessments (LCA)**

Sr.	NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
Not Applicable							

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.

**Action taken to mitigate significant social or environmental concerns and/or risks arising from production or disposal of products / services**

Sr.	Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable			

During the year under review, the entity did not conduct any Lifecycle assessment (LCA) for any of its locally manufactured products. The entity is putting in place a mechanism to conduct LCAs for new locally manufactured products.

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).

We have made conscious efforts to use recycled plastics and paper as input material in our products. We are currently putting in a mechanism to monitor and track the recycled and reused input material used in our production.

**Percentage of recycled or reused input material to total material (by value) used in production or providing services**

Sr.	Indicate input material	Recycled or re-used input material to total material	
		FY 22-23	PY 21-22
1	Plastic (PET)	20.00%	0.00%
2	Plastic (LDPE)	40.00%	5.00%
3	Paper & Paper Board	90.00%	70.00%

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

	FY 22-23			PY 21-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	1,004.54	0	0	0	0
E waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0

Other waste

**Details of other waste**

Name Of Other Waste	FY 22-23			PY 21-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Not Applicable						

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

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

Sr.	Indicate product category	Reclaimed products and their packaging materials as Percentage of total products sold in respective category
1	Plastic packaging waste	70.00%

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

**Essential Indicators**

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

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		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	685	685	100.00%	685	100.00%			685	100%		
Female	132	132	100.00%	132	100.00%	132	100%			132	100%
<b>Total</b>	<b>817</b>	<b>817</b>	<b>100.00%</b>	<b>817</b>	<b>100.00%</b>	<b>132</b>	<b>16.16%</b>	<b>685</b>	<b>83.84%</b>	<b>132</b>	<b>16.16%</b>
<b>Other than Permanent Employees</b>											
Male	195	195	100.00%	195	100.00%						
Female	30	30	100.00%	30	100.00%						
<b>Total</b>	<b>225</b>	<b>225</b>	<b>100.00%</b>	<b>225</b>	<b>100.00%</b>						

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

Category	Total (A)	% of Employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	280	280	100.00%	280	100.00%			280	100%		
Female	11	11	100.00%	11	100.00%	11	100%			11	100%
<b>Total</b>	<b>291</b>	<b>291</b>	<b>100.00%</b>	<b>291</b>	<b>100.00%</b>	<b>11</b>	<b>3.78%</b>	<b>280</b>	<b>96.22%</b>	<b>11</b>	<b>3.78%</b>
<b>Other than permanent workers</b>											
Male	766	766	100.00%								
Female	55	55	100.00%			55	100.00%				
<b>Total</b>	<b>821</b>	<b>821</b>	<b>100.00%</b>			<b>55</b>	<b>6.70%</b>				

**2. Details of retirement benefits**

Benefits	FY 22-23			PY 21-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI						

**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?

No.

If not, whether any steps are being taken by the entity in this regard.

The entity plans to complete the audit of all its workplaces in 2023 and implement the recommendations as stipulated under the Rights of People with Disability Act 2016, by the end of 2024.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?**

Yes.

If so, provide a web-link to the policy.

The equal opportunity policy has been drafted by the entity and will be launched in FY 23-24.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Other				
<b>Total</b>	<b>200</b>	<b>200</b>	<b>200</b>	<b>200</b>

**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.	Yes/ No	
Permanent Workers	Yes	<p>Permanent workers of the entity have various channels to enable them to voice their concerns with the management.</p> <p>Channels include an Employee Communication Forum (ECF), a monthly grievance committee with a women's committee that also meets on a monthly basis.</p> <p>Workers may also log their complaints via an online grievance tool which routes complaints to relevant departments for redressal. In addition, the Ethics Point online platform is available for reporting grievances.</p> <p>Plant locations also have suggestion boxes installed where workers may drop their concerns anonymously.</p>
Other than Permanent Workers	Yes	<p>Contract workers and their representatives conduct periodic meetings with the HR and Plant leadership to address their concerns.</p> <p>In addition, contract workers may drop their concerns anonymously into the suggestions boxes that are placed at all plant locations.</p>
Permanent Employees	Yes	<p>3M has a culture of transparency, which allows employees to have open and candid conversations with their leaders or HR.</p> <p>Further, concerns related to our Code of Conduct may be raised on the Ethics Point platform.</p> <p>Employees who report concerns are protected by the Anti-Retaliation policy.</p>
Other than Permanent Employees	Yes	<p>Contract employees are also entitled to access the same platforms available to permanent employees to report their grievances.</p>

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

Category	FY 22-23			PY 21-22		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>817</b>	<b>0</b>	<b>0.00%</b>	<b>842</b>	<b>0</b>	<b>0.00%</b>
Male	685	0	0.00%	707	0	0.00%
Female	132	0	0.00%	135	0	0.00%
Other	0	0	0.00%	0	0	0.00%
<b>Total Permanent Workers</b>	<b>291</b>	<b>0</b>	<b>0.00%</b>	<b>290</b>	<b>0</b>	<b>0.00%</b>
Male	280	0	0.00%	284	0	0.00%
Female	11	0	0.00%	6	0	0.00%
Other	0	0	0.00%	0	0	0.00%

## 8. Details of training given to employees and workers:

Category	FY 22-23					PY 21-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	685			685	100.00%	707	707	100.00%	707	100.00%
Female	132			132	100.00%	135	135	100.00%	135	100.00%
Other				0	0.00%					
<b>Total</b>	<b>817</b>			<b>817</b>	<b>100.00%</b>		<b>842</b>	<b>100.00%</b>	<b>842</b>	<b>100.00%</b>
<b>Workers</b>										
Male	280	280	100.00%	280	100.00%	284	284	100.00%	284	100.00%
Female	11	11	100.00%	11	100.00%	6	6	100.00%	6	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<b>Total</b>	<b>291</b>	<b>291</b>	<b>100.00%</b>	<b>291</b>	<b>100.00%</b>	<b>290</b>	<b>290</b>	<b>100.00%</b>	<b>290</b>	<b>100.00%</b>

## 9. Details of performance and career development reviews of employees and workers:

Category	FY 22-23			PY 21-22		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
<b>Employees</b>						
Male	685	685	100.00%	707	707	100.00%
Female	132	132	100.00%	135	135	100.00%
Other	0	0	0.00%	0		
<b>Total</b>	<b>817</b>	<b>817</b>	<b>100.00%</b>	<b>842</b>	<b>842</b>	<b>100.00%</b>
<b>Workers</b>						
Male	280	280	100.00%	284	284	100.00%
Female	11	11	100.00%	6	6	100.00%
Other	0	0	0.00%	0	0	0.00%
<b>Total</b>	<b>291</b>	<b>291</b>	<b>100.00%</b>	<b>290</b>	<b>290</b>	<b>100.00%</b>



## 10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)**  
Yes.

**If yes, the coverage of such a system?**

3M continually strives to maintain the highest standard of safety at all workplaces to ensure people, assets and our businesses are operating in the most efficient manner. All our manufacturing facilities have been certified with ISO 45001, a standard for management systems of Occupational Health and Safety Standards reinforcing the Company's commitment to leadership in safety and health. We utilise the Compliance & Audit Management & Metrics System (CAMMS) portal customised to 3M requirements to track and monitor all applicable EHS compliance and legal obligations.

Initiatives like the 'See & Act' programme enable us to strengthen the safety culture at our sites, by involving workers on the shop floor and empowering them to take ownership of unsafe acts and problem solve for improved safety. The entity has a resolution rate of 76% of problems identified through the 'See & Act' programme.

Zero Lost Time Injury is a key metric to uphold safety performance. All manufacturing sites were able to maintain Zero Lost time injuries during the year due to continuous focus on preventive actions.

The Company's EHS Cultural Excellence programme lays down the execution model and manufacturing excellence principles which ensure a safe and healthy workforce. This framework covers sections like ergonomics, industrial hygiene, process hazard management (PHM), ventilation programmes, static management plan, combustible dust management, safety trainings, health and wellness programmes.

Our progress against each of these parameters is assessed through regular audits.

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

The entity proactively identifies risks and mitigates them through programmes like High Hazard Activity (HHA), Safety Hour and See & Act.

Our Process Hazard Management workbook identifies process safety risks and their mitigation plans. Risk Assessment for Machine (RAM) identifies machine safety risks. The Ergonomic Job Risk Analyzer tool addresses ergonomic risks and Job Safety Analysis assesses non-routine activities.

Each of these tools are specially curated to handle various types of risks. The actions arising from these risk assessments are tracked electronically in our 'EHS 360' tool for completion with proper evidence for closure.

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

Yes.

The entity has an EHS cultural acceleration programme which engages employees to take initiative to create safe environments, understand and reduce the risks, adhere to safety practices and be comfortable raising concerns.

The 'SEE & ACT' programme empowers employees to identify unsafe acts and conditions and understand the root cause of their occurrence through dialogue.

Monthly focus themes are observed to drive improvements across each of the EHS categories.

Competencies are enhanced through trainings on various EHS topics like fire safety, process safety, behavior based safety, use of PPEs, first aid, machine safety to name a few.

All these efforts translate into the EHS metrics being achieved. Notably, there has been ZERO Lost Time injuries at all three manufacturing sites.

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

All our manufacturing facilities are equipped with fully functional Occupational Health centers that are available 24x7 for employees and workers with both basic occupational and non-occupational healthcare support.

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

Safety Incident/Number	Category	FY 22-23	PY 21-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	2	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

We monitor our employees based on their potential exposure to chemical and physical hazards in the workplace. We screen for early signs of occupational illnesses to protect workers from further exposure and we provide medical support. We look for trends in the health data of working populations to assure that potential hazards are well controlled. Certain employees working on the shop floor who are exposed to certain chemical / physical hazards undergo tests like Pulmonary function test (PFT), vision test, Audiogram, etc.,

Hepatitis B Vaccination has been provided to all the ERT (emergency response team members) at the entity's sites. Shopfloor awareness sessions are conducted on important observance days like World Hearing Day, World Heart Day, Women's Day and World Diabetes Day.

Certified First Aid Training is provided for the first responders team.

Chemical Health Hazard Awareness sessions are organised to create awareness on the health impact of chemical exposure and control measures.

Employees' families are also invited to manufacturing sites to showcase the entity's health & safety systems providing families reassurance on the safe working conditions on site.

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

Category	FY 22-23			PY 21-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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

Not applicable.



## Leadership Indicators

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees (Y/N) Yes.

(B) Workers (Y/N). Yes.

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

For contract workers and suppliers, reports are sent to the entity's HR department which provide evidence that the statutory deposits are made to the government like PT, PF, ESI etc.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 22-23	PY 21-22	FY 22-23	PY 21-22
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.

The entity offers out placement support through a reputed organisation to facilitate and equip transitioning employees or workers along their career journey.

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	6.00%
Working Conditions	6.00%

**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.**

Although it applies to all suppliers, our supply chain risk assessment process prioritises higher-risk suppliers. The process begins with a self-assessment questionnaire (SAQ) that helps us understand supplier programmes and determine if they meet our expectations. The SAQ focuses on our Supplier Responsibility Code (SRC) requirements. 3M may conduct a virtual or on-site assessment. We address any deficiencies through a Supplier Responsibility Code (SRC) Corrective Action Preventive Action (CAPA) process. Follow-up on the CAPA may include additional audits. If a supplier is unable or unwilling to resolve any gaps or findings, the CAPA process moves to the Responsible Sourcing Supplier Issue Escalation process. If the supplier is still unwilling to work on the gaps or can't resolve them in a reasonable amount of time, a cross-functional team considers alternative actions to elevate and resolve the situation.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

We continually look to our stakeholders to help us increase our understanding and awareness, seek technical input and expertise and evaluate possible collaborations and strategic relationships. We believe stakeholder engagement should be based on candid and authentic dialogue — grounded in 3M's Principles — and should help us evolve our strategic priorities.

3M Company globally conducts a study commissioned through an independent research consultancy to help better understand our stakeholders' perspectives on key issues and assess their impact or influence on business operations as well as the impact the entity's operations might have on them.

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

Sr.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employees	No	Other Emails, Townhall meetings, Surveys, Employee engagement initiatives, Performance Appraisal discussions, Training programmes	Others – please specify Ongoing	Regular updates on company purpose, strategies and milestones Diversity, equity & inclusion Employee health and wellbeing Ethics and compliance Learning and upskilling Performance management and career development.
2	Investors & Shareholders	No	E-mail Annual Report, Annual general meetings, investor meetings and press releases.	Half yearly	Appropriate and timely communication with shareholders and investors.
3	Customers & Partners	No	E-mail Site visits, Digital, Events and Partner meets	Others – please specify Ongoing	Understand customer needs, match 3M products and solutions and drive growth.
4	Government, Regulators	No	Other In-person meetings, industry body meetings	Others – please specify Ongoing	Participation in key government initiatives and development projects
5	Local Communities	Yes	Community Meetings	Others – please specify Ongoing	Providing economic and social value to communities while minimising environmental impact
6	Suppliers	No	E-mail	Others – please specify Ongoing	Ongoing business interactions





## 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.**

We consider both internal and external stakeholders on matters related to economic, environmental and social topics. During Board meetings, business and departmental heads present various internal and external company related topics with the board members who share insights on taking appropriate actions and steps.

At the Board level, the Stakeholder Committee reviews topics and concerns related to shareholders and investors. The CSR Committee reviews CSR programmes and investments in communities on a periodic basis.

**2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics.**

Yes.

**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.**

Our manufacturing sites operate close to rural communities. Our manufacturing teams have established good relations with local authorities to learn about local environmental and social challenges. We have developed some of our CSR programmes taking into consideration the needs of the local communities.

For instance, during the year under review, the entity implemented a CSR project in Shirur Taluk, rural belt of Pune, where our manufacturing site is located (Ranjangaon) to strengthen primary healthcare infrastructure with solar powered installations. Through all stages of implementation, the District and Tehsil Health Officials along with the medical officers of each of the primary health centers were important stakeholders providing input on the challenges of running these centers with frequent power outages.

During the year, we also recognised the first set of graduates emerging from the Project Nanhi Kali programme which is currently educating girls from underprivileged backgrounds in Ambegaon, Pune. The felicitation programme served as an encouragement to the girls to continue their higher education after completing their formal education. Inputs from the non profit implementation partner, local school authorities and parents of the children were considered when developing this initiative which has enhanced the impact of the programme.

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

In addition to the examples provided against Q2, our partnership with the Smile Foundation supports the operations of 4 mobile health vans in aspirational districts and rural communities. These vans offer a comprehensive range of preventive, promotive and curative healthcare services to underserved populations. One of the vans operating in an aspirational district in Assam played a crucial role in providing vital healthcare access and relief materials to the affected communities during a natural disaster.

**PRINCIPLE 5 Businesses should respect and promote human rights****Essential Indicators**

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

Category	FY 22-23			PY 21-22		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	817	817	100.00%	842	842	100.00%
Other than permanent						
<b>Total Employees</b>	<b>817</b>	<b>817</b>	<b>100.00%</b>	<b>842</b>	<b>842</b>	<b>100.00%</b>
<b>Workers</b>						
Permanent	291	291	100.00%	290	290	100.00%
Other than permanent						
<b>Total Workers</b>	<b>291</b>	<b>291</b>	<b>100.00%</b>	<b>290</b>	<b>290</b>	<b>100.00%</b>

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

Category	FY 22-23				FY 21-22					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	817			817	100.00%	842			842	100.00%
Male	685			685	100.00%	707			707	100.00%
Female	132			132	100.00%	135			135	100.00%
Other	0			0	0.00%	0			0	0.00%
Other than Permanent	225			225	100.00%	344			344	100%
Male	195			195	100.00%	313			313	100%
Female	30			30	100.00%	31			31	100%
Other	0			0	0.00%	0			0	0.00%
<b>Workers</b>										
Permanent	291			291	100.00%	290			290	100.00%
Male	280			280	100.00%	284			284	100.00%
Female	11			11	100.00%	6			6	100.00%
Other	0			0	0.00%	0			0	0.00%
Other than Permanent	821	821	100.00%	0	0.00%	568	568	100%		
Male	766	766	100.00%			526	526	100%		
Female	55	55	100.00%			42	42	100%		
Other	0	0	0.00%	0	0.00%	0				



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

	Male		Female		Other	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	1		1		0	
Key Managerial Personnel	1		0		0	
Employees other than BoD and KMP	683	25,37,796	131	20,93,055	0	
Workers	280	780,196	11	294,000	0	

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.

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

Respect for human rights is deeply engrained in 3M's culture. Within our own business, our approach to managing and assuring human rights is guided by the 3M Code of Conduct, which recognises the right of 3M workers to a respectful work environment.

The entity has an Ethics and Compliance committee, governed by comprehensive frameworks and processes to address grievances. This committee has oversight on Ethics, Compliance as well as the 3M Code of Conduct. The entity works with a third party platform called NAVEX to record, monitor and address these issues. Employees can anonymously log in complaints to an online platform called Ethics point.

For the Prevention of Sexual Harassment, the entity has constituted multiple internal committees across its plants and locations, led by the Prevention of Sexual Harrassment (POSH) Chair and supported by an external organisation as stipulated by law.

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

Category	FY 22-23			FY 21-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	0
Child Labour	0	0	None	0	0	0
Forced Labour/ Involuntary Labour	0	0	None	0	0	None
Wages	0	0		0	0	
Other human rights related issues	0	0	None	0	0	None

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

3M has a strong anti-retaliation policy that protects any employee that makes a complaint, raises a concern or assists with an investigation. The whistleblower rights are protected and whenever there are investigations into violations of our Code of Conduct, we respect the anonymity of the whistleblower and if the identity is self disclosed, extra care and caution is taken to ensure that the whistleblower is monitored and protected.

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

Yes.

The entity follows 3M Company's Supplier Responsibility Code (SRC) which outlines 3M's basic expectations for suppliers in the areas of Management Systems, Labor, Health and Safety, Environment and Ethics.

The standards apply to the selection and retention of all suppliers that provide goods or services to 3M worldwide and establish a framework that 3M considers important to a safe and healthy workplace, to the maintenance of fair and reasonable labour and human resource practices and to the management of manufacturing and distribution operations to minimise adverse impact to the environment.

3M's contracts and purchase order terms also contain provisions to which suppliers agree, as a form of self-certification, that they will comply with all applicable local laws and regulations and adopt policies consistent with the 3M Supplier Responsibility Code which include specific prohibitions against forced labour and other forms of coercive conduct, including labour that is a result of mental or physical coercion, physical punishment, slavery or other oppressive conditions.

**9. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	

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

No untoward incidents have been reported through our assessments. Through Ethics Point investigations, if any case is substantiated, 3M takes quick action based on severity and disciplinary action is enforced.

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

Not applicable.

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

This is covered as a part of the business process as explained earlier.

**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.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual harassment	6.00%
Discrimination at workplace	6.00%
Child Labour	6.00%
Forced Labour/Involuntary Labour	6.00%
Wages	6.00%
Others – please specify -	Not Applicable

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

All the vendors covered under the Supplier Responsibility Code (SRC) are meeting the expectations of the entity.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 22-23	PY 21-22
Total electricity consumption (A)	52900	46800
Total fuel consumption (B)	36600	27000
Energy consumption through other sources (C)		
<b>Total energy consumption (A+B+C)</b>	<b>89500</b>	<b>73800</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	2.39	1.97
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes.

**If yes, name of the external agency.**

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Company's Global Impact Report 2023.

**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?**

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.

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

Parameter	FY 22-23	PY 21-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	76700	71700
(iv) Seawater / desalinated water	0	0
(v) Others		
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>76700</b>	<b>71700</b>
Total volume of water consumption (in kilolitres)	65600	61620
Water intensity per rupee of turnover (Water consumed / turnover)	0.002	0.002
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes.

**If yes, name of the external agency.**

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Company's Global Impact Report 2023.

#### 4. Has the entity implemented a mechanism for Zero Liquid Discharge?

Yes.

If yes, provide details of its coverage and implementation.

All the three manufacturing facilities follow Zero Liquid Discharge (ZLD) which is implemented through numerous water conservation initiatives.

- A full-capacity rainwater harvesting system at the Ranjangoan plant collects rainwater from the rooftops and roads into a rainwater recharge borewell.
- Ongoing water monitoring, measurement and data analysis help identify and quickly address leaks at all plants.
- All new manufacturing processes align with the principle of zero water discharge.
- Treated water from effluent treatment plants are taken into the scrubber operations, further reducing water consumption.
- Treated water from the sewage treatment plant is used for gardening and in restroom flushing.
- After reviewing the underground hydrant network, corroded pipes were brought above the ground at all plants to eliminate the root cause and correct leakages.
- Engagement drives were conducted at factories to identify and arrest the leakages. Additionally, a leakage survey was conducted across the sites to rectify and improve water conservation efforts.
- An online ozonator was installed for water disinfection and safe handling by gardeners.
- New drip irrigation lines were added in the garden area which eliminated conventional flooding & better utilised available water.

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

Parameter	Please specify unit	FY 22-23	PY 21-22
NOx	mg/Nm <sup>3</sup>	27.2	79.2
SOx	mg/Nm <sup>3</sup>	15.3	41.1
Particulate matter (PM)	mg/Nm <sup>3</sup>	26.9	117
Persistent organic pollutants (POP)		0	0
Volatile organic compounds (VOC)	mg/Nm <sup>3</sup>	12.8	13.4
Hazardous air pollutants (HAP)		0	0

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No. An independent assurance by an external agency was not done for air emissions.

If yes, name of the external agency.

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

Parameter	Unit	FY 22-23	PY 21-22
Total Scope 1 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)	Metric tonnes	8790	8500
Total Scope 2 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)	Metric tonnes	8230	6330
Total Scope 1 and Scope 2 emissions per rupee of turnover	Kgs of CO <sub>2</sub> per turnover	0.0005	0.0004
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-



**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes.

**If yes, name of the external agency.**

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Company's Global Impact Report 2023.

**7. Does the entity have any project related to reducing Green House Gas emission?**

Yes.

**If Yes, then provide details.**

The entity is taking steps to transition to renewables and cleaner sources of energy across our operations as a way to reduce greenhouse gas emissions.

At its manufacturing site in Ranjangaon, Pune, the entity has invested in an on-site solar installation by converting the unused rooftop of the facility into a solar power plant. The plant currently generates annual power of 6,25,000 kW contributing to reducing carbon emissions annually by 500 metric tonnes.

At its Bangalore manufacturing site, the entity has partnerships with local utilities to purchase solar power from the grid through solar wheeling.

The share of renewable energy is growing with these initiatives which is at 21.3 % of total energy consumption.

The Ranjangaon site also switched to natural gas, a cleaner and lighter fuel, from propane, to fire the equipment at the plant.

Other energy efficiency efforts include upgrading the chiller equipment, installing LED lighting at all sites, HVAC machinery optimisation and waste minimisation at source at production lines to improve yield, which have helped reduce energy consumption at all sites.

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

Parameter	FY 22-23	PY 21-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	967	955
E-waste (B)	95	1.2
Bio-medical waste (C)	33	5.1
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	418	409
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2580	2070
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4093</b>	<b>3440.3</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	903	727
(ii) Re-used	350	264
(iii) Other recovery operations	1320	1080
<b>Total</b>	<b>2573</b>	<b>2071</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	333	320
(ii) Landfilling	95	94
(iii) Other disposal operations		
<b>Total</b>	<b>428</b>	<b>414</b>

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes.

**If yes, name of the external agency.**

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Company's Global Impact Report 2023.

- 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.**

For the end-of-life management of product plastic packaging waste, the entity has partnered with Central Pollution Control Board authorised Plastic Waste Processors. Plastic packaging waste, which can be recycled, is channelised to registered plastic waste processors for recycling operations and then converted into recycled plastic granules which are further used for manufacturing plastic products.

A zero waste approach guides product design, development of process technologies and material reduction actions within our manufacturing operations.

Packaging material like wooden pallets, carton boxes, discarded containers etc. are sent to Central Pollution Control Board authorised recyclers.

- 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:**

Sr No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
Not Applicable				

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

Sr No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable						

- 12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).**

Yes.

**If not, provide details of all such non-compliances, in the following format:**

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				





## Leadership Indicators

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

Parameter	FY 22-23	PY 21-22
<b>From renewable sources</b>		
Total electricity consumption (A)	13000	11700
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>13000</b>	<b>11700</b>

### Details of Energy consumed from renewable

Sr.	Name of other parameter	FY 22-23	PY 21-22

Parameter	FY 22-23	PY 21-22
<b>From non-renewable sources</b>		
Total electricity consumption (D)	39900	35100
Total fuel consumption (E)	36600	27000
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>76500</b>	<b>62100</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes.

If yes, name of the external agency.

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Company's Global Impact Report 2023.

2. Provide the following details related to water discharged:

Parameter	FY 22-23	PY 21-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(v) Others	11100	10080
No treatment	NA	NA
With treatment – please specify level of treatment	11100	10080
<b>Total water discharged (in kilolitres)</b>	<b>11100</b>	<b>10080</b>

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

Yes.

**If yes, name of the external agency.**

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Company's Global Impact Report 2023.

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

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

S. No.	Particulars	Ranjangaon		Bangalore		Ahmedabad	
1	Name of the area	Ranjangaon		Bangalore		Ahmedabad	
2	Nature of operations	Manufacturing		Manufacturing		Manufacturing	
3	Water withdrawal, consumption and discharge in the following format:						
	<b>Parameter</b>	<b>FY 22-23</b>	<b>PY 21-22</b>	<b>FY 22-23</b>	<b>PY 21-22</b>	<b>FY 22-23</b>	<b>PY 21-22</b>
	<b>Water withdrawal by source (in kilolitres)</b>						
	(i) Surface water						
	(ii) Groundwater						
	(iii) Third party water	68315	70085	6725	5249	1660	1876
	(iv) Seawater / desalinated water						
	(v) Others						
	Total volume of water withdrawal (in kilolitres)	68315	70085	6725	5249	1660	1876
	Total volume of water consumption (in kilolitres)	63815		725		1060	
	Water intensity per rupee of turnover (Water consumed / turnover)						
	Water intensity (optional) – the relevant metric may be selected by the entity						
	Water discharge by destination and level of treatment (in kilolitres)						
	(i) Into Surface water						
	No treatment						
	With treatment – please specify level of treatment						
	(ii) Into Groundwater						
	No treatment						
	With treatment – please specify level of treatment						
	(iii) Into Seawater						
	No treatment						
	With treatment – please specify level of treatment						
	(iv) Sent to third-parties						



S. No.	Particulars					
	No treatment					
	With treatment – please specify level of treatment					
(v)	Others	4500		6000		600
	No treatment					
	With treatment – please specify level of treatment	4500		6000		600
	<b>Total water discharged (in kilolitres)</b>	<b>4500</b>		<b>6000</b>		<b>600</b>

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes.

**If yes, name of the external agency.**

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Company's Global Impact Report 2023.

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

Parameter	Unit	FY 22-23	PY 21-22
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)	Metric tonnes	161,000	138,000
Total Scope 3 emissions per rupee of turnover	Kgs of CO <sub>2</sub> / Turnover	0.0043	0.0037
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Yes.

**If yes, name of the external agency.**

Apex is an independent professional services company that specialises in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services. APEX has provided the assurance for environmental data reported in 3M Company's Global Impact Report 2023.

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

Not Applicable

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

Sr No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Transitioning to renewables. Installation of additional solar plant capacity at manufacturing site in Ranjangaon, Pune.	Expansion of capacity with construction of additional 750 kWp rooftop solar power plant.	Benefit in next financial year	
2	Energy efficiency projects at entity's manufacturing sites.	Chiller upgrade, LED lighting, HVAC Optimisation and yield improvement projects	Reduce energy consumption at all sites	

**7. Does the entity have a business continuity and disaster management plan?**

Yes.

**Details of entity at which business continuity and disaster management plan is placed or weblink.**

3M Business Resilience Plan workbook tool is updated with facility/site details and it contains the core elements and requirements of Environmental Health and Safety (EHS) plans, crisis plans, cyber security plans, as well as business continuity and recovery plans. The plan is aligned with our key policies and takes into account the responsibilities we have towards our workers, customers and communities.

The purpose of having a Business Resilience Plan is to ensure every site is prepared and able to respond to and recover from emergencies, severe incidents and crisis.

It has 4 Sections -

1. Key Information : Site plans/layouts, site overview, maps, roles of individuals, hazards of the facility, evacuation plan, inventory and links to important government and rescue departments are provided
2. Prepare Section: Self assessment, gap assessment, exercise results, worksheets are updated in this section.
3. Respond Section : Initial Response Actions, Site emergency communication, 3M Alerts communication, Severe incident and crisis notification and threshold, corporate crisis team action, IT incident worksheet, EHS&M procedures for responding to emergencies, security and IT procedures are updated in this section.
4. Recover Section : Common recovery tasks, department recovery tasks, production risk mitigation strategies, IT risk mitigation, network WAN/ mitigation, human capital and workspace requirements are updated in this section.

All the Business Resilience Plans are uploaded as shareable files which may be accessed from any place across 3M subsidiaries in real time.

**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.**

No incidents of adverse impact to the environment were reported from the value chain partners of the entity.

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

6% of our value chain partners (by value of business done) were covered under the entity's Supplier Responsibility Code assessments which evaluate partners for environment impact.

**ASSURANCE STATEMENT:**

*The environment data published under Principle 6 of the BRSR has been assured by APEX, an independent professional services company that specialises in health, safety, social and environmental management services. The scope of work was limited to assurance over Scope 1 greenhouse gas (GHG) emissions, Scope 2 GHG emissions (location-based and market-based), Scope 3 GHG emissions, energy data, water data and waste data for the period Fiscal Year 2023 (April 1, 2022 to March 31, 2023) (the 'Subject Matter'). Based on the methodology adopted by APEX and scope of work, the following conclusions have been made by APEX:*

- *Nothing has come to our attention to indicate that the Subject Matter is not fairly stated in all material respects; and*
- *It is our opinion that 3M has established appropriate systems for the collection, aggregation and analysis of quantitative data.*



**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 - 7  
 b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/International)
1	Confederation of Indian Industry (CII)	National
2	American Chamber of Commerce (AMCHAM)	National
3	US India Business Council (USIBC)	National
4	US India Strategic Partnership Forum (USISPF)	National
5	Karnataka Employer Association (KEA)	State
6	Electronics City Industrial Township Authority (ELCITA)	Local
7	Ranjangaon Industrial Association (RIA)	State

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

Sr.	Name of authority	Brief of the case	Corrective action taken
There were no issues related to anti-competitive conduct by the entity.			

**Leadership Indicators**

**Details of public policy positions advocated by the entity**

Sr 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
--------	-------------------------	-----------------------------------	--	------------------------------	-----------------------

The entity endeavours to continuously engage with relevant Ministries and other Government organisations through industry and trade associations. Through such engagement, the entity seeks to highlight issues of importance to the industry sector.

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

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

Sr.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant Web link
No Social Impact Assessments were conducted during the year.						

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in FY (In ₹)
The entity does not have ongoing projects undertaken for rehabilitation and resettlement (R&R).						

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

Communities may reach out via email or pass on their grievances through the entity's NGO partners.

Our manufacturing teams visit CSR project sites to interact with local authorities and other stakeholders to learn about community concerns.

Through our NGO partners, we conduct needs assessment prior to the start of any intervention. Based on the findings from the needs assessment, programmes are crafted with an implementation plan over multiple years to track progress.

Stakeholder input is considered at various stages of implementation. Community interactions and events are held to celebrate important project milestones and recognise the efforts of the community members involved in the interventions.

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

	FY 22-23	PY 21-22
Directly sourced from MSMEs/ small producers	30%	30%
Sourced directly from within the district and neighbouring districts	50%	50%

**Leadership Indicators**

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

Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments

Sr.	Details of negative social impact identified	Corrective action taken
Not Applicable		



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

Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies			
S. No.	State	Aspirational District	Amount spent (In ₹)
1	Uttar Pradesh	Siddharthnagar	32,76,147
2	Odisha	Balangir	34,65,281
3	Assam	Goalpara	31,63,950

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)  
No.
- (b) From which marginalised /vulnerable groups do you procure?  
NIL.
- (c) What percentage of total procurement (by value) does it constitute?  
0.00%

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

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

Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		
Sr.	Name of authority	Corrective action taken
		Not Applicable

6. Details of beneficiaries of CSR Projects:

Details of beneficiaries of CSR Projects			
Sr.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Project Nanhi Kali Girl Child Education Programme	2861	100.00%
2	Solar Powered Primary Healthcenter Infrastructure Programme	350,000	100.00%
3	Smile on Wheels Mobile Primary Healthcare Programme	107,826	100.00%
4	3M Wonder Tinkering Labs Programme	2800	100.00%
5	COVID Vaccination Programme	78,440	100.00%

**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The entity has a comprehensive process in place to log in customer complaints and track them to eventual resolution. This is a centralised process called PACE, with a dedicated customer complaints resolution team based at 3M's centralised service center.

The PACE (Product Application and Customer Experience) team is responsible for receiving complaints, tagging them to different departments and business groups and following up to ensure they are properly resolved to closure.

The PACE team has been trained on the requirements of the reporting metrics in the BRSR and flags off complaints related to the topics of advertising, data privacy, cyber-security, delivery of essential services, restrictive trade practices and unfair trade practices.

The overall process may be outlined as follows -

- The PACE team receives customer complaints, flags them accordingly depending on the topic and directs them to the assigned subject matter experts with escalation to senior leaders or the legal department.
- On a weekly basis, the PACE team follows up with respective SMEs for status on pending responses.
- Reverts to the complainant to: 1) Inform them of the investigation result and the resolution/s carried out and; 2) Seek their feedback.
- Once resolved, the case is closed and updates are provided to the PACE team for documentation and confirmation of resolution.

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

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

The entity provides a TDS (Technical Data Sheet) and an MSDS (Material Safety Data Sheet) for each of its products which carries information on product usage, hazard status, storage conditions, shelf life, disposal methodology, etc.

The entity has voluntarily adopted GHS SDS (Global Harmonised System for Classification, Labelling, Packaging of Hazardous Chemicals) to be in synergy with global standards and provide our customers with the most comprehensive information about environmental, health and safety of our products.

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

	FY 22-23		Remark	PY 21-22		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA



**5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?**

Yes.

3M Company has established a policy which lays down a consistent approach to protect 3M information assets.

Safeguarding our ideas, technologies, processes, plans and other company information is essential for maintaining competitive advantage while complying with relevant legal requirements.

Guarding the integrity of information and business processes and ensuring availability of IT services is vital for the Company's operations worldwide.

**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.**

No issues reported during the year.

**Leadership Indicators**

---

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

All our products are available in web catalogues on the 3M India website.

[www.3m.com/in](http://www.3m.com/in)

Our products are also available on leading ecommerce platforms.

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

a. The entity provides a TDS (Technical Data Sheet) and an MSDS (Material Safety Data Sheet) for each of its products which carries information on product usage, hazard status, storage conditions, shelf life, disposal methodology, etc.

b. Consumer packs carry safety and application instructions

c. Instruction videos pertaining to the safe and responsible usage of products are available on leading ecommerce platforms.

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

The Business Groups send targeted communications to their customer base during instances of any risk of disruption or discontinuation of products and services.

**4. Does the entity display product information on the product over and above what is mandated as per local laws?**

Yes.

**If yes, provide details in brief.**

Products may include a visual representation of the usage of the product where personal application is required. It may also include guidance on how to store the product and information on recycling.

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?**

No.

**5. Provide the following information relating to data breaches**

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

0

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

0%