



Olectra Greentech Limited

04th September, 2023

To BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001 Scrip Code: 532439	To National Stock Exchange of India Ltd Exchange Plaza, 5 th Floor, Plot No. C/1, G Block, Bandra Kurla Complex, Bandra (E) Mumbai-400 051 Symbol: OLECTRA
--	---

Dear Sir/Madam,

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

Pursuant to the Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report for FY 2022-23:

This is for your information and records.

Thanking You.

Yours Sincerely,
For Olectra Greentech Limited



P Hanuman Prasad
Company Secretary & Compliance Officer

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT F.Y. 2023

BRSR Overview

Section A: General Disclosures

Section B: Management and Process Disclosures

Section C: Principle-wise Performance Disclosure

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
Principle 4	Businesses should respect the interests of and be responsive to all their stakeholders
Principle 5	Businesses should respect and promote human rights
Principle 6	Businesses should respect and make efforts to protect and restore the environment
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
Principle 8	Businesses should promote inclusive growth and equitable development
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L34100TG2000PLC035451
2.	Name of the Company	Olectra Greentech Limited (Olectra or the Company)
3.	Year of Incorporation	October 11, 2000
4.	Registered office address	S-22, 3rd Floor, Technocrat Industrial Estate, Balanagar, Hyderabad-500 037, Telangana, India.
5.	Corporate office address	S-22, 2nd & 3rd Floor, Technocrat Industrial Estate, Balanagar, Hyderabad – 500037
6.	E-mail	info@olectra.com
7.	Telephone	+91-40-46989999
8.	Website	www.olectra.com
9.	Financial year for which reporting is being done	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital	3,283.23 (Rs. in Lakhs)
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. K.V. Pradeep, Chairman & Managing Director Telephone Number 040-46989999; E-mail- ID info@olectra.com
13.	Reporting boundary	The disclosures under this report are made on a 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	Electric Bus	Manufacturing, Operations & annual maintenance of Electric Buses	87.07%
2	Power Insulators	Manufacturing of Polymer Insulators	10.91%
3	Electric Trucks	Manufacturing of Electric Trucks	2.02%

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	Electric Vehicles	2910	89.09%
2	Power Insulators	2610	10.91%

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	1	4
International	0	0	0

17. Markets served by the entity

a) Number of locations

Locations	Number
National (No. of States)	E Vehicles – 9 Insulator – PAN India
International (No. of Countries)	E Vehicles - 1 Insulators - 7

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

The contribution of exports as a percentage to the total turnover of Olectra stands at 5.52%.

c. A brief on types of customers

Olectra serves a broad range of customers across the E Vehicles segment and the Composite Insulator segment.

Customers in the E Vehicles segment, comprises of State and Central Government bodies spread across Indian cities such as Pune, Hyderabad, Mumbai, Ahmedabad, Silvassa, Nagpur, Surat, Tirupati, Cochin, Kullu, Panjim, and Dehradun.

Customers in the Composite Insulator segment, customers comprise of various State and Central Power generation and distribution corporations, private power generation companies and multinational infrastructure companies, located in India, the United States, Nigeria, Mozambique, Kenya, and Zambia.

IV. Employees

18. Details as of the end of the Financial Year:

a) Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	348	346	99.43%	2	0.57%
2.	Other than Permanent (E)	111	107	96.40%	4	3.60
3.	Total employees (D + E)	459	453	98.69%	6	1.30%
WORKERS						
4.	Permanent (F)	32	32	100%	0	0%
5.	Other than Permanent (G)	760	735	96.71%	25	3.29%
6.	Total workers (F + G)	792	767	96.84%	25	3.16%

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel	3	0	0

Note: Chairman & Managing Director is covered under both Board of Directors and Key Management Personnel

20. Turnover rate for permanent employees and workers

Particulars	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	35%	0%	35%	63.06%	1.20 %	64%	33.46 %	1.28%	33%
Permanent Workers	93.10%	0%	93.10%	25%	0	25%	0	0	0

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	MEIL Holdings Limited	Holding	50.02%	No. However Olectra, keeps all its subsidiaries informed about initiatives undertaken and processes implemented to be a responsible and sustainable organization. It also encourages its subsidiaries to participate in such initiatives.
2	Evey Trans (GTC) Private Limited	Subsidiary	51%	
3	Evey Trans (SIL) Private Limited	Associate	26%	
4	Evey Trans (UJJ) Private Limited	Associate	34%	
5	Evey Trans (JAB) Private Limited	Associate	26%	
6	Evey Trans (BLR) Private Limited	Associate	26%	
7	Evey Trans (MHS) Private Limited	Associate	34%	
8	Evey Trans (SMC) Private Limited	Associate	26%	
9	Evey Trans (TEL) Private Limited	Associate	100%	
10	SSISPL OGL BYD Consortium	Joint Venture (JV)	26%	

VI. CSR Details

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

(ii) **Turnover (in Rs.):** 113,440.67 (Rs. in Lakhs)

(iii) **Net worth (in Rs.):** 84,862.68 (Rs. in Lakhs)

VII. Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Re-remarks
Investors (other than shareholders)	Yes https://olectra.com/investor-grievances/	NIL		-	NIL		-
Shareholders	Yes, The Whistle Blower Policy of Olectra serves as a grievance redressal platform where Employees and Directors of the Company and any external stakeholders such as suppliers or any other person associated with the Company can report concerns or complaints. https://olectra.com/wp-content/uploads/Whistle-Blower-Polij.pdf						
Employees and workers							
Customers							
Value Chain Partners							
Communities							

The Company being a listed entity has in place the Stakeholders Relationship Committee constituted as per the provisions of Regulation 20 of SEBI (LODR) Regulations, 2015. This Committee is required to meet every quarter to address the issues of the stakeholders.

Stakeholders having any issues with the Company or its Management can reach out to the Management through an email (info@olectra.com) or in case of any insufficient or no response from the Management, they may raise a complaint on SEBI's SCORES platform or may reach out to the Registrar and Transfer agents (RTA) of the Company. Also, the Company every quarter -upon declaration of financial results-ensures that all stakeholders are provided an opportunity to raise their concerns on the business or any other conduct of the Company. They can also enquire about the Company's future plans and status of ongoing projects. They are also intimated on the schedule of calls and are provided access to its audio recording, transcripts and presentations. This can be accessed by the public at large within the timelines specified under the SEBI (LODR) Regulations, 2015. Generally, the Company -within 24 hours of receipt of any query or concern from the stakeholders - responds and resolves it. Complaints raised against the Company are resolved within a reasonable time in the best interest of the stakeholders and the Company.

Also, at every Stakeholder Relationship Committee meeting, the status of complaints received, resolved and pending from both RTA and SCORES platform are presented to the Committee members for their review. During this reporting period no complaints are pending for resolution from any category of stakeholders (i.e. investors, employees, customers, etc.).

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

S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	The 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	Corporate Governance	Opportunity	Corporate Governance is important to ensure that a company is managed in the shareholders' best interests. It leads to impactful decision-making in the company resulting in holistic growth	-	Positive
2	GHG Emissions	Opportunity	Transitioning to renewable sources of energy and adopting energy-efficient practices in the company leads to cost optimization and helps mitigate negative impact on the environment..	-	Positive
3	Employee Retention & Wellbeing	Opportunity	Employees are one of the biggest assets of an organization. The success of any business depends on maintaining positive relationships with its employees.	-	Positive
4	Business Conduct & Ethics	Opportunity	Establishes guidelines for employees and other stakeholders to follow, enabling business activities to be carried out with honesty and integrity. This is crucial to foster trust among the stakeholders and public.	-	Positive
5	Occupational Health & Safety	Opportunity	Adopting health and wellbeing initiatives increases staff productivity and morale.	-	Positive

S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	The 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)
6	Waste Management	Opportunity	Improves operational efficiency by adopting the 3 R's principles: Reducing, Reusing and Recycling, while minimising environmental harm and maintaining a safe and healthy workplace	-	Positive
7	Training & Development	Opportunity	Training and Development empower employees with better skills and career growth but also boost workplace engagement and relationships.	-	Positive
8	Opportunity in Clean Tech	Opportunity	Investing in R&D to innovate environment-friendly products provides Olectra with a competitive edge and positively impacts the demand for our products.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and it's core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://olectra.com/wp-content/uploads/WhistleBlower-Polliy.pdf https://olectra.com/code-of-ethics/ https://olectra.com/wp-content/uploads/OlectraCSR-policy-1.pdf https://olectra.com/wp-content/uploads/determination-of-materiality-for-disclosures.pdf https://olectra.com/other-disclosures/ https://olectra.com/wp-content/uploads/Nomination-and-Remuneration-Policy.pdf https://olectra.com/wp-content/uploads/code-of-internal-procedure-policy-09.01.2021-3.pdf https://olectra.com/wp-content/uploads/Policy-onMaterial-Subsidiary.pdf https://olectra.com/wp-content/uploads/code-of-independent-directors-gil-f.pdf https://olectra.com/wp-content/uploads/Policy-onRelated-Party-Transactions.pdf https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf https://olectra.com/wp-content/uploads/Anti-Corruption-and-Anti-Bribery-Policy.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle	IATF 16949:2016 – Quality Management System ISO 9001:2015 – Quality Management System ISO 45001 –Health & Safety Management System ISO 14001 – Environmental Management System								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals, and targets set by the entity with defined timelines if any	During this reporting period, the Company began developing its Environment Social & Governance (ESG) strategy. It has completed the materiality assessment and identified priority ESG focus areas. The company will be setting its aspirations and developing a clear path way to achieve these goals , next.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met	The Company also embarked on a baseline study, this reporting year, to understand its current performance on ESG focus areas. Hence performance will be disclosed in the subsequent years.								

Governance, leadership, and oversight

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)

We are committed to a sustainable future and eco-system that enhances the community's social, economic, and environmental well-being. In line with our commitment, we seek to put our best foot forward to combat climate change with environmentally friendly solutions through our E Vehicles and allied products; create an enabling and employee-friendly workplace to attract and sustain talent, and; build best governance practices towards a transparent and ethical corporate culture.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. K.V. Pradeep

Chairman and Managing Director. Telephone Number 040-46989999; E-mail- ID info@olectra.com

9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.

Yes, the Board of Directors (Board) oversee Sustainability and related risks and opportunities are considered during decision making on strategy, governance, risk management and accountability.

The Risk Management Committee (RMC) is responsible for formulating risk management policy to include a framework for the identification of internal and external risks faced by Olectra, that inter alia includes sustainability (particularly, ESG-related risks), and information.

The Board is tasked with overseeing and guiding the Company's sustainability efforts and is responsible for developing, implementing and monitoring the impact of the Company's business activities and practices on ESG pillars.

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									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	The Company's policies are regularly reviewed by the Directors or Risk Committee as often or as needed. Policies are also evaluated on their effectiveness during the review, and any modifications required to the policies and processes are carried out.									
10 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all applicable laws and regulations, and the Senior Management provides the Board with a detailed Compliance Report and other Statutory Compliance Certificates on those laws. The Management Information System records all compliances to create a consolidated report for the Board members. The Board regularly examines compliance reports for all legislation the Company is subject to. If there are any instances of non-compliance, the Company takes action to correct them. The Company's Annual Report includes a certificate of corporate governance compliance.									
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Half Yearly									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Regularly									
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	Independent assessment/evaluation of the policies is being carried out by the Board of Directors from time to time.									

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT, AND ACCOUNTABLE

Olectra strongly emphasises on ethical corporate citizenship and the establishment of a good corporate culture. It has always believed in adhering to the best governance practices to ensure the protection of the interests of all stakeholders of the Company in tandem with the healthy growth of the Company. The Company has always discouraged practices that are abusive, corrupt and anti-competitive. Olectra's philosophy is to conduct business with high ethical standards in its dealings with all the stakeholders: employees, customers, suppliers, government, and the community. The Company has a strong and effective Whistle Blower Policy to deter and detect actual or suspected misconduct. It has been established to ensure that genuine concerns of misconduct/unlawful conduct, which an individual believes may be taking place within the organization, are raised at an early stage responsibly and confidentially. This mechanism also safeguards against victimization of employees who avail of the mechanism. Any employee may report such incident without fear to the Chairman of the Company's Audit Committee.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in ra espective category covered by the awareness programmes
Board of Directors	7	All Independent Directors who are on the Board have undergone induction and orientation training on the Company's vision, strategic direction, and core values, including ethics, corporate governance practices, Code for the Independent Directors and the Board Members, policies of the Company on Corporate Social Responsibility, Remuneration Criteria, Vigil Mechanism, Related Party Transactions, Risk Management etc., updates on significant amendments in corporate and other laws and its impact on the Company.	100%
Key Managerial Personnel		During the year, the organization's Board of Directors and KMPs participated in familiarization programmes comprising Policy formation & Policy Deployment, Business, regulations, Economy and Environmental, Social and Governance parameters.	
Employees other than BoD and KMPs	12	<ul style="list-style-type: none"> • Human Rights • Employee Wellness • Employee upskilling • Product Sustainability • Employee Safety 	99%
Workers	33	<ul style="list-style-type: none"> • Employee Wellness • Employee upskilling • Product Safety • Employee Safety 	90%

2. Details of fines/penalties/punishment / award/compounding fees/settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2022-23 (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/ Fine			NIL		
Settlement					
Compounding fee					
Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment			NIL		
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NIL

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

Yes, the Company believes in "Zero Tolerance" against bribery, corruption, and unethical dealings/ behaviors of any form, and the Board has laid down the directives to counter such acts in the form of the "Code of Ethics & Business Conduct" and "Anti-Bribery and Anti-Corruption Policy".

The Code of Ethics & Business Conduct is on the Company's website at <https://olectra.com/code-of-ethics/>. The Company will publish its Anti-Bribery and Anti-Corruption Policy on its corporate website shortly.

The Anti-Bribery and Anti-Corruption Policy aims to safeguard and promote legitimate business throughout the organisation and to prevent and prohibit corruption, bribery and similar acts. Every employee, KMP and Directors of the Company including third parties engaged with the Company are bound to comply with this Policy. The Anti-Bribery and Anti-Corruption Policy is to be read in conjunction with Code of Ethics & Business Conduct.

Olectra is committed to acting professionally, fairly, and with integrity in all its transactions. The Company has established a vigil mechanism for Directors, employees and all other stakeholders to report their genuine concerns or grievances about unethical behavior, actual or suspected fraud, or violation of the Company's Code of Conduct. As an integral part of such a vigil mechanism, the Whistle Blower Policy of Olectra has been formulated to empower the internal and external stakeholders of Olectra to detect and report any improper activity within the Company.

Further, Olectra has also adopted a "Code of Conduct for Directors and Senior Management," which captures the behavioral and ethical standards to be maintained. The Company obtains an annual confirmation affirming compliance with the Code from the Directors, Key Managerial Persons, and Senior Management annually. .

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

Segment	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

Particulars	FY 2023 (Current Financial Year)		FY 2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Olectra is a pioneer in bringing electric buses to the Indian market, and its continuing focus on electric buses highlights the endeavor towards making public transport safe, economical, comfortable, and more sustainable by providing a pollution-free ride with lower operational costs. Olectra envisions reconnecting people with a futuristic way of travel, saving the earth with its environment-friendly solution, and being a major player in the electric vehicles segment by creating a safe, comfortable commuting experience. With these electric vehicle operations, Olectra has contributed significantly to safeguarding the environment by reducing air pollution and mass mobility.

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.

Particulars	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
Research & Development	100%	100%	E Vehicle Segment Through its extensive R&D initiatives, Olectra has focused on improving the design of its environment-friendly E-Buses. The design of a new platform for EV bus and EV Tipper has increased the product portfolio and enabled more options for customers to use EV vehicles in many applications and reduce the usage of conventional Diesel vehicles.

Particulars	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)	Details of improvements in environmental and social impacts
			Insulator Segment The R&D initiatives of Olectra focus on improving the design of its environment-friendly insulators. The insulator designs have been optimized for quality and efficiency resulting reduced raw material usage and wastage in the manufacturing processes. These initiatives have ensured optimum use of energy and increased efficiency.
Capex	31%	19%	E Vehicle Segment 1. Olectra acquired technical know-how for localized manufacturing of chassis. This has created social benefits such as improved accessibility, employment opportunities and employee upskilling. 2. Olectra conducts testing of its designs to evaluate them on emissions and other environmental considerations. Olectra conducted many regulatory and safety tests, which enables road friendliness of the EV vehicles for the customers apart from the necessity to comply with the Central Motor Vehicles Rules requirements.

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

Yes, Olectra has a sourcing policy that covers all the critical aspects like anti bribery, child labor, worker's safety, etc. The suppliers are required to sign this policy as part of their confirmation for onboarding.

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

Around 95% of the inputs are sustainable. Olectra's global supply chain is complex. It involves sourcing raw materials and services from different parts of the world. The Company adopted responsible sourcing practices at all the stages of its supply chain over a period despite socioeconomic and cultural constraints across the countries to ensure long-term sustainability. The Company has a responsible sourcing policy that applies to all its suppliers and requires hygienic working conditions, payment of minimum wages and safety standards to be followed by all the employees involved throughout its supply chain globally in strict adherence to the international labor policies.

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

Olectra has taken up significant initiatives to use recycled materials wherever possible. Olectra uses environment-friendly bio-degradable packing materials like corrugated paper boxes/cores and wooden crates. Plastic consumption is minimal in the business operations of Olectra.

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

Yes, EPR applies to the entity's activities. Olectra is in the process of EPR registration and setting up plans and procedures in line with EPR guidelines.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Olectra believes that its human capital is one of the most valuable resources to tap the perennial growth of the business. Olectra 's Code of Conduct and other specific internal policies provide guidelines for employee well-being related to participation, freedom, gender equality, a good environment and a harassment-free workplace. A strong mechanism is established to deploy guidelines through a grievance redressal mechanism. The Company is committed to providing equal, i.e., merit-based opportunities both at the time of recruitment and during employment irrespective of caste, creed, gender, race, religion, disability, etc.

Further, the Company has a responsible Sourcing Policy applicable to all its suppliers. The Sourcing Policy requires hygienic working conditions, payment of minimum wages, and safety standards to be followed for all the employees throughout its supply chain, strictly adhering to domestic and international labor policies and regulations.

Essential Indicators

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

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Employees											
Male	346	346	100%	346	100%	NIL		NIL		NIL	
Female	2	2	100%	2	100%						
Total	348	348	100%	348	100%						
Other than Permanent Employees											
Male	107	107	100%	107	100%	NIL		NIL		NIL	
Female	4	4	100%	4	100%						
Total	111	111	100%	111	100%						

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

Category	% Of Workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		No: (B)	% (B/A)	No: (C)	% (C/A)	No: (D)	% (D/A)	No: (E)	% (E/A)	No: (F)	% (F/A)
Permanent Workers											
Male	32	32	100%	32	100%	NIL		NIL		NIL	
Female	0	0	NA	0	NA						
Total	32	32	100%	32	100%						
Other than permanent workers											
Male	735	735	100%	735	100%	NIL		NIL		NIL	
Female	25	25	100%	25	100%						
Total	760	760	100%	760	100%						

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority(Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with authority(Y/N/N.A.)
PF	99.78 %	100%	Y	99.61 %	100%	Y
Gratuity	99.78 %	100%	Y	99.61 %	100%	Y
ESI	8.50 %	100%	Y	13.92 %	100%	Y
Others – please specify						

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

Our premises and offices are accessible to the differently abled . Olectra is a fair and equal opportunity employer and does not discriminate based on race, age, gender, religion or disabilities. At present, Olectra does not have any differently abled employees and workers.

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

Yes, Olectra is an equal opportunity employer, and its Human Rights Policy fairly addresses the employment of differently abled person. The Company believes in fair and unbiased treatment of all individuals, regardless of their characteristics. Olectra is committed to promoting diversity, preventing discrimination, and creating an inclusive environment within the organization. The Human Rights Policy is placed on the Company's website: <https://olectra.com/wp-content/uploads/Human-Rights-Policy.pdf>.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female				
Total				

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

The redressal mechanism is as follows:

Particulars	Yes/No
Permanent Employees	Grievances are submitted to the reporting supervisory authority or the Audit Committee or as per the procedure set out in the Company's Standing Orders. The employee/worker concerned can follow the redressal mechanism laid out under the Whistle Blower Policy or, in case of sexual harassment, under the Prevention of Sexual Harassment Act. The reported concerns/grievances are investigated, and remedial actions are taken commensurate with the nature of the offence per applicable law. Remedial action may include disciplinary action against the accused party, including termination. .
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

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

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	NIL	NIL	NIL	NIL	NIL	NIL
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees

Category	FY 2023 (Current Financial Year)					FY 2022 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	453	92	20.30 %	196	43.27%	309	165	53.39 %	141	45.63 %
Female	6	0	0	0	0	3	0	0	0	0
Total	459	92	20.04 %	196	42.70%	312	165	52.88 %	141	45.19 %
Workers										
Male	767	767	100%	114	14.86%	492	492	100%	90	18.29%
Female	25	25	100%	10	40%	19	19	100%	5	26.31%
Total	792	792	100%	124	15.65%	511	511	100%	95	18.59%

9. Details of performance and career development reviews of employees

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	453	0	0	309	141	45.63%
Female	6	0	0	3	2	66.66%
Total	459	0	0	312	143	45.83%

Category	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Workers						
Male	767	0	0	492	25	5.08%
Female	25	0	0	19	0	0
Total	792	0	0	511	25	4.89%

The Company's appraisal cycle is from September to August. For FY 23, performance and career development reviews of employees will be conducted from September 2023.

10. Health and Safety Management System:

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

Yes, Olectra is ISO 45001 certified and, therefore, in alignment with the principles and processes to provide a healthy and safe workplace. Olectra is committed to the well-being and safety of employees, customers, visitors, and other stakeholders affected by its business activities. The Company provides and maintains a safe, healthy workplace by continuously addressing the risks of accidents, injuries and hazards. The Company is focused on inculcating a culture of awareness, monitoring and participation surrounding health and safety directly or through an agency or contractor. Olectra is also covered under the Factories Act 1948, and other applicable labor laws and all health & safety systems are appropriately adhered to.

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

Olectra has established a systematic method for identifying and reporting work-related hazards, incidents, and observations in line with principles and guidance laid down under ISO 45001. It includes:

- Regular inspections of the workplace are conducted to spot potential dangers such as unattended machinery, slick flooring, or blocked emergency exits.
- Employees are motivated to be involved and report hazards they come across while working.
- Analysis of previous events and near-miss reports to find trends or issues that keep coming up and require addressing.

The Company is also developing an online application, which will be implemented soon to enable identification and reporting of safety-related incidents faster, it also aides in monitoring such incidents to closure.

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

Yes, Olectra conducts awareness sessions for the employees and the contractual workforce to educate them about the importance of reporting hazards and their right to remove themselves from unsafe situations. Regular training is conducted to empower employees to recognize and assess potential hazards and make informed and safe decisions.

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

Yes, Company employees are covered by medical insurance for occupational and non-occupational health coverage. All workers are covered under Employee State Insurance (ESI).

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

Safety Incident/Number	Category	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (Per one million person-hours worked)	Employees	NIL	NIL
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

Oletra is committed to the health and safety of all its employees and workers. The Company has established high safety standards in the plants and an enabling working environment.

Specific Committees: Oletra has set up a Safety Committee, holding regular meetings to evaluate working conditions, incident reports, and risk assessments. The Safety Committee oversees all compliance with policies and processes, addresses grievances and ensures health and safety compliance. Oletra has also set up a Workers Committee that ensures that safety regulations are strictly adhered to at all locations.

Training Sessions and Safety Measures: Oletra maintains a planned safety training schedule to establish a safety culture among its employees and workers. Safety weeks are organized, including various events like safety workshops and health camps to increase health and hygiene awareness. Safety awareness sessions are held to sensitize everyone, including vendors. To ensure employees and workers understand workplace dangers and safeguards, Oletra has established safety systems which include safety manuals, functional and behavioral training, etc.

The Safety Committee has put in place detailed Standard Operating Procedures (SOP) that are strictly implemented for all the employees and the workers working at all the locations and on the shop floor.

Every new employee at the organization receives thorough safety training as part of the onboarding procedure. All new employees and workers must comply with the safety induction e-training and policies.

Oletra is well-equipped with fire safety measures. Frequent fire drills and safety training sessions are conducted to guide on fire equipment handling.

Inspections: The Company regularly inspects the facilities, equipment and tools in the business premises for all officers and employees to work in a safe work environment and prepares the support plan for post-management and appropriate measures to prevent physical and mental hazards.

13. Number of Complaints on the following made by employee

Particulars	FY-2023 (Current Financial Year)			FY-2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	1	0	Minor complaints on shop floor issues	3	0	Minor complaints on shop floor issues

14. Assessments for the year:

Particulars	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.

Reporting of incidents, unsafe activities, unsafe conditions, and near-miss incidents are encouraged to be actively reported. The Safety and Workers Committee examines the reported cases, and corrective measures are taken to prevent them from being repeated.

In case of any safety-related incident, the root cause is identified to understand the factors responsible for the incident. Corrective actions, such as enhanced personal protective equipment requirements, process changes, etc., are taken to prevent similar incidents. The corrective actions are continuously monitored and reviewed to track improvements and its effectiveness. Employees and workers are encouraged to provide feedback on the effectiveness of implemented changes.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Olectra believes stakeholder participation is pivotal for any organization's success and endeavors to create long-term, sustainable value for all stakeholders, including investors, customers, suppliers, employees, value chain partners, communities, regulatory agencies, and policymakers. Olectra respects the interests and is responsive to all stakeholders to create a positive impact, drive long-term success, and contribute to a more sustainable and inclusive organization.

Essential Indicators

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

Key stakeholders are determined based on their material influence on the Company, or how much of a material influence the Company's business decisions and their results have on them. The Company's actions or decisions either directly or indirectly impact the stakeholders.

Olectra has identified internal as well as external stakeholders and maintains regular dialogue with its stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Plant Workers	No	Regular interaction, get-together events, workshops on employee welfare	Regularly	To promote unity and feeling of oneness among all the employees and workers of the Company. To educate about the importance of mental health and overall well-being
Regulators	No	Timely intimation of events, seeking approvals, providing necessary clarifications, etc. by way of mail or personal interaction	Event-Based	To comply with the regulations and reporting necessary disclosures or intimations to the stock exchanges as per the stipulated provisions by adhering to the true letter and spirit of compliance and also reaching out to the respective regulatory authority for any clarifications in case of ambiguity
Suppliers	No	Frequent vendor meet and constant interaction	Weekly	To strengthen relationships and address any grievances or shortfalls in the supply chain
Shareholders/Investors	No	Stock Exchange disclosures, newspaper advertisements, investor meetings	Quarterly and Event Based	To address and respond to the queries or clarifications sought on future plans and existing business of the Company
Customers	No	Online Survey	Regularly	To seek feedback on the Company's products
Community	No	Personal Interaction	Yearly	To promote and implement the CSR objectives of the Company

Additionally, Olectra conducted materiality assessment during the year to reach out to its stakeholders and seek their inputs on ESG topics that Olectra should focus on.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Olectra strongly believes in fostering human dignity, equality, mutual respect, trust, tolerance, and fairness. The Company endeavors and focuses its efforts on creating a healthy and enabling work environment for the employees and the business. Olectra views safeguarding human rights as a moral obligation and the foundation of ethical and sustainable business conduct.

The Human Rights Policy of Olectra establishes its commitment to respecting and promoting human rights in all aspects of its operations and interactions.

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 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	348	348	100%	214	214	100%
Other than permanent	111	111	100%	98	98	100%
Total Employees	459	459	100%	312	312	100%
Workers						
Permanent	32	32	100%	25	25	100%
Other than permanent	760	760	100%	486	486	100%
Total Workers	792	792	100%	511	511	100%

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

Category	FY 2023 (Current Financial Year)					FY 2022 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F / D)
EMPLOYEES										
Permanent										
Male	346	0	0	346	100 %	211	0	211	100 %	
Female	2	0	0	2	100 %	3	0	3	100 %	
Other than Permanent										
Male	107	0	0	107	100 %	98	0	98	100 %	
Female	4	0	0	4	100 %	0	0	0	0%	
WORKERS										
Permanent										
Male	32	0	0	32	100%	25	0	25	100%	
Female	0	0	0	0	0	0	0	0	0	
Other than Permanent										
Male	735	721	98.09%	14	1.90%	467	455	97.43%	12	2.56%
Female	25	25	100%	0	0	19	19	100%	0	0

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in Rs.)	Number	Median remuneration/ salary/wages of respective category (in Rs.)
Board of Directors(BoD)	4	4,62,000	2	5,50,500
Key Managerial Personnel (KMP)	3	88,06,789	0	0
Employees otherthan BoD & KMP	450	3,68,484	6	5,66,178
Workers	767	1,82,220	25	1,69,200

*Note: Managing Director (MD) is considered as KMP and therefore MD's remuneration forms part of KMP group for median computation.

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

The Human Resource (HR) Department is responsible for addressing human rights impacts or issues caused or contributed to by the business.

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

The Human Rights Policy of Olectra lays down the escalation matrix to report human rights-related grievances wherein the employees can reach out to the immediate supervisor as the first point of contact. In case of non-redressal at that level, the employees have the option to escalate the concern to the Head of the Department, HR, Team and Chairman & Managing Director respectively.

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

Particulars	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment						
Discrimination at workplace						
Child labor						
Forced labor / Involuntary labor						
Wages						
Other human rights related issues						

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

The Whistleblower Policy of Olectra strictly prohibits retaliation for reporting any violations by employees and preservation of the complainant's identity. Similarly, the POSH Policy of the Company forbids victimization or discrimination of the complainant. All these issues are handled in strict confidentiality.

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

Yes, Olectra includes compliance to human rights parameters such as working hours, wage rate, facilities and other statutory obligations as part of its business agreements and contracts.

9. Assessments for the year

% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labor	NIL
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Olectra aims to create, develop, support, and strive to protect the environment through its Ebuses, ELCVs, and allied products. As a part of its business mission, Olectra embraced its growth path into new-age green technology with its flagship electric buses. Electric vehicles, including, electric buses are a salient warrior to address the most challenging concerns of humankind viz., global warming, climate change, uncontrolled carbon emissions, scarcity of fossil fuels, and sustainable mobility.

Essential Indicators

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

Parameter (in GJ)	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total electricity consumption (A)	15,494	13,490
Total fuel consumption (B)	431	325
Energy consumption through other sources (C)	150	77
Total energy consumption (A+B+C)	16,075	13,892
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1.45×10^{-6}	2.37×10^{-6}

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

No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

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

No, Olectra doesn't have any sites or facilities that are designated under the PAT Scheme.

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	16,220	16,710
(iii) Third-party water	2,380	1,970
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	18,600	18,680
Total volume of water consumption (In kiloliters)	18,600	18,680
Water intensity per rupee of turnover (Water consumed/turnover in Rupees)	1.68x10 ⁻⁶	3.19x10 ⁻⁶

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N) If yes, name of the external agency. No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

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

No, Olectra intends to implement a mechanism for Zero Liquid Discharge in its operations.

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

Parameter	Please specify unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
NO _x	ug/m3	13	14
SO _x	ug/m3	12	12
Particulate matter (PM)	ug/m3	44	45
Persistent organic pollutants (POP)	NIL	NIL	NIL
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others—please specify			

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

No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

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

Parameter	Unit	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	tCO _{2e}	46	12
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, FCs, SF ₆ , NF ₃ , if available)	tCO _{2e}	5,793	2,754
Total Scope 1 and Scope 2 emissions per rupee of Turnover (in Rs)	tCO _{2e} /INR	5.22x10 ⁻⁷	2.53x10 ⁻⁶

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

No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency.

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

The electric buses manufactured by Olectra, have completed around 10 crores kms on Indian roads saving around 3.33 crore liters of diesel and 325 crore rupees saved as fuel cost. This has helped reduce carbon emissions of around 89.33 tons in the transport sector across multiple cities in India, which is equivalent to planting around 41,35,802 trees.

Olectra has delivered approximately 1,188 buses to 16 various State Transport Undertakings and Corporations. The successful operations of these buses over a period have not only reduced the carbon footprints but it has also embarked on a sustainable ecosystem in public mobility. The cost-effectiveness in comparison to the regular diesel buses has also promoted faster adoption of electric buses amongst various government and non-government agencies.

The design of the electric buses is in tune with international standards. The buses reduce the use of fossil fuels leading to a reduction of CO₂ emissions and offering a cost-effective mobility to the public.

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

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	3.26	1.80
E-waste (B)	NIL	NIL
Bio-medical waste (C)		
Construction & demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste. Please specify, if any. (G)	624.34	360.7
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)		
Total (A+B + C + D + E + F + G + H)	627.60	362.50

Parameter	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (In metric tons)		
Category of waste		
(i) Recycled	508	232.50
(ii) Re-used	32	14.10
(iii) Other recovery operations	0	0
Total	540	246.60
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling		
(iii) Other disposal operations	87.60	115.90
Total	87.60	115.90

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

No, there has not been any independent assessment/ evaluation/assurance carried out by an external agency..

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

Olectra does not generate any hazardous materials as part of its business operations. A significant portion of the waste generated is recycled and reused.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If not, the reasons thereof and corrective action taken, if any.
No facility/plant is there in such zone			

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

Name & brief details of project	EIA Notification No.	Date	Results communicated in public domain (Yes / No)	Name and brief details of project	EIA
Not Applicable					

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

Yes, the Company is compliant with all applicable laws and regulations.

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
NIL				

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

The Company ensures that utmost care is taken when engaging in Government affairs and public policy advocacy. The Company has internal teams that coordinate these efforts. Strategic decisions on advocacy are involved by employees from top management, and approved personnel participate in this process. The Company may engage in policy discussions that matter to the Company's business and its customers.

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations - 6**
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Federation of Indian Export Organization	National
3	Federation of Telangana Chambers of Commerce and Industry	State
4	Engineering Export Promotion Council	National
5	Andhra Chamber of Commerce	State
6	Indian Chamber of Commerce	National

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

Name of the entity	Brief of the case	Corrective action taken
NIL		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

The Company believes that to have a growth and equitable development, the Company has to work in coordination with its ecosystem. The Company also believes that social, environmental and economic values are interlinked, and the Company belongs to an interdependent ecosystem comprising shareholders, consumers, associates, employees, government, environment and community.

Essential Indicators

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

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

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the F.Y. (In INR)
Not Applicable					

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

The Whistle Blower Policy of Olectra serves as a grievance redressal platform where Community can report concerns or complaints.

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

	FY 2023 (Current Financial Year)	FY 2022 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	43%	60%
Sourced directly from within the district and neighboring districts	18%	20%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Olectra ensures that products supplied are per stated quality and specifications to ensure customer satisfaction. Olectra promptly responds to all queries, handles complaints fairly and ensures that products comply with regulatory requirements. Olectra keeps a check on the customer concerns received in the reporting period and has resolved all their concerns. There are no complaints or consumer cases pending this financial year. The Company has various checks and balances in place to ensure that the business of the Company is undertaken fairly and responsibly.

Essential Indicators

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

Olectra contacts/visits the customer immediately upon receipt of any complaint/feedback to understand the issue and circumstances. Pictures or documents are collected, if any, and samples are brought to the factory, if required, where the root cause analysis is performed to identify the issue. The next action/step is communicated to the customer, based on the analysis. Where required, Olectra also deputes a technical representative at the customer's site.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	90%
Safe and responsible usage	90%
Recycling and/or safe disposal	0

The Company adheres to all the applicable regulations regarding product labeling and displays relevant information on it. The e-vehicles are sold along with the product manual capturing the safety guidance.

3 Number of consumer complaints in respect of the following:

	FY 2023 (Current Financial Year)			FY 2022 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Re-remarks	Received during the year	Pending resolution at end of year	Re-remarks
Data Privacy	NIL			NIL		
Advertising						
Cyber security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other	2	0	0	1	0	0

4 Details of instances of product recalls on accounts of safety issues

	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls		

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

Yes, the Risk Management Committee is responsible for formulating the risk management policy to include a framework for the identification of internal and external risks specifically faced by Olectra, which inter alia includes cyber security risk.

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.

Nil