

# UNIPARTS INDIA LTD.

August 21, 2023

<b>BSE Limited</b> Phiroze Jeejeebhoy Towers Dalal Street, Mumbai – 400 001  <b>Scrip Code: 543689</b>	<b>National Stock Exchange of India Limited</b> Exchange Plaza, C-1, Block G Bandra Kurla Complex Bandra (E), Mumbai – 400 051  <b>Symbol: UNIPARTS</b>
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**Sub: Business Responsibility and Sustainability Report for FY 2022-23**

**Ref: Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015 (“Listing Regulations”)**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Listing Regulations, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) for FY 2022-23 of the Company. The BRSR also forms part of the Annual Report of the Company for the financial year 2022-23, submitted to the exchanges.

The BRSR is also being uploaded on the website of the Company and can be accessed at <https://www.unipartsgroup.com/home/notices>.

This is for your information and records.

Thanking You,

Yours faithfully,

**For Uniparts India Limited**

**Jatin Mahajan**

**Company Secretary and Compliance Officer**

Encl.: As above

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details

1	Corporate Identity Number (CIN) of the Company	L74899DL1994PLC061753
2	Name of the Company	Uniparts India Limited
3	Year of Incorporation	1994
4	Registered office address	Gripwel House, Block-5, Sector C-6 & 7, Vasant Kunj, New Delhi-110070
5	Corporate office address	First Floor, Plot No. B-208/A1 & A2, Phase-2, Noida, Uttar Pradesh - 201305
6	E-mail id	info@unipartsgroup.com
7	Telephone	+91-11-26137979, +91-120-4581400
8	Website	https://www.unipartsgroup.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	45,13,37,580
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Jatin Mahajan Legal Head, Company Secretary and Compliance Officer; compliance.officer@unipartsgroup.com; +91-120-4581400 Mr. Vivek Maheshwari Vice President- Investor Relations; vivek.maheshwari@unipartsgroup.com; +91-120-4581400
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).	Disclosures under this report are being made on a Standalone Basis.

### II. Products/Services

#### 14. Details of business activities

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover
1	Sales of manufacturing products	Manufacturing of goods	95.07%

#### 15. Products/Services sold by the Entity

S. No.	Product/Service	NIC Code	% Of total turnover contributed
1	Manufacture of other agricultural and forestry machinery	28219	65.41%
2	Manufacture of parts and accessories for machinery/equipment used by construction and mining industries	28246	29.65%

### 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	6	10	16
International	0	0	0



## 17. Markets served by the entity

## A. Number of locations

Location	Number
National (No. of States)	13
International (No. of Countries)	19

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

64.28%

## C. A brief on types of customers

The company primarily operates on a business-to-business (B2B) basis, supplying OEMs (Original Equipment Manufacturers) as tier 1 or tier 2 supplier, as well as organized after-market distributors and retail chains. The company services its customers through a global business model based on dual-shore integrated manufacturing, warehousing and supply chain management systems and solutions. As part of its strategy, the corporation intends to target new customer accounts and expand its existing ones.

## IV. Employees

## 18. Details as on 31st March 2023

## A. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	561	542	96.61	19	3.39
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	561	542	96.61	19	3.39
<b>WORKERS</b>						
4	Permanent (F)	1254	1249	99.60	5	0.40
5	Other than Permanent (G)	1474	1368	92.81	106	7.19
6	Total Workers (F+G)	2728	2617	95.94	111	4.06

## B. Differently abled employees

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	6	6	100.00	0	0.00
2	Other than Permanent (E)	0	0	0	0	0
3	Total Employees (D+E)	6	6	100.00	0	0.00
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	23	23	100.00	0	0.00
5	Other than Permanent (G)	7	7	100.00	0	0.00
6	Total Workers (F+G)	30	30	100.00	0	0.00

## 19. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29
Key Management Personnel	6*	0	0.00

\* Includes 3 directors

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

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.86%	0.71%	16.58%	12.66%	0.73%	13.39%	10.06%	0.93%	10.99%
Permanent Workers	7.78%	0.00%	7.78%	7.52%	0.00%	7.52%	17.97%	0.00%	17.97%

## V. Holding, subsidiary and associate companies (including joint ventures)

## 21. A. Subsidiary/ Step Down Subsidiary Companies

Sr. No.	Name of the Holding / Subsidiary /Associate Companies/ Joint Ventures(A)	Indicate whether Holding /Subsidiary /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	Gripwel Fasteners Private Limited	Subsidiary	100%	Yes
2	Gripwel Conag Private Limited	Subsidiary	100%	Yes
3	Uniparts USA Limited	Subsidiary	100%	Yes
4	Uniparts Olsen Inc.	Subsidiary	100%	Yes
5	Uniparts India GmbH	Subsidiary	100%	Yes

**Note:** Uniparts Olsen Inc. is a wholly owned subsidiary of Uniparts USA Limited.

## VI. CSR Details

## 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover: INR 929.23 Crore

(iii) Net worth: INR 498.65 Crore

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of Complaints Filed during the year	Number of Complaints pending resolution at close of the year	Remarks	Number of Complaints Filed during the year	Number of Complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	0	0	0	
Investors(other than shareholders)	Yes	0	0	0	0	0	
Shareholders	Yes	1078	0	0	0	0	The Company got listed on December 12, 2022.
Employees and workers	Yes	0	0	0	0	0	
Customers	Yes	0	0	0	0	0	
Value Chain Partners	Yes	0	0	0	0	0	
Others (please specify)	No	0	0	0	0	0	

Grievance redressal mechanism in place: Yes

- Whistle Blower Policy: ([https://www.unipartsgroup.com/home/code\\_of\\_conduct\\_policies](https://www.unipartsgroup.com/home/code_of_conduct_policies))
- Contact Information: ([https://www.unipartsgroup.com/home/RTA\\_contact\\_details](https://www.unipartsgroup.com/home/RTA_contact_details))



**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:

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Positive/ Negative Implications
1	Product Quality and Design	Opportunity	We can reduce the likelihood of product failures, recalls, and waste, thus reducing our environmental footprint. Furthermore, a focus on design can enable us to create products that are more efficient and sustainable. Improved product quality and design can also positively impact the safety and well-being of workers involved in the production process, as well as the end-users of the products. Ultimately, prioritizing product quality and design can help us align our business operations with environmental, social, and governance goals and meet the expectations of stakeholders, including investors, customers, and employees.	Not Applicable	Positive
2	Economic Performance	Opportunity	We can improve our efficiency and profitability, while also reducing our environmental footprint and creating social benefits. A strong financial performance can enable us to invest in sustainable practices, innovation and social programs, ultimately leading to long-term success and stakeholder satisfaction. Moreover, a focus on economic sustainability can help the company attract and retain investors who prioritize ESG considerations.	Not Applicable	Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Positive/ Negative Implications
3	Occupational Health and Safety	Opportunity	We can reduce accidents, injuries, and absenteeism, resulting in a more productive workforce by focusing on Occupational Health and Safety. Moreover, promoting a culture of safety can enhance employee morale, loyalty, and job satisfaction. By implementing robust health and safety policies we can meet the expectations of stakeholders, including employees, customers, and investors, and ultimately build a strong reputation as a responsible and sustainable business.	Not Applicable	Positive
4	Training and Upskilling of Human Capital	Opportunity	We can improve productivity, innovation, and employee satisfaction, ultimately leading to increased profitability. Moreover, investing in employee development can promote social mobility and reduce income inequality, contributing to the broader economic and social development of the region. By prioritizing employee training and upskilling, we can demonstrate our commitment to responsible and sustainable business practices and meet the expectations of stakeholders, including employees, investors, and customers.	Not Applicable	Positive
5	Risk Management	Opportunity	We can identify and mitigate potential risks, including those related to the environment, society, and governance. A robust risk management strategy can reduce the likelihood of negative incidents, such as legal violations, reputational damage, and environmental disasters. Ultimately, a focus on risk management can help us align our business operations with ESG goals and meet the expectations of stakeholders, including investors, customers, and employees.	Not Applicable	Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Positive/ Negative Implications
		Risk	In case we are unable to identify and mitigate risks related to environmental impacts, labour practices, or governance, the same can lead to legal liabilities, reputational damage, and financial losses. Additionally, inadequate risk management can negatively impact employee safety and well-being and harm the surrounding communities. Therefore, failure to prioritize risk management can pose significant ESG risks for the company and its stakeholders.	We review risk management framework and processes regularly. We are also regularly monitoring risk management performance and implementing appropriate controls and processes. Additionally, we prioritize employee training and awareness-raising to ensure that all employees are aware of the potential risks and mitigation measures	Negative
6	Data Security, Privacy, and Cybersecurity	Risk	Inadequate measures to protect sensitive data and information can lead to legal liabilities, reputational damage, and financial losses. Moreover, cyber-attacks can compromise customer data and confidential information, negatively impacting the company's reputation and stakeholder trust. The potential for data breaches and cyber-attacks is increasing, and failure to prioritize data security, privacy, and cybersecurity can result in significant ESG risks for the company and its stakeholders. .	We regularly review and update our data security protocols, provide regular employee training and awareness-raising, and implementing appropriate controls and processes to protect sensitive data and information. We also work with cybersecurity experts to identify potential threats and developed a comprehensive incident response plan. By prioritizing data security, privacy, and cybersecurity, we can reduce the likelihood of data breaches and cyber-attacks, and ultimately build a strong reputation as a responsible and sustainable business.	Negative

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Positive/ Negative Implications
7	Governance/ Values, Ethics and Compliance	Risk	Failure to uphold ethical standards and comply with regulations can lead to legal liabilities, reputational damage, and financial losses. Additionally, inadequate governance practices can harm stakeholder trust and negatively impact employee morale. By not prioritizing good governance, ethical behavior, and regulatory compliance, we risk damaging our reputation and stakeholder trust. Thus, it is crucial for us to identify and mitigate ESG risks associated with governance, values, ethics, and compliance. .	We have developed and implemented a comprehensive code of conduct that outlines ethical behavior and compliance with regulations. We also have an independent board and committees to ensure transparency and accountability in decision-making. Additionally, we prioritize employee training and awareness-raising on ethics and compliance issues and implement appropriate controls and processes to identify and address potential issues. business.	Negative
8	Water and Waste-Water Management	Opportunity	We can reduce our environmental impact and operational costs, enhance our reputation, and improve stakeholder engagement. Sustainable water management practices can include implementing water-efficient technologies, reducing water usage, and increasing wastewater treatment and recycling. Similarly, sustainable waste management practices can include promoting recycling and reuse, reducing waste generation, and implementing proper waste disposal methods. Prioritizing sustainable water and wastewater management practices presents us with the opportunity to drive long-term value and contribute to sustainable development.	Not Applicable	Positive



Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Positive/ Negative Implications
		Risk	Inadequate management of water resources and wastewater can lead to water scarcity, water pollution, and negative impacts on ecosystems and human health. Moreover, regulatory frameworks and public pressure are increasing to address water-related environmental issues. Failure to manage water resources and wastewater responsibly can lead to legal liabilities, reputational damage, and financial losses. Thus, it is crucial for us to identify and mitigate ESG risks associated with water and wastewater management.	To mitigate the ESG risks associated with water and wastewater management, We have implemented several approaches. This includes implementing water conservation measures, reducing water usage, and increasing wastewater treatment and recycling. We also strive to work with various stakeholders and subject matter experts to identify water-related risks and implement sustainable water management practices.	Negative
9	Employee Benefits and Well-Being	Opportunity	Providing employees with a safe and healthy work environment, as well as access to comprehensive health and wellness programs, can lead to higher levels of employee engagement, productivity, and retention. Additionally, investing in employee benefits and well-being can improve our reputation as a responsible and sustainable employer, leading to increased stakeholder trust and loyalty. By prioritizing employee benefits and well-being, we can enhance our corporate culture, build a strong workforce, and contribute to sustainable development.	Not Applicable	Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Positive/ Negative Implications
10	Energy Efficiency and Emissions	Opportunity	Implementing energy-efficient technologies and processes, can reduce our energy consumption, lower our carbon footprint, and save on operational costs. Prioritizing emissions reductions can also enhance our reputation as a responsible and sustainable company, driving stakeholder engagement and loyalty. Moreover, adopting sustainable energy practices can help contribute to India's sustainable development goals, and potentially access new markets and funding opportunities. Overall, prioritizing energy efficiency and emissions reductions presents us with a valuable ESG opportunity that can generate long-term value.	Not Applicable	Positive
11	Waste Management	Opportunity	Implementing effective waste management practices can reduce our environmental impact and costs. Prioritizing waste reduction can also enhance our reputation as a responsible and sustainable company, driving stakeholder engagement and loyalty. Additionally, embracing sustainable waste management practices can help us contribute to India's sustainable development goals, and potentially access new markets and funding opportunities. Overall, prioritizing waste management presents a valuable ESG opportunity that can generate long-term value.	Not Applicable	Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk/ Opportunity	In case of Risk, approach to adapt or mitigate	Positive/ Negative Implications
		Risk	Inadequate waste management practices can lead to pollution, harm to ecosystems, and public health risks. Furthermore, regulatory frameworks and public pressure are increasing to address waste-related environmental issues. Failure to manage waste responsibly can lead to legal liabilities, reputational damage, and financial losses. Thus, it is crucial for us to identify and mitigate ESG risks associated with waste management.	We strive to reduce the amount of waste generated, promoting recycling and reuse, and implementing proper waste disposal methods. We also intend to work with suppliers and stakeholders to identify further ways to reduce waste.	Negative
12	Diversity, Equity, and Inclusion	Opportunity	By prioritizing DEI, we can create a more diverse and inclusive workplace that attracts top talent and promotes innovation and creativity. This can enhance employee satisfaction and engagement, driving better performance and productivity. Prioritizing DEI can also enhance our reputation as a responsible and ethical company, driving stakeholder engagement and loyalty.	Not Applicable	Positive
13	CSR/Local Communities	Opportunity	We strive to contribute to sustainable development in the local communities where we operate, promoting social inclusion, economic growth, and environmental sustainability. Our initiatives help to enhance our reputation as a responsible and ethical company, driving stakeholder engagement and loyalty. Additionally, prioritizing CSR can foster positive relationships with local stakeholders, including customers, employees, and regulators, leading to increased business opportunities and a more supportive operating environment.	Not Applicable	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable

P2 Businesses should provide goods and services in a manner that is sustainable and safe

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 Businesses should respect the interests of and be responsive towards all its stakeholders

P5 Businesses should respect and promote human rights

P6 Businesses should respect, protect and make efforts to restore the environment

P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 Businesses should promote inclusive growth and equitable development

P9 Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management Processes</b>									
1. A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
B. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
C. Web Link of the Policies, if available	The applicable policies which have been approved by the Board has been hosted on website of the Company under <a href="https://www.unipartsgroup.com/home/code_of_conduct_policies">https://www.unipartsgroup.com/home/code_of_conduct_policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, some of the policies extended to the value chain Partners as well.								
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.		ISO-9001:2015				ISO-14001:2015 and ISO-45001:2018			
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	No specific targets								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	No specific targets								

## GOVERNANCE, LEADERSHIP AND OVERSIGHTS

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)

Over the last nearly 3 decades, Uniparts Group has evolved from being a small company to become a robust, dynamic, and truly global organization, serving customers in over 25 different countries. Uniparts, in this growth trajectory, has become a leading solution provider for systems and components in the global off-highway vehicle



market. As the company has grown, it has also recognized the importance of environmental, social, and governance (ESG) factors in its operations.

Uniparts has developed its business and organization with purpose, keeping all stakeholders' interests in sight and positioning customers first. Uniparts' commitment to ESG is reflected in its efforts to identify and aid underdeveloped areas, particularly those in and around the corporation's factories or units, through its Corporate Social Responsibility (CSR) initiatives. The corporation prioritizes the local area and areas around where the company's operations take place for the allocation of funds earmarked for CSR activities.

In the last two years, as the world was impacted by an unprecedented disruption caused by the global pandemic, Uniparts demonstrated resilience under the most testing conditions in its history, culminating in the safety of its employees first and a robust financial performance. Uniparts' dedication to ESG factors also helped foster a safe and engaging workplace that positively influenced its relationships with each other, with its customers, its suppliers, its investors, and the communities where it lives and works.

Uniparts' Core Values - Passion, Innovation, Integrity, Excellence and Teamwork - guide its actions and decisions. Innovation is one of those Core Values, and Uniparts encourages its employees to think creatively and develop new products and solutions that meet the evolving needs of its customers. Integrity helps foster a workplace that operates with honesty, transparency, and accountability, while Teamwork, Excellence, and Passion are values that Uniparts employees have demonstrated in these last couple of years beyond all expectations.

Uniparts Group is today a result of thousands of minds and hands working together. Its dedicated Uniparts team demonstrates great passion in building this company to serve its customers and that, in turn, serves end consumers and makes their lives easier and safer. With its inspiring past and passion and commitment to hard work, the future looks promising and full of opportunities and Uniparts looks forward to the next chapters in its ongoing journey with excitement.

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

The highest authority responsible for implementation and oversight of the Business Responsibility policy (ies) are Mr. Gurdeep Soni, the Chairman & Managing Director and Mr. Jyotbir Singh Sethi, the Country Head – India.

**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 CSR Committee has been empowered, and the senior management conducts regular monitoring of the Company's business responsibility performance. The Board of Directors conducts an annual review of the business responsibility performance, while the senior management oversees the social performance. Additionally, the Risk Management Committee assesses and periodically reviews identified risks.

**10. Details of Review of National Guidelines on Responsible Business Conduct (NGRBC) by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / Any other – please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies & follow up action	Business responsibility policies of the Company are reviewed periodically or on a need basis by Senior Management or department heads. They also periodically review/ evaluate the working of the policies of the Company.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with all applicable laws that pertain to its operations.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	No	No

The policies of the Company are reviewed on a need basis by Directors and Senior Management or department heads. However, no external agency has carried out independent assessment.

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)									
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)									

Not Applicable

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### Principle 1

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

##### Essential Indicators

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

Segment	Total number of training and awareness 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	9	1) Business Update 2) Board Charter 3) Audit Committee Charter 4) Risk Management Committee Charter 5) Nomination and Remuneration Committee charter 6) Corporate Social Responsibility Committee Charter 7) Stakeholders Relationship Committee charter 8) Code of Conduct	100%
Key Managerial Personnel	7	1) Organizational Core Values 2) POSH Awareness and Training 3) Company CODE OF CONDUCT	100%



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	25	The essential topics of Integrity, Ethics, Transparency and Accountability are being covered through various training programmes: 1. MDP on - Leadership Essentials for Managerial Effectiveness 2. Supervisory Development Program (SDP) 3. Adaptive Decision-Making Skills 4. Posh Awareness and Training Program 5. Training on Code of Conduct	85%
Workers*	12	Workers are being briefed on the POSH awareness, Transparency, Core Values, Grievance handling process and reporting in case of any issues.	100%

\*Other than permanent workers have not been tracked under this point. Hence, only permanent workers have been considered

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings with regulators/ law enforcement agencies/ judicial institutions in FY 2022-23**

**Monetary**

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

**Non-Monetary**

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

**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 regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

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

Yes. The company has guidelines on anti-corruption and anti-bribery and is committed to upholding the highest moral and ethical standards. The Company does not tolerate bribery or corruption in any form. The code of conduct policy is available on the company's website: [https://www.unipartsgroup.com/home/code\\_of\\_conduct\\_policies](https://www.unipartsgroup.com/home/code_of_conduct_policies).

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

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of Directors	0	0	0	0
Number of complaints received in relation to issues of Conflict of interest of KMPs	0	0	0	0

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.

NIL

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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	N/A	N/A	Our R&D investments are focused on meeting customer requirements and aligned to industry trends. Various types of R&D are driven by our customers who are committed to producing products that have a positive environmental and/ or social impact. We do not have consolidated tracking available specifically for environmental and social impact activities.
Capex	0.07%	0.19%	Energy saving, Emission reduction, water conservation etc

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs were sourced sustainably?

No, The Company does not have procedures in place for sustainable sourcing

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.

No

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.

No, EPR is not applicable to the entity





### Principle 3

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

### Essential Indicators

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

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	542	542	100	542	100	0	0.00	542	100	542	100
Female	19	19	100	19	100	19	100	0	0.00	19	100
<b>Total</b>	<b>561</b>	<b>561</b>	<b>100</b>	<b>561</b>	<b>100</b>	<b>19</b>	<b>3.39</b>	<b>542</b>	<b>96.61</b>	<b>561</b>	<b>100</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>

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

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent worker</b>											
Male	1249	1249	100	1249	100	0	0	1249	100	1249	100
Female	5	5	100	5	100	5	100	0	0.00	5	100
<b>Total</b>	<b>1254</b>	<b>1254</b>	<b>100</b>	<b>1254</b>	<b>100</b>	<b>5</b>	<b>0.40</b>	<b>1249</b>	<b>99.60</b>	<b>1254</b>	<b>100</b>
<b>Other than Permanent worker</b>											
Male	1368	1368	100	1368	100	0	0.00	1368	100	1368	100
Female	106	106	100	106	100	106	100	0	0.00	106	100
<b>Total</b>	<b>1474</b>	<b>1474</b>	<b>100</b>	<b>1474</b>	<b>100</b>	<b>106</b>	<b>7.19</b>	<b>1368</b>	<b>92.81</b>	<b>1474</b>	<b>100</b>

**Note:** All other than permanent workers are covered under Employees States Insurance Corporation scheme and Group Personal Accidental insurance wherever applicable.

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes
Others - please specify	0	0	0	0	0	0

#### 3. Accessibility of workplaces

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

We have provided the required support for the accessibility of differently abled employees. We have also taken the initiative to make our workplace better in respect to overall working conditions for differently abled employees.

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, we have an "Employment Standard" policy which refers to Equal Opportunity for everyone irrespective of color, caste, creed, race, nationality or ethnic origin, sex, marital status, disability or age. The policy is available at all our premises.

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

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%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</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 (If yes, then give details of the mechanism in brief)
<b>Permanent Workers</b>	Yes, Uniparts has Employee Grievance Redressal Policy that provides a mechanism for employees to raise and address grievances in which it outlines a defined process that employees can follow to lodge their complaints.
<b>Other than Permanent Workers</b>	Yes, the other than permanent workers are encouraged to approach their respective supervisors to address any grievances.
<b>Permanent Employees</b>	Yes, Uniparts has Employee Grievance Redressal Policy that provides a mechanism for employees to raise and address grievances in which it outlines a defined process that employees can follow to lodge their complaints.
<b>Other than Permanent Employees</b>	No

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

Category	FY 2022-23			FY 2021-22		
	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)
Total Permanent Employees	561	0	0	545	0	0
Male	542	0	0	529	0	0
Female	19	0	0	16	0	0
Total Permanent Workers	1254	0	0	1290	0	0
Male	1249	0	0	1285	0	0
Female	5	0	0	5	0	0



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

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Male	542	313	57.75	406	74.91	529	231	43.67	355	67.11
Female	19	16	84.21	15	78.95	16	11	68.75	11	68.75
<b>Total</b>	<b>561</b>	<b>329</b>	<b>58.65</b>	<b>421</b>	<b>75.04</b>	<b>545</b>	<b>242</b>	<b>44.40</b>	<b>366</b>	<b>67.16</b>
<b>Workers*</b>										
Male	1249	1249	100.00	1201	95.77	1285	1285	100.00	850	66.15
Female	5	2	40.00	1	20.00	5	1	20.00	1	20.00
<b>Total</b>	<b>1254</b>	<b>1251</b>	<b>99.76</b>	<b>1202</b>	<b>95.47</b>	<b>1290</b>	<b>1286</b>	<b>99.69</b>	<b>851</b>	<b>65.97</b>

\*Other than permanent workers have not been tracked under this point. Hence, only permanent workers have been considered

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	542	512	94.46	529	489	92.44
Female	19	17	89.47	16	16	100.00
<b>Total</b>	<b>561</b>	<b>529</b>	<b>94.30</b>	<b>545</b>	<b>505</b>	<b>92.66</b>
<b>Workers*</b>						
Male	1249	1249	100.00	1285	1285	100.00
Female	5	5	100.00	5	5	100.00
<b>Total</b>	<b>1254</b>	<b>1254</b>	<b>100.00</b>	<b>1290</b>	<b>1290</b>	<b>100.00</b>

\*Other than permanent workers have not been tracked under this point. Hence, only permanent workers have been considered.

## 10. Health and safety management system:

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

Yes, all the employees are covered under health and safety management system.

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

Workplace Safety Audit is being conducted on quarterly basis to identify work-related hazards and assess risks on a routine and non-routine basis by the entity.

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

Yes, Uniparts has installed a suggestion box across all locations within its unit. This practice provides all employees and workers with an opportunity to offer suggestions and feedback, and to contribute to the continuous improvement of the company's operations.

## D. Do the Employees/ Worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, our company offers medical and healthcare services for employees and workers that cover non-occupational health concerns.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.21	0.32
Total Recordable work - related injuries	Employees	0	0
	Workers	22	25
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company effectively executes requests in identified areas in accordance with the Corrective and Preventive Action (CAPA) process. The Company meticulously implements all recommendations and closes issues and suggestions accordingly. Uniparts implements the CAPA process to mitigate risks and improve processes to prevent the recurrence of similar issues in the future.

- Regular risk assessments
- Incident reporting and investigation
- Training and awareness
- Continuous improvement

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

Category	FY 2022-23			FY 2021-22		
	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
Working Conditions	2	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%
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.**

There were no such observations and suggestion for corrective actions.

**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.**

Our Company has conducted a materiality assessment that involved the identification and assessment of key stakeholder groups within the organization. We aim to create value for all our stakeholders and maintain continuous engagement with them.

Our analysis has identified the following key stakeholder groups:

- Shareholders: Shareholders are an essential stakeholder group for our company. We keep them informed of our business operations, financial performance, and other important developments.

- **Customers:** We value our customers and strive to meet their needs and expectations through high-quality products and services. We engage with them to understand their feedback and improve our offerings.
- **Employees:** Our employees are a vital part of our organization, and we are committed to providing them with a safe and fulfilling work environment. We listen to their feedback and work to address their concerns.
- **Community:** We recognize the importance of our community and strive to be a responsible corporate citizen. We engage with the community to understand their needs and concerns and work to make a positive impact.
- **Suppliers:** Our suppliers are an integral part of our supply chain, and we work closely with them to ensure that we meet our business needs while also maintaining ethical practices.

By identifying and engaging with these key stakeholder groups, we can better understand their needs and concerns and work towards creating value for all our stakeholders.

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

Stakeholder Group	Whether identified Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half/ yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during engagement
Employees	No	Internal web portal, employee newsletters, posters and notice boards training and awareness	Weekly, daily	Safety, professional growth of employees, wellbeing
Customers	No	Meetings, events, technology shows, online portals, website	Weekly, daily	Current and future business management, sustainable improvements
Community	No	CSR report, local community engagements via events, meetings, charities, open days	Monthly	Identifying and addressing needs and vulnerabilities if any
Investors/ Shareholders	No	As Needed: E-mail advisories, facility visits, in person meetings, investor conferences, conference calls	Quarterly. Financial statements, earnings call, exchange notifications.	<ul style="list-style-type: none"> <li>• Educating the investor community about company's integrated value creation model and business strategy for the long term.</li> <li>• Helping investors voice their concerns, if any</li> <li>• Understanding shareholder expectations</li> </ul>
Suppliers	No	Meetings, events, online portals, website	Weekly, Daily	Social and governance

## Principle 5

## BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

## Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of Employees / Workers Covered (B)	% (B/A)	Total (C)	No. of Employees / Workers Covered (D)	% (D/C)
<b>Employees</b>						
Permanent	561	544	96.97	545	534	97.98
Other than Permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>561</b>	<b>544</b>	<b>96.97</b>	<b>545</b>	<b>534</b>	<b>97.98</b>
<b>Workers</b>						
Permanent	1254	1234	98.01	1290	1215	94.19
Other than Permanent	1474	1326	89.96	1635	1400	85.63
<b>Total Workers</b>	<b>2728</b>	<b>2560</b>	<b>93.67</b>	<b>2925</b>	<b>2615</b>	<b>89.40</b>

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	542	0	0.00	542	100.00	529	0	0.00	529	100.00
Female	19	0	0	19	100.00	16	0	0.00	16	100.00
<b>Other Than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	1249	0	0.00	1249	100.00	1285	0	0.00	1285	100.00
Female	5	0	0.00	5	100.00	5	0	0.00	5	100.00
<b>Other Than Permanent</b>										
Male	1368	780	57.02	588	42.98	1536	880	57.29	656	42.71
Female	106	98	92.45	8	7.55	99	94	94.95	5	5.05

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BOD)	7	-*	1	-*
Key Managerial Personnel**	3	1,82,00,000	0	0
Employees other than BOD and KMP	542	5,86,000	19	5,00,000
Workers***	1249	2,58,040	5	2,58,040

\*Note: The Non-Executive Independent Directors are being paid sitting fees as per provisions of the Companies Act, 2013. However, Mr. Gurdeep Soni, Chairman and Managing Director, Mr. Paramjit Singh Soni, Vice-Chairman



⊗ Executive Director and Mr. Herbert Coenen, Non-Executive Director has been paid remuneration from wholly owned subsidiaries of the Company.

\*\*KMPs in above table includes – CFO, CS and Group COO up-to March 31, 2023

\*\*\*Other than permanent workers have not been tracked under this point. Hence, permanent workers have been considered.

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

Yes.

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

Uniparts has Employee Grievance Redressal Policy that provides a mechanism for employees to raise and address grievances in which it outlines a defined process that employees can follow to lodge their complaints.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	0	0	NIL	0	0	NIL
Discrimination at workplace	0	0	NIL	0	0	NIL
Child labour	0	0	NIL	0	0	NIL
Wages	0	0	NIL	0	0	NIL
Others - please specify	0	0	NIL	0	0	NIL

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

As per our POSH (Prevention of Sexual Harassment) policy, we maintain strict confidentiality of the complainant's name, and it is our moral responsibility not to disclose the identity of the individual.

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

Yes.

**9. Assessments for the year:**

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

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

NA

## Principle 6

## BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

## Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (in GJ)	1,02,169.47	1,06,490.14
Total fuel consumption (B) (in GJ)	1,15,266.67	1,23,736.95
Energy consumption through other sources (C) (in GJ)	0	0
Total energy consumption (A+B+C) (in GJ)	2,17,436.14	2,30,227.09
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	23399.60 Joules/INR	26084.51 Joules/INR
Energy intensity (optional) - the relevant metric may be selected by the entity	0	0

**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

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

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	39.23	40.50
(iii) Third party water	103.08	88.37
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	142.31	128.87
Total volume of water consumption (in kilolitres)	142.31	128.87
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000153 Litres/INR	0.0000146 Litres/INR
Water intensity (optional) - the relevant metric may be selected by the entity	0	0

**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

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

Uniparts has implemented Zero liquid discharge (ZLD) mechanism at one of its plants out of a total of four plants.

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

Parameter	Please specify units	FY 2022-23	FY 2021-22
NOx	mg/Nm <sup>3</sup>	23	19
SOx	mg/Nm <sup>3</sup>	16	75
Particulate matter (PM)	mg/Nm <sup>3</sup>	69	66
Persistent organic pollutants (POP)	-	-	-
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, name of the external agency.**

No

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

Parameter	Please specify units	FY 2022-23	FY 2021-22
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)	MtCO <sub>2</sub> e	7,990.39	8,667.89
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)	MtCO <sub>2</sub> e	20,150.09	21,002.22
Total Scope 1 and Scope 2 emissions per rupee of turnover	Grams of CO <sub>2</sub> e/ INR	3.03	3.36
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity			

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

No

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

Yes. We have replaced our Oil Fired Furnaces with Induction Heaters that are environment friendly and doesn't produce any flue gases and correspondingly upgraded few of our Diesel Gensets with cleaner fuel - PNG Operated Gensets. We optimize utilization of natural lights through Day-Light sheets across our Plants.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	104.56	103.03
E-waste (B)	7.95	0
Bio-medical waste (C)	0	0
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)	64.09	69.24
ETP Sludge, Kg	17.22	17.81
Paint & Other Sludge, Kg	41.89	44.74
- Used Oil / Waste Oil / Thinner etc., L	4.98	6.69
Non-Hazardous waste. Please specify, if any. (H) (Break-up by composition i.e. by materials relevant to the sector) (H)	0	0
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>176.6</b>	<b>172.27</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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0.00</b>	<b>0.00</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	41.89	14.64
(ii) Landfilling	17.22	80.98
(iii) Other disposal operations	0	0
<b>Total</b>	<b>59.11</b>	<b>95.62</b>

**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

**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.**

Uniparts has implemented waste management practices to reduce the usage of hazardous and toxic chemicals by following these measures:

**Storage:**

- ETP sludge/paint sludge is filled in leak-proof HDPE (High Density Polyethylene) bags that are labelled and stored in an impervious leachate-proof room.
- Used oil and waste are stored in barrels that are clearly labelled and kept under cover.

**Treatment:**

- ETP sludge and paint sludge are routed through an authorized treatment storage disposal facility. Specifically, ETP sludge is securely landfilled at the TSFD site in adherence to all applicable regulations and standards.
- Waste oil, used oil and waste batteries are periodically sold to CPCB-approved waste recyclers. This approach ensures that these materials are effectively managed and recycled in a safe, responsible, and sustainable manner.

**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? (Y/N) If no, the reasons thereof and corrective action taken, if any.
We don't have operations in ecologically sensitive areas			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No					

**12. Is the entity should be 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 the applicable environmental laws/ regulations/ guidelines in India.

Sr. 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				



## Principle 7

### BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

#### Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

8

- b. List the top 10 trade and industry chambers/ associations (determined based on the total 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	Engineering Export Promotion Council (EEPC)	National
2	Federation of Indian Export Organizations (FIEO)	National
3	Confederation of Indian Industries (CII)	National
4	Export Promotion Council for EOUs & SEZs	National
5	Chamber of Industrial & Commercial Undertakings (CICU)	State
6	Federation of Industrial & Commercial Organization (FICO)	State
7	Ludhiana Management Association	State
8	Entrepreneurs' Collective Association	National

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

Name of authority	Brief of the case	Corrective action taken
NIL		

## Principle 8

### BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

#### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
No SIA projects were undertaken by the entity in the current financial year					

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

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

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

Member(s) of community can approach the unit head or HR lead of the respective location

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	49%	48%
Sourced directly from within the district and neighbouring districts	78%	77%

## Principle 9

### BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

#### Essential Indicators

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

The company has implemented an effective mechanism for addressing customer complaints. The number of customer complaints against the company for product defects or deficiencies is insignificant in relation to the annual sales volume.

**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	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

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

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

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

	Number	Reasons for Recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

**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, Uniparts has the required policy as it considers data privacy a critical aspect to ensure customer information safety. However, the policy is not available on company's official site.

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

There were no complaints and hence this is not applicable