

June 25, 2024

**BSE Limited**

Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai – 400 051

**National Stock Exchange of India Limited**

Exchange Plaza, Bandra Kurla Complex,  
Bandra East, Mumbai – 400 051

**BSE – 500495**

**NSE – ESCORTS**

**Sub: Business Responsibility and Sustainability Report for the financial year 2023-24**

Dear Sir/ Ma'am,

Pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the financial year 2023- 24, which is also forms part of the Integrated Annual Report for financial year 2023-24.

This is for your information.

Thanking You,  
Yours Faithfully,  
For **Escorts Kubota Limited**

**Arvind Kumar**  
**Company Secretary**

Encl.: As Above

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



At Escorts Kubota Limited (EKL), we are dedicated to incorporating Environmental, Social, and Governance (ESG) factors into our business strategy to drive sustainable growth. As a prominent engineering company operating in sectors of agriculture and infrastructure, we understand the importance of addressing the economic, environmental, and social impacts of our operations. Our commitment to long-term success extends beyond financial performance to include our responsibility towards society and the environment.

We have made a conscious effort to embed ESG principles into our business operations, aiming to create value for all our stakeholders. In this Business Responsibility and Sustainability Report for FY 2023-24, we outline our ESG performance, and initiatives based on nine principles that align with the National Guidelines on Responsible Business Conduct (NGRBC) set forth by the Ministry of Corporate Affairs. We also highlight our material ESG topics that are pertinent to our business and stakeholders.

Through this report, we seek to provide a transparent overview of our ESG journey, including our accomplishments, challenges, and aspirations for the future. We believe that by sharing this information, we can foster greater understanding and collaboration towards achieving our sustainability goals.

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity  
L74899HR1944PLC039088
2. Name of the Listed Entity  
Escorts Kubota Limited
3. Year of incorporation  
1944
4. Registered office address  
15/5, Mathura Road, Faridabad, Haryana – 121003, India
5. Corporate address  
15/5, Mathura Road, Faridabad, Haryana – 121003, India
6. E-mail  
[corp.secretarial@escortskubota.com](mailto:corp.secretarial@escortskubota.com)
7. Telephone  
0129-2250222
8. Website  
[www.escortskubota.com](http://www.escortskubota.com)
9. Financial year for which reporting is being done  
FY 2023-24
10. Name of the Stock Exchange(s) where shares are listed  
BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital  
₹ 1,104,982,610
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report  
Mr. Bharat Madan Whole-time Director & Chief Financial Officer Telephone: 0129-2250222  
Email: [investor.relation@escortskubota.com](mailto:investor.relation@escortskubota.com)
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).  
  
The disclosures made under this report cover the standalone operations of Escorts Kubota Limited, in India, unless otherwise stated.
14. Name of assurance provider  
Grant Thornton Bharat LLP
15. Type of assurance obtained  
Reasonable Assurance

## II. Products/services

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



Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing	Manufacturing and/or sale of Agri Machinery Products (Tractors, Implements, Spare parts, Oils Lubes Etc.), Construction Equipment's and Railway components Globally.	99.92%

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

1 Product/Service	2 Product/Service	3 Product/Service
<b>Agri-machinery products</b>	<b>Construction Equipment</b>	<b>Railway Components</b>
<b>NIC Code</b> <b>28211</b>	<b>NIC Code</b> <b>2824</b>	<b>NIC Code</b> <b>30204</b>
<b>% of total Turnover contributed</b> <b>69.62</b>	<b>% of total Turnover contributed</b> <b>19.48</b>	<b>% of total Turnover contributed</b> <b>10.83</b>

## III. Operations

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

National		International	
	Plants <b>6</b>		Plants <b>1</b>
	Offices* <b>46</b>		Offices <b>1</b>
	Total <b>52</b>		Total <b>2</b>

\*Regional offices and Depots only.

19. Markets served by the entity:

a. Number of locations

Locations		Number
National (No. of States)	»»»	28 states and 8 Union Territories
International (No. of Countries)	»»»	80

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

4.90%

c. A brief on types of customers

Escorts Kubota Limited (EKL), one of India’s leading engineering companies and is a preferred partner of choice for farming and construction equipment in the country. For more than seven decades, EKL has helped accelerate India’s socio-economic growth through its presence across high-growth sectors, EKL is committed to contributing towards India’s growth story and bringing in quality change in the lives of people. EKL has diverse portfolio and various customer segments are served basis their requirement:

1. Customers for Agri Machinery Business Division:

Agri Machinery Business Division is a powerhouse in the manufacturing and trading of agricultural equipment. Our extensive product range provides a complete solution to the farmers right from land preparation to transplanting & harvesting. Our lineup of products covers everything from tractors, paddy planters, combines to implements, sprayers, and tillage solutions, meeting the diverse needs of individuals farmers and organizations across 80 countries.

Designed for exceptional power, efficiency, and versatility, our products have become the preferred choice across various sectors, including agriculture, construction, and landscaping. Under the esteemed brands of Farmtrac, Powertrac, Steeltrac, Farmpower, and E Kubota, we uphold a legacy of excellence, ensuring top-notch quality and performance in every offering.

With a robust nationwide network of over 1200 dealers, we provide a seamless customer experience and effectively deliver our products and services in the Indian market. Having proudly served more than 2.2 Million customers globally, we are committed to driving innovation and excellence in the agricultural machinery industry, continually setting new standards of quality and performance.



## 2. Customers for Construction Equipment Business Division:

we are a leading manufacturer of high-quality equipment for material handling, road building, and earthmoving industries, catering to the increasing needs of infrastructure development projects in the country. Our wide range of customers includes Construction and Industrial Companies, Government Agencies, Mining Companies, Rental Companies, and Individuals. Our products play a crucial role in various daily operations at Infra project sites, mining and production of metals, cement, coal industry, power sector, defence & the allied industries. With our unwavering dedication to excellence, customers can rely on our products to consistently deliver top-notch performance, safety & reliability. We have over 250 touch points across India and a presence in more than 20 countries worldwide, ensuring our commitment to customer satisfaction on a global scale.

## 3. Customers for Railway Equipment Business Division:

We are a reputable supplier to cater the requirements of Indian Railways, Metro organizations, Freight wagon builders, Passenger rolling stock manufacturers globally. Our extensive product line includes components like brake systems, couplers, suspension systems, electric panels, and friction products. Count on us to deliver top-notch solutions for all your Rail transportation needs.



## IV. Employees

20. Details as at the end of Financial Year:

### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			NO. (B)	% (B / A)	NO. (C)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	2,677	2,525	94.32	152	5.68
2.	Other than Permanent (E)	725	634	87.45	91	12.55
3.	Total employees (D + E)	3,402	3,159	92.86	243	7.14
<b>Workers</b>						
4.	Permanent (F)	1,220	1,213	99.43	7	0.57
5.	Other than Permanent (G)	9,888	9,656	97.65	232	2.35
6.	Total workers (F + G)	11,108	10,869	97.85	239	2.15

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

S. No.	Particulars	Total (A)	Male		Female	
			NO. (B)	% (B / A)	NO. (C)	% (C / A)
<b>Employees</b>						
1.	Permanent (D)	2	2	100.00	-	0.00
2.	Other than Permanent (E)	-	-	0.00	-	0.00
3.	Total employees (D + E)	2	2	100.00	-	0.00
<b>Workers</b>						
4.	Permanent (F)	2	2	100.00	-	0.00
5.	Other than Permanent (G)	-	-	0.00	-	0.00
6.	Total workers (F + G)	2	2	100.00	-	0.00

**21. Participation/Inclusion/Representation of women**

Total (A)	No. and percentage of Females	
	No. (B)	% (B/A)
18*	3	16.67

\*Including 3 person who are also KMP

Total (A)	No. and percentage of Females	
	No. (B)	% (B/A)
4**	-	0.00

\*\*Including 3 persons who are also on the Board



## 22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.16	16.90	22.82	24.62	30.20	24.89	18.88	21.46	18.99
Permanent Workers	8.79	25.00	8.89	8.65	28.57	8.80	9.77	23.08	9.88

Note: Please note that the turnover rate is being calculated separately for each category, as per the guidelines. The figures for the previous financial years are realigned accordingly.

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

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

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)
Escorts Crop Solutions Limited	Subsidiary	100.00	No
EKL CSR Foundation (Formerly Escorts Skill Development)	Subsidiary	100.00	No
Farmtrac Tractors Europe sp. z o.o.	Subsidiary	100.00	No
Escorts Kubota Finance Limited	Subsidiary	100.00	No
Invigorated Business Consulting Limited (Formerly Escorts Finance limited)	Subsidiary	67.87	No
Adico Escorts Agri Equipments Private Limited	Joint Venture	40.00	No
Escorts Kubota India Private Limited	Joint Venture	40.00	No
Kubota Agricultural Machinery India Private Limited	Joint Venture	40.00	No
Escorts Consumer Credit Limited	Associate	29.41	No



## VI. CSR Details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013

**Yes**

(ii) Turnover (in Rs.)

**87,767,365,496/-**  
(FY2023-2024)

**83,449,530,239/-**  
(FY2022-2023)

(iii) Net Worth (in Rs.)

**91,167,124,289/-**  
(FY2023-2024)

**83,384,966,570/-**  
(FY2022-2023)

## VII. Transparency and Disclosures Compliances

25. 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) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		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 Community members can raise any concerns or grievances via call / e-mail / letter on contact details mentioned at <a href="https://www.escortskubota.com/contact-us/business.html?view=business">https://www.escortskubota.com/contact-us/business.html?view=business</a> .	-	-	-	-	-	-
Investors (other than shareholders)	Yes Policy can be accessed at <a href="https://www.escortskubota.com/images/pdf/EKL-2022-08-01-Investor-Grievance-Redressal-Policy-Clean.pdf">https://www.escortskubota.com/images/pdf/EKL-2022-08-01-Investor-Grievance-Redressal-Policy-Clean.pdf</a>	-	-	-	-	-	-
Shareholders	Yes Policy can be accessed at <a href="https://www.escortskubota.com/images/pdf/EKL-2022-08-01-Investor-Grievance-Redressal-Policy-Clean.pdf">https://www.escortskubota.com/images/pdf/EKL-2022-08-01-Investor-Grievance-Redressal-Policy-Clean.pdf</a>	2,204	3	-	1,506	3	-

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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes Policy can be accessed at <a href="https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/Whistle-Blower-Policy-aug22.pdf">https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/Whistle-Blower-Policy-aug22.pdf</a>	340	13	-	103	6	-
Customers	Yes Customer can easily raise any concerns or grievances by contacting our dedicated customer care toll-free number mentioned at <a href="https://www.escortskubota.com/contact-us/business.html?view=business">https://www.escortskubota.com/contact-us/business.html?view=business</a> . Additionally, customers can also reach out to us via email or letter using the contact details provided at above link.	1,60,920	81	Includes complaints and queries received from various platforms	1,61,686	52	Includes complaints and queries received from various platforms
Value Chain Partners	Yes Partners can raise any concerns or grievances via call / e-mail / letter on contact details mentioned at <a href="https://www.escortskubota.com/contact-us/business.html?view=business">https://www.escortskubota.com/contact-us/business.html?view=business</a> .	-	-	-	-	-	-
Other (please specify)	NA	-	-	-	-	-	-

## 26. 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

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Energy & Climate Change	Risk	<p>As a manufacturer of agricultural and construction equipment, EKL is dependent on fossil fuels as a source of energy for their machinery. Any disruption in the supply of fossil fuels or a significant increase in their price could adversely affect the Company's operations and profitability.</p> <p>Secondly, as climate change is leading to more frequent and intense weather events such as floods, droughts, and hurricanes, it can impact the demand for agricultural equipment. The extreme weather events can damage crops and reduce the demand for farm equipment. This can directly affect the sales of EKL, which could lead to a decline in revenue.</p>	<p>EKL has taken various steps towards mitigation:</p> <ol style="list-style-type: none"> <li>1. Working and launching Alternative Fuel products- Electric Tractor, CNG fuel base machines, hybrid machines.</li> <li>2. Leveraging Kubota's expertise in advanced farm mechanization solutions to address global food security and enhanced farm productivity needs.</li> </ol>	Negative
Operations EHS impact	Risk	<p>EHS risks can have significant impact on EKL in several ways which can lead to Human cost, legal and regulatory consequences, financial impact, reputational damage, operational disruptions and employee productivity.</p>	<p>EKL has established a robust Environment, Health and Safety (EHS) management system that covers all its operations. EKL ensures compliance with all applicable EHS laws and regulations, as well as international standards and best practices. EKL also conducts regular EHS trainings, audits, inspections, and risk assessments to identify and mitigate potential hazards and incidents. EKL also has a dedicated EHS team and a grievance mechanism to address any EHS issues or concerns.</p>	Negative

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Resource Efficiency	Opportunity	EKL sees resource efficiency as an opportunity to improve its operational efficiency and productivity, as well as to reduce its environmental impact and costs. EKL adopts the 3R principle of Reduce, Reuse and Recycle for its resource consumption, such as water, raw materials, packaging materials, and waste. EKL also invests in research and development to innovate new products and processes that are more resource-efficient and eco-friendly.	-	Positive
Customer Satisfaction	Opportunity	EKL sees customer satisfaction as an opportunity to build long-term relationships with its customers and to increase its market share and reputation. EKL strives to provide innovative and quality engineering solutions that meet or exceed customer expectations and needs. EKL also engages with its customers through various channels, such as surveys, feedback forms, meetings, workshops, webinars, newsletters, websites, social media platforms, and grievance mechanisms, to understand their preferences, concerns, and suggestions. EKL also ensures customer satisfaction by providing timely delivery, after-sales service, warranty support, and product training.	-	Positive

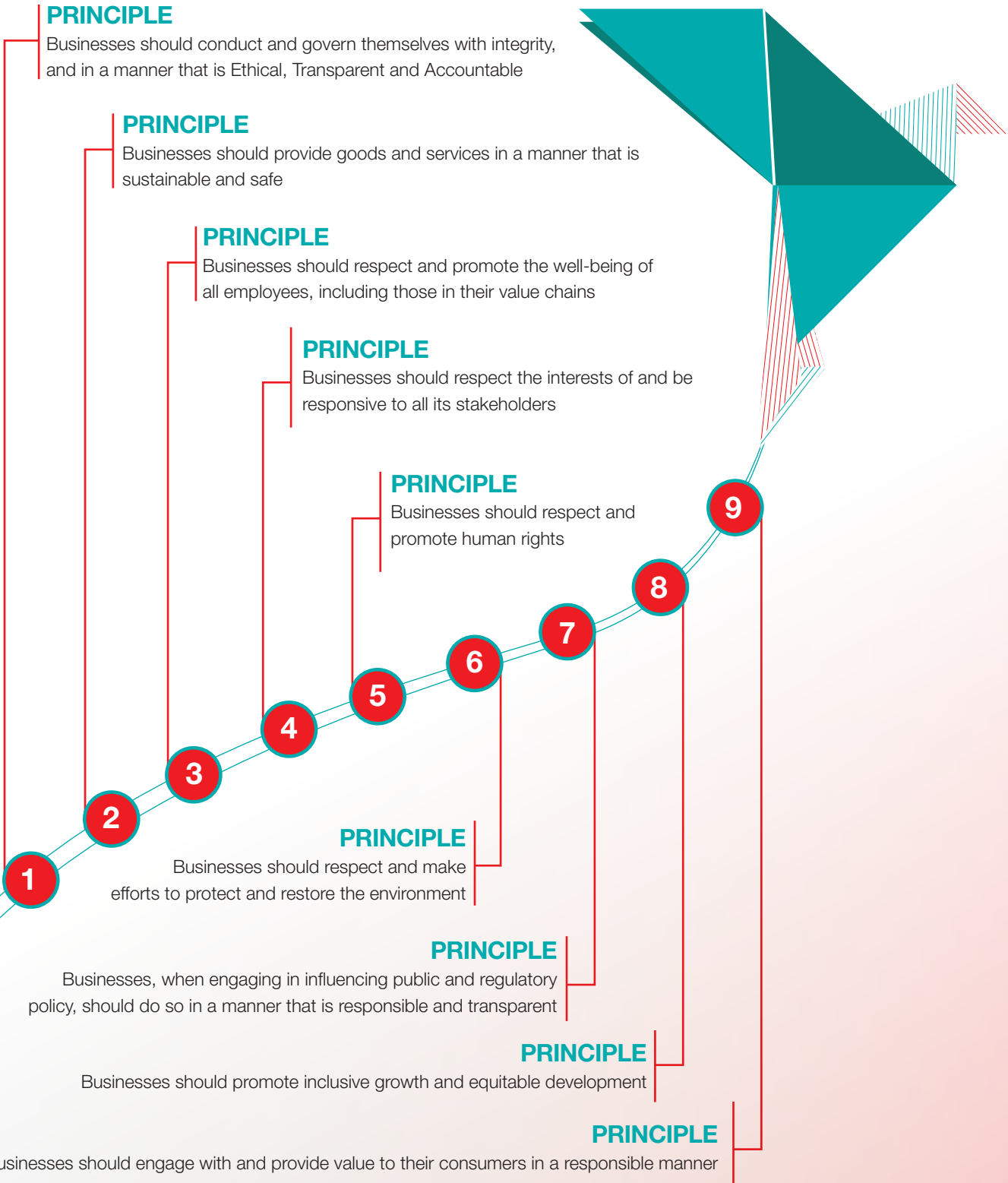
Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Employment	Opportunity	<p>EKL sees employment as an opportunity to attract, retain, and develop a skilled and diverse workforce that is essential for its success and sustainability. EKL provides fair and competitive compensation and benefits to its employees, as well as opportunities for learning and career growth. EKL also fosters a culture of excellence, integrity, innovation, customer focus, and teamwork among its employees. EKL also respects the human rights and labour rights of its employees and ensures a safe, healthy, and inclusive work environment for them.</p>	-	Positive
Value, Ethics and Compliance	Risk	<p>EKL recognises that value ethics compliance are essential for its reputation and trust in the market and society. EKL faces the risk of legal or regulatory violations or ethical breaches that could harm its image and performance.</p>	<p>To mitigate this risk, EKL has established a Code of Conduct that outlines the values and principles that guide its actions and decisions. EKL also has various policies and procedures that ensure compliance with all applicable laws and regulations in the countries where it operates. EKL also conducts regular trainings, audits, reviews, and assessments to monitor and ensure compliance and ethical conduct across the organisation. EKL also has a whistle-blower mechanism that allows anyone to report any suspected or actual violations or breaches without fear of retaliation.</p>	Positive

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Community Engagement & Local Employment	Opportunity	EKL sees community engagement & local employment as an opportunity to support the social development of the communities where it operates and to strengthen its social license to operate. EKL engages with the local communities through various initiatives that focus on education, health care, skill development, livelihood enhancement, women empowerment, and rural development. EKL also creates employment opportunities for the local people and supports local suppliers and vendors.	-	Positive
Supply Chain Sustainability	Risk	EKL recognises that supply chain sustainability is critical for its business continuity and performance. EKL faces the risk of disruptions or delays in its supply chain due to various factors such as natural disasters, pandemics, political instability, environmental or social issues, or non-compliance or unethical practices by its suppliers or vendors.	To mitigate this risk, EKL has established a Supplier Code of Conduct that sets the minimum standards and expectations for its suppliers and vendors in terms of quality, environmental, social, and governance aspects. EKL also conducts regular assessments, audits, and reviews of its suppliers and vendors to ensure their compliance and performance. EKL also diversifies its supply chain sources and locations to reduce its dependency and vulnerability.	Negative

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Product Responsibility & Association	Opportunity	<p>EKL sees product responsibility &amp; association as an opportunity to improve its product quality and safety, as well as to increase its brand value and recognition. EKL ensures that its products meet or exceed the applicable standards and regulations for quality and safety in the countries where it operates. EKL also conducts regular product testing, inspection, and certification to ensure its product quality and safety. EKL also provides product information and labelling to inform its customers about the features, benefits, and risks of its products. EKL also associates with reputable industry associations and bodies that promote best practices and standards for its products and sector.</p>	-	Positive
Diversity & Inclusion	Opportunity	<p>EKL sees diversity &amp; inclusion as an opportunity to leverage the diverse perspectives and talents of its workforce and stakeholders, as well as to foster a culture of respect and belonging. EKL ensures that its workforce reflects the diversity of the markets and communities where it operates in terms of gender, age, ethnicity, religion, disability, sexual orientation, and other aspects. EKL also ensures that its workforce is treated fairly and equitably in terms of compensation, benefits, opportunities, recognition, and development. EKL also promotes a culture of inclusion where everyone feels valued and respected for their unique contributions and perspectives. EKL also engages with diverse stakeholders to understand their needs and expectations and to address any issues or concerns related to diversity &amp; inclusion.</p>	-	Positive

# SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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





Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<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				
b. Has the policy been approved by the Board? (Yes/No)					Yes				
c. Web Link of the Policies, if available	<p>Business Responsibility and Sustainability Policy, along with other policies related to BRSR principles, can be accessed by visiting the following weblinks:</p> <p>Business Responsibility and Sustainability Policy:  <a href="https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/EKL-2023-05-10-Business-Responsibility-and-Sustainability-Policy.pdf">https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/EKL-2023-05-10-Business-Responsibility-and-Sustainability-Policy.pdf</a></p> <p>Other related policies:  <a href="https://www.escortskubota.com/investors/governance.html">https://www.escortskubota.com/investors/governance.html</a></p>								
2. Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>All policies are in accordance with NGRBC guidelines. Additionally, ISO-9001, ISO-14001, and ISO-45001 standards are implemented at all manufacturing and corporate locations along with IRIS (International Railway Industry Standard) Certification is obtained for the Railway Equipment Business Division.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The organization has set an environmental goal of becoming carbon neutral by 2050, reducing CO2 emissions by 25% by 2030, minimizing its impact on the environment, and encouraging recycling. We have an objective to accomplish zero landfill by 2027. Water is one of the most valuable and shared normal assets at which our tasks rely on. Through initiatives like Zero Liquid Discharge activity, upgrading STP/ETP, water reuse and recycling, and rainwater harvesting, we aim to be water positive by 2030 as part of our ESG target. We aim to increase gender diversity in the workforce to 7.5% and increase employee engagement and satisfaction by 2025.</p>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>EKL has made significant progress during the reporting period towards achieving the target of becoming Carbon neutral by 2050. We have upgraded the diesel powered Gensets in our operations to Gas powered gensets and increasing the share of renewable energy in the total energy consumption. Company has focused on limiting water usage and reduced the net water withdrawal. In order to achieve its goal of increasing gender diversity, the Company has increased the number of women employed overall. During the reporting period, the primary focus was placed on making investments in employee training and development in order to enhance expertise and skills.</p>								

Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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### Governance, leadership and oversight

7. [Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements](#)

On Your Side, EKL's philosophy, we are committed to addressing ESG issues and have identified key challenges such as reducing our carbon footprint, minimizing water usage, decreasing waste generation, promoting diversity and inclusion, ensuring transparency and sustainability in our value chain, and engaging with the community. To tackle these challenges, we have set ambitious goals, including achieving carbon neutrality by 2050, increasing renewable energy usage, becoming water positive by 2030, eliminating landfill waste by 2027, enhancing female representation in our workforce, implementing sustainable practices across our value chain, and investing in community development projects.

We have already made significant strides towards these targets by investing in renewable energy, utilizing water recycling and treatment technologies, providing diversity and inclusion training, and enhancing our value chain assessment process. We have also been actively discussing our progress in our Business Responsibility and Sustainability Report (BRSR) as per SEBI's guidelines, showcasing our commitment to sustainability and transparency with our stakeholders.

8. <a href="#">Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</a>	Ms. Nitasha Nanda Whole-time Director DIN: 00032660
9. <a href="#">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.</a>	Yes. The directors and senior management periodically monitor the business responsibility performance of the Company. The Board of directors reviews the business responsibility performance on an annual basis. The CSR Committee reviews the social performance and the Risk Management Committee assesses and reviews the identified risks from time to time.

10. [Details of Review of NGRBCs by the Company:](#)

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Performance against above policies and follow up action</b>	Yes, on an annual basis, The Directors and Senior Management of the Company review and update the Business Responsibility Policies and guide on further actions, if required for modifications/improvement in the policies.																	
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	Yes, on an annual basis, The Directors and Senior Management of the Company review and update the Business Responsibility Policies and guide on further actions, if required for modifications/improvement in the policies. The Company is in compliance with statutory requirements of relevance to the principles.																	

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, however all policies and processes are subject to Internal and statutory audits / reviews done for the Company 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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: NA denotes 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 programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	7	Familiarization programs covering <ul style="list-style-type: none"> <li>• Corporate Governance Practices</li> <li>• Code of Conduct &amp; Ethics</li> <li>• Updates on Business Operations</li> <li>• Emergency Response and Disaster Management Plans</li> <li>• ESG &amp; BRSR Principles</li> <li>• Cyber Security Awareness</li> <li>• Other regulatory updates</li> </ul>	88.88
Key Managerial Personnel	3	<ul style="list-style-type: none"> <li>• POSH- Prevention of Sexual harassment</li> <li>• COC - Code of Conduct</li> <li>• Leadership culture workshop</li> </ul>	100.00
Employees other than BoD and KMPs	166	Various programs as mentioned in Human capital page number 110.	99.00
Workers	9	<ul style="list-style-type: none"> <li>• POSH- Prevention of Sexual harassment</li> <li>• COC - Code of Conduct</li> <li>• Naya Urja Naya Disha</li> <li>• Safety</li> <li>• New Joinee orientation</li> <li>• First Aid</li> <li>• HIV Awareness</li> <li>• Behavioural Trainings</li> <li>• Technical Trainings</li> </ul>	98.00

**2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format:**

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	NA	Principal Commissioner of Customs (Import), New Delhi	4,18,47,046	An order passed on November 6, 2023, imposed penalty on dispute on classification issue on imported goods and eligibility of concessional rate of duty.	Yes
		Assistant Commissioner (ST), GST Department, Vijayawada, Andhra Pradesh	18,495	An order passed on November 18, 2023, imposed penalty on account of a mismatch of Input Tax Credit with GSTR-2A &/ or eligibility. The Penalty has been deposited by the Company and matter stands closed.	No
		Assistant Commissioner, GST Department, Kanpur, Uttar Pradesh	20,28,091	The orders were passed on January 10, 2024 and January 11, 2024 imposed penalty on account of a minute clerical error in the customer address mentioned on the tax invoice is unwarranted and incorrect.	Yes
Settlement	NA	Excise & Taxation Officer, West Bengal	Payment of Rs. 5,13,969 made against the tax demand of (excluding interest & penalty) Rs. 26,75,466	Provisional settlement orders for settlement of VAT/ CST/ Entry Tax demand matters in the state of West Bengal under the Scheme of West Bengal One time Settlement for Recovery of Outstanding dues, involving demand mainly on account of Non-availability of Statutory forms pertaining to Assessment Years 2008-09, 2009-10, 2010-11, 2013-14, 2016-17. The contravention was mainly on account of sales return disallowed, excess turnover determined etc. under the West Bengal VAT/ CST/ Entry Tax Act.	No

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)
Settlement	NA	Excise & Taxation Officer, Faridabad (East), Haryana	Payment of Rs. 2,42,56,420 made against tax demand of (excluding interest & penalty): Rs. 8,08,54,733	Provisional settlement orders passed under the Scheme of Haryana One time Settlement for Recovery of Outstanding dues'2023', pertaining to Assessment Years 2002-03, 2011-12, 2012-13, 2013-14, 2014-15. The contravention was mainly on account of Non-availability of statutory forms under the Haryana VAT/ CST Act.	No
Compounding Fee	NA	NA	NA	NA	NA

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	NA	NA	NA
Punishment	NA	NA	NA	NA

**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
An appeal was filed on February 02, 2024 against the order dated November 06, 2023 of Principal Commissioner of Customs (Import), New Delhi on dispute on classification issue on imported goods and eligibility of concessional rate of duty	Appeal filed before Customs Excise & Service Tax Appellate Tribunal
An appeal was filed on April 09, 2024 against the orders of Assistant Commissioner, GST Department, Kanpur, Uttar Pradesh of dispute on account of a minute clerical error in the customer address mentioned on the tax invoice is unwarranted and incorrect.	Appeal filed before Commissioner (Appeal)

**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.**

Escorts Kubota Limited is dedicated to upholding ethical business practices by implementing a comprehensive anti-corruption and anti-bribery policy. This policy applies to all employees, members of the Board of Directors, and individuals working for the Company in any capacity. You can easily access the policy on our website here:

[https://www.escortskubota.com/images/pdf/EKL\\_Anti\\_Bribery\\_Policy.pdf](https://www.escortskubota.com/images/pdf/EKL_Anti_Bribery_Policy.pdf)

Our commitment to integrity is emphasized in this policy, which provides clear guidelines for conduct to ensure we maintain the highest standards of ethical behavior.

**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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year	
Nil		Directors	Nil	
		KMPs		
		Employees		
		Workers		

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

FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year	
Number	Remarks		Number	Remarks
Nil	Nil	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Nil	Nil	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties /action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

**8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Number of days of accounts payables	73	60

## 9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Matrix	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses.	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	75.91%	75.93%
	b. Number of dealers / distributors to whom sales are made	1,835	1,866
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	10.71%	8.33%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3.03%	3.73%
	b. Sales (Sales to related parties / Total Sales)	1.94%	2.75%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	3.70%	2.14%
	d. Investments (Investments in related parties / Total Investments made)	5.16%	8.96%

\*Company's vendors of material goods and services are not trading houses, and it is important to note that there is no specific guidance on trading houses in the SEBI BRSR guidelines

### Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
8 for Suppliers	Kaizen Training Program, Quality Upgradation program	30.00
386 for New Dealers	New Dealer Induction	100.00
34 Dealer Meet	Industry update Company Policies	100.00

#### 2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Escorts Kubota Limited has established a code of conduct procedure to effectively prevent and manage conflicts of interest within the organization. This policy is readily accessible on the Company's website under the section designated for Board Members and Senior Management @ <https://www.escortskubota.com/images/pdf/EKL-2023-05-10-Code-of-Conduct.pdf>. In addition to this, Escorts Kubota Limited also adheres to the Kubota Group Charter for Action & Code of Conduct, further strengthening its commitment to ethical business practices applicable to all employees and accessible @ [https://www.escortskubota.com/templates/escortsgroup\\_home/images/pdf/KUBOTA-Group-Charter-for-Code-of-Conduct.pdf](https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/KUBOTA-Group-Charter-for-Code-of-Conduct.pdf).

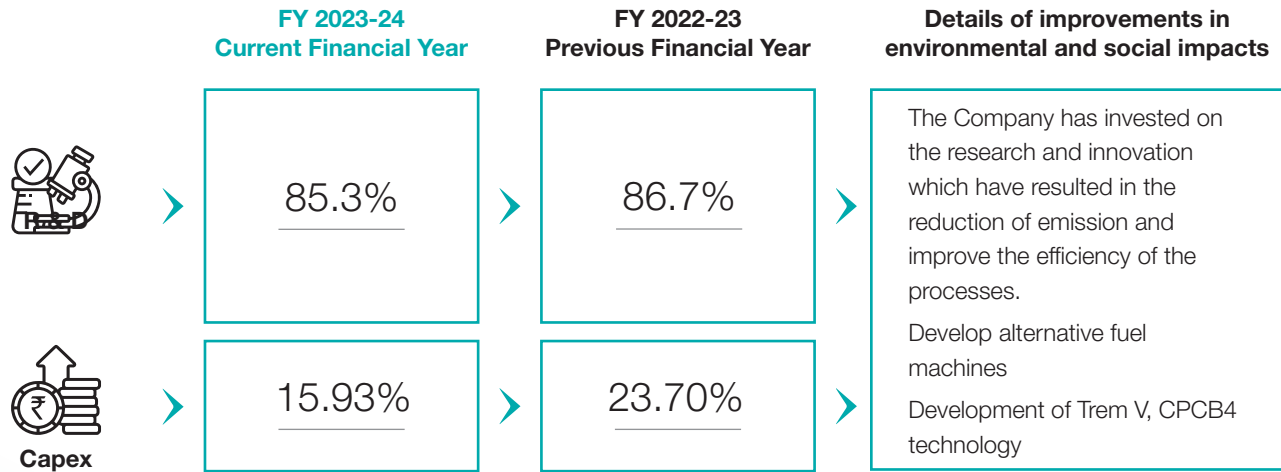


## PRINCIPLE 2

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

### Essential Indicators

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



2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)** Yes  
 b. **If yes, what percentage of inputs were sourced sustainably?** 37%

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.**

Waste management in a safe and responsible manner is a crucial priority for our businesses.

#### Plastics:

All plastic waste generated in the plant premises is disposed of through an authorized recycler approved by the CPCB or the SPCB. During the year FY 2023-24 EKL has recycled 257 Tonnes post-consumer plastic waste under the Plastic waste EPR (Extended Producer Responsibility) obligation.

#### E-waste

E-waste is not material to EKL. All the E-waste is disposed through certified third parties.

#### Hazardous waste:

At EKL, we recycle or incinerate Hazardous wastes or send them to landfill. We have partnered with Satyam PetroChemical, a Haryana State Pollution Control Board (HSPCB) dealer, to recycle our waste oil. For disposing the other types of hazardous wastes, we have partnered with Gujarat Enviro Protection & Infrastructure Ltd. (GEPIL), also a HSPCB dealer, who incinerated the paint sludge and dispose the rest into landfill.

### Other waste

All the other Non-hazardous waste generated is sent to the recycler.

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

Yes. We have registered with CPCB under Plastic waste EPR as Brand owner & Importer & Batter waste EPR as Producer

#### 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, EKL has submitted details on the CPCB as per CPCB requirement and directions. For plastic waste, EPR registration as brand owner/Importer is granted and our plastic EPR obligation was 257 tonnes of plastic recycling, we have completed our plastic EPR targets and its reflected in CPCB portal in EKL Wallet. Also EKL is for FY23-24 registered with CPCB battery EPR portal as Producer under battery waste management rules, cat- Lithium-Ion Battery (EV Tractor) and the recycling target to be met by 2030

### Leadership Indicators

#### 1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

No, the entity has not conducted any Life Cycle Perspective / Assessments (LCA) for any of its products.

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
-	Nil	Nil	Nil	Nil	Nil

#### 2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

##### Name of Product / Service

Nil

##### Description of the risk / concern

Nil




##### Action Taken

Nil

#### 3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
	Current Financial Year	Previous Financial Year
-	Nil	Nil

**4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of.**

	FY 2023-24 Current Financial Year				FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed		Re-Used	Recycled	Safely Disposed
 <p><b>Plastics</b> (Including packaging)</p>	Nil	136.71	Nil	>	Nil	111.12	Nil
 <p><b>E-waste</b> (Including packaging)</p>	Nil	0.99	Nil	>	Nil	41.38	Nil
 <p><b>Hazardous waste</b> ETP Sludge, Grinding Sludge, Industrial Waste, Paint Sludge, Phosphate Sludge, waste coolant, waste used oil, Discarded Asbestos, Celdak Pad, Electrical Scrap, Bio-medical waste, battery Waste)</p>	Nil	171.04	900.78	>	Nil	632.51	252.85
 <p><b>Others</b> (Non-hazardous waste)</p>	Nil	17,858.53	Nil	>	Nil	14,754	4.56

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	Nil

## PRINCIPLE 3

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

### Essential Indicators

1.

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits*		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	2,525	2,514	99.56	2,525	100.00	NA	NA	0	0.00	2,525	100.00
Female	152	147	96.71	152	100.00	152	100.00	NA	NA	152	100.00
<b>Total</b>	<b>2,677</b>	<b>2,661</b>	<b>99.40</b>	<b>2,677</b>	<b>100.00</b>	<b>152</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>2,677</b>	<b>100.00</b>
<b>Other than Permanent employees</b>											
Male	634	627	98.90	627	98.90	NA	NA	0	0.00	627	98.90
Female	91	89	97.80	89	97.80	89	97.80	NA	NA	89	97.80
<b>Total</b>	<b>725</b>	<b>716</b>	<b>98.76</b>	<b>716</b>	<b>98.76</b>	<b>89</b>	<b>97.80</b>	<b>0</b>	<b>0.00</b>	<b>716</b>	<b>98.76</b>

\*As per the NSE circular: NSE/CML/2024/11, we have not included males in the total figure.

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits*		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	1,213	1,213	100.00	1,213	100.00	NA	NA	0	0.00	1,213	100.00
Female	7	7	100.00	7	100.00	7	100.00	NA	NA	7	100.00
<b>Total</b>	<b>1,220</b>	<b>1,220</b>	<b>100.00</b>	<b>1,220</b>	<b>100.00</b>	<b>7</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>1,220</b>	<b>100.00</b>
<b>Other than Permanent workers</b>											
Male	9,656	8,585	88.91	9,656	100.00	NA	NA	0	0.00	9,656	100.00
Female	232	145	62.50	232	100.00	232	100.00	NA	NA	232	100.00
<b>Total</b>	<b>9,888</b>	<b>8,730</b>	<b>88.29</b>	<b>9,888</b>	<b>100.00</b>	<b>232</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>9,888</b>	<b>100.00</b>

\*As per the NSE circular: NSE/CML/2024/11, we have not included males in the total figure.

- c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –**

**Cost incurred on well-being measures as a % of total revenue of the Company**

**FY 2023-24**

**Current Financial Year**

**0.23**

**FY 2022-23**

**Previous Financial Year**

**0.22**

## 2. Details of retirement benefits

	FY 2023-24 Current Financial Year			FY 2022-23 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 the authority (Y/N/N.A.)
PF	99.40	100.00	Y	98.96	100.00	Y
Gratuity	99.40	100.00	Y	98.96	100.00	N
ESI	0.00	1.00	Y	0.04	0.98	Y
Others –Please specify				-	-	-

- 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.**

Yes, Our premises are fully accessible to individuals with disabilities in accordance with the Rights of Persons with Disabilities Act 2016. We offer comprehensive assistance to ensure that all visitors, employees, and workers are accommodated with ease.

- 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 are committed to providing Equal Employment Opportunity as mandated by the Rights of Persons with Disabilities Act, 2016. Our policy can be accessed through the following link:

<https://www.escortskubota.com/templates/escortsgrouphome/images/pdf/Equal-Opportunity-Policy.pdf>

Furthermore, our Code of Business Conduct emphasizes our dedication to promoting equal opportunities for all individuals, regardless of gender, age, language, cultural background, sexual orientation, gender identity, health or medical condition, religious beliefs, physical ability, appearance, marital status, etc. Policy can be accessed through the following link:

<https://www.escortskubota.com/templates/escortsgrouphome/images/pdf/EKL-Code-of-Conduct.pdf>

We strive to create a workplace that values diversity and inclusion for all employees.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100.00	66.67	100.00	100.00
<b>Total</b>	<b>100.00</b>	<b>66.67</b>	<b>100.00</b>	<b>100.00</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.**

**Permanent Workers**  
 Yes, we have grievance redressal committees, plant wise, that meet monthly to address workmen grievances

**Other than Permanent Workers**  
 Yes, Contractor takes care of the grievances if any raised by the employee

**Permanent Employees**  
 Yes, as per the Grievance Redressal Policy mentioned in the HR Policy Manual

**Other than Permanent Employees**  
 Yes, Contractor takes care of the grievances if any raised by the employee

Escorts Kubota Limited have Grievance Mechanism Policy which is accessible to internal stakeholders and is available on Company's intranet and brief under code of business conduct that can be accessible on website:

[https://www.escortskubota.com/templates/escortsgroup\\_home/images/pdf/EKL-Code-of-Conduct.pdf](https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/EKL-Code-of-Conduct.pdf)

In case of any unethical matter, all employees are encouraged to report the concern to their supervisor or reporting manager. For Organisational issues, performance and appraisal related concerns or if the complaint is against the Supervisor or Reporting Manager, they are directed towards Human Resource Manager. Employees should reach out to the Ethics Committee if complaint is of the nature as described in the whistle blower policy which can be accessed via link:

[https://www.escortskubota.com/templates/escortsgroup\\_home/images/pdf/Whistle-Blower-Policy-aug22.pdf](https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/Whistle-Blower-Policy-aug22.pdf)

All complaints are reviewed periodically, and investigation is carried out followed by strict disciplinary action against the person.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 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	2,677	0	0.00	2,598	0	-
- Male	2,525	0	0.00	2,466	0	-
- Female	152	0	0.00	132	0	-
Total Permanent Workers	1,220	1,206	98.85	1,322	1,309	99.02
- Male	1,213	1,199	98.85	1,313	1,300	99.01
- Female	7	7	100.00	9	9	100.00

Note:- Calculation methodology for FY 2023-24 has been aligned to the internal policies and guidelines

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

Category	FY 2023-24 Current Financial Year					FY 2022-23 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)
<b>Employees</b>										
Male	2,525	587	23.25	2,367	93.74	2,466	2,466	100.00	2,211	89.66
Female	152	26	17.11	143	94.08	132	132	100.00	115	87.12
<b>Total</b>	<b>2,677</b>	<b>613</b>	<b>22.90</b>	<b>2,510</b>	<b>93.76</b>	<b>2,598</b>	<b>2,598</b>	<b>100.00</b>	<b>2,326</b>	<b>89.53</b>
<b>Workers</b>										
Male	1,213	1,180	97.28	1,188	97.94	1,313	1,313	100.00	1,313	100.00
Female	7	6	85.71	6	85.71	9	9	100.00	9	100.00
<b>Total</b>	<b>1,220</b>	<b>1,186</b>	<b>97.21</b>	<b>1,194</b>	<b>97.87</b>	<b>1,322</b>	<b>1,322</b>	<b>100.00</b>	<b>1,322</b>	<b>100.00</b>

Note : All Employees (Excluding other than permanent employees) and all workers (Excluding other than permanent workers) active as on March 31 of respective financial year, are considered.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	2,525	2,525	100.00	2,466	2,466	100.00
Female	152	152	100.00	132	132	100.00
<b>Total</b>	<b>2,677</b>	<b>2,677</b>	<b>100.00</b>	<b>2,598</b>	<b>2,598</b>	<b>100.00</b>
<b>Workers</b>						
Male	1,213	1,213	100.00	1,313	1,313	100.00
Female	7	7	100.00	9	9	100.00
<b>Total</b>	<b>1,220</b>	<b>1,220</b>	<b>100.00</b>	<b>1,322</b>	<b>1,322</b>	<b>100.00</b>

Note: Includes only permanent employees.

## 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, what is the coverage of such a system?

Yes, All our operational facilities are certified with ISO 45001 & ISO 14001. Escorts Kubota Limited has implemented a robust health and safety management system across the business. We have an EHS policy, applicable to all employees and workers and multiple processes implemented to eliminate risk in the system that can be accessed at [https://www.escortskubota.com/templates/escortsgroup\\_home/images/pdf/EHS-Policy-Full-Version-2023.pdf](https://www.escortskubota.com/templates/escortsgroup_home/images/pdf/EHS-Policy-Full-Version-2023.pdf).

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

At Escorts Kubota Limited, the health and safety of our employees is our top priority. As an ISO 45001 certified company, we follow strict guidelines to identify risks and develop mitigation plans to ensure a safe working environment. Our centralized team has developed clear protocols which are regularly updated, and all employees undergo regular training to address any potential work-related hazards. By consistently reviewing and updating our mitigation plans, we are committed to maintaining a safe workplace for all.



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

Yes, All sites are equipped with incident and hazard reporting procedures to ensure the safety of the workforce by identifying and addressing unsafe working conditions. Various platforms and processes are in place to report hazards, such as the Safety Observation tour (SOT) where line managers actively engage with workers to address safety concerns. Additionally, an online safety risk reporting mechanism is available. Regular training sessions are conducted on Safety Risk Assessment, Mock Drill Fire-Disaster Management, Emergency Management, and Driving Safety. A monthly Safety Committee meeting involving all workers is held to ensure ongoing safety improvements.

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

Yes, All plants are equipped with a dedicated occupational health center that provides round-the-clock access to routine and non-routine employees. A full-time doctor is on staff to provide regular medications and general treatment, with the company also supplying necessary medicines. If further assistance is needed, the doctor can help to arrange for outside medications.

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

Safety Incident/Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.00
	Workers	0.03	0.67
Total recordable work-related injuries	Employees	0	0
	Workers	18	230
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	18



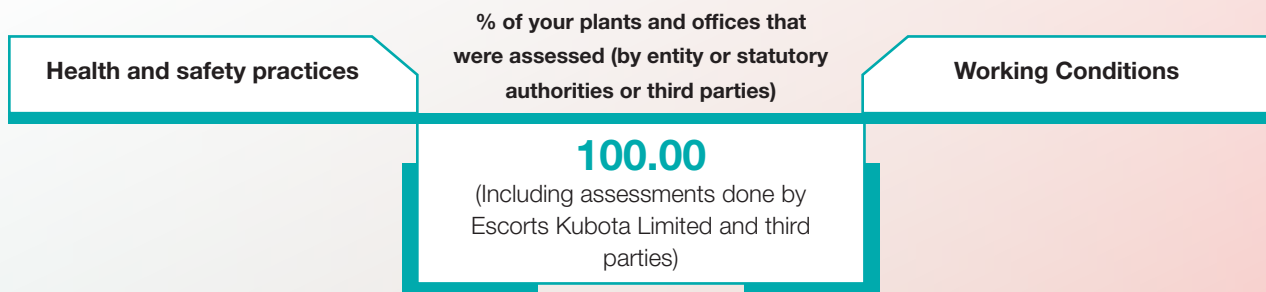
**12. Describe the measures taken by the entity to ensure a safe and healthy workplace.**

- Escorts Kubota Limited manufacturing plants hold certifications in ISO 45001 and ISO 14001, demonstrating our commitment to ensuring a safe and healthy workplace.
- Management monitors performance in safety, environment, and compliance on a monthly basis, with a well-defined structure in place for accountability on a regular basis.
- Our adherence to local, state, and national regulations, including ISO standards, guides our comprehensive safety policies and procedures. Regular training sessions on health and safety protocols, first aid, fire drills, and machinery handling are provided to ensure our workforce is well-informed.
- Regular risk assessments are conducted to identify potential hazards, and appropriate PPE is provided to all employees.
- Safety is a top priority at every manufacturing plant, with separate safety committees ensuring the participation of both workers and management. At the group level, the group safety committee oversees the implementation of standardized safety processes. Additionally, an annual safety environment plan guides strategic actions, with monthly tracking to ensure progress. Training and development opportunities are regularly offered to employees, focusing on safety, environment, and compliance.
- We conduct regular risk assessments to identify potential hazards in the workplace.
- We ensure that each employee has access to and is trained to use appropriate PPE such as gloves, helmets, shoes to protect against specific hazards.
- In terms of equipment, inherently safe machinery is a priority, with the goal of zero level-1 incidents. Process guidelines are followed to ensure safety and compliance, with a focus on the Escorts Kubota system.
- Employee motivation is fostered through various activities and celebrations, such as National Safety Week and Environment Week.
- Organization-wide training, awareness programs, and motivational activities are conducted to promote safe behavior and engagement among employees.
- A Reward/Recognition & Consequence Management system has been implemented to address work behaviors and situations, ensuring accountability and reinforcing safety practices.

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

	FY 2023-24 Current Financial Year			FY 2022-23 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
<b>Working Conditions</b>	14,211	503		17,490	326	-
<b>Health &amp; Safety</b>	2,357	79		5,478	105	-

**14. Assessments for the year**



**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.**

Ensuring the safety of our employees is our top priority at Escorts Kubota Limited. We have a comprehensive safety system in place that includes regular safety inspections, operation control, monitoring, audits, and assessments to identify any potential risks. Any gaps or learnings from incidents are thoroughly reviewed and improvements are made company-wide to prevent any repeat occurrences. Our site leadership takes responsibility for implementing corrective actions to address any safety concerns promptly.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

(A) Yes, Escorts Kubota Limited provides the following benefits to the beneficiaries in case of demise of permanent employees

1. Accidental Death Insurance of Rs.20 Lacs
2. One-Time compassionate amount of Rs.12 Lacs
3. Voluntary contribution by all permanent employees
4. Statutory benefits applicable under EDLI, EPS, PF and Gratuity

(B) Yes, Escorts Kubota Limited provides the following benefits in case of demise of permanent workers

1. Accidental Death Insurance of Rs.20 Lacs
2. Jeevan Dhara Policy benefits
3. Voluntary contribution by all permanent employees (employees and workers)
4. One-Time compassionate amount of Rs.12 Lacs or joining offer to one biological son based on the education and age criteria
5. Statutory benefits under EDLI, EPS, PF and Gratuity

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

Escorts Kubota Limited is committed to complying with all statutory requirements related to transactions. We ensure that all applicable statutory dues are deducted and deposited in accordance with regulations. As part of our internal and statutory audit process, we review proof of submission for statutory dues. Additionally, the manpower contractor shares monthly copies of ESI/PF challans and Electronic Challan Receipts with our Employee Relations team for validation. The ER team cross-checks these challans with wage sheets and salary bank transfer sheets submitted by the contractor.

We hold our value chain partners to high standards of business responsibility, emphasizing the principles of transparency and accountability.



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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
<b>Employees</b>	Nil	Nil	NA	NA
<b>Workers</b>	Nil	Nil	NA	NA

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**  
 No

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



**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**  
 Nil

## 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.**

At Escorts Kubota Limited, the engagement approach takes into cognisance the fact that each stakeholder group is unique and has a distinctive set of priorities. Insights gathered from stakeholder engagements, help validate the Company’s performance and shape new perspectives.

The process for identifying key stakeholders is on the basis of the material influence they have on the Company or on how they are materially influenced by the Company’s corporate decisions and the consequences of those decisions. We also use various tools and frameworks to identify and prioritize our key stakeholders and their material issues and concerns. We use the feedback and inputs from our stakeholder engagement to improve our decision-making process and our business practices and performance.

**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
<b>Government and regulatory authorities</b>	No	<ul style="list-style-type: none"> <li>Email</li> <li>website</li> <li>Annual Reports/ Compliance Filings</li> <li>Advertisement</li> </ul>	Regular	<ul style="list-style-type: none"> <li>Regulatory &amp; Legal requirements</li> <li>Technology &amp; Innovation</li> <li>Capacity expansion</li> </ul>
<b>Employees</b>	No	<ul style="list-style-type: none"> <li>Feedback and connect sessions / Employee surveys / Townhalls</li> <li>Training &amp; safety programmes - Classroom and Virtual</li> <li>Engagement &amp; R&amp;R programs</li> <li>Regular update on Intranet / Emails / HRIS / Notices Board / Website</li> </ul>	Regular	<ul style="list-style-type: none"> <li>Business Performance Update and action planning</li> <li>Employee engagement &amp; recognition / employee pulse check</li> <li>Training and Development</li> <li>Performance assessment &amp; KRA cascading</li> <li>Grievance redressal</li> </ul>
<b>Customers</b>	No	<ul style="list-style-type: none"> <li>Pamphlets</li> <li>E-Mail</li> <li>Meetings</li> <li>Newspapers</li> <li>Website</li> <li>Advertisement</li> <li>SMS</li> <li>Notice Boards</li> </ul>	Regular	<ul style="list-style-type: none"> <li>Customer Satisfaction</li> <li>Customer complaints</li> <li>Extending product &amp; services</li> </ul>
<b>Suppliers</b>	No	<ul style="list-style-type: none"> <li>Annual Supplier Convention</li> <li>Supplier Audits</li> <li>Informal Interaction</li> <li>E-Mail</li> <li>Newspapers</li> <li>Website</li> <li>Advertisement</li> </ul>	Regular	<ul style="list-style-type: none"> <li>Transparent, fair &amp; accountable supply chain practice</li> <li>Supplier financial health/ reputation</li> <li>Service Quality</li> <li>Access to knowledge on sustainable supply chain practices</li> <li>Innovation &amp; Technology</li> </ul>

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
<b>Local community</b>	No	<ul style="list-style-type: none"> <li>Community Meetings</li> </ul>	Regular/Event Based	<ul style="list-style-type: none"> <li>CSR Initiatives</li> <li>Creation of job opportunities</li> <li>Relationship development</li> </ul>
<b>Investors &amp; shareholders</b>	No	<ul style="list-style-type: none"> <li>General Body Meetings</li> <li>E-Mail</li> <li>Newspapers</li> <li>Advertisement</li> <li>Concalls</li> <li>Stock Exchanges</li> <li>Annual Report</li> <li>Media Updates</li> <li>Company's website</li> </ul>	Regular/Event Based	<ul style="list-style-type: none"> <li>Discussion on financial &amp; non-financial performance, market value of shares</li> <li>Shareholder returns</li> <li>Effective &amp; robust corporate governance</li> </ul>

### Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

EKL's committees facilitate communication between stakeholders to address economic, environmental, and social issues. Through regular meetings with the board, committee members provide valuable feedback gathered from stakeholders, ensuring that all relevant topics are effectively communicated to the board.

- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

No.

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

We always consciously act as responsible corporate citizens with the marginalized and vulnerable section of our society. Accordingly, The Corporate Social Responsibility (CSR) policy of our company is designed with a clear & strategic focus, aimed at maximizing the positive impact on society and the environment through our dedicated efforts. For the sake of administrative efficiency and to ensure that our initiatives are well-directed and impactful, the CSR projects have been categorized into three primary sections: Agricultural Development, Environmental Sustainability, and Empowerment of Socially Vulnerable Groups. Additionally, Escorts Kubota Advanced Farming Institute at Kurukshetra & Bengaluru have been instrumental in capacity development of farmers.

These categories not only reflect our commitment to addressing some of the most pressing challenges of our times but also serve as the guiding framework for all our CSR projects, ensuring a coherent and focused approach towards social responsibility. Kindly refer to the Annexure - E i.e. Annual Report on Corporate Social Responsibility Activities at page 207 and Social and Relationship Capital at page 122 for further details.

## 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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	2,677	2,677	100.00	2,598	2,598	100.00
Other than permanent	725	725	100.00	983	983	100.00
<b>Total employees</b>	<b>3,402</b>	<b>3,402</b>	<b>100.00</b>	<b>3,581</b>	<b>3,581</b>	<b>100.00</b>
<b>Workers</b>						
Permanent	1,220	1,220	100.00	1,322	1,322	100.00
Other than permanent	9,888	9,888	100.00	8,702	8,702	100.00
<b>Total workers</b>	<b>11,108</b>	<b>11,108</b>	<b>100.00</b>	<b>10,024</b>	<b>10,024</b>	<b>100.00</b>

\* Human Rights is part of EKL COC so every employee is covered

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent										
Male	2,525	-	-	2,525	100.00	2,466	-	-	2,466	100.00
Female	152	-	-	152	100.00	132	-	-	132	100.00
Other than permanent										
Male	634	-	-	634	100.00	899	-	-	899	100.00
Female	91	-	-	91	100.00	84	-	-	84	100.00

Category	FY 2023-24				FY 2022-23					
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers</b>										
Permanent										
Male	1,213	-	-	1,213	100.00	1,313	-	-	1,313	100.00
Female	7	-	-	7	100.00	9	-	-	9	100.00
Other than permanent										
Male	9,656	-	-	9,656	100.00	8,518	-	-	8,518	100.00
Female	232	-	-	232	100.00	184	-	-	184	100.00

### 3. Details of remuneration/salary/wages:

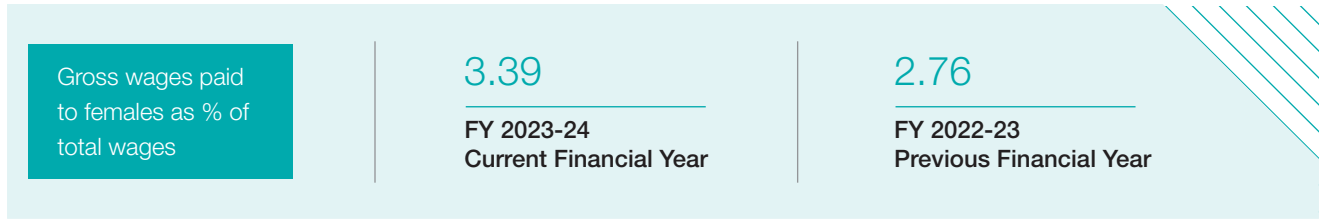
#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	12	#24,65,000	3	22,20,000
Key Managerial Personnel*	4	2,88,51,712	-	-
Employees other than BoD and KMP	2,522	10,27,378	151	7,24,992
Workers	1,213	9,72,496	7	10,80,216

#Directors who have waived their sitting fee has not been considered to calculate the median.

\*Mr. Nikhil Nanda, Mr. Seiji Fukuoka and Mr. Bharat Madan who are BoDs are also KMP, as per the Companies Act, 2013, and shown along with KMP.



**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:****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, EKL maintains an Ethics Committee dedicated to addressing issues related to violations of the Code of Conduct reported through the whistle-blower mechanism. Stakeholders can report concerns via a toll-free number, email, or mail. Additionally, there is a Grievance Redressal Committee in place to handle interpersonal grievances. Employees have the option of approaching any committee.

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

At EKL, we are committed to upholding human rights and addressing any grievances related to human rights issues. We have established reporting avenues for employees, customers, suppliers, and other stakeholders to raise concerns or make disclosures regarding any actual or potential violations of our company's code, policies, or laws, including human rights violations. All reports made through these avenues are thoroughly reviewed, and appropriate action is taken if necessary. We value transparency and accountability in handling these matters to ensure a safe and respectful environment for everyone involved.

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

Category	FY 2023-24			FY 2022-23		
	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	6	0	NA	2	1	Complaint has been closed by the time the report is being published
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	6	2
Complaints on POSH as a % of female employees / workers	1.24	0.49
Complaints on POSH upheld	1	0

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

Escorts Kubota Limited is committed to providing equal opportunities to all individuals and is intolerant towards discrimination and / or harassment based on race, sex, nationality, ethnicity, origin, religion, age, disability, sexual orientation, gender identification and expression (including transgender identity), political opinion, medical condition, language as protected by applicable laws.

The Company has a Whistle blower Policy to protect the whistleblower. The identity of the complainant remains confidential, in case a complaint is filed and action is taken on immediate basis.

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

Yes. Human rights requirements form part of your business agreements and contracts.

**10. Assessments of the year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00
Forced/involuntary labour	100.00
Sexual harassment	100.00
Discrimination at workplace	100.00
Wages	100.00
Others – please specify	Not Applicable

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

Nil

**Leadership Indicators**

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

Escorts Kubota Limited regularly through training convey its employees on Code of Conduct. The Company strives to uphold the basic principles of human rights in all its operations. This is in alignment with its codes and policies. The Company regularly sensitizes its employees on the Code of Conduct, Human Rights through various training and awareness programs.

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

Escorts Kubota Limited is of the belief that it has upheld the basic principles of human rights in all its dealings. This is in alignment with its Human Rights Policy. The Company follows zero tolerance to child, forced or compulsory labour and regularly sensitises its employees on the Code of Conduct through various training programmes.

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

Yes, the registered and corporate office and all plants have ramps for easy movement of differently abled visitors. Most of the offices are located in commercial premises which may be on the ground floor or have elevators and infrastructure for differently abled visitors.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00
Discrimination at workplace	0.00
Child labour	0.00
Forced/involuntary labour	0.00
Wages	0.00
Others – please specify	Not Applicable

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

Not Applicable

## PRINCIPLE 6

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

### Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	5.44	4.53
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>5.44</b>	<b>4.53</b>
<b>From non-renewable sources</b>		
Total energy consumption (D)	184.24	187.13
Total fuel consumption (E)	168.69	153.06
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>352.93</b>	<b>340.19</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>358.37</b>	<b>344.72</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumption/ Revenue from operations)	0.04 x 10 <sup>-7</sup>	0.04 x 10 <sup>-7</sup>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumption/ revenue from operations adjusted for PPP)	0.09 x 10 <sup>-6</sup>	0.09 x 10 <sup>-6</sup>
<b>Energy intensity in terms of physical output</b>	3.53 x 10 <sup>-3</sup>	3.16 x 10 <sup>-3</sup>
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

All the values are in Tera Joules, The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88. Intensity in terms of physical output is calculated on total tractor and construction machines produced.

**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.**

Yes, Grant Thornton Bharat LLP has given Reasonable Assurance on Energy consumption for FY 2023-24. Details for the same have been mentioned in the assurance statement.

**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.**

Not Applicable, as we do not fall under DC Category

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	3,21,858.53	4,58,101.94
(iii) Third party water (Municipal water supplies)	69,768.64	61,454.80
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>3,91,627.17</b>	<b>5,19,556.74</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,57,091.66</b>	<b>3,48,539.74</b>
<b>Water intensity per rupee of turnover</b> (Total water consumed / Revenue from operations)	$0.29 \times 10^{-5}$	$0.42 \times 10^{-5}$
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	$0.07 \times 10^{-3}$	$0.08 \times 10^{-3}$
Water intensity in terms of physical output	2.55	3.20
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-

\*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.4.

Intensity in terms of physical output is calculated on total tractor and construction machines produced.

**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.**

Yes, Grant Thornton Bharat LLP has given Reasonable Assurance for FY 2023-24. Details for the same have been mentioned in the assurance statement.

### 4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	1,34,535.51	1,71,017
- No treatment	-	-
- With treatment – please specify level of treatment	1,34,535.51	1,71,017

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>1,34,535.51</b>	<b>1,71,017</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.**

Yes, Grant Thornton Bharat LLP has given Reasonable Assurance for FY 2023-24. Details for the same have been mentioned in the assurance statement.

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

Yes. EKL has implemented a Zero Liquid Discharge (ZLD) system at two of its facilities - the production plant and R&D center. The wastewater produced at these facilities is repurposed for gardening and landscaping, showcasing our commitment to sustainability and environmental responsibility.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	kg/year	54,398.90	97,858.98
SOx	kg/year	2,480	2,206.00
Particulate matter (PM)	kg/year	1,03,243.90	92,454.78
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – Ozone Depleting Substances (HCFC – 22 or R-22)	-	-	-

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	*FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	9,802.82	9,153.03
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	36,642.74	36,907.51
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/₹ crores of revenue	0.05 x 10 <sup>-5</sup>	0.06 x 10 <sup>-5</sup>
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.12 x 10 <sup>-4</sup>	0.12 x 10 <sup>-4</sup>
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		<b>0.36</b>	<b>0.34</b>
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88. Intensity in terms of physical output is calculated on total tractor and construction machines produced.

**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. –**

Yes, Grant Thornton Bharat LLP has given Reasonable Assurance on Scope 1 and Scope 2 Emissions for FY 2023-24.

Details for the same have been mentioned in the assurance statement..

**8. Does the entity have any project related to reducing Greenhouse Gas emission? If Yes, then provide details.**

Yes, EKL has made the strategic decision to transition from Diesel Gensets to Gas Gensets for power generation.

5 new Gas Gensets were installed in FY 2022-23 and 6 new Gas Gensets were installed in FY2023-24 with a capacity of 1950 kVA each.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	136.71	111.12
E-waste (B)	0.99	2.67
Bio-medical waste (C)	0.94	0.22
Construction and demolition waste (D)	-	-
Battery waste (E)	42.62	37.20
Radioactive waste (F)	-	-
Other Hazardous waste, Please specify if any (G)	-	-
ETP Sludge	88.17	45.998
Grinding Sludge	8.94	10.56

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Paint Sludge	517.65	397.67
Waste Used Oil	107.33	97.75
Industrial Waste	2.03	1.29
Phosphate Sludge	22.09	37.03
Discarded Asbestos	218.28	200.41
Others (Waste coolant, Celdak Pad, Electrical Scrap)	63.72	92.99
Total Hazardous Waste Generated (G)	1,028.27	883.69
<b>Other Non-hazardous waste generated (H), Please specify, if any.</b>		
Wooden	1,323.91	1,268.05
Garbage	119.49	4.56
Casting	402.025	322.42
Forging	307.14	221.40
Tractor Parts	268.045	146.87
Turning & Boring	4,970.69	4,151.66
Radiator	-	3.13
Rubber	-	57.99
Others	10,467.23	8,582.19
Total Non-Hazardous Waste Generated (H)	17,858.53	14,758.55
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>19,068.05</b>	<b>15,793.20</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.02 x 10 <sup>-5</sup>	0.02 x 10 <sup>-5</sup>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.05 x 10 <sup>-4</sup>	0.04 x 10 <sup>-4</sup>
Waste intensity in terms of physical output	0.19	0.14
<b>Waste intensity</b> (optional) - the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	0.94	0.51
(ii) Landfilling	257.04	304.14
(iii) Other disposal operations	18,810.07	15,487.55
<b>Total</b>	<b>19,068.05</b>	<b>15,793.2</b>

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.



**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.**

Yes, Grant Thornton Bharat LLP has given Limited Assurance on Waste Generated (Hazardous and Non-Hazardous) for FY 2023-24 as per GRI 306-3. Details for the same have been mentioned in the assurance statement.

**10. 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.**

EKL has robust waste management infrastructure within our plants which considers environmental impact, social effects and commercial viability.

The waste generated is recycled or incinerated or sent to landfill. For recycling our waste oil, we have partnered with Satyam PetroChemical, a Haryana State Pollution Control Board (HSPCB) dealer. For disposing the other types of hazardous wastes, we have partnered with Gujarat Enviro Protection & Infrastructure Ltd. (GEPIL), also a HSPCB dealer, who incinerated the paint sludge and disposed of the rest into landfill.

Various initiatives have been taken to manage waste in our operations. We have an Oil Filtration Unit which cleans industrial lubricants, enhancing equipment’s longevity and efficiency. We convert food waste into compost and use it for gardening, encourage reduced usage of paper at all our facilities and offices, promote recycling of paper and have designated waste bins for paper to facilitate paper recycling.

**11. 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:**

No

S. 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.
-	-	-	-
-	-	-	-



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

Not Applicable

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
-	-	-	-	-	-
-	-	-	-	-	-

## 13. 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 Escorts Kubota Limited is compliant with the applicable environment laws/guidelines.

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
-	-	-	-	-

### Leadership Indicators

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

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

(i) **Name of the area:** Nil

(ii) **Nature of operations:** Nil

(iii) **Water withdrawal, consumption, and discharge in the following format:** Not Applicable

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>	-	-
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>	-	-
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	10,19,749.6	9,30,878.21
Total Scope 3 emissions per rupee of turnover		1.16 x 10 <sup>-5</sup>	1.12 x 10 <sup>-5</sup>
<b>Total Scope 3 emission intensity</b> (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

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

Nil

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Moving to Gas Gensets	EKL has discontinued all Diesel Genset and switched to Gas Genset for power generation. This year 6 Gas gensets were installed with the capacity of 1950 kVA each	Reduction in CO <sub>2</sub> emissions
2.	Optimization of Paint during Painting operation and Disposal of paint in Environment-efficient manner	Following steps has been taken for the initiative: ▶ Reduction in paint consumption ▶ Switched to co-processing for paint disposal instead of incineration	Adoption of Environment-friendly waste disposal methodology
3.	Reduction in water consumption	EKL has taken various water conservation measure to reduce its water consumption	Reduction in water consumption

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

EKL has an Enterprise Risk Management (ERM) framework that allows for efficient resource allocation. Our ERM framework addresses critical risks in four domains: strategic, operational, financial, and compliance risks.

The systematic and proactive approach enables us to identify and manage risks effectively.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

Nil

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

0%

# PRINCIPLE 7

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

### Essential Indicators

- 1. a. **Number of affiliations with trade and industry chambers/ associations.**  
5
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	CII – Confederation of Indian Industry >	National/Regional/State & Zone
2	FICCI- Federation of Indian Chambers of Commerce & Industry >	National
3	TMA - Tractors & Mechanization Association >	National
4	ICEMA - Indian Construction Equipment Manufacturers Association >	National
5	FIA - Faridabad Industry Association >	State



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

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

### Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not Applicable					

## 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
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:

Nil

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 ₹)
Not Applicable						

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

Community members are encouraged to voice any concerns or grievances by contacting us through phone, email, or letter. Our contact information can be found at <https://www.escortskubota.com/contact-us/business.html?view=business>. Once raised, we carefully evaluate and address each concern or grievance, taking necessary actions to resolve the issue.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	29.14	27.82
Directly from India	96.84	94.98

### 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	0.00	0.00
Semi-urban	0.00	0.00
Urban	0.47	0.36
Metropolitan	99.53	99.64

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

### Leadership Indicators

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

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

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

S. No.	State	Aspirational District	Amount spent (In ₹)
Not Applicable			

**3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

No, As we prioritizes local procurement in order to enhance efficiency, reduce environmental and safety impacts, and promote business continuity.

**(b) From which marginalized / vulnerable groups do you procure?**

Not Applicable

**(c) What percentage of total procurement (by value) does it constitute?**

Not Applicable

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

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

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

Nil

Name of authority	Brief of the Case	Corrective action taken
-	-	-

**6. Details of beneficiaries of CSR Projects:**

	CSR Project		No. of persons benefited from CSR Projects		% of beneficiaries from vulnerable and marginalized groups*
1	Agriculture	>	14,699	>	100.00
2	Environment	>	30,000	>	65.90
3	Education and livelihood enhancement	>	3,291	>	90.38
4	Healthcare	>	1,661	>	75.00



# PRINCIPLE 9

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

## Essential Indicators

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

At EKL, customer satisfaction is our top priority. We utilize the Customer Empathy Index and Service Quality Index to deeply understand our customers' needs and preferences. The Customer Empathy Index includes factors such as Complaint Appointment, Turnaround Time, and Customer Satisfaction, while the Service Quality Index considers Post-Service Feedback, Doorstep Services, and First Time Right. Additionally, we have introduced a "Care" device in our tractors to provide instant customer support to farmers.

Our customer service team can be reached through Toll Free numbers, Dedicated Customer App (HUMDUM Plus), CARE device, Social Media Platforms, and an email address for customers to raise their complaints. We follow a strict standard operating procedure for grievance redressal, ensuring that customer complaints are resolved promptly and efficiently. We analyze each issue carefully and implement corrective actions to provide a satisfactory resolution and prevent future occurrences. It is important to note that we have not received any complaints regarding breach of customer privacy or loss of customer data in the past year.

Furthermore, we offer personalized services such as tailored training programs for farmers on tractor maintenance and operation to empower our customers with the necessary knowledge and skills to optimize the performance of our products. We actively seek feedback from customers through surveys and focus groups to continuously improve our products and services. Our dedication to customer satisfaction is evident in our ongoing efforts to exceed expectations and provide exceptional service at EKL.

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

	As a percentage to total turnover*
Environmental and social parameters relevant to the product	100.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	Not Applicable

\*Turnover generated from sale of equipments only



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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	NA	NA	NA	NA	NA	NA

### 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, Escorts Kubota Limited has a comprehensive policy on Cyber Security and risks that clearly outlines the company's approach to data privacy. This policy is easily accessible on the company's intranet. Additionally, EKL's risk policy also briefly covers data protection.

The Policy is available at the following link: <https://www.escortskubota.com/privacy-policy.html>

### 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.

NA

**7. Provide the following information relating to data breaches:****a. Number of instances of data breaches**

Nil

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

Nil

**c. Impact, if any, of the data breaches**

Not applicable

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

- ▶ Company Website: [www.escortskubota.com](http://www.escortskubota.com)
- ▶ Company social media channels
- ▶ Company authorized Dealerships and Distributors
- ▶ Company Toll Free Numbers
- ▶ Customer App (HUMDUM Plus)
- ▶ Print Media and Electronic Media
- ▶ Influencer Meets
- ▶ Client Submissions

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

At Escorts Kubota Limited, we collaborate with our partners and customers to innovate sustainable materials in our solutions and expand into new markets. We provide installation services with demonstrations, usage guidance, product information, warranties, and other essential details. Our mobile apps, tutorials, and customer care helpline ensure that customers can fully utilize our products. We are committed to educating our vendors and customers on the safe and responsible use of our products, leading to significant transformation in the tractor industry in the near future.

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

Not Applicable

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, Customers are not only given access to detailed product information through owner's manuals, brochures, and stickers on the vehicle, but they are also provided with personalized guidance at the time of final delivery. A comprehensive walk-through on safer usage is shared with customers to ensure that they fully understand how to operate the vehicle responsibly. This not only enhances customer satisfaction but also promotes safe driving practices and proper maintenance of the product.

Yes, Escorts Kubota Limited conducts customer satisfaction surveys periodically to understand customer review/satisfaction level. Also, the Company maintains customer Satisfaction Index through call centres and feedback based on service records internally.

For and on behalf of the Board of Directors

Sd/-

**Nikhil Nanda**

Chairman &amp; Managing Director

Sd/-

**Seiji Fukuoka**

Deputy Managing Director

Place: Faridabad

Date: May 09, 2024

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**Grant Thornton Bharat LLP**  
(formerly Grant Thornton India LLP)  
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**Independent Practitioner’s reasonable assurance on non-financial Information pertaining to core attributes of Business Responsibility and Sustainability Report (“BRSR Core Information”) and limited assurance and Type 2 Moderate assurance report on identified non-financial information other than BRSR Core Information contained in Escorts Kubota Limited’s Integrated Annual Report for the FY 2023-24**

**To**

**The Board of Directors**

**Escorts Kubota Limited (formerly Escorts Limited)**

**Faridabad, Haryana, India**

We have been engaged to perform assurance engagement for Escorts Kubota Limited (formerly Escorts Limited) (‘EKL’ or ‘the Company’) vide our engagement letter dated 03 May 2024 to provide reasonable assurance on non-financial information pertaining to core attributes of Business Responsibility and Sustainability Report (“BRSR Core Information” / “Subject Matter 1”) included in BRSR report of the Company and limited assurance and Type 2 Moderate assurance on identified non-financial information other than BRSR Core Information included in the Integrated Annual report of the Company for the financial year ended 31 March 2024 (“Subject Matter 2”) (“Subject Matter 1 and Subject Matter 2 together referred as “Identified Sustainability Information”) prepared by management in accordance with the Criteria stated below. This assurance engagement has been carried out by a multi-disciplinary team of competent experts in the field of assurance on non-financial information.

### **Identified Sustainability Information**

The Identified Sustainability Information is included in the BRSR and Integrated Annual Report of the Company for the financial year ended 31 March 2024:

The BRSR Core Information for the financial year ended 31 March 2024 included in BRSR Report (Subject Matter 1) is summarised below:

Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	<ul style="list-style-type: none"> <li>Total energy consumption (in Joules or multiples) and energy intensity</li> <li>% of energy consumed from renewable sources</li> <li>Energy intensity</li> </ul>
Water footprint	Principle 6 – 3	<ul style="list-style-type: none"> <li>Total water consumption</li> <li>Water consumption intensity</li> </ul>
	Principle 6 – 4	<ul style="list-style-type: none"> <li>Water Discharge by destination and levels of Treatment</li> </ul>
Greenhouse (GHG) footprint	Principle 6 – 7	Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent)
	Principle 3 – 11	Safety related incidents: <ul style="list-style-type: none"> <li>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</li> <li>Total recordable work-related injuries</li> <li>No. of fatalities</li> <li>High consequence work-related injury or ill-health (excluding fatalities)</li> </ul>
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Enabling Inclusive Development	Principle 8 – 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

The identified non-financial information other than BRSR Core Information for the financial year ended 31 March 2024 included in the Integrated Annual report (“Subject Matter 2”) is summarised below:

Series	Material Issue	GRI	Key Performance Indicator
GRI – 2 General Disclosures 2021		2 – 1	Organizational details
		2 – 5	External assurance
		2 – 7	Employees (Gender)
GRI – 200 Economic	201 – Economic Performance (2016)	201 – 1	Direct economic value generated and distributed
	203 – Indirect Economic Impacts (2016)	203 – 1	Infrastructure investments and services supported
GRI – 300 Environment	302 – Energy (2016)	302 – 1	Energy consumption within the organization
		302 – 3	Energy intensity (on revenue)
	303 – Water and Effluents (2018)	303 – 3	Water withdrawal
		303 – 4	Water discharge
		303 – 5	Water Consumption
	305 – Emissions (2016)	305 – 1	Direct (Scope 1) GHG emissions
		305 – 2	Energy indirect (Scope 2) GHG emissions
		305 – 4	GHG emissions intensity (on revenue)
	306 – Waste (2020)	306 – 3	Waste generated - (Hazardous) and (Non-Hazardous)
	GRI – 400 Social	401 – Employment (2016)	401 – 1
401 – 2			Benefits provided to full-time employees that are not provided to temporary or part-time employees
402 – 3			Parental leave
403 – Occupational Health and Safety (2018)		403 – 8	Workers covered by an occupational health and safety management system
		403 – 9	Work-related injuries
405 – Diversity and Equal Opportunity (2016)		405 – 1	Diversity of governance bodies and employees (age and gender)

Our assurance engagement is with respect to the financial year ended 31 March 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and Integrated Annual Report, therefore, do not express any opinion/conclusion thereon.

### Boundary

Boundary of the report covers EKL's operations in India, which includes:

- Escorts Kubota Limited Corporate Office located in Faridabad, Haryana
- Knowledge Management Centre
- Agri Machinery Business Division
- Construction Equipment Business Division
- Railway Equipment Business Division
- Escort's Training and Development Centre (ETDC)
- Data for Diversity of governance bodies and employees (age and gender) is only limited to Permanent Employees

### Criteria

The criteria used by the Company to prepare the Subject Matter 1 is summarised below ('BRSR Framework'):

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015, as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities as per Master Circular No. SEBI/HO/CFD/PoD2/ CIR/P/2023/120 dated 11 July 2023; and
- SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023 and clarifications thereto issued by SEBI.

The Company has prepared the Subject Matter 2 included in the Integrated Annual report based on the principles of the International Integrated Reporting Framework published by the International Integrated Reporting Council ('IIRC') of the Value Reporting Foundation with reference to Global Reporting Initiative ('GRI') Sustainability Reporting Standards ('the GRI Standards') issued by Global Sustainability Standards Board (GSSB).

### Management's Responsibilities

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR Report and the Integrated Annual Report and the measurement of the Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

### Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

### Auditor's Independence and Quality Control

We are independent of the Company and have fulfilled our other ethical responsibilities in accordance with the requirements of the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (the 'IESBA Code') and have the required competencies and experience to conduct this assurance engagement.

Our firm applies International Standards on Quality Management ('ISQM') 1 - Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### Auditor's Responsibility

Our responsibility is to express a reasonable assurance in the form of an opinion on the Subject Matter 1 and express a limited assurance in the form of a conclusion on the Subject Matter 2, based on the procedures we have performed and evidence we have obtained. We conducted our reasonable assurance engagement and limited assurance engagement in accordance with the ISAE 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" ('ISAE 3000 (Revised)') issued by the International Auditing and Assurance Standards Board ('IAASB'). The standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Subject Matter 1 is prepared, in all material respects, in accordance with the BRSR Framework and limited assurance about whether the Subject Matter 2 is free from material misstatement.

A reasonable assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Subject Matter 1, assessing the risks of material misstatement of the Subject Matter 1 whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Subject Matter 1.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Subject Matter 2, identifying areas where material misstatement is likely to arise in the Subject Matter 2 whether due to fraud or error, designing and performing procedures to address identified risk areas as necessary in the circumstances, and evaluating the overall presentation of the Subject Matter 2.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

Our responsibility is also to provide Type 2 Moderate Assurance in accordance with third version of AA1000 Assurance Standard ('AA100AS v3') issued by AccountAbility which requires us to obtain limited evidence from internal sources and parties, evidence gathering is restricted to corporate/management levels in the organization to conclude on the nature and extent of adherence of the Report to the AA Accountability Principles 2018 ("AA1000AP, 2018"), i.e., Inclusivity, Materiality, Responsiveness and Impact including the conclusion on reliability and quality, accuracy and completeness of the specified performance information and to assess and report findings. Moderate assurance will provide users with a relatively lower level of confidence in an organization's disclosure on the subject matter it refers to.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, our work procedures included the following:

- Physical site visit at the corporate office at Faridabad and site visit at all the plants in Faridabad for data and document verification
- Interviewing senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
- Reviewing the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within our scope.
- Evaluating the suitability and application of Criteria and that the Criteria have been applied appropriately to the Identified Sustainability Information. .
- Selecting key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
- Re-performing calculations to check accuracy of claims,
- Reviewing data from independent sources, wherever available,



- Reviewing data, information about sustainability performance indicators and statements in the report.
- Reviewing and verifying information/ data as per the BRSR framework and IIRC framework;
- Reviewing accuracy, transparency and completeness of the information/ data provided;

### Exclusions

Our assurance engagement scope excludes the following and therefore we do not express an opinion/ a conclusion on the same:

- Any disclosure other than those mentioned in the Identified Sustainability Information section above
- Data and information outside the defined reporting period
- Data related to Company's financial performance, strategy and other related linkages expressed in the Integrated Annual Report.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

### Opinion

Based on the procedures we have performed and the evidence we have obtained, the Subject Matter 1 included in the BRSR report for the financial year ended 31 March 2024 is prepared in all material respects, in accordance with the BRSR Framework.

### Conclusion

Based on the procedures we have performed and the evidences we have obtained, nothing has come to our attention that causes us to believe that Company's Subject Matter 2 contained in the Integrated Annual report for the financial year ended 31 March 2024, is not prepared, in all material respects with reference to GRI Standards.

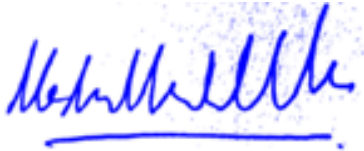
Our conclusions on the Subject Matter 2's adherence to the AA1000 Accountability Principles of Inclusivity, Materiality, Responsiveness and Impact including the conclusion on Reliability and Quality of the information are as follows:

- **Inclusivity** – The Company has identified its key stakeholder groups based on the level of influence and impact the company has on these stakeholder groups. We are not aware of any matter that would lead us to conclude that the company has not applied the principle of inclusivity in engaging with the key stakeholder groups identified in the report.
- **Materiality** – The Company has reported on material topics across economic, environmental, social, and governance aspects, post stakeholder consultations. Nothing has come to our attention that causes us to believe that material issues so identified have been excluded from the Report by the Company.
- **Responsiveness** - The Company has demonstrated their commitment to understand stakeholder concerns, as evident from the various stakeholder consultation and engagement mechanisms that have been applied. We are not aware of any matter than would lead us to believe that the Company has not applied the responsiveness principle in its engagement with stakeholders identified in the Report on material aspects covering its sustainability performance.

- Impact - The company acknowledges its impact on the wider society and has established policies and processes to measure, monitor and evaluate the economic, environmental and social impacts for select aspects material to the Company and its key stakeholders. Basis the information provided to us, we are not aware of any matter that would lead us to conclude that the criteria related to the impact principle has not been applied for the key stakeholders.
- Reliability and Quality - The data collected has been adequately recorded, compiled, analyzed and disclosed. The data when subject to examination will establish the quality and materiality of the information. The data trail has been traced up to the source of information and recording & compilation has been done with working sheets. The data has been sourced from data owners to validate the authenticity of the information.

#### Restriction on use

Our assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, the assurance statement may not be suitable for any other purpose and should not be used by any other party other than the Board of Directors of the Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to any other party to whom the assurance report is shown or into whose hands it may come.



#### Grant Thornton Bharat LLP

Abhishek Tripathi

Partner

Dated: 24<sup>th</sup> June 2024

Place: Grant Thornton Bharat LLP

Plot No. 19A, 2nd Floor, Sector – 16A,

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Uttar Pradesh, India



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