

Ref No.: EIL/SEC/2023-24/32

13th July 2023

The Secretary The Calcutta Stock Exchange Limited 7 Lyons Range Kolkata - 700 001 CSE Scrip Code: 15060 & 10015060	The Secretary BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Mumbai - 400 001 BSE Scrip Code: 500086
The Secretary National Stock Exchange of India Limited Exchange Plaza, 5th Floor, Plot no. C/1, G Block Bandra-Kurla Complex, Bandra (E), Mumbai - 400 051 NSE Symbol: EXIDEIND	-

Dear Sir/Madam,

Sub: Submission of Business Responsibility & Sustainability Report (BRSR) FY 2022-23

Pursuant to Regulation 34(2) (f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 please find enclosed the Business Responsibility & Sustainability Report (BRSR) for the financial year ended 31st March 2023.

The Company has voluntarily prepared the “BRSR”, which is given as Annexure-II in the Annual report of the Company for FY 2022-23. The report is available on the website of the Company at www.exideindustries.com.

The same is for your information and kind records.

Thanking you.

Yours faithfully,

For Exide Industries Limited

Jitendra Kumar
Company Secretary and
President- Legal & Corporate Affairs
ACS No. 11159

Encl: As stated above

Annexure II

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The Business Responsibility & Sustainability Reporting (BRSR) framework is an essential tool that enables organizations to drive performance improvement by utilizing quantifiable and measurable metrics. It serves as a comprehensive framework for organizations to benchmark their sustainability efforts and demonstrate their commitment to responsible business conduct. In case of Exide, the BRSR report captures key Environment, Social, and Governance (ESG) standards and initiatives undertaken by the Company.

Exide has consistently given priority to its ESG journey and worked towards improving its performance across parameters. This commitment is reflected in the active involvement of the Board of Directors and senior management, who monitor and implement ESG practices and policies across various functions of the organization. By incorporating ESG considerations into the decision-making processes, Exide ensures that sustainability is embedded into its strategic direction.

To enhance transparency and accountability, Exide has been publishing the Business Responsibility Report (BRR) since

the financial year (FY) 2014-15. Starting from FY 2021-22, the Company has further strengthened its reporting by including detailed ESG initiatives within the BRSR framework. This expanded reporting framework enables Exide to provide stakeholders with a more comprehensive understanding of the ESG efforts, performance, and future targets.

In addition to the BRSR, Exide has initiated the publication of its Sustainability Report, which offers a detailed overview of the Company's sustainability targets and progress across various ESG parameters. This report serves as a consolidated platform to communicate Exide's sustainability journey, showcase its achievements, and outline its future aspirations in areas such as renewable energy, waste management and waste-to-energy.

Through these comprehensive reports, Exide aims to foster greater transparency, engage stakeholders, and drive positive change. By sharing its ESG initiatives and progress, Exide reinforces its commitment to sustainable practices, responsible business conduct, and the overall well-being of the environment and society.

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L31402WB1947PLC014919
2.	Name of the Company	Exide Industries Limited
3.	Year of incorporation	1947
4.	Registered office address	Exide House, 59E Chowringhee Road, Kolkata 700020, West Bengal, India
5.	Corporate address	Exide House, 59E Chowringhee Road, Kolkata 700020, West Bengal, India
6.	E-mail id	exideindustriesslimited@exide.co.in
7.	Telephone	033 2303 3400
8.	Website	www.exideindustriess.com
9.	Financial Year reported	FY 2022-23
10.	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited BSE Limited The Calcutta Stock Exchange Limited
11.	Paid-up Capital	₹ 85 crore
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. Jitendra Kumar, Company Secretary & President (Legal & Corporate Affairs) 033 2302 3400 cosec@exide.co.in
13.	Reporting boundary	Standalone basis

II. Products/Services

14. Details of business activities (accounting for 90.00% of the turnover)

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacture and sales of lead-acid batteries and accumulators	Electrical equipment, general purpose and special-purpose machinery and equipment, transport equipment	100%

15. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Lead-acid batteries and accumulators	31401	99.55%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	10	29	39
International	Nil	1	1

17. Markets served by the Company

Location	Number
a. Number of locations	
National (No. of States)	37 (including Union Territories)
International (No. of Countries)	60
b. What is the contribution of exports as a percentage of the total turnover of the Company?	7.70% on standalone basis
c. Types of customers	Users of automotive vehicles, UPS and inverters, automotive OEMs, industrial OEMs, institutional customers, Government /Non-Government entities, Indian Navy, export dealers and distributors

IV. Employees

18. Details as at the end of 31st March, 2023:

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	2,402	2,299	95.71%	103	4.29%
2.	Other than Permanent (E)*	1,797	1,761	98.00%	36	2.00%
3.	Total employees (D+E)	4,199	4,060	96.69%	139	3.31%
WORKERS						
4.	Permanent (F)	2,806	2,796	99.64%	10	0.36%
5.	Other than Permanent (G)	11,955	11,809	98.78%	146	1.22%
6.	Total workers (F+G)	14,761	14,605	98.94%	156	1.06%

* Employees who are hired through third-party manpower agencies and are deployed for sales, services and other back-office services are considered here.

b. Differently-abled employees and workers

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total differently-abled employees (D+E)	Nil	Nil	Nil	Nil	Nil
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100%	Nil	Nil
5.	Other than Permanent (G)	8	8	100%	Nil	Nil
6.	Total differently-abled workers (F+G)	10	10	100%	Nil	Nil

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (C)	% (C/A)
Board of Directors	9	1	11.11%
Key Management Personnel	1	Nil	Nil

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

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.28%	10.15%	21.78%	15.90%	12.80%	15.80%	12.90%	17.60%	13.10%
Permanent Workers	3.24%	9.52%	3.26%	4.10%	Nil	4.10%	3.80%	Nil	3.80%

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

21. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Associated Battery Manufacturers (Ceylon) Limited (ABML), Sri Lanka	Subsidiary	61.50%	Yes
2	Chloride Batteries S.E. Asia Pte Limited (CBSEA), Singapore	Subsidiary	100.00%	Yes
3	Chloride International Limited (CIL), India	Subsidiary	100.00%	Yes
4	Chloride Metals Limited (CML), India	Subsidiary	100.00%	Yes
5	CSE Solar Sunpark Maharashtra Private Ltd, India	Associate	27.20%	Yes

Sl. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
6	CSE Solar Sunpark Tamil Nadu Private Ltd, India	Associate	27.20%	Yes
7	Espex Batteries Limited (ESPEX), UK	Subsidiary	100.00%	Yes
8	Exide Energy Solutions Limited (EESL), India	Subsidiary	100.00%	Yes
9	Exide Energy Private Limited (EEPL), India	Subsidiary	100.00%	Yes

Note: Pursuant to Hon'ble NCLT, Kolkata bench order dated 17th February 2023 read with rectified order dated 22nd February 2023, Chloride Power Systems & Solutions Limited, erstwhile Wholly Owned Subsidiary of the Company is now merged with Exide Industries Limited w.e.f. 29th March 2023.

VI. CSR Details

22 (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	₹ 14,592 crore for FY 2022-23
(iii)	Net worth (in ₹)	₹ 11,210 crore for FY 2022-23

VII . Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)#	FY 2022-23			FY 2021-22		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes Refer Principle 8 Q.No. 3 (Essential indicators)	Nil	Nil		Nil	Nil	
Investors	Yes For Investors queries and complaints, a dedicated email id (investor.relations@exide.co.in) has been provided by the Company	Nil	Nil		Nil	Nil	
Shareholders**	Yes For shareholders queries/ complaints, a dedicated email id (cosec@exide.co.in) of the Company is provided to escalate the request in case the issue is not resolved by the Registrar & Transfer Agent (RTA) as per the TAT.	22	Nil		12	Nil	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)*	FY 2022-23			FY 2021-22		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes Refer Principle 3 Q. No. 6 (Essential indicators)	90	18		2	Nil	
Customers***	Yes Refer Principle 9 Q. No. 1 (Essential indicators)	48	158		36	154	
Value Chain Partners	Yes Various Value chain partners (including dealers, distributors, supplier, etc) have different grievance mechanism in place.	11	Nil		523	Nil	
Others (please specify)	-	-	-	-	-	-	-

**Shareholder complaints reported to the stock exchanges are considered here.

***Customer complaints lodged with State/National consumer forum relating to defect/deficiency in product/service are considered as complaints. Complaints at the end of close of the year includes cases pending over the past few years at various consumer forums for resolution.

* The Company has instituted a strong vigil/whistle-blowing mechanism through its Whistle Blower policy which extends to all stakeholders. The policy is available on the Company website under 'Governance policies' in the 'Investor' tab and can be accessed using the link below:

<https://docs.exideindustries.com/CorporateGovernance/7b3c1372-20a7-4bdd-9408-f771f86ed914.pdf>

- 24 Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy and emission management	Opportunity and Risk	Exide's manufacturing processes involve significant energy consumption which also results in emissions. This presents risk as well as an opportunity for us. Opportunity Reduction in energy consumption and in turn reduction in emission through improved management at factories/offices has two-fold impact: <ul style="list-style-type: none"> Lower energy cost and enhanced competitiveness through optimum utilisation of resources Reduce impact on the environment and community in which we operate 	<ul style="list-style-type: none"> Installation of energy-efficient machinery and equipment across our Plants Close monitoring and supervising the energy consumption at our Plants and taking remedial action, wherever required Increase use of natural light. Deploy photosensors to ensure optimum lighting Focussed approach on avoiding wasteful consumption Conducting training and development programmes on energy-saving and emission reduction practices to all stakeholders Carrying out periodical internal and external energy audits 	<ul style="list-style-type: none"> Reduces consumption through increased efficiency Reduces the cost of operations in a sustainable manner and enhances Exide's competitiveness in the market

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			<p>Risk</p> <ul style="list-style-type: none"> • Increase in overall global warming • Increased occurrence and intensity of natural disasters • Higher health problems 	<ul style="list-style-type: none"> • Increasing renewable energy (RE) consumption to reduce Scope 2 emissions • We have undertaken multiple targets under Energy management and GHG emission 	
2.	Rising penetration of Electric Vehicle (EV) business into our traditional lead-acid battery business	Opportunity and Risk	<p>Opportunity</p> <ul style="list-style-type: none"> • With increasing penetration of EV and disruption in the technological landscape, there is immense opportunity to expand our business and boost our market position, particularly in transportation and industrial application. <p>Risk</p> <ul style="list-style-type: none"> • The emergence of alternate chemistry cells (ACC) where lead-acid batteries are replaced by lithium-ion and other new-technology based batteries poses a risk to our traditional lead-acid battery business in long-run. 	<p>In order to mitigate the risk of technology disruption, the R&D team of Exide with active support from its technology partner (global players) continuously works on developing cost efficient and technology superior products for its customers. We have developed technological innovative products like EFB (Enhanced Flooded Battery), Punch-Grid technology based batteries, Ultra batteries in recent years, which gives an edge over the competition. The Company has made significant investments into the emerging EV business by setting-up two subsidiary companies. We expect that our diversification into EV space at an early stage will provide us an early mover advantage and help establish a strong market presence in this emerging industry.</p>	Central and State Governments have introduced regulations and incentives to accelerate the shift to sustainable mobility. Financial implication is positive.
3.	Social responsibility	Opportunity	<p>Opportunity</p> <ul style="list-style-type: none"> • Social Responsibility initiatives provide a platform for meaningful dialogue and engagement with the local community and other stakeholders. This enables building a positive image of the Company and creates harmonious relations. 	<ul style="list-style-type: none"> • Interact with the local community leaders, panchayats, schools, anganwadis and other social institutions • Design and implement development projects in the neighbourhood of all our factories and offices • Undertake CSR projects in and around five focus-areas identified by the Company • Follow structured employee volunteer and engagement programmes • Track and disclose the impact CSR activities have on various marginalised sections of society 	Helps in generating goodwill for the Company and create value for the stakeholders.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Talent - Employee Health and Safety	Opportunity and Risk	<p>Opportunity</p> <ul style="list-style-type: none"> Enhanced recruitment and training efficacy Proper training to employees and workers enable them to perform their tasks in a more efficient manner, in less time, with reduced chances of injury Better employee experience Reduction in cost of hiring Well-being of both employees and workers is promoted through workplace safety <p>Risk</p> <ul style="list-style-type: none"> Non-compliance with safety measures by employees can lead to production disruption, loss of resources and brand reputation 	<ul style="list-style-type: none"> Implement an Exide Leadership Behaviour Programme across the Company to nurture and retain talent Follow a merit-based pay system Conduct employee engagement activities regularly Follow performance appraisal and incentives Continuously identify and monitor all unsafe conditions for proper mitigation and timely counter measures Follow industry-accredited best practices in health, safety, and environment-related aspects to constantly set higher benchmarks Certification of our manufacturing plants, offices, and R&D facility for ISO 45001, an international standard for occupational health and safety, as well as ISO 14001, an international standard for environmental management Conduct safety training for all the workers 	<ul style="list-style-type: none"> Increases overall productivity and reduces attrition Will help develop core team of experts and reduces hiring cost Overall improvement of health standards in the working place, thereby reducing the scope of injury to our employees and workers. This, in-turn, will increase operational efficiency of the Company

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Weblink of the policies, if available	The policies on the above principles can be accessed at: https://www.exideindustries.com/investors/governance-policies.aspx https://www.exideindustries.com/about/policies-certifications.aspx								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	We have adopted ISO 45001 formerly known as OHSAS, ISO 9001, ISO 50001, IATF 16949, ISO 27001, ISO/IEC17025 standards and we are certified for these standards by third party.								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	We have set our specific goals and targets on various ESG parameters which can be accessed in our sustainability report 2022-23 at https://www.exideindustries.com/investors/annual-reports.aspx								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Please refer to our progress on ESG parameters in our Sustainability report 2022-23 at https://www.exideindustries.com/investors/annual-reports.aspx								
Governance, leadership and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	<p>Our latest Sustainability Report includes the Company's performance in line with the Global Reporting Initiative (GRI) framework for the period between 1st April 2022 and 31st March 2023, and is published separately. Our vision, mission, key targets and progress thereon can be accessed in the sustainability report using the below link: https://www.exideindustries.com/investors/annual-reports.aspx</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr Subir Chakraborty, Managing Director & CEO (DIN: 00130864)								
9. Does the Company have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.	A committee has been constituted, headed by Mr Jitendra Kumar, President (Legal & Corporate Affairs) & Company Secretary to formulate, supervise and oversee matters pertaining to Sustainability. The committee comprises senior officials from various functions like manufacturing, EHS, HR, Finance, Risk management, Compliance, CSR, Energy management, TQM, and so on. The Risk Management Committee is represented at the Board by its Chairman, Mr. Surin Kapadia, who is also an Independent Director. The Committee oversees ESG progress and risks in a periodical manner.								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee (Y/N)									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	H	Q	A	A	Q	A	Q	Q
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	Q	Q	Q

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide the name of the agency.									

Certification bodies conduct annual audits for evaluating compliance against the requirement of Quality, Health, Safety and Environment, Information Security, Energy Management and Laboratory policy. Financial and regulatory audits are done by assigned auditing firm. External competent bodies are engaged for periodic audits over and above standards audit.

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

PRINCIPLE-WISE POLICIES

These policies have been developed based on best practices or as per regulatory requirements. Policies may include a combination of internal policies which are accessible to all internal stakeholders and external policies which are placed on the Company's website. For external policies available on Company's website, kindly access below links:

<https://www.exideindustries.com/investors/governance-policies.aspx>

<https://www.exideindustries.com/about/policies-certifications.aspx>

P1	ETHICS AND TRANSPARENCY	<ul style="list-style-type: none"> – Vision and Mission Statement - The essence of this principle is embedded in the Company's vision, mission and core values statement – Code of Conduct for Employees – Code of Conduct for Board of Directors and Senior Management – Code of Conduct for Prevention of Insider Trading – Policy on Related Party Transaction – Whistle Blower Policy – Policy on Determination of Materiality for Disclosures – Code of Practices and Procedures for Fair Disclosure of unpublished price sensitive information
P2	PRODUCT RESPONSIBILITY	<ul style="list-style-type: none"> – Suppliers Code of Conduct – Product Responsibility Policy – Quality Policy – Laboratory Quality Policy – TPM Policy – Vendor Policy – Risk Management Policy

P3	HUMAN RESOURCES	<ul style="list-style-type: none"> - Human Resource Policy - Sexual Harassment Avoidance Redressal Policy - EHS Policy - Human Rights Policy - Whistle Blower Policy - Code of Conduct
P4	RESPONSIVE TO STAKEHOLDERS PARTICULARLY THE MARGINALISED	<ul style="list-style-type: none"> - Dividend Distribution Policy - Risk Management Policy - CSR Policy - Sustainability Policy
P5	RESPECT FOR HUMAN RIGHTS	<ul style="list-style-type: none"> - The Human Rights Policy is inclusive of Non-discrimination, Anti-harassment, Equal Opportunity or Hiring Policy, Forced Labour Policy, and Policy for Persons with Disability
P6	ENVIRONMENT	<ul style="list-style-type: none"> - Sustainability Policy - Biodiversity Policy - CSR Policy
P7	PUBLIC POLICY ADVOCACY	<ul style="list-style-type: none"> - Public Policy
P8	INCLUSIVE GROWTH	<ul style="list-style-type: none"> - CSR Policy - Sustainability Policy - Supplier Code of Conduct
P9	CUSTOMER ENGAGEMENT	<ul style="list-style-type: none"> - Vision, Mission, and Core Value Statement - Customer Privacy Policy - IT Security Policy - Product Responsibility Policy - Quality Policy - Social Media Policy

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Exide maintains the highest level of transparency and business integrity while driving the Company's vision and conducting its business. The Company has adopted one Code of Conduct for Directors and senior management personnel that lays down the principles and standards governing the leadership team's actions and another Code of Conduct for employees. The Company upholds and ensures compliance to the Code of Conduct and Ethics across its operations. The policies governing these subjects cover employees, vendors, and the subsidiaries of the Company.

The Company has a vigilance system defined by the Whistle Blower Policy that allows internal and external stakeholders to report genuine concerns about unethical behaviour (whether actual or suspected), fraud, or violations of the Company's Code of Conduct. The policy is overseen by the Chairman of the Audit Committee and the Company's Whistle Officer.

Exide recognises that it is accountable to the environment it operates in. Core values include responsible corporate citizenship whereby social and ecological sustainability is actively promoted and the organisation's adverse impact on the current and future community is minimised. Exide not only meets but exceeds the expectations of local and global communities through open and inclusive stakeholder engagements.

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 and Key Managerial personnel	12	4 Wide ranging topics including industry development and its outlook, Indian and Global economy, ESG related topics, and participation in social initiatives undertaken by the Company.	100%
Employees, other than Board of Directors and KMPs	349	8*	100%
Workers	1,023	7*	100%

*Training on POSH, workplace ethics and ergonomic, product and quality maintenance, safety at workplace, code of conduct, human rights, communication, etc.

2. Details of fines /penalties/punishments/awards/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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirement) Regulations, 2015 and as disclosed on the entity's website):

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

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

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
Not Applicable	

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

The Company has instituted a strong vigil/whistle blowing mechanism through its Whistle Blower policy which is also available on the Company's website under 'Governance policies' in the 'Investor' tab at <https://docs.exideindustries.com/CorporateGovernance/7b3c1372-20a7-4bdd-9408-f771f86ed914.pdf>

Through this mechanism, all stakeholders are encouraged to report irregularities including bribery and corruption, as per the procedure prescribed in the policy. Further, the essence of this principle is also embedded in the Company's vision, mission and core values statements, which are available on the Company's website <https://www.exideindustries.com/about/vision-mission.aspx>

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

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

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remark	Number	Remark
Number of Complaints received in relation to issues conflict of interest of the Directors	Nil	-	Nil	-
Number of Complaints received in relation to issues 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 conflict of interest.

Not Applicable

Leadership Indicators

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

Total no. of awareness programs held	Topics/ Principles covered under training	% of value chain partners covered (by value of business done with such partners) under the awareness program
6	P4 (Exide Supplier Quality Manual)	30.45%

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

Yes. The Company receives an annual declaration from all its Board members and Key Managerial Personnel (KMP) on the entities/firms they are interested in and ensures requisite approvals, as required under the statute and the Company's policies, before transacting with such entities/individuals.

In addition, Board committees are adequately represented by independent members. All committees meet the regulatory requirements for size and independence. Only non-conflicted members serve on the Audit committee, Nomination and Remuneration committees.

No material Related Party Transactions (RPTs) with entities associated with directors and senior executives were undertaken during the year. The Company did not have any related party transactions which could be prejudicial to the interests of minority shareholders.

Principle 2: Business should provide goods and services in a manner that is sustainable and safe

Exide uses a variety of measures and checks to ensure sustainable management and sourcing of materials and services. These include supplier evaluations and screenings, audits, risk-based due diligence analysis and additional workshops with selected service providers. The goal is to ensure compliance with social standards and environmental regulations on one hand, and greater transparency in the supply chain on the other. The energy efficiency and eco-friendly measures undertaken by the Company are also mentioned on the batteries manufactured by us.

The Company recognises the need to reduce the risk of overconsumption of raw material supplies and the resulting environmental implications. It is fully committed to the objective of increasing the mix of recycled materials for better resource use, environmental impact mitigation, and contribution toward the promotion of a circular economy.

The Company has a state-of-the-art R&D centre where we focus on developing and introducing greener products and eco-friendly technologies. The manufacturing processes are revisited for energy optimisation and emission reduction. This results in the development of technologically advanced, energy efficient, affordable end-products with a longer life. The Company has introduced more eco-friendly and efficient products into emerging sectors such as ISS battery, E-rickshaw battery, lithium-ion battery and solar inverter systems as testimony of our commitment towards green innovation.

Essential Indicators

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

Segment	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	60.7%	66.7%	<p>Our R&D division continuously strives to develop and provide green manufacturing solutions. The manufacturing processes are regularly revisited for energy optimisation, while pollution control systems ensure minimal if not zero effluents and emissions.</p> <p>These include modern fast-process technologies, leading to significantly more power-efficient and affordable end-products with longer life.</p> <p>In close consultation and joint development with in-house smelting units, the R&D engineers have been able to develop a superior grade of recycled lead, almost at par with primary lead. This will increase the share of recycled lead going forward.</p> <p>In addition, the R&D team is also working towards increasing the share of recycled plastic in packaging material.</p>
Capex	8.7%	5.3%	

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

Lead is a primary raw material used in our manufacturing process. In line with Company's commitment towards sustainability, EIL uses more than 80% recycled lead/lead alloys in production.

As a part of strategic backward integration and to promote sustainable sourcing, we source a significant part of recycled lead through our wholly owned subsidiary Chloride Metals Limited (CML). The capacity of CML has progressively increased and a new smelting unit in Haldia (West Bengal) commenced operations in FY 2021-22. CML is further enhancing its capacity by relocating operations from Markal, Pune to SUPA, Ahmednagar in Maharashtra.

The Company's sourcing policies and procedures aim at continuously increasing sustainable sourcing. The process includes vendor selection, vendor onboarding, contract negotiation and award, and post contract support for all supply and service contracts. All the vendors'/service providers' expectations are clearly communicated, discussed and aligned for a sustainable sourcing lifecycle.

The vendor evaluation criteria encompass the availability of compliance certifications such as ISO 14001, ISO 45001, etc., their compliance to ESG commitments, and other roles and responsibilities. As a part of the supplier onboarding process, we require supplier acceptance of the vendor manual.

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 wastes.**(a) Battery waste**

Exide is registered under the Battery Waste Management Rules 2022 (BWMR) and is committed to fulfil the obligation of Extended Producer Responsibility (EPR) through the Centralised Online Portal set up by Central Pollution Control Board for this purpose.

Lead and its alloys are key raw materials used in the manufacturing of the products. Since lead is classified as a hazardous material, the Company has set up its own lead recycling plants as a part of its backward integration strategy. These operate under a wholly-owned subsidiary, Chloride Metals Limited (CML). In addition to the recycling plants operational in Karnataka and Maharashtra, Exide has also set up a new recycling plant in West Bengal with state-of-the-art technology. These plants ensure environment-friendly processes and responsible waste management.

(b) Plastics

The plastic waste recovered from waste batteries at the recycling plants are disposed-off to plastic recyclers, thereby adhering to the tenets of a circular economy. Exide is also registered under Plastic Waste Management Rules 2016, as amended from time to time. It has ensured fulfilment of its obligations under Extended Producer Liability for ensuring collection and recycling under the said rules.

(c) E-Waste

As a bulk consumer of electrical and electronic equipment, Exide complies fully with the rules in disposing end-of-life items through registered recyclers.

(d) Other waste

As a step towards repurposing of waste, the Company has taken the initiatives to use ETP sludge from its plants located at Ahmednagar, Chinchwad and Hosur in cement processing and other industries with approval from various PCBs. The Company is also actively pursuing similar approvals from respective SPCBs for its other plants that generate significant amounts of ETP sludge.

In addition, all manufacturing units are certified under the environmental management system ISO 14001. Consequently, a robust waste management system is in place on a pan-India basis,

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

Yes, the Company has obligations under EPR as per Battery Waste Management Rules 2022 and Plastic Waste Management Rules 2016 as amended time to time.

For ensuring compliance under the Plastic Waste Management Rules 2016, the Company has tied up with M/s Indian Pollution Control Association (IPCA) for collection and recycling of plastic packaging waste to fulfill state-wise obligations.

For EPR under Battery Waste Management Rules 2022 a structured mechanism is in place to maximise recycling of waste batteries. Exide has a network of dealers across the country to collect waste batteries from the end-users at specified rates and return them same to the Company through an established reverse logistics process.

To maximise recycling of waste batteries, Exide has also structured a process, whereby Chloride Metals Limited, a wholly owned subsidiary of Company, participates in auctions for purchase of waste batteries from bulk consumers. It has also tied up with a vendor for procurement of waste batteries from the market.

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

The Company encourages a collaborative work environment that promotes harmony, pride, and trust among colleagues. The senior management strives to ensure the health and well-being of employees while providing opportunities to grow in their professional and personal lives.

For Exide, the primary focus has always been the welfare of its employees. Health and Safety Awareness sessions are conducted periodically for all employees.

Apart from health and safety, Exide aims for the comprehensive well-being of its employees and workers including job satisfaction and soft skill development. With aim to encourage problem-solving and collaboration, cross-functional teams are set up, along with various training and development workshops/sessions to deal with the changing business dynamics. Exide strongly believes that sustainable and profitable growth can only be achieved in an organisation that focuses on a performance-driven culture where employees are engaged and empowered to be their best.

To build this transformational work culture, we have launched the Exide Leadership Behaviour (ELB) framework, focusing on eight leadership behaviours. These leadership attributes are being transmitted to the last mile by the senior leadership team and internal promotions. Our key human resource processes are also aligned to ELB. The key ELBs are:

- Partner with Customer & Stakeholder
- Develop & Empower Team
- Manage by Process & Facts
- Innovate & Lead Change
- Promote Cross Functional Collaboration
- Inspire Excellence
- Treat others with Respect & Dignity
- Act with Integrity

Additionally, regular pulse surveys are conducted in the automotive and industrial divisions to address issues such as employee and worker happiness, communication, job role, and work environment.

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2,299	2,299	100%	2,299	100%	N/A	N/A	N/A	N/A	N/A	N/A
Female	103	103	100%	103	100%	103	100%	N/A	N/A	N/A	N/A
Total	2,402	2,402	100%	2,402	100%	103	100%	N/A	N/A	N/A	N/A
Other than Permanent employees											
Male	1,761	1,761	100%	1,761	100%	N/A	N/A	N/A	N/A	N/A	N/A
Female	36	36	100%	36	100%	36	100%	N/A	N/A	N/A	N/A
Total	1,797	1,797	100%	1,797	100%	36	100%	N/A	N/A	N/A	N/A

For other than permanent employees, wellbeing is ensured through third-party service providers as per the Statute. The Company understands the importance of these well-being measures. Even though the Company considers paternity leave on compassionate grounds, a formal policy is in advance stage of being rolled out.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	2,796	2,796	100%	2,796	100%	N/A	N/A	N/A	N/A	N/A	N/A
Female	10	10	100%	10	100%	10	100%	N/A	N/A	N/A	N/A
Total	2,806	2,806	100%	2,806	100%	10	100%	N/A	N/A	N/A	N/A
Other than Permanent Workers											
Male	11,809	11,809	100%	11,809	100%	N/A	N/A	N/A	N/A	N/A	N/A
Female	146	146	100%	146	100%	146	100%	N/A	N/A	N/A	N/A
Total	11,955	11,955	100%	11,955	100%	146	100%	N/A	N/A	N/A	N/A

For other than permanent workers the well-being is ensured through the third-party service providers as per Statute.

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

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

Note: 100.00% coverage as per threshold limit eligibility in accordance with the Employees State Insurance Act, 1948.

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

Yes. The premises/offices are accessible to differently abled employees and workers.

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

The Company adopts fair employment practices and has formulated a policy on human rights that values diversity, promotes equal opportunity, and prevents intolerance or discrimination based on disability. Apart from promoting equality, the Company also provides differently-abled employees with a work environment that is supportive, inclusive, and ergonomic. The said Policy is put up in offices and is accessible to the public on our website. <https://docs.exideindustries.com/pdf/policies-certifications/human-rights-policy.pdf>

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

The Company has an efficient workforce with an employee-friendly workplace. It has faced no disruptions in its functioning as it has been able to completely retain its top talent during the current financial year. The Company understands the importance of well-being of employees and workers and on compassionate grounds considers paternity leaves as per employee/worker's need. This also helps in achieving a high retention rate.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	
Other than permanent workers	
Permanent employees	Yes
Other than permanent employees	

We have internal systems in place, where employees can express their grievances through various channels, including the Apex Grievance Redressal Committee. Exide believes in redressal of any employee facing injustice, criticism, unfairness or violation of dignity. We have launched an Apex Employee Grievance Redressal Forum to provide a platform for employees to reach out for redress. The Committee, comprising the Senior management, evaluates each grievance and the appropriate next step is followed depending on the nature of the grievance.

In addition to the above, employees can express their grievances through various channels, including Whistle Blower Policy, POSH mechanism, and so on. We have an open-door policy whereby an employee can reach out to even to the highest authority in order to encourage transparency, and open communication lines for feedback, and discussion. This fosters resolutions proactively and swiftly.

In the factories, the Company has a proactive grievance identification process. Periodically, a collective meeting is conducted with workers, feedback is taken, and any grievance is registered for subsequent action. At the regions, there are designated business HR partners to handle employee grievances. Depending on the nature of the issue and attributed factors of grievance, the HR department develops a resolution plan and assigns a Single Point of Contact (SPOC) for resolution. Upon completion of resolution action, the feedback is taken for satisfactory closure of grievance.

Weekly department and functional level interactions and feedback sessions are conducted with third-party service provider representatives and the HR team to resolve grievances, if any. We also have a robust Whistle Blower Policy to encourage employees to raise concerns against any suspected illegal activity.

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	N/A	N/A	N/A	N/A	N/A	N/A
- Male	N/A	N/A	N/A	N/A	N/A	N/A
- Female	N/A	N/A	N/A	N/A	N/A	N/A
Total Permanent Workers	2,806	2,613	93.12%	2,817	2,748	97.55%
- Male	2,796	2,613	93.45%	2,806	2,747	97.89%
- Female	10	N/A	0.00%	11	1	9.09%

8. Details of training given to employees and workers

Category	FY 2022-23					
	Total (A)	On Health and safety measures		On Skill upgradation		
		No. (B)	% (B/A)	No. (C)	% (C/A)	
Employees						
Male	2,299	1,284	55.85%	2,299	100.00%	
Female	103	28	27.18%	103	100.00%	
Total	2,402	1,312	54.62%	2,402	100.00%	
Workers						
Male	2,796	1,963	70.20%	1,663	59.48%	
Female	10	10	100.00%	10	100.00%	
Total	2,806	1,973	70.31%	1,673	59.62%	

Note: The Company has started collating the training data from FY 2022-23 in a structured manner.

Exide has a comprehensive framework for ensuring training of employees & workers. We have state-of-art facilities in factories (TPM Training Centre) where training is provided as per the requirements of the job assigned to employees. In FY 2022-23, major training topics were human rights, customer specific requirements, process knowledge, work ethics & work culture, DFMEA, food safety, Exide supplier manual, health & safety and CSR.

Additionally, the HR team has developed online modules for providing information regarding the manufacturing process, product, quality, etc. The Company also provides specific training to the R&D department as well as to its high-performing employees at various prestigious institutions. The Company also places emphasis on skill development and cyber security training to the employees.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2,299	2,299	100%	2,252	2,252	100%
Female	103	103	100%	94	94	100%
Total	2,402	2,402	100%	2,346	2,346	100%
Workers						
Male	2,796	2,796	100%	2,806	2,806	100%
Female	10	10	100%	11	11	100%
Total	2,806	2,806	100%	2,817	2,817	100%

We are a people-driven organisation with a result-oriented approach. This implies that each team member is armed with all the necessary resources to achieve their respective targets. Performance reviews are conducted periodically depending on their functional responsibilities. Line managers and employees regularly review and discuss performance and development. Exide has SAP Success Factors as Performance Management System.

The Long-Term Settlement (LTS) and collective agreements are applicable to all workers. Workers are promoted to the officers' category, subject to vacancies and merit.

10. Health and safety management system:

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

Yes, the Company has implemented the ISO 45001 system at its manufacturing facilities and offices. At the Head Office, the Company has a Safety and Health Department to oversee organisation-wide initiatives. The Company conducts internal and external audits, which include EHS audits and audits by certification bodies, to assess the effectiveness of the systems. Updates related to the health and safety measures are also regularly shared with the senior management through monthly review meetings.

Evaluation and implementation of safety systems are monitored by Safety Committees at individual factories and offices. These committees conduct a meeting every month to discuss and review the safety and health aspects of employees in their respective offices. Safety induction training is conducted for all new recruits, whether permanent or contractual. Specialised training is also provided for certain work areas depending on the risk involved. For closer focus on process safety and to ensure wider participation, the Company has also designated 'Safety Champions' for each process.

Overall, the Company's occupational health and safety management system is designed to prevent workplace injuries and illnesses, improve compliance with laws and regulations, and engage workers through educational programs.

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

The Company has a proven process in place to identify and assess work-related hazards, both on a routine and non-routine basis.

For routine jobs, the Hazard Identification and Risk Assessment (HIRA) framework implemented across the organization helps in scanning each of the processes for potential hazards, their causes, consequences and impacts. The current controls are evaluated and based on their risk priority, additional controls are implemented, where required, including engineering controls, administrative controls, and personal protective equipment (PPE).

For non-routine jobs, the Company has internal guidelines in place subject to risk assessment. Such jobs are additionally controlled through a work permit system. The assessment of risk considers various factors, including the severity and likelihood of the potential hazard, the task to be performed, and the environment in which the task is to be performed.

Overall, the Company's HIRA framework and internal guidelines ensure that all work-related hazards are identified and assessed, and appropriate controls are implemented to minimize the risk to employees and other stakeholders.

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

The Company has a system in place to identify potentially harmful conditions at the workplace in an organised manner. Each work area has a mechanism to track and resolve recognised hazards, and encourages employees to detect, report, and participate in minimisation of risk. Each factory has safety champions to report work-related hazards along with their suggested resolution. Their reports are reviewed by the Management periodically.

Periodic safety audits are conducted by cross-functional teams to proactively identify and deal with workplace hazards. All incidences and near misses are investigated from the root causes and corrective actions are taken. To this end, suggestion boxes are kept to report the near-miss cases.

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

Yes. The Company provides additional healthcare benefits such as medical insurance to employees and their families, executive health check-ups, medical consultants and wellness support. We also have tie-ups with various empanelled hospitals, diagnostic centres and digital health platforms to extend support as and when required.

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

Safety Incident /Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	0.03	0.20
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	0.03	0.20
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

The Company has ensured that the working space is free of hazardous practices and work-related accident risk and makes every effort to maintain the safe work environment. The Company has not recorded any fatalities in its workplace during the year under review.

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

The Company has a comprehensive framework for ensuring health and safety at the workplace. Below are the some of the measures taken by Exide to ensure a safe and healthy work environment:

1. The Company has achieved ISO 14001 and ISO 45001 certifications by TUV-SUD, an external agency, which demonstrates its commitment to sustainability and occupational health and safety.
2. The senior management has prioritized health and safety through an EHS policy that is displayed at prominent locations, ensuring that all employees are aware of the Company's commitment to health and safety.
3. Daily toolbox talks are conducted on the shop floor to raise awareness and educate employees about health and safety issues.
4. Safety champions are assigned to identify and report unsafe actions and conditions to continuously improve safety culture.
5. Dedicated safety committees have been established in each factory and office to oversee the implementation and engagement of safety measures.
6. All employees receive safety and health training, including safety induction and skill-based training, to ensure that they are equipped with the necessary knowledge and skills to work safely.
7. The Company has dedicated EHS teams at all factories to identify and resolve health and safety-related issues. Medical officers and male nurses are also available in case of medical emergencies.
8. First-aiders are trained across all factory locations, and emergency response teams are established to respond to any emergencies. Periodical mock drills are conducted to ensure that the emergency response teams are prepared to handle any situation effectively.
9. Internal safety audits are conducted on-site, besides the external audits from certification bodies. Corporate TQM and EHS teams also conduct internal safety audits for evaluating compliance and ensuring effectiveness and safety in the workplace.

The Company regularly reviews and evaluates the effectiveness of these measures to ensure continuous improvement, demonstrating its commitment to sustainability and occupational health and safety.

13. Number of complaints on working conditions and health and safety made by employees and workers.

Benefits	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	28	Nil	-	Nil	Nil	-

Note: The Company has started collating the details from FY 2022-23 in a structured manner.

14. Assessments for the year

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

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

Exide has a comprehensive approach towards health and safety practices and working conditions. To address safety-related incidents, the Company follows established procedures and guidelines for EHS system requirements. Effective corrective actions are implemented through proactive incident investigation and workplace risk identification and assessment. The effectiveness of the controls is checked at regular intervals.

In addition, the Company has taken various measures to promote health and safety practices among its employees. These measures include medical health check-ups, medical surveillance plans, proactive job rotation, engineering controls, training, rewards and recognition schemes, and employee engagement through various initiatives.

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

At Exide, we value all our stakeholders, and our efforts are directed towards creating a long-term cordial relationship with them. We aim to achieve and sustain outstanding levels of performance that meet or exceed the expectations of all stakeholders. The essence of this principle is embedded in the Company's vision, mission, and core values statement. These are fundamental to our existence and practiced in our processes, activities, and behaviour.

The Company has recognised and categorised its stakeholders as illustrated below:



Essential Indicators

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

The Company's operation have an inevitable impact on the community and the society within which it operates. It has categorised the stakeholder groups as internal and external (details of which are given in the above graphic) depending on the impact it creates on them.

- Shareholders play a significant role in the functioning of our entity, providing both financial and non-financial inputs.
- Customers are the most critical stakeholder as all our products and services are targeted towards fulfilling their requirements.

- Employees and workers are vital stakeholders as they share our goal and are instrumental in helping us become industry leaders.
- Dealers, distributors, vendors, suppliers, and alliance partners are critical players that help us satisfy our logistical demands on schedule.
- Communities help us become better corporate citizens as we strive for their all-round development.
- Central, State, or local governments and various statutory and regulatory bodies are also salient stakeholders for the Company, as we are guided by the laws and regulations that help in the ethical conduct of business, with transparency and accountability.

The detailed process of stakeholder identification and engagement is highlighted in the Sustainability Report <https://www.exideindustries.com/investors/annual-reports.aspx>.

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

Key stakeholder groups identified by the Company are listed below. We engage with the majority of them on an ongoing basis throughout the year. The frequency of engagement with others depends upon the nature of interaction and engagement terms the Company enjoys with them.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	Yes	<ul style="list-style-type: none"> • Physical and virtual meetings (AGM/EGM) • Stock exchange communications • Investor presentation, earning calls, investor meetings with management • Complaints and grievance management • Email, Newspaper, Website 	Annual/As per requirement	<ul style="list-style-type: none"> • Financial and non-financial report sharing/dividend/IEPF related matters
Customers	Yes	<ul style="list-style-type: none"> • Embracing digital platforms to strengthen after-sales services • Serving customers through the Exide Care website as well as providing door-step services such as Batmobile and Service 2.0 dealers network • Emails/advertisements/website 	As per requirement	<ul style="list-style-type: none"> • Product innovation and improvement based on customer inputs • Efficient after sales service • Grievance resolution mechanism
Employees and Workers	Yes	<ul style="list-style-type: none"> • Intranet and in-house newsletters, email communication • Training & coaching initiatives • Management-employee Town Hall meets • Performance dialogue & appraisals 	As per requirement	<ul style="list-style-type: none"> • Sharing Policies • Welfare Schemes • Appraisals • Career Development • Health & Safety • Learning & Development

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly / others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Dealers and Distributors	Yes	<ul style="list-style-type: none"> • Dealer Distributor meet • Regular visit by Company's representative • Meeting with senior management • Embracing digital platforms • Email/SMS • Advertisements/phone calls 	As per requirement	<ul style="list-style-type: none"> • Production plans • Invoices • Bill payments • Grievances • Long term relationship
Vendors/ suppliers and alliance partners	Yes	<ul style="list-style-type: none"> • Supplier meetings and site-visits • Suppliers audit • Vendor due diligence • Quarterly supplier engagement • Feedback • Emails/SMS/digital platform 	As per requirement	<ul style="list-style-type: none"> • Production plans • Grievances • Long term relationship • Ethical business conduct • Continuous assistance and support in SCM • Assured product quality • Timely payments
Communities	Yes	<ul style="list-style-type: none"> • Community meetings • CSR initiatives & interventions • Robust grievance mechanism • Community meetings • Need & Impact assessment survey • Communication via newsletters, social media, etc. 	As per requirement	<ul style="list-style-type: none"> • Planning and monitoring of CSR initiatives. • Ensuring availability of quality healthcare and sanitation through <i>Exide Aarogya</i> • Promoting education and scholarship through <i>Exide Akshar</i> • Providing livelihood opportunities through <i>Exide Kaushal</i> • Safeguarding the environment through <i>Exide Paryavaran</i> • Empowering communities through <i>Exide Saksham</i>
Central, State and local governments and various Statutory and Regulatory Bodies	Yes	<ul style="list-style-type: none"> • E-mail • Websites • Meetings 	As per requirement	<ul style="list-style-type: none"> • Notices, show cause notice • Changes in local laws changes in regulation and other requirements • Good governance and compliance on topics such as policy advocacy, participating in national forums, etc.

Principle 5: Business should respect and promote human rights

Exide has established a robust framework to effectively detect violations and handle resulting issues. Besides ensuring a respectful work culture, it also adheres to applicable laws including the Non-Discrimination and Human Rights policies. The Company has also amended policies and created new guidelines in the aftermath of COVID-19 which will enable better preparedness for contingencies.

These policies have been established and shared with all parties. Apart from abuses such as child or forced labour and human trafficking, topics specifically addressed are work hours, salaries, safe and healthy workplace, diversity and community relations. The policy is also conveyed to suppliers, and it is controlled by the business code of conduct, which all the Company's suppliers have signed. The link to these policies is provided below:

<https://docs.exideindustries.com/pdf/policies-certifications/human-rights-policy.pdf>

<https://docs.exideindustries.com/CorporateGovernance/7a1a97eb-64b1-4ce1-b599-ada0c66e5b04.pdf>

<https://docs.exideindustries.com/CorporateGovernance/68f34402-a1dc-4033-87ee-5941b79f8e73.pdf>

Essential Indicators

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

At Exide all employees undergo a mandatory human rights awareness session before joining and as and when there is update in the policy. We also ensure that all the workers hired through third-party agencies are aware of the rights and practices that are upheld in Exide.

Category	FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)
Employees			
Permanent	2,402	1,532	63.78%
Other than permanent	1,797	Nil	Nil
Total Employees	4,199	1,532	36.48%
Workers			
Permanent	2,806	644	22.95%
Other than permanent	11,955	1,117	9.34%
Total Workers	14,761	1,761	11.93%

Note: We have started collating the details from FY 2022-23 in a structured manner.

2. Details of minimum wages paid to employees and workers.

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	2,402	Nil	Nil	2,402	100.00%	2,346	Nil	Nil	2,346	100.00%
Male	2,299	Nil	Nil	2,299	100.00%	2,252	Nil	Nil	2,252	100.00%
Female	103	Nil	Nil	103	100.00%	94	Nil	Nil	94	100.00%
Other than Permanent	1,797	1,105	61.49%	692	38.51%	1,883	Nil	Nil	1,883	100.00%
Male	1,761	1,087	61.73%	674	38.27%	1,847	Nil	Nil	1,847	100.00%
Female	36	18	50.00%	18	50.00%	36	Nil	Nil	36	100.00%
Workers										
Permanent	2,806	128	4.56%	2,678	95.44%	2,817	Nil	Nil	2,817	100.00%
Male	2,796	128	4.58%	2,668	95.42%	2,806	Nil	Nil	2,806	100.00%
Female	10	Nil	Nil	10	100.00%	11	Nil	Nil	11	100.00%
Other than Permanent	11,955	7,771	65.00%	4,184	35.00%	11,014	7,782	70.66%	3,232	29.34%
Male	11,809	7,630	64.61%	4,179	35.39%	10,906	7,691	70.52%	3,215	29.48%
Female	146	141	96.57%	5	3.43%	108	91	84.26%	17	15.74%

3. Details of remuneration/salary/wages

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD) #	8	1,54,56,918	1	50,00,000
Key Managerial Personnel (KMP)	1	1,53,89,436	Nil	Nil
Employees other than BoD and KMP	2,294	9,64,233	103	10,60,149
Workers	2,796	5,89,527	10	1,69,972

*Remuneration of female board member pertain to commission paid to a Non-executive Independent Director.

Represents median remuneration paid to all executive as well as non-executive board members

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, the Company has an Apex Grievance Redressal Committee comprising senior management where the grievances are evaluated, and the appropriate next step is followed depending on the nature of the grievance. It is a forum for employees facing issues relating to injustice, criticism, unfairness or violation of dignity.

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

For details on grievance redressal, refer to Q no. 6 of principle 3

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	30	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-
Working Condition	Nil	Nil	-	Nil	Nil	-
Health & Safety	28	Nil	-	Nil	Nil	-

Note: We have started collating the details from FY 2022-23 in a structured manner

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

Exide encourages reporting and takes measures to prevent any adverse consequences to the complainant. The Company has a Sexual Harassment Avoidance Redressal policy in place, in accordance with which redressal committees have been formed at the Apex, factory and regional levels. Detailed guidelines on reporting and redressal have also been laid by the Company. The workforce has the right to register any grievance they face, irrespective of the magnitude of the problem. The POSH training is mandated for all employees and workers of the Company.

Please refer the policy on Sexual Harassment Avoidance Redressal available on website of the Company at <https://docs.exideindustries.com/CorporateGovernance/68f34402-a1dc-4033-87ee-5941b79f8e73.pdf>

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

Yes.

9. Assessment for the year.

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%

Note: Besides the Company's own assessment, the internal and external auditors conduct assessments as per the audit schedule. Assessments are also carried out by respective government authorities from time to time.

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

Since there have been no issues as highlighted in Question 9, no corrective actions were required. To address the risks and concerns, the Company has created organisation-wide awareness of all aspects mentioned above. Interaction sessions for workers and management personnel are also leveraged for feedback. The Company has a mechanism in place for monitoring compliance so that any change in state policy regarding minimum wages is promptly evaluated and resolved.

Principle 6: Business should respect and make efforts to protect and restore the environment

Exide endeavours to conserve natural resources and provide a secure, fair and inclusive environment for the growth and prosperity of communities as well as the natural ecosystem. Rigorous environmental impact assessments are conducted through which the Company has identified focus areas for reducing any adverse impact on climate change parameters.

Responding to the concerns, the Company has developed a well-defined environmental and sustainability strategy and is diligently working to decrease Green House Gas (GHG) emissions. An Energy Management Cell has been established at the corporate level to drive energy-efficiency initiatives and minimise the effects on climate change by reducing emissions of GHG. Going a step further, we have also developed a wide product pipeline to cater to the demand for solar energy and related projects to bring renewables into the mainstream.

Exide has remained committed to increasing the use of green energy in the manufacturing operations. To that end, we have set up on-site as well as off-site group captive solar power plants. As a result of the focus on using green energy, the renewable energy consumption went up by 20% over last year accounting for 19% of total energy consumption in manufacturing operations in year 2022-23. We are in the process of adding wind energy in some of our plants to boost our green energy mix. The Company plans to double its renewable energy capacity by 2030 as we progress towards our 'net zero' commitment.

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity.

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (from non-renewable sources) (A) (in Giga Joules) (GJ)	15,96,690	13,77,715
Total fuel consumption (B) (in GJ)	5,28,059	4,52,732
Energy consumption through other sources (Renewable (Solar) Energy consumption) (C) (in GJ)	3,67,502	3,06,428
Total energy consumption (A+B+C) (in GJ)	24,92,251	21,36,875
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (in GJ/ ₹/ lakh)	1.71	1.73

Note: No independent assessment/ evaluation/assurance has been carried out by an external agency

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

No. Our manufacturing units are not covered by the PAT scheme.

3. Provide details of the following disclosures related to water.

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	7,96,676	6,52,043
(iii) Third-party water	12,74,338	11,66,379
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	20,71,014	18,18,422
Total volume of water consumption (in kilolitres)	20,71,014	18,18,422
Water intensity per rupee of turnover (Water consumed / turnover) (KL/ ₹ in Crore).	141.93	146.86

*The above data pertains to our factories only. Water consumed / withdrawn at offices is not included in above list.

Note: No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Exide has successfully implemented Zero Liquid Discharge (ZLD) across manufacturing locations in Ahmednagar, Hosur, and Talaja. The Company utilizes a tertiary treatment process that includes three stages of reverse osmosis and multiple-effect evaporation to achieve ZLD. The permeate from the reverse osmosis plant and the condensate from the evaporator are reused in the manufacturing process, while the evaporator concentrate is dried in an Agitated Thin Film Drier. The dried salt is sold to an authorized pre-processor.

Besides these, there are adequate water treatment systems across all manufacturing facilities to ensure compliance with applicable norms laid down by respective State Pollution Control Boards (SPCBs).

5. Please provide details of air emissions (other than GHG emissions) by the Company.

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	µg/m ³	25.76	26.24
SOx	µg/m ³	12.90	11.41
Particulate matter (PM)	mg/m ³	14	15
Persistent organic pollutants (POP)		N/A	N/A
Volatile organic compounds (VOC)		N/A	N/A
Hazardous air pollutants (HAP)	mg/m ³	2	2
Others – please specify		-	-

Note: No independent assessment/evaluation/assurance has been carried out by an external agency.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity.

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	31,684	27,164
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4,47,073	3,85,760
Total Scope 1 and Scope 2 emissions per rupee of turnover	MT /₹ in Crore	32.81	33.44

Note: No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Yes.

Aligning Exide with the national objectives of climate change is a focus area and reducing GHG emission in operations are a key consideration in decision making.

Raising efficiency in energy consumption through increased use of natural light on the shop floor, monitoring consumption, use of sensors and variable frequency drives for optimised operation of machines and equipment, and maintaining the power factor close to unit are some of the major initiatives. We are also in the process of using e-vehicles for last mile deliveries to dealers, replacing Internal Combustion Engine (ICE) vehicles.

The Company continues to be involved in several projects for developing batteries suited for applications reducing carbon footprint in their user phase as hybrid vehicles, solar inverters and e-rickshaws.

With our commitment on increased use of renewable energy, we successfully raised consumption of RE by 20% over FY 21-22, and remain focussed on opportunities to continue on this path.

8. Provide details related to waste management by the Company.

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)*	762	603
E-waste (B)**	10.8	10.9
Bio-medical waste (C)**	0.10	0.04
Other Hazardous Waste. Please specify, if any. (D)***	39,686	38,609
Other Non-hazardous waste generated (E). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8,119	8,460
Total (A+B + C + D + E)	48,577.90	47,682.94
Category of waste		
(i) Recycled ****	47,817	34,899
Category of waste		
(i) Incineration	Nil	Nil
(ii) Landfilling *****	4,413	6,359
(iii) Other disposal operations	Nil	Nil
(iv) Total	4,413	6,359

Note: No independent assessment/ evaluation/assurance has been carried out by an external agency.

* Plastic waste represents waste generated in the factories.

** E-waste, bio-medical waste and other hazardous and non-hazardous waste are as per actual quantities generated in the factories.

*** Factory processes waste is included in hazardous waste. Collection of used batteries for recycling lead is not included.

**** Quantity of waste recycled includes hazardous waste, non-hazardous waste, plastic waste and e-waste.

***** Landfill waste is mainly ETP sludge disposed at respective State PCB approved TSD (Treatment Storage & Disposal Facility). With approval from respective SPCB, ETP sludge from Chinchwad and Ahmednagar plants is being sent to cement manufacturing plants for use as flux in their operations and thereby reducing quantum of landfill.

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

Various waste management practices adopted by Exide are as follow:

1. Reduction of usage of hazardous and toxic chemicals in products and the manufacturing processes through optimized equipment design; reduced plastic content; storage and handling of hazardous material; and re-engineering of the process using less hazardous alternatives.
2. Efficient fume and dust extraction systems have been installed at the manufacturing units which are monitored and maintained for ensuring a safer workplace environment
3. Disposal of hazardous waste generated during the manufacturing process at a CPCB approved nearest TSDF (Treatment Storage & Disposal Facility).
4. Recycling of non-hazardous waste by selling it to licensed re-processors or vendors.
5. Undertaking projects to recycle and utilize lead waste to conserve natural resources and safeguard the environment.
6. Limitation of wastewater creation using a recirculation charging technique.
7. Establishment of an Acid Recovery Plant to collect acid from effluents, minimizing the acidic effluent load.
8. Establishment of a Wash Water Recovery Plant for reuse. This has minimized the amount of water used in the plate washing operation, resulting in improved use of water
9. Installation of a first-stage Reverse Osmosis (RO) in the Effluent Treatment Plant.(ETP) The treated effluent is recycled in the process, resulting in an average of 30 KL of water being recycled every day.

Additionally, we have taken several projects to reduce waste and minimize the use of toxic chemicals, such as:

1. Co-processing of ETP sludge to cement/Other industries in Ahmednagar, Chinchwad, and Hosur sites.
2. Recovery of solvent (Acetone) at Hosur Site for reuse in the process,
3. Reuse of damaged wooden pallets by repairing them internally, wherever feasible.

In summary, the Company has implemented several waste management practices to ensure the reduced use of toxic chemicals in products and processes, safe disposal of hazardous waste, and recycling of non-hazardous waste to conserve natural resources and safeguard the environment. We have also implemented measures to minimise wastewater creation and maximise water savings by reusing the water in our processes.

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

Sl. 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.
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Not Applicable

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

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

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

Yes. The Company is compliant with the applicable laws pertaining to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.

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

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

Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption- (A)	3,67,502	3,06,428
Total fuel consumption (B)	Nil	Nil
Energy consumption through other Sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	3,67,502	3,06,428
From non-renewable sources		
Total electricity consumption (D)	15,96,690	13,77,715
Total fuel consumption (E)	5,28,059	4,52,732
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	21,24,749	18,30,447

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. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	3,21,191	3,68,087
Total water discharged (in kilolitres)	3,21,191	3,68,087

100% of discharged water is treated within the plant.

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. 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:

- Name of the area : Krishnagiri district, Tamilnadu
- Nature of operations : Lead-acid battery production
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	2,68,884	2,82,729
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters)	2,68,884	2,82,729
Total volume of water consumption(in kiloliters)	2,68,884	2,82,729
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	47	57

Note : Water intensity (optional) : expressed as kilo liter of water consumed per Million Ampere-hour of production.

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

Note : The factory at Hosur has Zero discharge of water.

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

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Exide is committed to drive change both through its business operations and at the grassroots level through education and public awareness.

The Company is represented on the governing bodies and several committees — both at the state and national levels — of Confederation of Indian Industry (CII) and the Bengal Chamber of Commerce and Industry (BCCI). Through these forums, we actively participate in various issues concerning business and society. The Company is also a member of the following key industry associations: Society of Indian Automobile Manufacturers, Engineering Export Promotion Council of India, Indian Electrical and Electronics Manufacturers Association, and Indian Battery Manufacturers' Association.

Public awareness programmes on the responsible use and disposal of lead have also been organised in collaboration with various pollution control bodies and other groups. The Company has played an active part in developing regulations for the appropriate treatment and disposal of spent lead-acid batteries.

The Company actively works with associations, institutions, and organizations, both Governmental and non-Governmental, that are involved in framing policies or influence policy-formulation by the Government and regulatory bodies. We have however prioritized our focus and restrict our involvement in certain cases, subject to the merit and spirit of work that an association conducts. The public policy is available on website of the Company at <https://www.exideindustries.com/about/policies-certifications.aspx>

Essential Indicators

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

The Company has ten affiliations with trade and industry chambers/associations as highlighted in the table in point below.

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

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	Bengal Chamber of Commerce and Industry	State
2	Bombay Chamber of Commerce and Industry	State
3	Confederation of Indian Industry	National
4	Engineering Export Promotion Council of India	National
5	Indian Battery Manufacturers' Association	National
6	Indian Electrical and Electronics Manufacturers Association	National
7	Institute of Directors	National
8	Quality Circle Forum of India	National
9	Recycling & Environment Industry Association of India	National
10	Society of Indian Automobile Manufacturers	National

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

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

Leadership Indicators

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

The Company during the year has advocated / advocating its views for the below three policies/rules –

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
1.	Advocacy for Battery Waste Management Rules 2022. The Ministry of Environment & Climate Change issued the new policy on management of used batteries – the Battery Waste Management Rules 2022. The new policy supersedes the earlier policy Battery Management & Handling Rules 2001 (as amended time to time).	Discussions in meetings organised by CPCB/MoEF. Written communication conveying our observations and views on changes in the rules.	No	The Company, being an active member of Indian Battery Manufacturers' Association, conveys its observations and suggestions on the revised rules to the Ministry and Central Pollution Control Board. This communication depends on the requirement of the association, as it seeks views of its members.	No

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others – please specify)	Web Link, if available
2.	Advocacy of draft “National Electricity Policy” Ministry of Power issued the draft “National Electricity Policy” and circulated it for inputs from industry participants.	Discussions in meetings organised by Bengal Chambers of Commerce on the policy. Written communication/ emails submission conveying our observations.	No	The Company has shared its views on the policy from time to time as per the requirement of BCCI or Ministry.	No
3.	Advocacy for draft Renewable Energy policy of West Bengal. More than 50% of the Company’s production is in the state of West Bengal. consequently, the new Renewable Policy of West Bengal is crucial for the Company’s objectives on increasing the proportion of renewable energy in its total energy mix.	Discussions in meetings organised by Bengal Chambers of Commerce on the policy. Written communication/ emails submission conveying our observations.	No	In response to request from the Department of Power, West Bengal the Company has been sharing its views as required by the Department of Power, West Bengal.	No

Principle 8: Businesses should promote inclusive growth and equitable development

Exide recognises that sustainable development is critical to inclusive growth and equitable development. The Company is committed to ensuring the overall and long-term development of the communities surrounding it. Community development projects are designed and implemented based on a need assessment conducted within the communities. Community engagement is ensured during project planning and implementation for greater accountability and inclusive growth. This approach fosters improved ownership and long-term growth even when the CSR initiative ceases to exist.

The Company is continuing to refine its CSR strategies in response to the pandemic and its ramifications through interventions that focus on supplementing healthcare facilities for communities, preventing learning loss in children, preventing livelihood loss by improving employability, enhancing resilience and capabilities of underserved individuals and environment action. The CSR activities are in line with the numerous global Sustainable Development Goals and are targeted at assisting individuals, families, and communities from less affluent backgrounds. The Company is continuously exploring opportunities to collaborate with communities around its operating regions, with a focus on solving the most pressing needs of the community. During the fiscal year 2022-23, Exide's community outreach programmes positively affected over 3.1 lakh lives.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
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Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company.

The Company is not involved in the direct acquisition of land. All the land used is either given by the government or financial institutions.

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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Not Applicable

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

The Company has regular interactions with panchayat bodies and other community members to discuss the aspirations and concerns of the local communities, not just relating to the impact of the Company's operations but also related to their overall well-being. Initiatives are then designed to address these aspirations and concerns as a part of our social commitment.

A regular consultation process is in place at all our Plants that enables us to receive suggestions, feedback, and grievances from local communities. The Company has constituted a grievance redressal mechanism that enables its Plants to act immediately on any grievance received.

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



Leadership indicators

1. 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

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

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

Name of authority	Brief of the Case	Corrective action taken
Nil		

3. Details of beneficiaries of CSR projects:

Sl. No.	CSR Project	No of persons Benefitted	% of beneficiaries from vulnerable / marginalized groups.
1	Exide Akshar	1,27,290	92.00%
2	Exide Aarogya	1,25,030	64.00%
3	Exide Saksham	27,520	98.00%
4	Exide Paryavaran	20,500	87.00%
5	Exide Kaushal	8,200	100.00%
6	Others	5,000	10.00%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

With a legacy of more than 75 years, Exide has been able to gain a strong foothold in the market. The ability to forge deep connections with its consumers has enabled us to take a leading position in the industry. The Company also integrates the insights of customers to enhance the design and development of new products. We take customer feedback pertaining to product experience, packaging, service support, and behaviour, among other factors, for continual improvement of our operations.

The core value statement of the Company, as highlighted below, also focuses on servicing the customer in a responsible manner:

CUSTOMER ORIENTATION

- We understand our customers (both external and internal).
- We understand that customer loyalty, retention, and market share gain is maximised through a clear focus on the needs and expectations of both existing and potential customers.

- Keeping in mind the competitive advantage, we anticipate and gather insights on customers' needs and expectations and act in order to meet/exceed them through product and service quality.
- We build and maintain an effective and proactive relationships with customers.

Apart from product development, Exide recognises customer care as an integral part of its organisational system. Exide Care outlets uphold certain service standards and provide comprehensive customer brand experience through a mix of bleeding-edge design, pleasant environment, service technology, and customer focus. The Company has established over 1600 exclusive stores offering customers a stellar experience. Known as Exide Care, these flagship outlets are the pride of Exide and reinforce the Company's commitment to superior customer care and service. The Exide Care umbrella includes an on-demand battery service application that aims to end battery-related issues, whether it is for an automobiles or inverters. We developed an application called 'Exide Samrat,' to create a loyalty programme for mechanics which also helps us serve our customers. For the Industrial vertical, we have elevated the customer experience with the launch of our Exide Edge platform, which helps in engaging directly with the customers

Essential Indicators

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

The Company has a well-developed customer complaint resolution mechanism. These are customised by client-category such as users of automotive vehicles (2-wheelers, 3-wheelers, cars, commercial vehicles), home UPS users, OEMs, other institutional customers, etc..

Exide caters to some of the leading automotive and industrial brands. Customer involvement and brand advocacy tactics have been implemented proactively by the Company. Door delivery service initiatives have been undertaken as flagship projects. This has made it easier to access services, reducing complaint response time to just a few hours. The Company has promoted its toll-free call centre contact number through its product labels and warranty cards.

A professional call centre facility evaluates, analyses, and creates fact-based reports of real-time complaint resolution for each of the locations. This allows the customer care team to take additional actions to cover any service shortfalls. Repeat complaints are noted in the system, and a thorough inquiry is carried out to both address the problems and examine the process.

OEMs and institutional customers operate in organised sectors with high service quality and delivery expectations. The Company has specialist service personnel stationed at strategic locations across the country to provide the most effective assistance at customers' installations. In light of growing expectations, we have developed a technique for proactively detecting and treating a problem at the earliest possible stage.

The Company has a detailed feedback process for product performance and is evolving an online performance monitoring method to guarantee that customer values are optimised and the battery performs as expected. All concerns are investigated, and remedial action is taken to continuously improve the procedures.

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

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

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

Consumer complaints on data privacy, advertising, cybersecurity, and unfair or restrictive business practices are negligible. Normal service requests from customers for battery replacements under warranty period are governed by our warranty policy and are not regarded as consumer complaints.

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Other	Nil	Nil	-	Nil	Nil	-

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the Company 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. Exide has striven to construct a comprehensive programme that protects important assets, deters internal threats, and provides an active defence by continuously analysing the network. To streamline the data governance vertical, we have deployed a Master Data Governance (MDG) platform which is accessible to all employees of the Company.

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; recurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services.

Exide has a strong reputation for supplying products to vital industries such as UPS, Railway, Telecom, and the Indian Navy. The Company places great importance on social accountability and goes to great lengths to ensure uninterrupted supplies to essential sectors by prioritizing and reserving capacity. Even during the pandemic, Exide obtained special permission to operate manufacturing facilities and meet customers' demands classified under critical services.

Regarding cyber security and data privacy, Exide has implemented a robust IT security strategy. The Company has taken measures such as implementing Security Operations Center (SOC), Governance, Risk, and Compliance (GRC), Data Loss Prevention (DLP), and other relevant security measures. Additionally, Exide regularly conducts cyber security awareness programs for its employees and vendors to keep them informed and updated. The Company is proud to be ISO 27001 certified in cyber security, further showcasing its commitment to maintaining high standards in protecting customer information.

Exide's commitment to the comprehensive protection of critical assets goes beyond technical controls. These initiatives and an active defence strategy involving continuous network analysis demonstrate Exide's dedication to safeguarding its infrastructure.

In addition to these efforts, Exide actively addresses insider threats through regular awareness programs conducted for employees, vendors, and other relevant stakeholders. This proactive approach helps mitigate potential risks.

Exide has implemented a Field Service Management (FSM) solution as part of its commitment to proactive customer service. This empowers technicians with mobile tools, artificial intelligence, machine learning, and the Internet of Things, enhancing their ability to deliver exceptional service and boost customer satisfaction.

Overall, Exide demonstrates its dedication to ensuring the security of customer data and information by implementing various security measures, conducting awareness programs, and achieving ISO certifications. These actions contribute to building solid relationships with customers, mitigating risks, and enhancing the overall safety and privacy of products and services.

Leadership Indicators

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

Our product under our three key brands can be accessed through below links:

- Exide Industries : www.exideindustries.com
- SF Batteries : www.sfbatteries.in
- Dynex : www.dynexbattery.com

We also have after sale services website, www.exidecare.com which provides batteries services in India.

On behalf of the Board of Directors

Place: Mumbai
Date : 8th May 2023

Sd/-
Bharat D Shah
Chairman
DIN: 00136969

Sd/-
Subir Chakraborty
Managing Director & CEO
DIN: 00130864