

# RICO RICO AUTO INDUSTRIES LIMITED

REGD. & CORP. OFFICE : 38 KM STONE, DELHI-JAIPUR HIGHWAY, GURUGRAM - 122001, HARYANA (INDIA)  
EMAIL : rico@ricoauto.in WEBSITE : www.ricoauto.in TEL. : +91 124 2824000 FAX : +91 124 2824200  
CIN : L34300HR1983PLC023187

RAIL:SEC:2024

September 04, 2024

BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai - 400001  Scrip Code - <b>520008</b>	National Stock Exchange of India Limited Exchange Plaza, 5 <sup>th</sup> Floor, Plot No.C/1, G Block Bandra-Kurla Complex Bandra (E), Mumbai - 400 051  Scrip Code - <b>RICOAUTO</b>
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Sub : **Business Responsibility and Sustainability Report for the Financial Year 2023-24**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements, 2015 ("Listing Regulations"), please find enclosed Business Responsibility and Sustainability Report for the Financial Year 2023-24, which also forms part of the Annual Report for the Financial Year 2023-24.

This is for your information and records.

Thanking you,

Yours faithfully,  
for **Rico Auto Industries Limited**

**B.M. Jhamb**  
**Company Secretary**  
**FCS : 2446**

Encl : As above

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING**

[Under Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed entity**

1.	Corporate Identity Number (CIN) of the Listed Entity:	L34300HR1983PLC023187
2.	Name of the Listed Entity	Rico Auto Industries Limited (The "Company")
3.	Year of Incorporation	1983
4.	Registered office address	38 KM Stone, Delhi-Jaipur Highway, Gurugram, Haryana - 122001
5.	Corporate address	38 KM Stone, Delhi-Jaipur Highway, Gurugram, Haryana - 122001
6.	E-mail id	cs@ricoauto.in
7.	Telephone	0124-2824000
8.	Website	www.ricoauto.in
9.	Financial Year for which reporting is being done	2023-2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and The National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 13.53 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report:	Shri B.M. Jhamb, Company Secretary, Phone: 0124-2824221 Email: bmjhamb@ricoauto.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosure under this report have been made on consolidated basis (including only Indian subsidiaries).
14.	Name of assurance provider	Since, the Company does not fall in the list of the top 150 listed companies based on the market capitalisation, therefore, it is not required to obtain assurance on BRSR, accordingly, this requirement would not be applicable.
15.	Type of assurance obtained	Not Applicable

**II. Products/services**

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Motor Vehicles, Trailers, Semi-Trailers and Other Transport Vehicles	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Casting of Non-Ferrous Metals	24320	70%
2.	Casting of Iron	24319	30%

**III. Operations**

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

Location	Number of plants	Number of offices	Total
National	15	1	16
International	0	2*	2

\*These offices pertain to international subsidiaries which are not considered within reporting boundary as per Section A-13.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	7

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

13% of the total turnover of the Company is contributed through exports.

c. A brief on types of customers.

This Company is a world-class engineering company supplying a wide range of high precision fully machined aluminium and ferrous components and assemblies to automotive Original Equipment Manufacturers (OEMs) across the globe. The Company's integrated services include design, development, tooling, casting, machining and assembly across ferrous and aluminium products. The Company's renowned and prestigious clientele includes BMW, Hero, Maruti, Toyota, Renault, Nissan, Tata, Cummins etc.

**IV. Employees**

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)#	729	711	97.53%	18	2.47%
2.	Other than permanent (E)	13	12	92.31%	1	7.69%
	<b>Total employees (D + E)</b>	<b>742</b>	<b>723</b>	<b>97.44%</b>	<b>19</b>	<b>2.56%</b>
<b>WORKERS</b>						
3.	Permanent (F)	1672	1628	97.37%	44	2.63%
4.	Other than Permanent (G)	4364	4350	99.68%	14	0.32%
	<b>Total workers (F + G)</b>	<b>6036</b>	<b>5978</b>	<b>99.04%</b>	<b>58</b>	<b>0.96%</b>

# Includes Directors and KMPs as well.

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
	<b>Total differently abled employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
3.	Permanent (F)	0	0	0%	0	0%
4.	Other than permanent (G)	1	1	100%	0	0%
	<b>Total differently abled workers (F + G)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	1	7.69%
Key Management Personnel*	6	0	0%

\*Includes 1 Managing Director and 3 Executive Directors who are considered in Board of Directors as well.

## 22. Turnover rate for permanent employees and workers

	FY 2023-2024 (Turnover rate in current FY)			FY 2022-2023 (Turnover rate in previous FY)			FY 2021-2022 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	29.12%	0%	28.35%	28%	30%	28%	19%	13%	19%
Permanent Workers	17.79%	0%	17.33%	8%	0%	8%	8%	0%	8%

**V. Holding, Subsidiary and Associate Companies (including Joint Ventures)**

## 23. (a) Names of Holding/Subsidiary/Associate Companies/Joint Ventures\*

S. No	Name of the Holding/ Subsidiary/ Associate Companies/Joint Ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Rico Auto Industries Inc., USA	Foreign Subsidiary	100	No
2.	Rico Auto Industries (UK) Limited, U.K.	Foreign Subsidiary	100	No
3.	AAN Engineering Industries Limited	Subsidiary	100	Yes
4.	Rico Fluidtronics Limited	Subsidiary	100	Yes
5.	Rico Jinfei Wheels Limited	Subsidiary and Joint Venture	72.38	Yes
6.	Rico Friction Technologies Limited	Subsidiary	70	Yes
7.	Rico Care Foundation	Subsidiary	59.80	No
8.	Roop Ram Industries Private Limited**	Associate	26	No

\*For the purpose of BRSR disclosure, only the Indian Subsidiaries have been taken into consideration.

\*\*During the financial year 2021-22, the Company had bought this Company's shares as strategic investment to procure solar power at subsidized rates through a Power Purchase Agreement ('PPA'). Therefore, this Company is not an associate in normal parlance from ESG perspective. Therefore, it is not considered for consolidation in BRSR of the Company with other group companies.

**VI. CSR Details**

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): **Yes**
- (ii) Turnover (in ₹) – **₹ 2,159.73 Crores**
- (iii) Net worth (in ₹) – **₹ 722.99 Crores**

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)*	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	–	0	0	–
Investors (other than shareholders)	Not Applicable	Not Applicable	Not Applicable	–	Not Applicable	Not Applicable	–
Shareholders	Yes	2	0	–	3	0	–
Employees and workers	Yes	22	0	Day to day operational issues	10	2	–
Customers	Yes	107	2	–	234	0	–
Value Chain Partners (Direct Suppliers)	No	0	0	–	0	0	–
Other (please specify)	No	–	–	–	–	–	–

\*Customers, Suppliers, Employees/ Workers, Business Partners, Board of Directors, Promoters, Government, Institution/ Industry Bodies, Community, Society, and Investors are the stakeholders in the Company. The Company has a strong Grievance Redressal Mechanism in place through numerous policies and procedures that extends to all of the Company’s operations. For instance, the Company has a robust Vigil Mechanism/Whistle-Blower Policy, Anti-Bribery Policy (available on Company’s Intranet) and Policy on Prevention of Sexual Harassment of Women at Workplace for all of its women employees, which can be accessed at <https://www.ricoauto.com/investor-relation.html>. Furthermore, the Company’s Legal and Secretarial Department assists in handling the complaints of the other stakeholders, in consultation with the management.

26. Overview of the entity’s material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Risk and Opportunity	Climate change poses a significant risk on the Company. The Company’s commercial activities generate large overhead costs, one of which is energy usage and heat generation, resulting into adverse impact on climate changes. A robust energy management system that incorporates renewable energy is critical for us to lower operating energy costs, heat generation and carbon footprints.	The Company is developing systems to track and minimise energy consumption, heat generation in all of its plants.	Negative/ Positive
2.	Stakeholder engagement	Opportunity	The company has a well-defined process for continuous engagement with stakeholders.	–	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Waste management	Risk and Opportunity	Waste handling and disposal pose a risk. Waste reduction, in conjunction with improved circular economy and performance, provides a chance for further environmental advantages.	Disposal of waste through authorized recyclers.	Positive
4.	Water management	Opportunity	Reduction in water consumption from all the sources in the Company's business processes through various initiatives.	–	Positive
5.	Employee health and Safety	Risk	Safety and health management is an essential component of running a Company's business. Therefore, the Company must conduct a risk assessment to identify hazards and risks in their workplace(s) and implement actions to successfully control them.  The Company's commitment to continual development in health and safety best practices for all employees and workers.	Several initiatives and programs covering all aspects of health and safety management have been implemented and are being constantly monitored for continual improvement.	Negative/ Positive
6.	Women Empowerment and Employee Engagement	Opportunity	Employing a significant number of motivated and committed female employees.	Company endeavour to increase its productivity through diversity	Positive
7.	Products and Innovation	Opportunity	Product improvement, variety, and value addition in line with market trends. Environmental factors are also be taken into account while designing products.	Focus on adopting new technologies for enhancing customer satisfaction	Positive
8.	Emissions	Risk	Roadmap for addressing Scope 1, 2 and 3 GHG emissions in connection to value chain partners.	A roadmap for Scope 1 and 2 GHG emissions is being developed with timelines. Furthermore, collaboration on specific strategies for tracking Scope 3 GHG emissions for the Company's complete supply chain will aid in addressing the issue in a progressive manner.	Negative
9.	Community engagement	Opportunity	The Company has always been committed to Corporate Social Responsibility (CSR). The Company's objective is to support meaningful socio-economic sustainable development and enable a larger number of people to participate and benefit in country's economic progress. The Company through its various CSR initiatives provide necessary support to the local communities.	–	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Responsible supply chain Management	Risk and Opportunity	Global supply chain systems have been significantly affected as a result of present geopolitical conditions and the impact of the pandemic. This provides us with an opportunity to develop alternative models and obtain a competitive advantage in the market.	Risk being not full control on supply chain for multiple factors like quality, timely delivery, emissions, ESG compliances etc.	Negative/Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The policies as per the SEBI Regulations are approved by the Board of Directors and rest of the policies are approved by the Committees as designated by the Board of Directors.								
c. Web Link of the Policies, if available	Policies stipulated under the SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 and the Companies Act, 2013 are posted on the Company’s website, which can be accessed via the URL provided below: <a href="https://www.ricoauto.com/investor-relation.html">https://www.ricoauto.com/investor-relation.html</a> Additionally, the Company’s intranet hosts a number of internal policies that are available to internal stakeholders.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. Some of the Company’s policies extend to certain value chain partners as well.								
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>• ISO-9001</li> <li>• IATF-16949</li> <li>• ISO-14001</li> <li>• ISO-45001</li> </ul>								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company has selected some of the environmental and social Key Performance Indicators (KPIs), and is establishing an Environment, Social, and Governance (ESG) roadmap with clear commitments, goals, and targets, as mentioned below:</p> <ul style="list-style-type: none"> <li>● Evaluation of GHG Emissions under Scope 1, 2 and 3</li> <li>● Implementing zero liquid discharge mechanism across the Company’s plants</li> <li>● Promoting diversity and inclusion</li> <li>● Enhancing learning environment for the workforce</li> <li>● Water management</li> <li>● Waste management</li> <li>● Supply chain management</li> <li>● Stakeholder Engagement</li> <li>● Employee health and safety</li> <li>● Products Innovation</li> <li>● Community Engagement.</li> </ul>								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Company has always aimed to integrate and comply with its initiatives within the ESG framework. The Company has begun reorganizing and restructuring most of its projects to align with specific ESG limits.</p> <p>On overall basis the Company has undertaken the Due Diligence activity for all its operations and corporate functions and identified the gaps against each of them, based on that the Company has drawn the time bound roadmap to achieve the desired results in a span of 3 to 5 years on these areas respectively.</p> <p>Further, in specific the Company has calculated its GHG Scope 1 and 2 emissions and identified the major sources of emission. Based on the analysis of GHG emissions, the Company has started taking several initiatives to reduce the GHG emissions, as mentioned in various sections of this report.</p> <p>Furthermore, the Company has largely implemented ZLD mechanism across all its plants and offices, barring two Plants currently.</p>								
<b>Governance, leadership, and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>This report has been prepared in accordance with the nine principles of the ‘National Guidelines on Responsible Business Conduct’ (NGRBCs). This outlines our sustainability performance, which we have worked to accomplish and is supported by the strong foundation of our essential values. It also explains our interventions that are in line with our commitment to ESG related challenges, targets and achievements.</p> <p>We at Rico Auto reiterate our continuing commitment to contribute to economic development while improving the quality of life of the local community and society at large. We firmly believe that it is important to operate in ways that lead to inclusive growth of Society, Economy and the Environment.</p> <p>We are constantly working on enhancing environmental sustainability; promoting basic formal education and skill development to enhance the employability of youth in remote and rural areas. The Company is concerned about global environmental issues. In support to this, the Company has plans to use solar power in its plants to save global warming and environmental issues.</p> <p>The Company, through its various CSR initiatives, have taken special steps towards supporting and developing disadvantaged and marginalized stakeholders. The Company is supporting the education of differently abled children and also promoting employability by skill development of weaker sections of the society.</p> <p>Our efforts towards the environment and society are supported by strong governance that upholds our core values of integrity, accountability, and transparency. We take pride in meeting legal compliance standards and ensuring that policies and procedures supporting responsible business practices are followed in their entirety. This is critical for us as we strive to create a future-ready Company that achieves operational excellence while producing long-term environmental and social value.</p>								



Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9											
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Rico Executive Committee (REC) is responsible for the implementation of the Business Responsibility Policy(ies). Shri Arvind Kapur (DIN 00096308), Chairman, CEO and Managing Director (CMD), is responsible for oversight of the Business Responsibility Policy(ies).																			
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, REC is responsible for decision making on sustainability related issues, which comprises of the following members:																			
	<b>Name</b>				<b>Designation</b>															
	Shri Kaushalendra Verma				Executive Director															
	Shri Rajiv Kumar Miglani				Executive Director															
	Shri Samarth Kapur				Executive Director															
	Shri Rakesh Kumar Sharma				Chief Financial Officer															
	Shri Abhishek Kulshrestha				Senior Vice President															
	Shri Sachinder Kaul				Senior Vice President															
	Shri Shalinder Rathi				Vice President															
	Shri Subodh Mall				Vice President															
	Shri B.K. Jain				Vice President															
	Shri Anoop K. Verma				Vice President															
Shri Sanjay Bhat				Chief General Manager																
10. Details of Review of NGRBCs by the Company:																				
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Halfy early/Quarterly/ Any other – please specify)										
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9		
Performance against above policies and follow up action	On a periodic basis or as needed, the Specific Committee/Board of Directors review the Company’s policies. During this review, the effectiveness of the policies is evaluated, and any necessary changes to the policies are made																			
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all the currently applicable Laws and Regulations.																			
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9											
										The Company is currently assessing and evaluating the working of its policies internally. However, in due course, the Company may also get these reviewed by an external agency in terms of efficient working of these.										
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:																				
Questions										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9		
The entity does not consider the Principles material to its business (Yes/No)										Not Applicable										
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																				
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																				
It is planned to be done in the next Financial Year (Yes/No)																				
Any other reason (please specify)																				

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

**Essential Indicator**

1. Percentage coverage by training and awareness programmes on any of the principles during the Financial Year:

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	<ul style="list-style-type: none"> <li>● Accounting Updates</li> <li>● Auditing Updates</li> <li>● Companies Act, 2013, SEBI (LODR) Updates</li> <li>● Tax Updates</li> </ul>	100%
Key Managerial Personnel	4	<ul style="list-style-type: none"> <li>● Accounting Updates</li> <li>● Auditing Updates</li> <li>● Companies Act, 2013, SEBI (LODR) Updates</li> <li>● Tax Updates</li> </ul>	100%
Employees other than BoDs and KMPs	710	<p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>● Fire Fighting</li> <li>● Aspect Impact &amp; Hazardous Waste Management</li> <li>● First Aid Training</li> <li>● Safety Awareness</li> </ul> <p><b>Skill Upgradation (reduce this list by mentioning key areas only)</b></p> <ul style="list-style-type: none"> <li>● Advanced Product Quality Planning (APQP) - Process Flow Diagram – (PFD), Control Plan (CP)</li> <li>● Process Failure Mode Effects Analysis (Quality Training)</li> <li>● IATF 16949 (International Automotive Task Force) Basics of Applicability (Quality Training)</li> <li>● Statistical Process Control, Seven Quality Control (7-QC) Tools, Control Charts (Quality Training)</li> <li>● Managerial Skills</li> <li>● Time Management</li> <li>● Presentation Skills</li> <li>● Supervisory Skills</li> <li>● Interpersonal Skills</li> <li>● Measurement Statistical Analysis (MSA) Overview (Quality Training)</li> <li>● Production Part Approval Process (PPAP) (Quality Training)</li> <li>● Design Failure Mode Effect Analysis (DFMEA) and Process Failure Mode Effect Analysis (PFMEA) and Control Plan (Quality Training)</li> <li>● Problem Solving Techniques (Why Analysis, Eight Disciplines Methodology (8D) &amp; Rejection Analysis and Handling Customer Complaints, Control Charts)</li> <li>● MS Excel (MIS Preparation)</li> <li>● Machining Process Control</li> <li>● Hydraulics and Fittings</li> <li>● SAP Awareness</li> <li>● Die Maintenance System and Techniques</li> <li>● Die Assembly and Matching Technique</li> <li>● Basics of Casting Process Control</li> <li>● Root Cause Analysis</li> <li>● Rejection Analysis</li> <li>● Measuring &amp; Gauging Techniques</li> <li>● Training on Employee Self Service (ESS) Portal</li> <li>● Prevention of Sexual Harassment (POSH)</li> <li>● ESG Awareness Session - Basic Level</li> <li>● ESG Awareness Session - Advance Level</li> <li>● Performance Management</li> </ul>	100%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Workers	880	<p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>• Fire Fighting</li> <li>• Aspect Impact &amp; Hazardous Waste Management</li> <li>• First Aid Training</li> <li>• Safety Awareness</li> <li>• Safe Forklift Driving (Basic Functioning of Fork Lifters)</li> </ul> <p><b>Skill Upgradation</b></p> <ul style="list-style-type: none"> <li>• Advanced Product Quality Planning (APQP) – Process Flow Diagram (PFD), Control Plan (CP) (Quality Training)</li> <li>• Process Failure Mode Effects Analysis (Quality Training)</li> <li>• Statistical Process Control, Seven Quality Control (7-QC) Tools, Control Charts (Quality Training)</li> <li>• Time Management</li> <li>• Supervisory Skills</li> <li>• Interpersonal Skills</li> <li>• Quality Management Basics</li> <li>• Production Part Approval Process (PPAP) (Quality Training)</li> <li>• Problem Solving Techniques (Why, Eight Disciplines Methodology (8D) &amp; Rejection Analysis and Handling Customer Complaints, Control Charts) (Quality Training)</li> <li>• Computer Numerical Control (CNC) Programming/Basics of CNC</li> <li>• Machining Process Control</li> <li>• Hydraulics and Fittings</li> <li>• Die Maintenance System and Techniques</li> <li>• Die Assembly and Matching Technique</li> <li>• Basics of Casting Process Control</li> <li>• Root Cause Analysis</li> <li>• Rejection Analysis</li> <li>• Training on Employee Self Service (ESS) Portal</li> <li>• POSH</li> </ul>	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	No material fines / penalties / punishment/ award / compounding fees / settlement amount were paid in proceedings by the Company or by directors / KMPs during the current financial year.				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil	Nil	Nil	Nil	
Punishment	Nil	Nil	Nil	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 entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has an Anti-Corruption and Bribery Policy that is available on the Company’s Intranet, accessible by all the employees of the Company. The Company is committed to upholding the highest ethical and integrity standards in its business operations. The Company does not stand any form of bribery by, or of, its employees or any persons or Companies acting for it or on its behalf. The objective of this Policy is to develop proper measures to prevent the Company from becoming involved in any activity involving bribery, corruption or facilitation payments. The Policy applies to all the employees and Business Partners of the Company, who work on behalf of the Company.

The aforesaid policy is available and accessible to all employees and workers on the Company’s intranet.

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

	FY 2023-24 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

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

Not Applicable, as there were no cases of corruption and conflicts of interest which were reported during the year.

8. Number of days of accounts payables in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts payables	110.18	103.78

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	–	–
	b. Number of trading houses where purchases are made from	–	–
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	–	–

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	0.10%	0.10%
	b. Number of dealers / distributors to whom sales are made	117	114
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	0.05%	0.05%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	1.72%	3.32%
	b. Sales (Sales to related parties/Total Sales)	0.08%	0.16%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	–	–
	d. Investments (Investments in related parties/ Total Investments made)	–	–

**Leadership Indicator**

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The value chain partners are informed and educated about the Company’s governing policies and ethical business conduct, while doing business with the Company. More than 50 such awareness programmes were conducted for most of the value chain partners of the Company.		

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 have processes in place to avoid/manage conflict of interests involving members of the Board. The Company has a detailed ‘Code of Conduct for its Directors and Senior Management’, which includes extensive instructions and a reporting process for instances that can lead to a potential conflict of interest. The Policy is available on the Company’s website: <https://www.ricoauto.com/investor-relation.html>

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

**Essential Indicators**

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

	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R&D	18.63%	18%	The Company is continuously spending money on research and development activities on innovating friction material and clutch development used in the manufacturing of auto parts. The Company expects to improve the usability of these parts for the end users. This would further help to reduce the dependency on the corresponding imported components used so far, thereby making the Company independent and reducing the carbon footprints through manufacturing these products indigenously.
Capex	1.03%	0.15%	–

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
 Yes, the Company has procedures in place for sustainable sourcing. The Company considers the Social, Ethical and Environmental performance factors in the process of selecting suppliers. The Company's supplier selection, assessment and evaluation process includes elements of Sustainability, this process also includes initial supplier survey, continuous risk evaluations and periodic audits and assessment.
- b. If yes, what percentage of inputs were sourced sustainably?  
 Around 30% of the input material was sourced sustainably. The Social, Ethical and Environmental performance factors are considered by the Company while initial screening and selecting the suppliers. The Company's supplier selection, assessment and evaluation process includes elements of Sustainability, thereby indulging the essential elements of the process, including initial supplier assessment, constant risk evaluations and regular audits and evaluation.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.  
 As a manufacturer of automobile components, there is very little scope for product reclamation for further processing. The Company's products are directly supplied to the OEM's as per their requirements, hence the Company has very limited scope for reclaiming it at the end of its life cycle. However, the Company has reclaimed some of the plastic (packaging material) to be reused.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.  
 No, EPR is not applicable to the Company's activities.

**Leadership Indicator**

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)  If yes, provide the web-link.
The Company has not yet conducted the Life Cycle Perspective/ Assessments for any of its products. However, the Company may conduct such assessments in the coming years.					

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

Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable, as currently, the Company is not conducting any Life Cycle Assessment for any of its products.		

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

Indicate input material	Recycled or re-used input material to total material (by weight of the input material)	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Aluminium and Iron	Recycled or reused raw material used as an input material for the production constitutes around 95% to 97% of the total material.	Recycled or reused input raw material used as an input material for the production constitutes around 95% to 97%* of the total material.

\*The last year's percentage has been re-evaluated and revised.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	205.65	–	–	–	–	–
E-waste	–	–	–	–	–	–
Battery waste	–	–	–	–	–	–
Hazardous waste	–	–	–	–	–	–
Other waste	210.46	–	78.30	–	–	–

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Packaging material	0.69%

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B)/(A)	Number (C)	% (C)/(A)	Number (D)	% (D)/(A)	Number (E)	% (E)/(A)	Number (F)	% (F)/(A)
<b>Permanent Employees</b>											
Male	711	711	100%	711	100%	0	0%	42	5.91%	0	0%
Female	18	18	100%	18	100%	18	100%	0	0%	0	0%
<b>Total</b>	<b>729</b>	<b>729</b>	<b>100%</b>	<b>729</b>	<b>100%</b>	<b>18</b>	<b>2.47%</b>	<b>42</b>	<b>5.76%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent Employees</b>											
Male	12	12	100%	12	100%	0	0%	1	8.33%	0	0%
Female	1	1	100%	1	100%	1	100%	0	0%	0	0%
<b>Total</b>	<b>13</b>	<b>13</b>	<b>100%</b>	<b>13</b>	<b>100%</b>	<b>1</b>	<b>7.69%</b>	<b>1</b>	<b>7.69%</b>	<b>0</b>	<b>0%</b>

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

Category	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B)/(A)	Number (C)	% (C)/(A)	Number (D)	% (D)/(A)	Number (E)	% (E)/(A)	Number (F)	% (F)/(A)
<b>Permanent workers</b>											
Male	1628	1628	100%	1628	100%	0	0%	0	0%	0	0%
Female	44	44	100%	44	100%	44	100%	0	0%	0	0%
<b>Total</b>	<b>1672</b>	<b>1672</b>	<b>100%</b>	<b>1672</b>	<b>100%</b>	<b>44</b>	<b>2.63%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than Permanent workers</b>											
Male	4350	4350	100%	4350	100%	0	0%	0	0%	0	0%
Female	14	14	100%	14	100%	14	100%	0	0%	0	0%
<b>Total</b>	<b>4364</b>	<b>4364</b>	<b>100%</b>	<b>4364</b>	<b>100%</b>	<b>14</b>	<b>0.32%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Name of Product/Service	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.072%	0.091%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI#	0%	100%	Yes	100%	100%	Yes
Others-please specify	Nil	Nil	-	Nil	Nil	-

\*Applicable to all the employees and workers, except for advisors and retainers (the employees who are working on continued employment terms post-retirement).

#Applicable to 100% workers as per the threshold limit under the Employees State Insurance Act, 1948.

3. Accessibility of workplaces

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

Presently, majority of the Company's premises / offices are accessible to differently abled employees and workers, with the exception of a few manufacturing facilities/ places/ locations/ due to safety concerns and unique design and structure of some locations.

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

Yes, the Company has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016, which is available on Company's Intranet.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male*	NA	NA	NA	NA
Female	100%	100%	0%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>

\* This information is not applicable as the Company does not have the paternity policy for males.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company is committed to offering a safe and supporting work environment to its employees and workers, wherein the employees and workers are given access to multiple mechanisms through which, they may discuss the grievances (if any), which they are facing at their work, such as: <ul style="list-style-type: none"> <li>• Grievance Boxes are being installed at various common places.</li> <li>• Online Grievance Register is being maintained.</li> <li>• Union and its representative may raise their concerns via several committees.</li> <li>• Periodic meetings are being held at Shop Floors.</li> <li>• Employees can share their concerns with their Reporting Managers or the members of the senior management and can also reach out independently to the Human Resource Department, if they so choose to.</li> </ul> In addition, the Company has various other policies such as the Whistle blower Policy, Prevention of Sexual Harassment at Workplace Policy etc. to allow its employees to report any type of suspected or actual misconduct within the organization.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	



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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category I	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>729</b>	<b>0</b>	<b>0%</b>	<b>823</b>	<b>0</b>	<b>0%</b>
Male	711	0	0%	800	0	0%
Female	18	0	0%	23	0	0%
<b>Total Permanent Workers</b>	<b>1672</b>	<b>629</b>	<b>37.62%</b>	<b>1617</b>	<b>646</b>	<b>39.95%</b>
Male	1628	590	36.24%	1576	606	38.45%
Female	44	39	88.64%	41	40	97.56%

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	% (F/D)	
<b>Employees</b>										
Male	723	723	100%	714	98.76%	818	588	71.88%	576	70.42%
Female	19	19	100%	19	100%	25	18	72%	17	68%
<b>Total</b>	<b>742</b>	<b>742</b>	<b>100%</b>	<b>733</b>	<b>98.79%</b>	<b>843</b>	<b>606</b>	<b>71.89%</b>	<b>593</b>	<b>70.34%</b>
<b>Workers*</b>										
Male	1628	1628	100%	1449	89%	1576	1131	71.76%	1105	70.11%
Female	44	44	100%	44	100%	41	29	70.73%	27	65.85%
<b>Total</b>	<b>1672</b>	<b>1672</b>	<b>100%</b>	<b>1493</b>	<b>89.29%</b>	<b>1617</b>	<b>1160</b>	<b>71.74%</b>	<b>1132</b>	<b>70.01%</b>

\*The reporting for this information includes permanent workers only.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B)/(A)	Total (C)	No. (D)	%(D)/(C)
<b>Employees</b>						
Male	723	723	100%	800	800	100%
Female	19	19	100%	23	23	100%
<b>Total</b>	<b>742</b>	<b>742</b>	<b>100%</b>	<b>823</b>	<b>823</b>	<b>100%</b>
<b>Workers*</b>						
Male	1628	1628	100%	1576	1576	100%
Female	44	44	100%	41	41	100%
<b>Total</b>	<b>1672</b>	<b>1672</b>	<b>100%</b>	<b>1617</b>	<b>1617</b>	<b>100%</b>

\* The reporting for this information includes permanent workers only.

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 is ISO 45001:2018 Occupational Health and Safety (OHS) Management System certified throughout all business and locations. The Company's EHS Policy enunciates our philosophy and commitment towards the management of key EHS aspects. Environment, health and safety (EHS) is the set that studies and implements the practical aspects of protecting the environment and maintaining health and safety in occupation. In simple terms we as organizations ensuring to make sure that the activities of our employees do not cause any harm to anyone. It provides appropriate training to employees, associates, contractors and suppliers to help them work safely. The system helps in assessing risks and provides controls on health and safety hazards in operations and activities. Regular assurance programs are conducted, and timely actions are taken. The systems ensure that incidents are reported timely, investigated for root causes and deployment of lessons learnt across the Group companies.

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

The Company has a well-defined safety monitoring system in place, as well as hazard identification and risk assessment procedures. As part of the ISO 45001:2018 Occupational Health and Safety Management System, all activities, both routine and non-routine, in each area are selected and a hazard assessment is performed to identify significant hazards. Further, for all the significant risks, control measures are defined to mitigate those risks. Some of the activities undertaken at the Group's level to identify work-related hazards and assess risks on a routine and non-routine basis includes:

- Hazard Identification & Risk Assessment (HIRA)
- Job Safety Analysis
- Work Permit
- Audits
- Safety Observation System
- Safety Leadership and accountability with OH&S Objective Planning.
- Operational planning and control
- Observation reporting & Investigation and Learning
- Measurement, monitoring and review
- Fire Detection Protection System Management
- Review of safety performance across all the locations by the Steering Committee on a quarterly basis.

The safety performance with all locations is reviewed on a quarterly basis by the steering committee.

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

Yes. The Company has the process for workers to report the work-related hazards and to remove themselves from such risks such as incident management process and incident reporting system to ensure that all work-related incidents (which include accidents, unsafe conditions and unsafe acts) are reported and closed after taking necessary corrective actions.

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

Yes, All the employees are covered under the ESI, Company's health insurance and personal accident policy.

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

Safety Incident/Number	Category*	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.61	0.72
Total recordable work-related injuries	Employees	0	0
	Workers	9	4
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\* Including in the contract workforce

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

All units & Location of the Company are certified Occupational Health and Safety Management systems as per ISO 45001. The Company has defined Safety standards which are more stringent than the prescribed legislative norms. The Company undertakes various activities to improve safety and health such as safety audits through internal and external experts, safety training for its employees on topics like behavioral based safety training, Fire safety, process safety etc.

Some of the mitigation measures to prevent or mitigate significant occupational health & safety impacts include:

- Provision and maintenance of fire detection, alarm and suppression systems
- Regular site review, inspections and audits to assess safety preparedness
- Regular emergency mock drills & Firefighting Drill for fire as well as medical emergencies
- Free Medical Camp for employees for awareness.
- Digital monitoring of indoor / outdoor air quality & Noise level monitoring and periodic medical check
- Regular training on occupational health & safety training to sensitize employees on OHS aspects to inculcate a culture of safety
- Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation, ergonomics among others.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	Nil	Nil	–	Nil	Nil	–
Health & Safety	Nil	Nil	–	Nil	Nil	–

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety practices	100% of the plants and offices were assessed internally or either by the external qualified & certified auditors / third parties
Working Conditions	100% of the plants and offices were assessed internally or either by the external qualified & certified auditors / third parties

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.

Safety at the workplace is one of the highest priorities at the Company. We have always focused on building a culture of safety, emphasizing individual responsibility. Systems have been established, including work permits, training, LOTO (lockout / tagout), safety inspections, operational controls, monitoring, audits and assessments, and others. Gaps, learnings, deviations and findings, if any, are identified, controls implemented and tracked for effective closure.

A process for incident management exists including incident reporting, investigation and implementation of appropriate corrective measures. Employees & contractual members are all expected to report incidents including near-miss and potential hazards in addition to accidents. Mechanisms have been implemented to report incidents.

Occupational health and safety committees are established in our Plants. The committees are chaired by the respective center heads with representation from employees, senior management and cross-functional teams. The representation of employees in the committees is equal.

The OH&S committees are responsible for conducting investigation of reported incidents, assisting in the development and implementation of the OH&S best practices to minimize risks, and providing an opportunity to raise concerns and recommend solutions for various OH&S-related issues.

**Leadership Indicators**

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).  
Yes, the Company extends compensatory packages in the event of death of employees and workers for most of its plants.
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.  
The Company ensures that statutory dues as payable by service providers for their employees are deposited on time and in full through a process of periodic audits and other alternative controls.
- Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	1	0	0

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)  
Yes, the Company provides transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. In the majority of cases, an annual contract is drawn up with them, which is then renewed based on their performance and the further vacancies in the Company.
- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	100% of all direct suppliers
Working conditions	100% of all direct suppliers

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.  
Not Applicable, as there were no significant risks / concerns which have arisen from assessments of health and safety practices and working conditions of value chain partners.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

- Describe the processes for identifying key stakeholder groups of the entity.  
Stakeholders are essential for the Company's progress. Key Stakeholders are identified as all the individuals, group of individuals, organisations and institutions who are associated with the Company and have material influence on the Company or how they are materially influenced by the Company's corporate decisions and the results of those decisions.

2. List of stakeholders groups identified as key for our Company and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Email, Phone calls, SMS, Meetings, Notice Board	Regularly	Employee engagement activities, Company policies, Organisational structure, Trainings programmes, Other important developments
Shareholders	No	Email, Meetings, Newspaper, Company website, Stock exchanges, other Statutory Authority	Quarterly and need based	Compliance, Governance practices, Financial and Operational performance related
Board of Directors	No	Board meetings, one-to-one meetings	Quarterly and need based	Compliance of law, major decisions, day-to-day functioning
Customers	No	Email, Meetings, Websites, Phone calls, social media	Need based	Business/Project related, Feedback on product
Suppliers and Service Providers	No	Email, Meetings, Phone calls, Websites, Plant audits, Inspection	Need based	Product related, Price negotiations etc.
Institutions/Industry Associations	No	Joint research, studies, working groups, conferences, events, assistance, Emails and meetings	Need based	Industrial development related
Regulatory Bodies	No	Official communication channels, Regulatory audits/ inspections Compliances	Need based	Applicable laws and regulations
Communities	Yes	Community meetings with local people, NGOs, Government Departments, etc, CSR activities	Need based	CSR Initiatives

**Leadership Indicators**

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

In order to effectively convey the Company’s strategy and performance at every level, the Company maintains a continuous and proactive engagement with its key stakeholders, wherein the appropriate Company’s personnel, business leaders, and key process or department heads conduct stakeholder consultations and discuss the economic, environment and social topics in the Board meeting, take their feedback and communicate to management and Board of Directors about the activity of engagement and feedback received. Based on feedback from all stakeholders, the Board of Directors revisits various developments on a regular basis.

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

Yes, the Company has determined important social and environmental issues after consulting with stakeholders. Following the completion of the materiality evaluation, a list of material topics that are most pertinent and useful to the Company were determined. Additionally, the Company ensures that the suggestions made by stakeholders are taken into account when creating the Company’s processes and policies.

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

The Company provide necessary support to the vulnerable/marginalised community through its CSR initiatives. For further details, refer CSR Section of the “Annual Report 2023-24.

**PRINCIPLE 5: Businesses should respect and promote human rights**

**Essential Indicators**

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

	FY 2023-2024 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	729	729	100%	823	584	71%
Other than permanent	13	13	100%	20	5	25%
<b>Total Employees</b>	<b>742</b>	<b>742</b>	<b>100%</b>	<b>843</b>	<b>589</b>	<b>70%</b>
<b>Workers</b>						
Permanent	1672	1672	100%	1617	1153	71%
Other than permanent	4364	4364	100%	4086	1656	41%
<b>Total Workers</b>	<b>6036</b>	<b>6036</b>	<b>100%</b>	<b>5703</b>	<b>2809</b>	<b>49%</b>

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>729</b>	<b>0</b>	<b>0%</b>	<b>729</b>	<b>100%</b>	<b>823</b>	<b>0</b>	<b>0%</b>	<b>823</b>	<b>100%</b>
Male	711	0	0%	711	100%	800	0	0%	800	100%
Female	18	0	0%	18	100%	23	0	0%	23	100%
<b>Other than permanent</b>	<b>13</b>	<b>0</b>	<b>0%</b>	<b>13</b>	<b>100%</b>	<b>20</b>	<b>0</b>	<b>0%</b>	<b>20</b>	<b>100%</b>
Male	12	0	0%	12	100%	18	0	0%	18	100%
Female	1	0	0%	1	100%	2	0	0%	2	100%
<b>Workers</b>										
<b>Permanent</b>	<b>1672</b>	<b>0</b>	<b>0%</b>	<b>1672</b>	<b>100%</b>	<b>1617</b>	<b>0</b>	<b>0%</b>	<b>1617</b>	<b>100%</b>
Male	1628	0	0%	1628	100%	1576	0	0%	1576	100%
Female	44	0	0%	44	100%	41	0	0%	41	100%
<b>Other than permanent</b>	<b>4364</b>	<b>647</b>	<b>14.83%</b>	<b>3717</b>	<b>85.17%</b>	<b>4086</b>	<b>1075</b>	<b>26%</b>	<b>3011</b>	<b>74%</b>
Male	4350	633	14.55%	3717	85.45%	4020	1051	26%	2969	74%
Female	14	14	100%	0	0%	66	24	36%	42	64%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	4	99,37,343.50	0	-
Key Managerial Personnel (KMP)**	6	85,71,055.50	0	-
Employees other than BoD and KMP	713	732216	19	776148
Workers	5978	469764	58	571740

\*Only Executive Directors are considered for the purpose of this disclosure as the other directors do not draw any salary except for sitting fee and commission.

\*\*Includes 4 Executive Directors who are considered for the purpose of median calculation of the Board of Directors as well.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	3.56%	4.51%

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 HR Department of the Company is responsible for addressing human rights impacts or issues caused or contributed to the employees and workers of the Company. Furthermore, the different Department Heads are accountable for their respective business connections for addressing human rights impacts or issues caused or contributed to by the business.

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

Respect for human rights is one of the Company’s fundamental and core principles, and it works to defend, protect, and promote human rights to ensure fair and ethical business and employment practices. The Company has the following internal mechanisms in place to redress grievances related to human rights issues which includes:

- Grievance Redressal Policy
- POSH Policy
- Vigil Mechanism/Whistle Blower Policy
- Grievance Boxes are being installed at various common places.
- Online Grievance Register is being maintained.
- Union and its representative may raise their concerns via several committees.
- Weekly meetings are being held at Shop Floor.
- Employees can share their concerns with their Reporting Manager or the members of the senior management and can also reach out independently to the Human Resource Department, if they so choose to.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	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	Nil	Nil	–	Nil	Nil	–
Other human rights related issues	Nil	Nil	–	Nil	Nil	–

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

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

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

The Company assures that the complainants in discrimination and harassment cases are fully safeguarded against retaliation, punishments or any other form of action for raising legitimate concerns in good faith. There are specific clauses w.r.t. confidentiality of complainant in the Company’s Grievance Redressal Policy, Whistle Blower Policy and POSH Policy, which states that all the reports/ records associated with complaints together with the information exchanged during a particular process/investigation would be considered as confidential and access of the same would be restricted to the authorized personnel as designated by the management of the Company.

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

In spirit, the Company strives to include fundamental human rights in all its business agreements and contracts. These rights are also explicitly contained in most of the Company’s Business agreements/contracts. The Company is further examining and modifying these agreements/contracts to establish a formal structure for periodical revision and to improve this practice.

10. Assessments for the year:

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	Nil
Forced/ Involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others- please specify	Nil

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

Not applicable.

**Leadership Indicators**

- Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.  
No significant grievances received during the year on account of Human Rights. Human rights are generally reinforced across the Company's business processes as a matter of practice through the Code of Conduct, as well as other policies and procedures. The Company provides all its employees and workers with the necessary training on a regular basis and keeps its Code of Conduct and other policies and procedures up to date based on risks/concerns that develop and feedback received throughout the year.
- Details of the scope and coverage of any Human rights due diligence conducted.  
As stated in point 1 above, the Company continues to take measures throughout the year to integrate human rights into its Company culture at all levels.
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?  
Presently, most of the Company's premises / offices are accessible to differently abled visitors, apart from a few manufacturing facilities/ places/ locations/ due to safety concerns and unique design and structure of some locations.
- Details on assessment of value chain partners:

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual harassment	No such assessments were conducted during the FY 2023-24. However, the Company is planning to perform such assessments in the near future.
Discrimination at workplace	
Child labour	
Forced/ Involuntary labour	
Wages	
Others- please specify	

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

Not Applicable, as no such assessments were conducted during the FY 2023-24.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.**

**Essential Indicators**

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

<b>Parameter</b>	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23* (Previous Financial Year)</b>
<b>From Renewable sources</b>		
Total electricity consumption (A) (In Giga Joules)	43,493.95	50,032
Total fuel consumption (B) (In Giga Joules)	241.80	546
Energy consumption through other sources (C) (In Giga Joules)	0.00	0.00
<b>Total energy consumption from renewable sources (A+B+C) (In Giga Joules)</b>	<b>43,735.75</b>	<b>50,578</b>
<b>From Non-Renewable sources</b>		
Total electricity consumption (D) (In Giga Joules)	4,54,646.96	4,18,148.04



Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23* (Previous Financial Year)
Total fuel consumption (E) (In Giga Joules)	4,74,520.36	3,74,658.65
Energy consumption through other sources (F) (In Giga Joules)	0.00	7,445
<b>Total energy consumption from non-renewable sources (D+E+F) (In Giga Joules)</b>	<b>9,29,167.32</b>	<b>8,00,251.69</b>
Total energy consumed (A+B+C+D+E+F) (In Giga Joules)	9,72,903.06	8,50,829.69
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.0000450	0.0000370
Energy intensity per rupee of turnover adjusted for Purchasing power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) **	0.0010091	0.0008193
Energy intensity in terms of physical output	13.61	10.86
Energy intensity (optional) – the relevant metric may be selected by the entity	–	–

\* The previous year's values have been revised and regrouped wherever required.

\*\* PPP: INR Revenue X PPP Factor (US\$/INR)

PPP Factor = 22.4; World Economic Outlook (April 2024) - Implied PPP conversion rate (imf.org).

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Not Applicable, as the Company does not have any sites / facilities identified as DCs under the PAT Scheme of the Government of India.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	1,62,251	1,60,975.5
(iii) Third party water	91,521	89,901
(iv) Seawater/Desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,53,772</b>	<b>2,50,876.5</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,32,080</b>	<b>2,24,527.50*</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0000107</b>	<b>0.0000098*</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) **</b>	<b>0.0002407</b>	<b>0.0002162</b>
<b>Water intensity in terms of physical output</b>	<b>3.25</b>	<b>2.87</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>–</b>	<b>–</b>

\* The previous year's values have been revised.

\*\* PPP: INR Revenue X PPP Factor (US\$/INR)

PPP Factor = 22.4; World Economic Outlook (April 2024) - Implied PPP conversion rate (imf.org).

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in KL)</b>		
<b>(i) To surface Water</b>	-	-
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
<b>(ii) To Ground Water</b>	-	<b>4,200</b>
- No treatment	-	-
- With treatment (please specify level of treatment)	-	4,200
<b>(iii) To Seawater</b>	-	-
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
<b>(iv) Sent to third parties</b>	<b>21,692</b>	<b>22,149</b>
- No treatment	1,888	-
- With treatment (please specify level of treatment)	19,804	22,149
<b>(v) Others</b>	-	-
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
<b>Total water discharge (in KL)</b>	<b>21,692</b>	<b>26,349</b>

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

Yes, the Company has installed Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) to treat the waste water at most of its plants, wherein the Company reuses the treated water for gardening and other non-potable purposes.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year) (UoM: $\mu\text{g}/\text{m}^3$ )*
NOx	Metric tonnes	7.46	134.3
Sox	Metric tonnes	2.52	67.4
Particulate matter (PM)	Metric tonnes	9.15	198.5
Persistent organic pollutants (POP)	-	Nil	Nil
Volatile organic compounds (VOC)	-	Nil	Nil
Hazardous air pollutants (HAP)	-	Nil	Nil
Others-please specify	-	Nil	Nil

\* The unit of measurement used in the last reporting year for air emission was  $\mu\text{g}/\text{m}^3$ .

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	30,377.07	29,065.34
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	90,424.23	82,468.09
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent/Rupees	0.0000056	0.0000048
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) *		0.0001253	0.0001064
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO2 equivalent/production in tonnes	1.69	1.42
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	–	–	–

\*PPP: INR Revenue X PPP Factor (US\$/INR)

PPP Factor = 22.4; World Economic Outlook (April 2024) - Implied PPP conversion rate (imf.org).

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.

**Not Applicable, as no independent assessment/ evaluation/assurance has been carried out by an external agency.**

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

The Company has undertaken the following projects related to reducing its Green House Gas emission:

- Installation of LED lights at all the units.
- Installation of solar power project.
- Installation of transparent sheets on the ceilings of sheds HPDC A & B to allow sunlight to reach the floor of the sheds reducing the consumption of non-renewable energy. The initiative began in the previous year and was completed in this financial year.
- Air and water pollution control devices like ETPs, STPs etc.
- Conservation of energy by switching off power during lunch time at the Company's Bawal and Haridwar Plant.
- Installation of sensors in the machines to automatically turn off the machines when not in use, for example, conveyor belts at the Company's Bawal Plant.
- Replacement of 20% of the existing motors with energy efficient motors to save energy at the Company's Bawal Plant.
- Furnace oil replaced by PNG in the melting furnace to reduce greenhouse gas emissions at the Company's Chennai Plant.
- At the Company's Pathredi Plant, diesel was replaced by PNG which is less polluting.
- Tree Plantation.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	82.62	51.34
E-waste (B)	0.78	1.28
Bio-medical waste (C)	0.03	0.04
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	29.70	4.12
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G) (Discarded Lube waste, mechanical, DG and service oils)	102.46	99.45
Other Non-hazardous waste generated (H). Please specify, if any.	4276.44	4021.11
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4492.03</b>	<b>4177.35</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000002	0.0000002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) *	0.0000047	0.0000040
Waste intensity in terms of physical output	0.06	0.05
Waste intensity (optional) – the relevant metric may be selected by the entity	–	–
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	400	380
(ii) Re-used	197.05	6
(iii) Other recovery operations	0	0
<b>Total</b>	<b>597.05</b>	<b>386</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	27.03	4.1
(ii) Landfilling	0	0
(iii) Other disposal operations	3867.95	3787.25
<b>Total</b>	<b>3894.98</b>	<b>3791.35</b>

\* PPP: INR Revenue X PPP Factor (US\$/INR)

PPP Factor = 22.4; World Economic Outlook (April 2024) - Implied PPP conversion rate (imf.org).

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

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

The Company has implemented a robust waste management system that aids in business operations and promotes the proper source-segregation of waste and adoption of recycling strategies, wherein the Company has detailed operating control procedures for collection, handling, transportation and storage of ETP Sludge along with the instructions for disposal for various categories of waste. Further, the Company follows the guidelines as issued by the State Pollution Control Boards (SPCBs)/ Central Pollution Control Boards (CPCBs) w.r.t waste management. Furthermore, all the major plant locations of the Company have Wastewater Treatment Plants. The other waste reduction measures adopted by the Company include reusing packaging material.

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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not Applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
No environmental impact assessment of projects was undertaken by the Company during the current Financial Year. Hence, this requirement is not applicable.					

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

Yes, the Company is compliant with all the applicable environmental laws/ regulations/ guidelines in India.

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

**Leadership Indicators**

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):  
For each facility / plant located in areas of water stress, provide the following information:
  - (i) Name of the area: **Gurugram, Bawal**
  - (ii) Nature of operations: **Manufacturing of auto components.**
  - (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	97,039	1,02,381
(iii) Third party water	12,240	22,048
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>1,09,279</b>	<b>1,24,429</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,09,279</b>	<b>1,24,429</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0000051</b>	<b>0.0000054*</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>–</b>	<b>–</b>
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	0	0
– No treatment	0	0
– With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
– No treatment	0	0
– With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
– No treatment	0	0
– With treatment – please specify level of treatment	0	0

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
(iv) Sent to third-parties	0	0
– No treatment	0	0
– With treatment – please specify level of treatment	0	0
(v) Others	0	0
– No treatment	0	0
– With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

\* The previous year’s value has been revised.

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 independent assessment/ evaluation/assurance has been carried out by an external agency.**

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	<b>Scope-3 emissions are not considered by the Company presently. The Company is in the process of laying down the roadmap in the near future.</b>	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

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

Not Applicable

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

Not Applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy Conservation Initiatives	<ul style="list-style-type: none"> <li>Installed LED Lights across all the units.</li> <li>Installation of transparent sheets on the ceilings of sheds HPDC A &amp; B to allow sunlight to reach the floor of the sheds reducing the consumption of energy. The initiative began in the previous year and was completed in this financial year.</li> <li>Conservation of energy by switching off power during lunch time at the Company’s Bawal and Haridwar Plant.</li> <li>Replacement of 20% of the existing motors with energy efficient motors to save energy at the Company’s Bawal Plant.</li> <li>Installation of sensors in the machines to automatically turn off the machines when not in use, for example, conveyor belts at the Company’s Bawal Plant.</li> </ul>	Saving in energy consumption.
2.	Investment for the purpose of procuring renewable energy.	<p>During the last financial year, the Company invested in Roop Ram Industries Private Limited by way of purchasing its equity shares as a strategic investment to procure solar power at subsidized rates through a PPA. Though this is an investment in an associate, this has been done as an alternative to capital expenditure in Company’s owned solar plants as an initiative to renewable energy.</p> <p>The Company has invested in Chimney Scrubber in one of its plants. This will help improve the air quality used through Company’s operations.</p>	Reduction in consumption of non-renewable energy, resulting in reduction in greenhouse gas emission as well.
3.	Installation of ETPs and STPs	ETPs and STPs have been installed to treat wastewater.	The treated water is re-used for gardening and other non-potable purposes.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4.	Waste Management Initiatives	All the hazardous waste and hazardous waste generated at the plants are disposed of through authorised vendors.	Effective Waste management.
5.	GHG emission management	<ul style="list-style-type: none"> <li>At the Company's Pathredi Plant, diesel was replaced by PNG which is less polluting.</li> <li>Furnace oil replaced by PNG in the melting furnace to reduce greenhouse gas emissions at the Company's Chennai Plant.</li> </ul>	Reduction in carbon footprints of the Company
6.	Tree plantation	Tree plantation is done in and around the premises of the plants which helps in carbon sequestration as well as maintaining greenery around the premises.	Reduction in carbon footprints of the Company

- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
Yes, the Company has a Business Continuity Policy and an Onsite Emergency Plan in place. The objective of establishing such a Policy and Plan is to ensure that, in the case of an incidence that could disrupt or damage the Company, all business operations can be kept running at normal or nearly normal performance levels.
- Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.  
In the current Financial Year 2023-24, the Company has not evaluated its value chain partners based on environmental impact. However, the Company is in the process of developing a detailed evaluation checklist encompassing various parameters of environment, social and governance perspective to ascertain the compliance of its suppliers with the Company's Supplier Code of Conduct. Accordingly, such assessment of the value chain partners may be done in the near future.  
As a matter of practice, every supplier is required to sign and abide by the Supplier's Code of Conduct. The Suppliers of the Company are expected to adhere to the compulsory Code of Conduct and further make attempt to inculcate the principles of the said Code of Conduct further in its supply chain.
- Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
Majority of the Company's direct suppliers were assessed for environmental impacts through a formal evaluation checklist at the time of onboarding and as annual exercise.

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

**Essential Indicators**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries (CII)	National
2	Automotive Components Manufacturers' Association (ACMA)	National
3	PHD Chamber of Commerce and Industry	National
4	Gurgaon Chamber of Commerce and Industries (GCCII)	State
5	IACC (Indo-American Chamber of Commerce)	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable, as the Company has not received any adverse orders from any regulatory authorities.		

**Leadership Indicators**

- Details of public policy positions advocated by the entity;

S. 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
The Company makes a number of recommendations w.r.t. the industry in general and its activities in particular, either directly or through various trade/industry bodies and other associations.					

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

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable, as there were no projects that required SIA based on applicable laws in the current year.					

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

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

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

The Company has various mechanisms to receive and redress grievances of the community, which include one-on-one and group meetings with the beneficiaries, thereby allowing enough opportunity to receive and address the intended beneficiaries' grievances.

Further, the Company engages in a variety of CSR initiatives to meet the requirements of the communities in and around its plant locations and resolves their complaints if any.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	39.60%	52%
Directly from within India	100%	100%

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

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	–	–
Semi-Urban	–	–
Urban	36%	64%
Metropolitan	64%	36%

(Place to be categorized as per RBI classification system – rural / semi – urban / urban / metropolitan)

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
Not Applicable, as there were no projects that required SIA based on applicable law in the current year.	

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

S. No.	State	Aspirational District	Amount spent (In INR)
The Company has not undertaken any CSR projects in designated aspirational districts as identified by government bodies during the current financial year.			

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

No, the Company does not have a preferential procurement policy where it gives preference to purchase from suppliers comprising marginalized/vulnerable groups.

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

Not Applicable.

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

Not Applicable



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

S. No.	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
The Company is continuously spending money on research and development activities on innovating the friction material and clutch development used in the manufacturing of auto parts. The Company expects to improve the usability of these parts for the end users. This would further help to reduce the dependency on the corresponding imported components used so far, thereby making the Company independent and reducing the carbon footprints through manufacturing these products indigenously. In the current Financial Year 2023-24, the Company has spent ₹ 3.03 crores on R&D activity (capitalised as Intangible under Development).				

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable, as there was not any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Support education of five children from economically weaker section, through Ramakant Munjal Foundation	5	100%
2.	Encouraging rural sports like Wrestling by recognizing and supporting young upcoming sportsmen	50	100%
3.	Supporting one individual from economically weaker section of society for Medical treatment of severe disease.	1	100%
4.	DCWA medical Center at Zamrudpur for betterment of the less fortunate.	65	100%
5.	Supporting Rotary Delhi South West Foundation.	50	100%
6.	Rico Medi Care Clinic in Pathredi is providing free medical facilities to rural community and access to preventive healthcare.	4,325	100%

**PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators**

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.  
One of the Company’s key success criteria is the customer feedback and satisfaction. The Company interacts with its customers on a variety of platforms to learn about their expectations. For a seamless experience, there is a committed team that concentrates on meeting the diverse needs of the Company’s clients. Further, the Company regularly monitors complaints and responds appropriately within the internally set target timelines.
- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable, as the Company is in B2B business, and the products do not reach end customers directly.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		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 (from OEMs) *	107	2	–	234	0	–

\* The Company supplies its products on a B2B basis to OEMs, hence there are no complaints received directly from consumers.

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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

Yes, the Company has a framework/ policy on cyber security and risks related to data privacy, which is available on the Company's intranet.

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

Not Applicable, as neither any complaints with respect to advertising, delivery of essential services, cyber security and data privacy of customers, re-occurrence of instances of product recalls were received during the reporting period nor any penalties were paid to, or actions were taken by regulatory authorities on account of safety of products / services.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact  
No Instances were identified pertaining to data breach.
- b. Percentage of data breaches involving personally identifiable information of customers.  
No data breaches were identified related to personally identifiable information of customers.
- c. Impact, if any, of the data breaches  
Not Applicable as no instances of data breaches were identified.

**Leadership Indicators**

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
The Information on products and services of the Company can be accessed at the Company's website **www.ricoauto.in**.
- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
The Company has a limited scope for informing and educating the consumers (end-users) about safe and responsible usage of products and/or services, as the Company supplies its products on a B2B basis to OEMs.
- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
Not Applicable, since the Company is not providing any essential services.
- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)  
Not applicable, as the Company sells its products to OEMs who in turn use them as raw material for their final products.  
Furthermore, because the Company places a high priority on customer satisfaction, it uses a variety of strategies to achieve it. Direct or indirect customer feedback is gathered to identify any complaints, and then appropriate corrective procedures are developed and put into action. The management of the Company also compiles reviews and keeps track of the summary of customer satisfaction patterns.