

# Business Responsibility and Sustainability Report

## SECTION A:

### GENERAL DISCLOSURE

#### I- Details of the listed entity



1.	Corporate Identity Number (CIN) of the Listed Entity	L34300DL1988PLC030342
2.	Name of the Listed Entity	ASK Automotive Limited
3.	Year of incorporation	1988
4.	Registered office address	Flat No. 104, 929/1, Naiwala, Faiz Road, Karol Bagh, New Delhi, Delhi – 110005
5.	Corporate address	Plot No. 13-14, Sector-5, IMT Manesar, Gurugram, Haryana - 122050
6.	E-mail	<a href="mailto:compliance@askbrake.com">compliance@askbrake.com</a>
7.	Telephone	+91 124 4396900
8.	Website	<a href="http://www.askbrake.com">www.askbrake.com</a>
9.	Financial year for which reporting is being done	2024 - 2025
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 39,42,85,200
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Ms. Rajani Sharma VP (Legal), Company Secretary & Compliance Officer Contact No.: +91 124 4396900 Email: <a href="mailto:compliance@askbrake.com">compliance@askbrake.com</a>
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).	Standalone basis
14.	Name of the Assessment or Assurance Provider.	Not Applicable for the year under review.
15.	Type of Assessment or Assurance obtained.	Not Applicable for the year under review.

#### II- Products and 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	Automotive Components	93

**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	Advanced Braking Systems	30913	37
2	Aluminum Light weighting Precision Solutions	24320	43
3	Safety Control Cables	30913	4
4	Wheel Assembly	30913	12

**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	14	1	15
International	0	0	0

**19. Markets served by the entity:****a. Number of locations:**

Locations	Number
National (No. of States)	27
International (No. of Countries)	13

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

4.35%

**c. A brief on types of customers**

The Company's customers are mainly original equipment manufacturers (OEM) for automotive components. The Company also has dealers' network for independent aftermarket for automotive components/parts in India. Additionally, the Company has overseas customers for its automotive and non-automotive components/parts.

**IV- Employees****20- Details at the end of the financial year****a- Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	1177	1162	98.73	15	1.27
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total Emp. (D + E)	1177	1162	98.73	15	1.27
Workers						
1	Permanent (F)	394	393	99.75	1	0.25
2	Other than Permanent (G)	4540	4508	99.30	32	0.70
3	Total Workers (F + G)	4934	4901	99.33	33	0.67

## b- Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1	Permanent (D)	2	2	100.00	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled Employees. (D + E)	2	2	100.00	0	0
Differently abled Workers						
1	Permanent (F)	0	0	0	0	0
2	Other than Permanent (G)	6	6	100.00	0	0
3	Total differently abled Workers (F + G)	6	6	100.00	0	0

## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	10	2	20.00
Key Management Personnel*	2	1	50.00

\*Key Management Personnel only includes the Chief Financial Officer and Company Secretary of the Company

## 22- Turnover rate for permanent employees and workers.

	FY-2024-25			FY-2023-24			FY-2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.69 %	25.81 %	17.79 %	17.50 %	6.25 %	17.40 %	19.04 %	9.09 %	18.90 %
Permanent Workers	2.99 %	0.00 %	2.99 %	6.00 %	0.00 %	6.00 %	7.90 %	0.00 %	7.90 %

## 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	ASK Automobiles Private Limited	Subsidiary	100.00	No
2	ASK Fras-Le Friction Private Limited	Joint Venture	49.00	No
3	AISIN ASK India Private Limited	Subsidiary	51.00	No

## VI- CSR Details



- 24.** i- Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- ii- Turnover (In Crore Rupees) 3,220 Crore Rupees
- iii- Net worth (In Crore Rupees) 1,057 Crore Rupees

## 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 2024-2025			FY 2023-2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	<a href="https://askbrake.com/wp-content/uploads/whistleblowerpolicy.pdf">https://askbrake.com/wp-content/uploads/whistleblowerpolicy.pdf</a>	0	0	-	0	0	-
Shareholders	<a href="https://askbrake.com/contact/">https://askbrake.com/contact/</a>	6	0	Complaints Resolved	873*	0	-
Employees and workers		1	1	Since the complaint was received on 31st March 2025, hence it was pending as of that date.	0	0	-
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	1	0	-
Other (please specify)		0	0	-	0	0	-

\* Majority of complaints were related to Allotment of shares / unblocking of funds in relation to IPO.

## 26- Overview of the entity's material responsible business conduct issues

Please indicate responsible material 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	Indicate whether risk/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
1.	Emissions Management	Risk	Manufacturing processes generate emissions due to energy use, industrial operations, fuel consumption etc. Globally, climate change is leading to stricter regulations and compliances. If not managed, this can lead to climate risks and regulatory penalties	Measure Scope 1 and 2 emissions regularly; shift to clean fuels; adopt cleaner technologies.	<b>Negative</b> – Penalties or loss of contracts if emissions are too high; <b>Positive</b> –Reduced costs with efficiency improvements.
2	Energy Management & Energy Efficiency	Opportunity	The production processes of auto components manufacturers involve the use of fossil fuels and energy, which leads to both direct and indirect emissions of greenhouse gases (GHGs). The majority of the energy consumed in the auto parts business comes from purchased power. The industry is also being urged to lower GHG emissions by regulators and customers. Access to alternate energy sources and dependence on other forms of energy may become more crucial as overall energy efficiency costs and hazards are managed.	NA	<b>Positive-</b> Reduced input costs and enhanced Environmental performance can improve operational margins and stakeholder trust.

S. No.	Material Issue	Indicate whether risk/ 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
3	Waste management	Opportunity	Waste generated by the industry includes machine lubricants and coolants, solvent cleaning systems, paint, and scrap metals and plastics. Violating environmental regulations may increase legal expenses as well as capital expenditures for pollution control facilities.	NA	<b>Positive</b> - Reuse of materials can reduce costs
4	Product Quality & Safety	Risk	Driving inherently carries the risk of accidents, which may lead to injuries or fatalities involving drivers, passengers, or pedestrians. While many factors can contribute to accidents, defective vehicle components significantly increase this risk.  If an auto components manufacturer fails to identify and address such defects before products reach the market, the consequences can be severe — including large-scale recalls, regulatory penalties, and legal liabilities. Therefore, maintaining high standards of product quality and safety is not only critical for protecting end-users but also essential for preserving brand reputation and financial stability.	Rigorous quality control processes, ISO 9001 / QMS certifications, product testing, and regular client audits.	<b>Negative</b> – Warranty claims and OEM dissatisfaction if compromised; <b>Positive</b> – High quality builds, loyalty and pricing power

S. No.	Material Issue	Indicate whether risk/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
5.	Product Design & Life Cycle Management	Opportunity	<p>Motor parts and components that lower vehicle fuel consumption are becoming more and more in demand from automobile manufacturers. Fuel-efficient parts and components are essential for lowering emissions due to, energy efficiency improvements, and other considerations.</p> <p>Companies who design and produce these parts may see a boost in sales who are increasingly dealing with more stringent environmental rules and consumer demands for greener vehicles.</p>	NA	<b>Positive</b> – New product offerings, regulatory compliance in global markets, and circular economy alignment.
6	Training & Education & Employee Engagement	Opportunity	<p>In an industry that is increasingly being shaped by automation, electrification, digital tools, and evolving customer expectations, a skilled workforce is essential. Continuous training not only helps employees stay current with new technologies and industry standards but also strengthens product quality, innovation capability, and operational efficiency.</p> <p>Learning a culture contributes to employee engagement, satisfaction, and retention—especially important in manufacturing setups where attrition and skill gaps can disrupt productivity.</p>	NA	<b>Positive</b> – Leads to improved product quality, higher productivity, fewer errors, and stronger employee loyalty, ultimately reducing costs related to turnover and rework.

## SECTION B:

### MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1 a- Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b- Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c- Web Link of the Policies, if available	P1: <a href="https://askbrake.com/codeofconductandethics">https://askbrake.com/codeofconductandethics</a> <a href="https://askbrake.com/whistleblowerpolicy">https://askbrake.com/whistleblowerpolicy</a> P2: <a href="https://askbrake.com/codeofconductandethics">https://askbrake.com/codeofconductandethics</a> <a href="https://askbrake.com/qualitypolicy">https://askbrake.com/qualitypolicy</a> <a href="https://askbrake.com/EHSpolicy">https://askbrake.com/EHSpolicy</a> P3: <a href="https://askbrake.com/codeofconductandethics">https://askbrake.com/codeofconductandethics</a> <a href="https://askbrake.com/whistleblowerpolicy">https://askbrake.com/whistleblowerpolicy</a> <a href="https://askbrake.com/EHSpolicy">https://askbrake.com/EHSpolicy</a> P4: <a href="https://askbrake.com/codeofconductandethics">https://askbrake.com/codeofconductandethics</a> <a href="https://askbrake.com/whistleblowerpolicy">https://askbrake.com/whistleblowerpolicy</a> <a href="https://askbrake.com/CSRpolicy">https://askbrake.com/CSRpolicy</a> P5: <a href="https://askbrake.com/codeofconductandethics">https://askbrake.com/codeofconductandethics</a> <a href="https://askbrake.com/whistleblowerpolicy">https://askbrake.com/whistleblowerpolicy</a> P6: <a href="https://askbrake.com/codeofconductandethics">https://askbrake.com/codeofconductandethics</a> <a href="https://askbrake.com/EHSpolicy">https://askbrake.com/EHSpolicy</a> P7: <a href="https://askbrake.com/codeofconductandethics">https://askbrake.com/codeofconductandethics</a> P8: <a href="https://askbrake.com/codeofconductandethics">https://askbrake.com/codeofconductandethics</a> <a href="https://askbrake.com/EHSpolicy">https://askbrake.com/EHSpolicy</a> <a href="https://askbrake.com/CSRpolicy">https://askbrake.com/CSRpolicy</a> P9: <a href="https://askbrake.com/codeofconductandethics">https://askbrake.com/codeofconductandethics</a> <a href="https://askbrake.com/whistleblowerpolicy">https://askbrake.com/whistleblowerpolicy</a>								
2 Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4 Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1: IATF 16949: 2016 ISO 14001:2015 ISO 9001:2015 P2: ISO 9001:2015 IATF 16949:2016 ISO 14001:2015 P3: ISO 45001: 2018 P4: - P5: ISO 45001:2018 P6: ISO 14001: 2015 P7: - P8: ISO 9001: 2015 IATF 16949:2016 P9: ISO 9001: 2015 IATF 16949:2016 ISO 14001: 2015								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	1- Training of Value Chain Partners:	1- Tracking of R&D and Capex investment allocated for improvement in environmental and social impact.  2- Usage of recycled and reused material.	1- Inclusion of females in Worker's category	None	1- Tracking training imparted to other than permanent workers.	1- Increase the usage of renewable energy sources. and Details of Scope 3 emissions	None	None	None
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	1- FY 24- 25 100% met.	1- Tracking of Capex achieved 100% but tracking of R&D is in progress and the Company will disclose it in the upcoming financial year.  2- In FY 24- 25 44% of the Aluminium Alloys purchased was recycled. The Company is trying to increase this further in FY 25- 26	1- Recruited 32 females in workers category in FY 24- 25. Same would be increased in the upcoming financial years.	NA	1- Company has started keeping records of all the trainings imparted to other than permanent category workers.	1- Rooftop solar panels installed to utilize renewable energy.  2- Grid solar power adopted to reduce dependency on non-renewable sources.  3- Conventional fuels partially replaced with cleaner alternatives.  4- The company has started tracking data for scope 3 for certain categories to start with. FY 25- 26 same would be disclosed.	NA	NA	NA

#### Governance, leadership and oversight

- 7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)
- Our Company is acting responsibly in business and dedicatedly working towards sustainability with an aim of making a significant contribution to the society and the environment. We are progressing well towards building a more sustainable future by undertaking initiatives to lower carbon emissions, reducing wastage and usage of renewable energy. We are making significant investments in our quest towards transition to renewable energy. Employee wellbeing and the safety of our workforce are also one of our top priorities. We firmly believe that providing a safe working environment and nurturing a diverse and inclusive workplace is essential for employee satisfaction and the improved productivity of our employees, who continuously strive for excellence. By fostering such an environment, we cultivate a workplace and organizational culture that are poised for growth and achievement. In addition, as a contribution towards socio economic growth of the society, our philanthropic arm AHSAAS continues to work on the ground level to support Education, Health Care, Women Safety, Nurturing the Skill development and Sports Talent in our country. Further, to promote Ethical Conduct and Corporate responsibility, the Company has put in place sound governance policies & practices ensuring transparency and adherence to the applicable laws. Our commitment to institutionalizing these practices in future will enable us to continue to conduct business responsibly, sustainably and efficiently.

**Mr. Kuldip Singh Rathee**

Chairman & Managing Director

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Policy		Implementation Authority			Oversight Authority				
		Code of Conduct & Ethics and Whistle Blower Policy			Chief Human Resource Officer			Ethics Committee			
		Quality Policy			Corporate Quality Head			Executive Director – Operations			
		Environmental, Occupational Health and Safety (EHS) Policy			EHS Head			Managing Director			
		Corporate Social Responsibility (CSR) Policy			Chief Human Resource Officer			CSR Committee			
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Company’s existing committees such as the Corporate Social Responsibility Committee, Risk Management Committee, and Stakeholders Relationship Committee etc. each serving as the principal decision-making body for sustainability issues within their respective domains.									

#### 10- Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Director													As per the requirement
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances					Director													As per the requirement

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

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

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

## SECTION C:

### PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### ESSENTIAL INDICATORS



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

Segment	Total number of trainings and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	3	1. SEBI (Prohibition of Insider Trading) Regulations, 2015. 2. Developing a High-Performance Team Towards the Journey from Good to Great. 3. Training on Related Party Transactions.	40.00
Key Managerial Personnel (KMP)*	3	1. SEBI (Prohibition of Insider Trading) Regulations, 2015. 2. Developing a High-Performance Team Towards the Journey from Good to Great. 3. Training on Related Party Transactions.	83.33
Employees other than BoD and KMPs	258	Integrity, Transparency, Professionalism, Perseverance and Sustainability, Code of Conduct, Energy Management, Stress Management and work life Balance, Safety Related, ESG, POSH	100.00
Workers	275	Integrity, Code of Conduct, Environment-Health & Safety, Stress Management.	100.00

\*KMP includes Company Secretary and Chief Financial Officer only.

- 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			Nil		
Settlement					
Compounding Fee	1	Department of Legal Metrology (Weights and Measures), Agra, Uttar Pradesh	50,000	Compounding Fee in relation to the Non-compliance with the provisions of the Legal Metrology Act, 2009.	No

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	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 link to the policy.

The Company has a Code of Conduct and Ethics, having detailed guidelines for all employees, including senior management, to act in accordance with the highest standards of integrity, honesty, fairness, and ethical conduct while working for the Company as well as when representing the Company. Anti-corruption or Anti-bribery guidelines are part of the Code of Conduct and Ethics. <https://askbrake.com/codeofconductandethics>

- 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 2024-2025	FY 2023-2024
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2024-2025		FY 2023-2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

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

	FY 2024-2025	FY 2023-2024
Number of days of accounts payable	32	30

**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 2024-2025	FY 2023-2024*
Concentration of purchases	a. Purchases from trading houses as % of total purchases	3.42%	4.09%
	b. Number of trading houses where purchases are made from	411	498
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	41.25%	39.97%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	11.05%	10.05%
	b. Number of dealers / distributors to whom sales are made	454	410
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	22.01%	24.63%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	5.55%	2.49%
	b. Sales (Sales to related parties / Total Sales)	4.10%	2.51%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	98.33%	94.77%
	d. Investments (Investments in related parties / Total Investments made)	100.00%	100.00%

\*Previous year's data has been updated based on revised information.

**LEADERSHIP INDICATORS**



**1- Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners under the awareness programmes)
2	Total 7 - (Environmental, Safety, Social Awareness, SOC Management, Code of Conduct, including Anti-Bribery and Anti-Corruption, Energy Saving, Co2 Reduction)	100.00

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

Yes. The Company has implemented a "Policy with Respect to Obligations of Directors and Senior Management.", which clearly outlines that all individuals must operate within the scope of authority granted to them and comply with all applicable laws while fulfilling their roles and responsibilities. The policy further states that they must refrain from participating in any decisions where a conflict of interest exists or may arise between their personal interests and those of the Company. In such cases, the concerned individual is required to disclose the relevant facts in writing, detailing the circumstances that may lead to a conflict of interest, to the Board for appropriate guidance and action.

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

**2**

**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.**

	FY 2024-2025	FY 2023-2024	Details of improvements in environmental and social impacts
R&D	Not Calculated	Not Calculated	The Company is working towards establishing a system where this data can be categorically tracked & measured and hence reported.
Capex	50%	Not Calculated*	

\*The Company was not tracking this data as of previous financial year.

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

**b- If yes, what percentage of inputs were sourced sustainably? 49.2%**

**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.**



a. Plastics (including packaging)



b. E-waste



c. Hazardous waste



d. Other waste

Given the nature of the business of the Company—manufacturing auto-components that are integrated into OEM assemblies, the concept of directly reclaiming its products for reuse, recycling, or end-of-life disposal does not apply to the Company. However, the Company remains committed to responsible waste management practices and ensure proper disposal through authorized channels .

**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, take steps to address the same.**

Yes, the company is in the process of applying for EPR registration.

## LEADERSHIP INDICATORS



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

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.
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Life Cycle Assessment is not being conducted

- 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
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Not Applicable

- 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).

	Recycled or reused input material to total material	
	FY 2024-2025	FY 2023-2024
Aluminium Alloy	44.07%	0

- 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 2024-2025			FY 2023-2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0			0		
E-waste						
Hazardous waste						
Other waste						

- 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
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Not Applicable

### 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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	1162	1162	100.00	1162	100.00	0	0.00	0	0.00	0	0.00
Female	15	15	100.00	15	100.00	15	100.00	0	0.00	15	100.00
Total	1177	1177	100.00	1177	100.00	15	1.27	0	0.00	15	1.27
Other than Permanent employees											
Male											
Female											
Total											

NIL

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	393	393	100.00	393	100.00	0	0.00	0	0.00	0	0.00
Female	1	1	100.00	1	100.00	1	100.00	0	0.00	1	100.00
Total	394	394	100.00	394	100.00	1	0.25	0	0.00	1	0.25
Other than Permanent workers											
Male	4508	4508	100.00	4508	100.00	0	0.00	0	0.00	0	0.00
Female	32	32	100.00	32	100.00	32	100.00	0	0.00	32	100.00
Total	4540	4540	100.00	4540	100.00	32	0.70	0	0.00	32	0.70

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

	FY 2024-2025	FY 2023-2024
Cost incurred on well-being measures as a % of total revenue of the company	0.26%	0.28%

#### 2- Details of retirement benefits, for Current FY and Previous FY.

Benefits	FY 2024-2025			FY 2023-2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99.58	100.00	Y	99.7	100	Y
Gratuity	100.00	100.00	N.A.	100	100	N.A.
ESI	6.03	19.54	Y	9	28	Y
Others-Specify	0	0	N.A.	0	0	N.A.



**3- Accessibility of workplaces.**

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

Yes

**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.**

The Company is an equal-opportunity employer and upholds a strong commitment to inclusivity and fairness. Company's Code of Conduct and Ethics clearly outlines protocols for reporting or escalating instances of discrimination or abuse, reinforcing a zero-tolerance stance toward discrimination of any kind—whether based on disability, gender, religion, ethnicity, age, race, or sexual orientation. Employment and career advancement decisions are driven solely by merit, competence, performance, and potential, fostering a workplace culture that values diversity and encourages collaboration among individuals from all backgrounds. Web-link: <https://askbrake.com/codeofconductandethics>

**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				
Female				
Total		Nil		

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

S. No.	Yes/No	Description of Business Activity
Permanent Workers	Yes	The Company has a Whistleblower Policy that provides a formal mechanism for directors and employees, including contractual, temporary, and other non-permanent workers—to report unethical behavior, suspected or actual fraud, and violations of the Company's Code of Conduct and Ethics. The policy ensures that whistleblowers are protected from any form of discrimination, harassment, victimization, or other unfair employment practices.  The Policy is available at <a href="https://askbrake.com/whistleblowerpolicy">https://askbrake.com/whistleblowerpolicy</a>
Other than Permanent Workers		
Permanent Employees		
Other than Permanent Employees	Yes	

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

Category	FY 2024-2025			FY 2023-2024		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1177	0	0.00	1232	0	0.00
Male	1162	0	0.00	1216	0	0.00
Female	15	0	0.00	16	0	0.00
Total Permanent Workers	394	0	0.00	413	0	0.00
Male	393	0	0.00	412	0	0.00
Female	1	0	0.00	1	0	0.00

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

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. C	% (C/A)		No. E	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1162	1162	100	1162	100	1216	1216	100	1216	100
Female	15	15	100	15	100	16	16	100	16	100
Total	1177	1177	100	1177	100	1232	1232	100	1232	100
Workers										
Male	4901	4901	100	4901	100	412	412	100	412	100
Female	33	33	100	33	100	1	1	100	1	100
Total	4934	4934	100	4934	100	413	413	100	413	100

**Note:** The Company has always been conducting training for non-permanent workers as an integral part of its workforce development. This has been disclosed for the first time in the current reporting year.

**9- Details of performance and career development reviews of employees and workers:**

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1162	1114	95.87	1216	1150	94.57
Female	15	10	66.67	16	12	75.00
<b>Total</b>	<b>1177</b>	<b>1124</b>	<b>95.50</b>	<b>1232</b>	<b>1162</b>	<b>94.32</b>
<b>Workers</b>						
Male	393	393	100.00	412	404	98.06
Female	1	1	100.00	1	1	100.00
<b>Total</b>	<b>394</b>	<b>394</b>	<b>100.00</b>	<b>413</b>	<b>405</b>	<b>98.06</b>

Note: 100% of the permanent employees and workers have received performance management reviews.

**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, is the coverage such system?

Yes, each plant/office has an Occupational Health and Safety Management System.

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

The Company actively implements its Health and Safety Policy through well-defined procedures, regular training to employees and workers, and effective monitoring mechanisms. All plants consistently follow systems that align with the principles and guidelines of the Occupational Health and Safety Management System. The Company is committed to protecting its workforce and upholding high safety standards across its operations, ensuring all its plants and offices follow a robust Occupational Health and Safety Management System. In addition, the Company holds ISO 45001:2018 certification for all its plants, except for captive production plants.

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

Yes, the Hazard Identification and Risk Assessment (HIRA) process followed by the Company is fully compliant with ISO 45001:2018 and is implemented across all Company facilities. This structured approach enables the identification and evaluation of work-related hazards and associated risks for all activities. The effectiveness of these systems and processes is ensured through regular internal reviews.

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

Yes

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

Safety Incident/Number	Category	FY 2024-2025	FY 2023-2024
Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employees	0.357	0.00
	Workers	1.066	0.00
Total recordable work-related injuries	Employees	1	0.00
	Workers	1	0.00
No. of fatalities	Employees	0	0.00
	Workers	0	0.00
High consequences for work-related injury or ill-health (excluding fatalities)	Employees	1	0.00
	Workers	1	0.00

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

The Company conducts regular training for employees and workers on topics such as Know Your Workplace (KYW), first aid, stress management, fire and safety, product and process knowledge, and technical skills, ensuring awareness and preparedness in day-to-day operations.

To further strengthen workplace safety, the Company has implemented several proactive measures:

- **Safety Inspections & Audits:** Scheduled checks are conducted to ensure compliance with safety standards and regulations.
- **Behavioural Observations:** Monitoring of employee behavior helps identify unsafe acts and promotes a culture of safety.
- **Incident Investigation and Analysis:** All workplace incidents are thoroughly investigated to prevent recurrence through root cause analysis.
- **HIRA (Hazard Identification and Risk Assessment):** Potential hazards are identified and evaluated to mitigate risks before they cause harm.
- **Statutory Compliance:** The Company ensures full compliance with health and safety laws, including the Factories Act, 1948 and relevant rules.
- **5S Monitoring:** The 5S system (Sort, Set in Order, Shine, Standardize, Sustain) is used to maintain clean and organized workspaces.
- **Motivational Programs:** Regular sessions are conducted to encourage positive attitudes and safety awareness among employees and workers.
- **Kaizen Competitions:** Employees participate in small improvement initiatives that contribute to workplace safety and efficiency.
- **Sports and Engagement Activities:** Recreational and team-building events are organized to support mental well-being and foster a positive work environment.

These efforts collectively ensure a safe, healthy, and engaging workplace for all employees and workers.

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

	FY 2024-2025			FY 2023-2024		
	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		
Health & Safety						

**14- Assessments for the year.**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	

**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.**

Working conditions are assessed by third party (DQS India, Factory Health and Safety Department, and Fire Department). The Company proactively addresses safety concerns. The Company takes multiple safety measures to ensure Safe & Healthy Workplace, such as:

- Safety Inspections & Audits
- Behavioural Observations
- Incident Investigation and Analysis
- HIRA (Hazard Identification and Risk Assessment)
- 5S Monitoring
- Motivational Programs
- Kaizen Competitions
- Sports and Engagement Activities

Additionally, the Company ensures full compliance with health and safety laws, including the Factories Act, 1948 and relevant rules. All significant risks/concerns are identified based on HIRA Register maintained by the Company. Some of the significant proactive actions taken by the Company are the fortification of machines through three-tier safety interlocking system i.e. Dual Hand Control, Safety Door Interlocking, 360 deg. safety Guarding and Photo sensor interlocking.

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

Employees - Yes

Workers - Yes

**2- 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 compliance with statutory dues in cases where it acts as the principal employer, particularly by verifying the statutory payments made by manpower contractors. While the Company does not currently track statutory dues across the broader value chain, it remains committed to responsible practices within its direct scope of engagement.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-2025	FY 2023-2024	FY 2024-2025	FY 2023-2024
Employees	1	0	1	0
Workers	1	0	1	0

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

Yes, the Company is committed to support its workforce beyond active employment and has established retainership opportunities as part of its transition assistance framework. These opportunities are reviewed annually to ensure relevance and alignment with both individual capabilities and organizational needs. This approach reflects the Company's belief in valuing experience and enabling continued engagement, thereby facilitating a smooth and dignified transition for employees approaching retirement.

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	99.37% of Core Commodity* Suppliers
Working Conditions	

\*Core Commodity refers to Alloys, Fasteners, Iron Castings, Sheet Metals, Springs, Wires, and Friction Materials etc.

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

Nil

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

**4**

**ESSENTIAL INDICATORS**



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

The Company defines its stakeholders as all individuals, groups, organizations, and communities that are directly or indirectly impacted by its operations and value chain. Guided by its commitment to delivering sustained value, the Company places strong emphasis on fostering long-term relationships with its stakeholders.

Key stakeholders are identified through a materiality-driven approach, focusing on those who significantly influence or are affected by the Company's activities. These include customers, investors, regulatory bodies, employees, contract workers, local communities, and various government entities.

The Company actively engages with its stakeholders to understand their expectations and feedback, ensuring that its business practices and processes evolve in response to these insights. In line with emerging trends, the Company also recognizes ESG-focused investors and ESG rating agencies as important stakeholders in shaping its sustainability agenda.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> <li>Employee Engagement Activities</li> <li>Grievance redressal mechanism</li> <li>Internal communication</li> <li>Notice board</li> <li>Training and awareness programmes</li> <li>Emails and meetings</li> <li>Social media platforms</li> <li>One-on-One interactions</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Training and development</li> <li>Career growth opportunities</li> <li>Communication with senior leadership team</li> <li>Providing a safety culture and inculcating healthy and safe work practices and work conditions among employees</li> <li>Improving Diversity and Inclusion</li> <li>Incidents and grievance redressal</li> <li>Information on Company activities</li> </ul>
Shareholders and Investors	No	<ul style="list-style-type: none"> <li>Investor Meets</li> <li>Annual General Meeting</li> <li>Stock Exchange Intimations</li> <li>Press Releases</li> <li>Annual Reports</li> <li>Dedicated email id for Investors Grievances / Communication</li> <li>Company's Website</li> </ul>	Quarterly /Half Yearly/Annually/ Need Basis	<p>To discuss with investors about the performance of the Company, to update them about the latest development in the Company and industry and to address their queries.</p> <p>Key Topics: -</p> <ul style="list-style-type: none"> <li>Financial performance</li> <li>Operational performance</li> <li>Business Outlook</li> <li>CSR programs</li> <li>Corporate Governance</li> <li>Material Events</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>Suppliers' assessment</li> <li>Emails and meetings</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Business relation continuity</li> <li>Price negotiations</li> <li>Long-term partnership</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>Customers and Distributor's meetings</li> <li>Product Catalogues</li> <li>Customers' feedback</li> <li>Company's website</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Continuous improvement in quality, delivery and services</li> <li>Concerns related to product and service related issues</li> <li>New business opportunities</li> </ul>
Communities	Yes	<ul style="list-style-type: none"> <li>Press Release</li> <li>Social media</li> <li>CSR Programs</li> <li>Meeting with NGOs</li> </ul>	Regularly	<ul style="list-style-type: none"> <li>Promoting employment of local youth through skill training</li> <li>Promoting education, health and sports</li> </ul>
Regulatory Bodies	No	<ul style="list-style-type: none"> <li>Emails and meetings</li> <li>Regulatory Filings</li> <li>Communications to Stock Exchanges and SEBI</li> </ul>	Regularly	Legal Compliances

## 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.**

As part of its commitment to responsible and inclusive decision-making, the Company has established structured channels for stakeholder engagement across all functional areas. Relevant departments regularly interact with their respective stakeholders to gather feedback, hold consultations, and receive suggestions on key economic, environmental, and social matters. This stakeholder input is systematically communicated to the Senior Management team, which plays a crucial role in analysing and addressing the concerns raised. Senior Management, in turn, keeps the Board appraising significant developments and issues discussed. Additionally, the Board receives quarterly updates that highlight progress and provide an overview of any stakeholder concerns, ensuring transparency and alignment at the highest level of governance.

**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 input received from stakeholders on these topics were incorporated into policies and activities of the entity.**

The Company has established a comprehensive consultation process to identify and prioritise key environmental and social topics. It actively engages with relevant stakeholders to gather meaningful feedback, conduct consultations, and receive suggestions on these matters. Insights gained from this ongoing engagement not only inform the Company's sustainability focus areas but also play a strategic role in planning its CSR initiatives, ensuring that they align with stakeholder expectations and deliver maximum impact.

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

The Company remains deeply committed to the well-being of vulnerable and marginalized groups, recognizing their integral role in the broader social fabric. Through its Corporate Social Responsibility (CSR) initiative, the Company actively collaborates with local communities to drive impactful change in critical areas such as healthcare, eradication of hunger, poverty, and malnutrition, and enhancement of education and employment opportunities. These efforts are designed not just as charitable contributions, but as meaningful, long-term investments in human development.

In addition to its CSR programs, the Company continuously engages with various stakeholder groups to understand their unique challenges and expectations. Wherever feasible, it takes responsive action by supporting community development initiatives and implementing targeted social programs. This approach ensures that the voices of the underrepresented are heard, and their concerns are addressed with empathy, responsibility, and sustained commitment.

## PRINCIPLE 5 Businesses should respect and promote human rights.

5

### ESSENTIAL INDICATORS



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

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1177	1177	100	1232	1232	100
Other than permanent	0	0	0	0	0	0
<b>Total employees</b>	<b>1177</b>	<b>1177</b>	<b>100</b>	<b>1232</b>	<b>1232</b>	<b>100</b>
<b>Workers</b>						
Permanent	394	394	100.00	413	413	100
Other than permanent	4540	4540	100.00	4697	4697	100
<b>Total workers</b>	<b>4934</b>	<b>4934</b>	<b>100.00</b>	<b>5110</b>	<b>5110</b>	<b>100</b>

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

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. C	% (C/A)		No. E	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1177	0	0.00	1177	100	1232	0	0.00	1232	100
Male	1162	0	0.00	1162	100	1216	0	0.00	1216	100
Female	15	0	0.00	15	100	16	0	0.00	16	100
Other than permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	394	0	0.00	394	100	413	0	0.00	413	100
Male	393	0	0.00	393	100	412	0	0.00	412	100
Female	1	0	0.00	1	100	1	0	0.00	1	100
Other than permanent	4540	0	0.00	4540	100	4697	0	0.00	4697	100
Male	4508	0	0.00	4508	100	4697	0	0.00	4697	100
Female	32	0	0.00	32	100	0	0	0.00	0	0.00

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	4	₹ 28,25,000	2	₹ 26,37,500
Key Managerial Personnel (KMP)**	5	₹ 2,74,56,600	1	₹ 72,15,804
Employees other than BoD and KMP	1159	₹ 5,54,400	14	₹ 7,21,956
Workers	393	₹ 3,80,760	1	₹ 2,87,424

\*Details mentioned are for Non-Executive Directors, they were paid only sitting fees and commission and hence annualized.

\*\*Includes Managing Director, Executive Directors, Chief Financial Officer and Company Secretary of the Company.



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

	<b>FY 2024-2025</b>	<b>FY 2023-2024</b>
Gross wages paid to females as % of total wages	0.77%	0.83%

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

The Company actively promotes diversity and equal opportunity across all levels. Human Rights protection at the workplace is embedded within the Company's HR Policy. Additionally, a robust Whistle Blower Mechanism is in place to address complaints related to any matter, including violations of human rights. The Chief Human Resources Officer serves as the designated focal point for all human rights-related concerns.

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

The Company has instituted a structured Grievance Redressal System, which includes a Whistle Blower Mechanism, to address grievances related to human rights issues. This mechanism ensures that employees and stakeholders can report concerns confidentially and without fear of retaliation. The system is accessible across all locations and is supported by defined protocols for escalation and resolution. Additionally, the Company promotes awareness about human rights through internal policies and regular communication, reinforcing its commitment to a respectful and inclusive work environment.

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

	<b>FY 2024-2025</b>			<b>FY 2023-2024</b>		
	<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>	<b>Filed during the year</b>	<b>Pending resolution at the end of year</b>	<b>Remarks</b>
Sexual Harassment		Nil			Nil	
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

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

	<b>FY 2024-2025</b>	<b>FY 2023-2024</b>
Total Complaints reported under Sexual Harassment on 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 and harassment cases.**

The Company is committed to fostering an inclusive and respectful work environment that upholds dignity and equality for all. Discrimination or harassment of any kind is strictly prohibited and addressed through clearly defined policies. These principles are embedded in the Employee Code of Conduct, which is reinforced through regular training sessions aimed at cultivating awareness and accountability across the workforce.

To support this commitment, the Company has established a robust grievance redressal system and a Whistle Blower Policy. These frameworks ensure that employees can safely report any concerns or unethical practices. The policy explicitly safeguards whistle-blowers from any form of retaliation, discrimination, harassment, victimization, or unjust employment consequences such as termination, demotion, or denial of promotion. It also ensures that no misuse of authority impedes the whistle-blower's ability to perform their duties or submit further disclosures. This protective environment reflects the Company's unwavering stand on ethical conduct, transparency, and employee well-being.

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

Yes, the Company is deeply committed to promoting a corporate culture that respects universally recognized human rights. This commitment is reinforced through contractual obligations and a supplier code of conduct. Regular awareness sessions are conducted to ensure compliance with our company's human rights directive. Additionally, all manufacturing sites undergo periodic human rights assessments, with different department heads overseeing various aspects of human rights.

**10- Assessments for the year.**

	% of your plants and offices that were assessed by entity or statutory authorities or third parties)
Child Labour	100 (internal assessment)
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others – please specify	0

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

In internal assessments of the Company no violation was observed.

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

The Company's processes remain adaptable and responsive to human rights-related concerns and grievances. As part of its continuous improvement approach, the Company modifies or strengthens relevant procedures, such as grievance redressal mechanisms and awareness efforts, to ensure timely and effective resolution. This reflects the Company's commitment to creating a respectful and inclusive work environment.

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

The Company ensures compliance with all applicable statutory laws related to human rights across its operations. The Company integrates human rights considerations through adherence to legal requirements and internal policies that promote fair treatment, equal opportunity, and a safe working environment.

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

Yes, the Company's premises are accessible to differently abled visitors in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016. Necessary provisions have been made to ensure ease of access.

### 4- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	100.00
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	0.00

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

Not Applicable

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

# 6

### ESSENTIAL INDICATORS



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

Parameter	Unit	FY 2024-2025	FY 2023-2024*
<b>From renewable sources</b>			
Total electricity consumption (A)		26303	26195
Total fuel consumption (B)		0	0
Energy consumption through other sources (C)	Gigajoule (GJ)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>		<b>26303</b>	<b>26195</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)		280243.12	281529
Total fuel consumption (E)		195859.01	190406
Energy consumption through other sources (F)	Gigajoule (GJ)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>		<b>476102.14</b>	<b>471935</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>		<b>502405.14</b>	<b>498130</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Crores	156.02	170.21
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / Crores	3223.37	3812.87
<b>Energy intensity in terms of physical output</b>		0	0
<b>Energy intensity</b> (optional) – the relevant metric may be selected by the entity		0	0

\*The data for the previous year has been rectified.

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

The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

- 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

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

Parameter	FY 2024-2025	FY 2023-2024*
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	90467	107415
(iii) Third-party water	55090	53185
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>145557</b>	<b>160600</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>131380</b>	<b>220885</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations) (kiloliters / Crore Rs.)	40.80	75.48
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	842.92	1690.73
<b>Water intensity in terms of physical output</b>	0	0
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	0	0

\*The data for the previous year has been rectified.

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

The PPP factor has been sourced from the IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

- 4- Provide the following details related to water discharged.

Parameter	FY 2024-2025	FY 2023-2024*
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others (Sent to Common Effluent Treatment Plant)	14177	21005
- No treatment	1904	3108
- With treatment – please specify level of treatment	12273	17897
<b>Total water discharged (in kilolitres)</b>	<b>14177</b>	<b>21005</b>

\*The data for the previous year has been rectified.

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

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

Yes, the Company has taken significant strides in water management, achieving a 56% reuse of treated water within its process area. Moreover, the company has implemented an advanced three-stage water treatment facility to attain zero liquid discharge.

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

Parameter	Please specify unit	FY 2024-2025	FY 2023-2024
NOx	µg/m <sup>3</sup>	20.82	21.84
SOx	µg/m <sup>3</sup>	8.31	8.37
Particulate matter (PM)	µg/m <sup>3</sup>	59.96	74.08
Persistent organic pollutants (POP)	µg/m <sup>3</sup>	0	0
Volatile organic compounds (VOC)	µg/m <sup>3</sup>	2.40	2.46
Hazardous air pollutants (HAP)	µg/m <sup>3</sup>	0	0
Others – please specify	µg/m <sup>3</sup>	0	0

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

No

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

Parameter	Unit	FY 2024-2025	FY 2023-2024*
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes OF CO <sub>2</sub> equivalent	13679.52	12777.00
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes OF CO <sub>2</sub> equivalent	55270.17	55993.00
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes OF CO <sub>2</sub> equivalent/ Crores	21.40	23.50
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		442.12	526.40
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		0	0
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		0	0

\*The data for the previous year has been rectified.

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

The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

Yes, the Company has undertaken strategic initiatives to mitigate its carbon footprint. Notably, the Company has shifted High-Speed Diesel (HSD) to Piped Natural Gas (PNG) for cleaner energy use. Additionally, the Company has installed rooftop solar panels to harness renewable energy, also company has installed 9.9 MWp solar panels and connecting through Grid power.

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

Parameter	FY 2024-2025	FY 2023-2024*
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	130.58	59.33
E-waste (B)	0	2.06
Bio-medical waste (C)	0	0.002
Construction and demolition waste (D)	0	0
Battery waste (E)	0.15	4.30
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	89.56	107.54
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3593.58	813.54
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>3813.88</b>	<b>986.76</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations) (metric tonnes / Crore Rs.)	1.18	0.34
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	24.37	7.55
<b>Waste intensity in terms of physical output</b>	0	0
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	0	0
<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	2772.90	678.53
(ii) Re-used	949.46	212.59
(iii) Other recovery operations		0
<b>Total</b>	<b>3722.36</b>	<b>891.12</b>
<b>For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	20.87	20.96
(ii) Landfilling	0	0
(iii) Other disposal operations	69.56	74.68
<b>Total</b>	<b>90.43</b>	<b>95.64</b>

\*The data for the previous year has been rectified.

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

The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

**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 strictly adheres to all environmental compliance requirements and ensures that waste generated across its operations is disposed of responsibly through authorized dealers. To maintain a high standard of accountability, the Company also tracks the quantity and type of waste generated and disposed of, ensuring traceability at every stage.

To manage different types of waste effectively, the Company has implemented well-defined Operational Control Procedures for each waste category. These procedures are regularly reviewed and updated to ensure environmental best practices.

One of the significant milestones achieved by the Company is the complete elimination of landfill disposal for hazardous waste. This reflects the Company's commitment to sustainable waste management and environmental stewardship.

Moreover, the Company actively undertakes initiatives to minimize the usage of hazardous and toxic chemicals in its products and processes. This contributes to a safer working environment and promotes the long-term sustainability of its operations.

**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.**

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		

**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					

**Note:** During the financial year, in accordance with applicable laws, there was no obligation to conduct Environmental Impact Assessments (EIAs)

**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.**

Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
All complied			

## 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**

Not Applicable

**(ii) Nature of operations**

Not Applicable

**(iii) Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-2025	FY 2023-2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>NA</b>	<b>NA</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>NA</b>	<b>NA</b>
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA
<b>Water intensity in terms of physical output</b>	NA	NA
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilo litres)</b>	<b>NA</b>	<b>NA</b>

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

No



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

Parameter	Unit	FY 2024-2025	FY 2023-2024
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	24358.47	0
<b>Total Scope 3 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent/ Crores	7.56	0
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	NA	0	0

\*The Company was not tracking the said data as of the previous Financial Year.

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

No

**3- With respect to the ecologically sensitive areas reported at Question 11 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

**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.**

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
Reuse the treated water in process	ETP & STP treated water recycling through UF & RO and reusing in process	56% water Reusing in process after treatment
Qualitative Data reporting of treated water	Online analyser installed on ETP outlet, and it's connected through CPCB and State pollution control board	Live quality monitoring in the plants, wherever applicable
Zero land fill of Hazardous waste	All the waste now sending for recycling/co-processing/incineration	Zero landfill of waste
Roof Top Solar	Roof Top solar Installed.	675.23 TCo2e emissions Reduced
Grid Solar	Signed PPA with 9.9 Mw Solar plant.	5,400.90 TCo2e emissions Reduced
Fuel Replaced	Fossil fuel consumption eliminated in Process and introduced PNG as Fuel. (Bangalore & Gurgaon Plants)	Reduced Co2 Generation
Forklift Replaced	HSD operated forklift replaced with Battery operated forklifts (Bangalore & Gurgaon Plants)	Reduced Co2 Generation

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

The Company has a robust business continuity and disaster management plan designed to maintain critical operations and facilitate immediate recovery in the event of disruption.

The plan includes a thorough risk assessment to identify potential threats and vulnerabilities. It encompasses a business impact analysis to prioritize essential functions and resources. Detailed recovery strategies are outlined, specifying steps to restore operations and minimize downtime. This includes data backup protocols, ensuring that vital information is regularly copied and stored securely, both on-site and off-site.

Emergency response procedures are clearly defined, providing guidelines for immediate action during various types of incidents. This includes evacuation plans, communication protocols, and coordination with local emergency services.

Additionally, alternative site arrangements are in place to relocate operations if primary facilities are compromised. Regular training sessions and drills are conducted to ensure that employees are prepared to execute the plan effectively. The plan is reviewed and updated annually, or more frequently, if needed.

This comprehensive approach ensures that the entity is resilient, capable of maintaining essential functions, and able to recover quickly from disruptions, thereby safeguarding its assets, reputation, and operational capability.

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

The Company reported no significant environmental impacts from its value chain. However, mitigation plans are in place.

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

The Company prioritises vendors who uphold social responsibility, including fair labor practices, non-discrimination, equal rights, and environmental considerations. It selects vendors employing sustainable, ethical, and eco-friendly methods. The company also focuses on enhancing suppliers' performance in the environmental and social aspects of the supply chain.

**8- Introduction of Green Credits Disclosure**

i- Green Credits generated or procured by the listed entity. 0

ii- Green Credits generated or procured by the top ten value chain partners (based on purchase and sales value). 0

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.****7****ESSENTIAL INDICATORS****1- a. Number of affiliations with trade and industry chambers/ associations.**

10

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Automotive Component Manufacturers Association of India (ACMA)	National
2	Society of Indian Automobiles Manufacturers	National
3	Confederation of Indian Industries	National
4	Great Die Casting Technology Forum (GDCTech)	National
5	North America Die Casting Association (NADCA)	International
6	Institute of Directors (IOD)	National
7	IMT Industrial Association	State
8	Gurgaon Industrial Association	State
9	Haryana Environmental Management Society	State
10	National Safety Council	National

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

**Note:** Not applicable. There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

## LEADERSHIP INDICATORS



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

S. No.	Public advocated policy	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, available
Not Applicable					

**Note:** The Company through its active participation in trade bodies and associations advocate and pursue various causes that are in the larger interests of industry, economy, society and the public.

## PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

### ESSENTIAL INDICATORS



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

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

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

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					

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

The Company conducts regular discussions and focused group sessions with the communities it impacts through CSR initiatives.

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

	FY 2024-2025	FY 2023-2024
Directly sourced from MSMEs/ small producers	41.12%	22.83%
Directly from within India	97.95%	97.90%

- 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 2024-2025	FY 2023-2024
Rural	30.59%	30.40%
Semi-urban	0.00%	0%
Urban	69.41%	69.60%
Metropolitan	0.00%	0%

(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	

- 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)
1	Rajasthan	Karauli	Rs. 1,24,443

- 3- (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)-**  
No
- (b) From which marginalized /vulnerable groups do you procure?**  
Not applicable
- (c) What percentage of total procurement (by value) does it constitute?**  
Not applicable.

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

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

Note: The Company does not use intellectual properties from communities based on traditional knowledge.

- 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		

## 6- Details of beneficiaries of CSR Projects.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable & marginalized groups
1	Promoting Education, including special education and employment enhancing vocational skills	1156	100.00
2	Training to Promote Rural, Nationally recognized, Paralympic and Olympic Sports	51	100.00
3	Protection of flora and fauna, conservation of natural resources	6600	100.00
4	Promoting Health Care, Eradicating hunger, poverty and malnutrition	31696	100.00
5	Rural Development	1500	100.00

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

9

### ESSENTIAL INDICATORS



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

The Company has established a clear and responsive mechanism to address consumer complaints and feedback promptly. Consumers can register their concerns through multiple channels—via telephone, email, or by sending written correspondence to the Company's registered office at Flat 104, 929/1, Naiwala, Faiz Road, Karol Bagh, New Delhi-110005.

Additionally, a dedicated customer care team and Key Account Managers are available to assist customers. Consumers may contact them directly via phone or email or write to [askdelhi@askbrake.com](mailto:askdelhi@askbrake.com) for support. This multi-channel approach ensures timely resolution and enhances consumer satisfaction.

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

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

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

	FY 2024-2025			FY 2023-2024		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Nil

**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**

Yes, the Company has a framework/policy on cyber security and risks related to data privacy.

The policy outlines the Company's approach to information security, including the implementation of technical and organizational measures to protect against cyber threats and unauthorized access to sensitive data. Specifically, the policy covers areas such as access controls, network security, incident response, and data backup and recovery. Furthermore, the policy emphasizes the importance of data privacy and protection of personal information in accordance with relevant data protection regulations.

It includes provisions for secure handling, storage, and disposal of confidential data. The IT Security Policy is available on Company's Human Resources Management System ("HRMS") and can be accessed by employees."

**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

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

Nil

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

Nil

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

Not Applicable

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

The details and pertinent information of our products can be accessed on the Company's website: [www.askbrake.com](http://www.askbrake.com)

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

The majority of the customers are Original Equipment Manufacturers (OEMs). For aftermarket supplies, the Company conducts trainings, plant visits and workshops for its dealers. Additionally, there are regular workshops and awareness campaigns for mechanics.

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

Not Applicable, as the Company is not directly engaged in delivering 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)**

No, the Company provides information about its projects, including various features of the projects.