

Business Responsibility Report

Section A: General Information about the Company

1	Corporate Identity Number (CIN) of the Company	L74899DL1992PLC050333
2	Name of the Company	Minda Industries Limited
3	Registered Address	B-64/1, Wazirpur Industrial Area, Delhi-110052
4	Website	www.unominda.com
5	E-mail id	investor@mindagroup.com
6	Financial Year Reported	2017-18
7	Sector(s) that the Company is engaged in (Industrial Activity code-wise)	
	Name and Description of main product/ services	NIC Code of the Product/Service
	(i) Switches, Horns and Electronic Components for Automobiles	2930
	(i) Lighting Components for Automobiles	2740
8	List three key products/ services that the Company manufactures / provides	Switches, Horns and Lighting
9	Total number of locations where business activity is undertaken by the Company	
	i. Number of International Locations	-
	ii. Number of National Locations	12
10	Markets served by the Company-Local/ State/National/International	All over India, Asia, Europe, North America and South America, Africa

Section B: Financial of Details of the Company

Financial Details of the Company		FY 2017-18 (₹ in Crores)	FY 2016-17 (₹ in Crores)
1	Equity Share Paid up Capital	17.41	15.87
2	Total Turnover		
	(a) Revenue from Operations (net of excise duty)	1903.80	1804.95
	(b) Other Income	38.39	24.81
3	Total Profit After Taxes	135.83	93.96
4	Total spending on Corporate Social Responsibility (CSR) as a Profit after Tax (%): ₹ 1.99 Crores has been spent during financial year 2017-18 which is 2% of average profits of previous three years of the Company.		
5	List of activities in which expenditure in 4 above has been incurred:- Education & Vocational Trainings and Healthcare		

Section C: Other Details

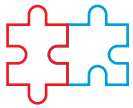
Other details	Details
1	Does the Company have any Subsidiary Company/ Companies
2	Do the Subsidiary Company/ Companies participate in the Business Responsibility initiatives of the Parent Company? If Yes, then indicate the number of such subsidiary company(s)
3	Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with; participate in the Business Responsibility initiatives of the Company? If yes, then indicate the % of such entity/ entities? (Less than 30%, 30-60%, more than 60%)

Section D: Business Responsibility Information

1. Details of Director/Directors Responsible for Business Responsibility

a) Details of the Director/ Directors responsible for implementation of the Business Responsibility Policy/ Policies

DIN	00014942
Name	Mr. Nirmal K Minda
Designation	Chairman & Managing Director



Business Responsibility Report (Contd.)

b) Details of the Business Responsibility Head

Name	Mr. Sudhir Jain
Designation	Group CFO
Telephone Number	0124-2290427/28
E-mail id	investor@mindagroup.com

List of Principles

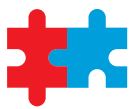
Principle 1 Business should conduct and govern themselves with Ethics, Transparency and Accountability.	Principle 2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.	Principle 3 Businesses should promote the well-being of all employees.
Principle 4 Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.	Principle 5 Businesses should respect and promote human rights	Principle 6 Business should respect, protect, and make efforts to restore the environment.
Principle 7 Businesses when engaged in influencing public and regulatory policy should do so in a responsible manner.	Principle 8 Businesses should support inclusive growth and equitable development.	Principle 9 Businesses should engage with and provide value to their customers and consumers in a responsible manner.

2. Principle-wise (as per National Voluntary Guidelines) Business Responsibility Policy/ Policies (Reply in Y/N)

Sl. No.	Question	Principle (Yes/No)								
		1	2	3	4	5	6	7	8	9
1	Do you have a Policy for	Y	Y	Y	Y	Y	Y	Y	Y	Y
		Yes								
2	Has the Policy been formulated in consultation with the relevant stakeholders.	Yes								
3	Does the policy conform to any national/ international standards? If yes, specify?	N	N	N	N	N	N	N	N	N
4	Has the Policy been approved by the Board? If yes, has it been signed by MD/ Owner/ CEO / appropriate Board Director?	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Does the Company have a specified committee of the Board / Director/ Official to oversee the implementation of the Policy	N	N	N	N	N	N	N	N	N
6	Indicate the link for the Policy to be reviewed online?	http://www.unominda.com								
7	Has the Policy been formally communicated to all relevant Internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the Company have in-house structure to implement the Policy/ Policies?	Yes								
9	Does the Company have a grievance redressal mechanism related to the Policy/ Policies to address stakeholders' grievances related to the policy/ policies	Yes								
10	Has the Company carried out independent audit/ evaluation of the working of this policy by internal or external agencies?	Yes								

2A If Answer to S.No.1 against any Principle is "NO", please explain why:

Not Applicable



Business Responsibility Report (Contd.)

3 Governance Related to Business Responsibility

1. Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assess the Business Responsibility performance of the Company. Within 3 months, 3-6 months, annually, more than 1 year.

These policies are reviewed on an annual basis.

2. Does the Company publish a Business Responsibility or a Sustainability Report? What is the hyperlink for viewing this Report? How frequently it is published?

Company has published business responsibility report as part of Annual Report and is available on Company's website: www.unominda.com

Section E: Principle-wise Performance

PRINCIPLE 1: BUSINESS SHOULD CONDUCT AND GOVERN THEMSELVES WITH ETHICS, TRANSPARENCY AND ACCOUNTABILITY

- 1 Does the policy relating to ethics, bribery and corruption cover only the Company?

No.

Does it extend to the Group/ Joint Ventures/ Suppliers/ Contractors/ NGOs/ Others?

The Company has articulated a comprehensive Code of Conduct and a Whistle Blower Policy which are applicable to its subsidiaries.

- 2 How many stakeholders' complaints have been received in the past financial years and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.

One complaint for Whistle blower received in the last Financial Year the said complaint was addressed satisfactorily as per the accepted timelines and resolved

PRINCIPLE 2: BUSINESS SHOULD PROVIDE GOODS AND SERVICES THAT ARE SAFE AND CONTRIBUTE TO SUSTAINABILITY THROUGHOUT THEIR LIFE CYCLE.

- 1 List upto 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.

The Company manufactures Auto electrical parts including switches, horns and lighting. These products have insignificant social or environmental concern or risk.

- 2 For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product optional:

The products mentioned above requires minimum energy. The Company always take efforts for optimum utilisation of natural resources.

- 3 Does the Company have procedures in place for sustainable sourcing (including transportation)?

Yes

- A. If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.

Our sourcing strategy takes into consideration the environmental, social and ethical factors besides economic factors. The Company has an environment policy and safety policy. We encourage our vendors to ensure compliance with these policies. It covers various issues like health of workers and safety measures.

- 4 Has the Company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

The Company undertakes initiatives to build capacities of the suppliers. The Company keeps on strengthening quality across the value chain. The Company keeps on developing local vendors; visit their facilities, analyze quality related aspects, and create action plans jointly with the suppliers, customers and monitored performance. The Company imparts training and supports the suppliers with knowledge in specific areas that have a major impact on quality.

- 5 Does the Company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof in about 50 words or so.

The nature of the Company's business is such that there are no significant emissions or process wastes. The Company recycle materials wherever it is usable within the Company, which cannot be reused is disposed off in a manner in compliance with applicable statutory provisions.

PRINCIPLE 3: BUSINESS SHOULD PROMOTE THE WELLBEING OF ALL EMPLOYEES

- 1 Please indicate the total number of employees

The number of permanent employees was 3417 as on 31 March 2018 in the Company.

- 2 Please indicate the total number of employees hired on temporary/ contractual / casual basis.

The total contractual/ temporarily manpower employed was 3647 as on 31 March 2018 in the Company.

- 3 Please indicate the number of permanent women employees

There were 591 permanent female employees as on 31 March 2018 in the Company.

- 4 Please indicate the number of permanent employees with disabilities

There were 4 permanent employees with disabilities as on 31 March 2018 in the Company.



Business Responsibility Report (Contd.)

5 Do you have an employee association that is recognised by management?

There is one Employee Union in one of our Plant at Hosur, which is recognised by management.

6 What percentage of your permanent employees is members of this recognised employee association?

It is around 6% as at 31 March 2018.

7 Please indicate the number of complaints relating to child labour, forced labour, in voluntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year

Sl. No.	Category	No. of complaints received during the financial year	No. of complaints pending as on 31 March 2018
1	Child labour/ forced labour/ involuntary labour	Nil	Nil
2	Sexual harassment	Nil	Nil
3	Discriminatory employment	Nil	Nil

8 What percentage of your under mentioned employees were given safety and skill upgradation training in the last year?

Sl. No.	Particular	Comments
a	Permanent Employees	Yes, all categories of employees are given training on safety & skill up-gradation on periodic basis.
b	Permanent Women Employees	
c	Casual/Temporary/ Contractual Employees	
d	Employees with Disabilities	

PRINCIPLE 4: BUSINESS SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TOWARDS ALL STAKEHOLDERS, ESPECIALLY THOSE WHO ARE DISADVANTAGED, VULNERABLE AND MARGINALISED.

1 Has the Company mapped its internal and external stakeholders ? Yes/ No

Yes

2 Out of the above, has the Company identified the disadvantaged, vulnerable and marginalised stakeholders?

Yes

3 Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalised stakeholders. If so, provide details thereof, in about 50 words or so.

There are different initiatives taken to engage and empower underprivileged people through Education, Vocational Trainings and Healthcare programs, as detailed at principle No. 8

PRINCIPLE 5: BUSINESS SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

1 Does the Policy of the Company on human rights cover only the Company or extend to the group/ joint venture/ suppliers/ contractors / NGOs/ others?

All policies related to Human Resource Management including welfare, environment, health and safety are applicable to all stakeholders extending to all Joint Venture Plants of the group. The stakeholders includes suppliers, contractors, consultants and outsourced employees besides employees and directors of the Company. The awareness is augmented through measures where:

- The Company is an equal opportunity employer where gender equality is strongly advocated in employment.
- The group identifies with the statutes of citizen rights spelt in the Constitution of India. The primacy to all fundamental rights is respected.
- The Company has formulated a comprehensive policy on Prevention of Sexual Harassment at workplace. All complaints under this policy are promptly disposed.

The Company has formulated a code of conduct which applies universally to all stakeholders thereby addressing any infringement of rights.

2 How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?

Whistle Blower Complaints - One complaint

Brief Summary MIL WB Complaint - The whistle blower complaint received from a company employee was related to fraud in purchase. The employee in question was relieved after due process of investigation.

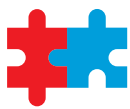
PRINCIPLE 6: BUSINESS SHOULD RESPECT, PROTECT AND MAKE EFFORTS TO RESTORE THE ENVIRONMENT

1 Does the Policy related to Principle 6 covers only the Company or extends to the group/ joint ventures/ suppliers/ contractors / NGOs/ others?

Environmental Policy is applicable to all the business units and also encourage our business partners including suppliers, vendors and contractors to follow this policy.

2 Does the Company have strategies / initiatives to address global environmental issues such as climate change, global warming etc. Y/N. If yes, please give hyperlink for webpage etc.

Yes, the Company has an Environmental Policy. The Company works continuously to reduce the waste.



Business Responsibility Report (Contd.)

3. Does the Company identify and assess potential environmental risks?

Yes, the Company regularly reviews its environmental risks and undertakes initiatives to mitigate them.

4. Does the Company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if yes, whether any environmental compliance report is filed?

Most of the locations in India are certified for requirements under ISO 14001 (Environmental Management System) and OHSAS 18001 (Occupational Health and Safety System), Audits by independent auditors are carried out to check the level of compliance. Deviation management system ensures that the corrective actions are closed looped and issues are addressed within a reasonable time frame. Environment, Health and Safety

(EHS) performance assessment is carried out annually to review the situation and identify the areas for improvement.

5. Has the Company undertaken any other initiatives on clean technology, energy efficiency, renewal energy etc. Y/N if yes, please give hyperlink for webpage etc.

Covered under Board's Report which forms a part of the Annual Report.

6. Are the Emissions/ Waste generated by the Company within the permissible limits given by CPCB/SPCB for the financial year being reported?

All emissions and waste generated by the Company are within the permissible limits given by CPCB/SPCB.

7. Number of show cause/ legal notices received from CPCB/ SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.

None.

PRINCIPLE 7: BUSINESS WHEN ENGAGED IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A RESPONSIBLE MANNER.

1. Is your Company a member of any trade and chamber or association? If yes, name only those major ones that your business deals with:

Minda Industries Limited regularly engages with industry bodies, expert agencies and contributes to the policy making process. An indicative list of the Company's major membership is :

- Automotive Component Manufacturers Association of India (ACMA)
- Confederation of Indian Industry (CII)

2. Have you advocated /lobbied through above associations for the advancement or improvement of public good? Yes/ No, if yes specify the broad areas

No

PRINCIPLE 8: BUSINESS SHOULD SUPPORT INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

1. Does the Company have specified programmes/ initiatives / projects in pursuit of the policy related to Principle 8? If yes details thereof.

The group runs different programs under the aegis of trusts to reach out and connect people in the areas adjoining our industrial units. These programs are need based tailored programs to address the need of the local communities.

Vocational Training Program: Vocational training centres are running by trusts under the CSR initiative of the Company with an objective to enable and empower underprivileged to live with dignity and happiness. We started vocational training centres at different locations to ensure easy access to the facility. These centres offer short term courses in cutting and tailoring, beauty culture and IT literacy.

Primary Education (Informal Schooling): Our trusts also run rural and semi-urban community school with focus on providing quality kindergarten and primary education to underprivileged children. The program is intended to deliver knowledge with value based education.

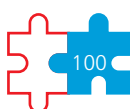
Coaching Program (Remedial Program): Coaching program is a need based program to support and bridge the academic gap of government school students who are generally deprived of quality education. The endeavour is to ensure a significant improvement in their learning level, so that the students can sustain the path of growth and self-learning. It focuses on a basic learning level through a child centric approach.

Environment related Initiatives

The Company is committed to create a greener, cleaner and conserved ecosystem, for which it has invested in waste and effluent treatment plants in all industrial units. All projects are complementary in nature and help in mitigating environment degradation as also effects of climate change and global warming.

As a responsible industry member of the Automotive Sector, the Group has been associated with best business practices rooted in the core values which serve in complying the regulations and maintaining highest business and social standards. At UNO MINDA, we strives to establish a balance between the Nature and our Business Needs.

The Company organises programs/awareness sessions to sensitise the employees and communities on the importance of caring about the environment around the vicinity of the industry. Nukkad Natak shows are being organised to connect people at ground.





Business Responsibility Report (Contd.)

The Company celebrates World Environment Day by involving its employees, top Management and dignitaries in initiatives like tree plantation campaigns, reducing pollution and conservation of energy.

2. Are the programmes / projects undertaken through inhouse team/ own foundation/ external NGO/ government structures/ any other organisation

All our programs are undertaken through an in-house team under the aegis of two company run trusts namely; Suman Nirmal Minda Charitable Trust and Moga Devi Minda Charitable Trust.

3. Have you done any impact assessment for your initiative?

Trusts capture success stories of the students where after completing our vocational training programs, their livelihood means have transformed for better. Many of the students became self employed.

4. What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?

The Company spends amount on CSR activities through Trusts, amount of contribution during the year is given below:

Sl. No.	Name of Trust	Contribution (In Lacs)
1	Samarth Jyoti - A CSR initiative running by Suman Nirmal Minda Charitable Trust	86
2	SL Minda Skill centers & S.L. Minda Memorial Hospital are running by Moga Devi Minda Charitable Trust	113
Total		199

5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words or so.

CSR team always ensure maximum community participation in all the programs. Positive anecdotes as inspiration for others and suggestions for improvement from the community is a good gesture of acceptance. We have consistently observed an increasing trend of participation of villagers in all our initiatives along with elected Panchayat representation. Villagers always extend their gratitude to the group for initiating such program.

PRINCIPLE 9: BUSINESS SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS AND CONSUMERS IN A RESPONSIBLE MANNER (RG)

1) What percentages of customer complaints/ consumer cases are pending as on the end of the financial year?

The Company has a robust system for addressing customer complaints, which are resolved promptly.

2) Does the Company display product information on the product label, over and above what is mandated as per local laws. Yes/ No/ NA / Remarks (additional information)?

No.

3) Did your Company carry out any consumer survey/ consumer satisfaction trends?

Yes, regular feedback are received from the customers and corrective actions are taken. The Company's endeavour is to achieve the highest level of satisfaction and perform their operation accordingly. The Company has received various awards from the customers, which are mentioned in the annual report .

4) Is there any case filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and / or anti-competitive behaviour during the last five years and pending as on end of financial. If so, provide details thereof, in about 50 words or so.

No.