Business Responsibility and Sustainability Reporting 2021 - Full Report

Sustainability in practice

Sustainability is beyond managing environmental risks and is about building resilience into the organization that is attained through Environmental, Social and Governance (ESG) agenda within and with external stakeholders. The Company is focused on executing a strong ESG proposition by working with all relevant stakeholders as well as in its own operations.

Even during the pandemic, the Company continued to strive towards addressing its sustainability goals internally, simultaneously assisting communities to navigate the pandemic. It also re-emphasized its efforts to integrate sustainability into its business strategy. It is actively enabling a low-carbon society as well as working with its customers and suppliers to implement sustainable practices in line with the Company's 2030 Sustainability strategy. The Company is equally committed to driving social progress in communities.

During the Covid-19 pandemic, in the last 2 years, the Company experienced intense collaboration among its teams, and it focused on safety, health and well-being of its employees including various communities. Extensive efforts were put in to make workplaces safe for employees, and contractors. The Company contributed towards relief efforts swiftly partnering with Government and charitable run hospitals in the country providing essential medical supplies and devices for Covid-19 patient management. It also focused its efforts in providing equitable access to Covid-19 vaccination to its employees alongside Governmental efforts. Within the company, vaccination drives were also organized to aid employees and their immediate families to voluntarily get vaccinated for the Covid-19 virus.

The Company's sustainability focus is part of its commitment to responsible business practices, which are at the center of its comprehensive governance framework, based on integrity and transparency. The framework is underpinned by the Company's five integrity principles in the ABB Code of Conduct, which guides employees and suppliers to always do the right thing.

A key part of the Company's 2030 sustainability strategy is to support its customers and suppliers to reduce emissions and achieve carbon neutrality in its own operations. ABB's greenhouse gas emissions reduction targets have been validated by the Science Based Targets initiative as being in line with the 1.5°C scenario of the Paris Agreement. The Company in line with the target requirements has set internal performance indicators and metrices to achieve the said targets across businesses and locations of its operations.

To enable the Company to remain focused on achieving its goals, its sustainability targets are integrated into its decision-making processes with well laid down accountabilities. Several policies and standards are in place to underpin its sustainability core values, covering business ethics and governance, the Code of Conduct, and policies such as the Group Social and Human Rights the Supplier Code of Conduct, the Company's Health, Safety Environment, Security, and Sustainability Policy (HSE) and Corporate Social Responsibility (CSR) policies respectively. The various policies are further reinforced by various ABB Group directives, instructions and management systems which are mandated within the Company's operations, manufacturing locations, project sites and on vendors.

The Company also continued to contribute to a sustainable world by its varied, unique business offering of pioneering technologies, products and services. Through its offerings aided the sustainable development goals across critical domains such as smart cities, sustainable mobility solutions, automation, energy efficiency in essential manufacturing and utility sectors.

1 https://new.abb.com/sustainability/social-policy
2 https://new.abb.com/sustainability/human-rights-policy-and-statement
3 https://new.abb.com/docs/librariesprovider19/default-document-library/hse-policy-poster_24-x-32-in_v5.pdf?sfvrsn=2
4 https://new.abb.com/indian-subcontinent/investors/corporate-governance/india-corporate-social-responsibility

Sustainability goals and targets

The ABB Group launched its renewed sustainability strategy 2030 last year, focused on balancing the needs of society, the environment and the economy to create success for all its stakeholders. Main sustainability targets have been set and the Company strives to achieve all targets by 2030. Its goal and targets are mainly under three main groupings:

1. **To enable a low carbon economy**
   - Carbon neutrality in own operations
   - Support customers in reducing annual CO_2 emissions by >100 Mt
   - Supply chain emission reduction

2. **To preserve resources**
   - 80% of ABB products and solutions covered by circularity approach
   - Zero waste to landfill
   - Supplier sustainability framework

3. **To promote social progress**
   - Zero harm to the Company's people and contractors
   - Comprehensive D&I framework; 25% women among ABB leaders
   - Top-tier employee engagement score in the industry
   - Impactful support for community - building initiatives

The ABB Way operating model developed by the ABB Group aims to conduct the tasks and the inter-related processes of the Company's business in the same way to achieve the objectives and create a culture of continual improvement. As part of this management system's Governance framework for Health, Safety, Environment, Security, Energy efficiency and Sustainability. A new operating model was introduced which is based on ISO 45001 and ISO 14001 standards and has been implemented at all of the Company's locations (plant, customer sites, project sites and offices). Progress against the set targets is constantly monitored through internal systems and process along with online reporting channels. Performance is being reported externally in the annual ABB Group Sustainability Report which is consolidated as per GRI guidelines. In India, the Company has been publishing its Business Responsibility Report (BRR) as per SEBI's requirement for disclosure on key sustainability indicators and has voluntarily adopted the new BRSR format as best practice ahead of time for its non-financial performance disclosure from the current year onwards.

Country Sustainability Task Force at location and division levels have been established at the Company to uphold good sustainability governance and assure compliance with local legislations, ABB Group standards and customer expectations. The Company Board also discusses, reviews and monitors key sustainability performance indicators and monitor progress against set action plans to achieve the same, every quarter.

Business achievements and sustainability

In alignment with the Sustainable Development Goals- with its pioneering technologies, the Company is helping to address the economic, social, environmental and governance challenges defined by the SDGs. The Company continued creating sustainable milestones across all its business lines, and even within the workplace, whilst straddling the challenges posed by the second wave of the pandemic and leveraging pockets of growth in the second half & parallelly prioritizing health and safety.

The Company continued to engage with the local Government, and local communities to support relief efforts for Covid-19. The Company continued its focus on safeguarding employees by organizing on-premises vaccination drives, ramping up medical support, creating awareness around holistic health with a special focus on mental health and a continuous flow of verified information. With its commitment towards community development, the company also continued its community outreach efforts through its network of grassroot implementation partners in modified formats befitting the pandemic situation and strengthened its collaboration with partners to provide education to meritorious girls from disadvantaged backgrounds.

During the year, the Company made strategic investments towards sustainability. It moved its registered office to the existing campus in Peenya, making it an integrated campus, walking the talk on sustainability & remain closer to the business. This integrated Leadership in Energy and Environmental Design (LEED) gold certified digital campus houses the Country Office, Motion and Electrification business areas of the Company alongside Process Automation, enhancing cross-business collaborations.

5 https://new.abb.com/news/detail/58643/abb-publishes-sustainability-report-2019

6 https://search.abb.com/library/Download.aspx?DocumentID=9AKK107680A8660&LanguageCode=en&DocumentPartId=&Action=Launch

In line with Government's Make in India policy, the Company expanded the manufacturing capacity of low voltage motors for its sustainable campus in Faridabad, which is fully powered by Renewable Energy. The Company's manufacturing campus in Nelamangala with smart factories also received LEED platinum rating. Recognizing its efforts towards a sustainable future, the Company's Nelamangala plant has also been recognized as 'Water Positive' by The Energy and Resources Institute (TERI), India.

Winning customer confidence, the Company commissioned and won some strategic projects pan India. The Company's drives have been commissioned for a major vaccine manufacturer, metallurgy solutions for Tata Steel's Jamshedpur plant, its Digital compact secondary substation for Indore Smart City, and Gofa series of robots for Bector Automation. The Company also secured a melt shop digitization project for leading steel major JSW.

With its continued focus on providing customers with the best-in-class products, the Company also launched new range of low voltage circuit breakers, switches manufactured with collaborative robotics and flameproof low voltage motors for explosive atmospheres.

Frost & Sullivan recognized the Company for its 'manufacturing excellence' and 'smart factory' as part of its Manufacturing Excellence Awards.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L32202K1949PLC032923
2.	Name of the Listed Entity	ABB India Limited
3.	Year of incorporation	1949
4.	Registered office address	Disha, Corporate Office, 3rd Floor, Plot No. 5 & 6, 2nd Stage, Peenya Industrial Area IV, Peenya, Bengaluru - 560 058, Karnataka
5.	Corporate address	Disha, Corporate Office, 3rd Floor, Plot No. 5 & 6, 2nd Stage, Peenya Industrial Area IV, Peenya, Bengaluru - 560 058, Karnataka
6.	E-mail id	investor.helpdesk@in.abb.com
7.	Telephone	080 2294 9122, 080 2294 9240 / 9153
8.	Website	http://new.abb.com/indian-subcontinent
9.	Financial year for which reporting is being done	2021
10.	Name of the Stock Exchange (s) where shares are listed	National Stock Exchange of India Limited and BSC Limited.
11.	Paid-up Capital	
12.	Name and contact detail (telephone email address) of the person who may be contacted in case any queries on the BRSR report	Vimal SS Email: vimal.ss@in.abb.com Dhenuka Srinivasan Email: dhenuka.srinivasan@in.abb.com
13.	Reporting Boundary- Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements taken together)	Disclosures under this report are made on a standalone basis for ABB India Limited

II. Products/services

14. & 15. Details of business activities and products/services sold by the Company (accounting for 90% of the turnover).

S.No	Description of Main Activity / ABB Business Area	Description of Business Activity	Products/Service (Applicable NIC Code)	% of Turnover of the entity
1	Electrification	Offers a wide-ranging portfolio of products, digital solutions and services, from substation to socket, enabling safe, smart and sustainable electrification. Offerings encompass digital and connected innovations for low- and medium-voltage, including modular substations, distribution automation, power protection, wiring accessories, switchgear, enclosures, cabling, sensing and control.	Electricity Distribution Equipment, Protection & Control Equipment, Motor Starting & Safety, Switches & Fuse gear & associated service (27104); Energy Distribution Solutions inside Buildings and low voltage electrical installations, Building automation [27339 (wiring devices & fittings); 26517 (Building Automation)]	39
2	Motion	Offers complete range of electrical motors, generators, drives and services, as well as integrated digital powertrain solutions. It serves a wide range of automation applications in transportation, infrastructure and the discrete and process industries.	Large Motors & Generators (27101); Low Voltage Motors & Services (27103); Drives Products, System Drives and Traction Convertors (26109)	36
3	Process Automation	Offers a broad range of solutions for process and hybrid industries, including industry-specific integrated automation, electrification and digital solutions, control technologies, software and advanced services, as well as measurement & analytics, and marine and turbocharging offerings.	Industrial process control equipment (26517)	20

** RA Business Area excluded as it would cross 90% with the above three Business Areas

** The above-mentioned codes cover 90% of the requirements. Point 14 and 15 as per BRSR format are both covered in the above table.

III. Operations

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

Location	Number of plants	Number of offices	Total
National	25**	21	28
International*			

*There are no international operations

** 9 factories as per Factories Act 1948 comprising of multiple plants adding up to 25 across locations

17. Markets served by entity

a. Number of locations

Locations	Number
National - Markets served pan India across all states in the country.	28
International (No. of countries) - Asia, Middle East, Africa, Europe and Americas	5

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

13%.

c. A brief on types of customers:

The Company serves customers across all segments and to all types/categories viz., End users, OEMs, EPCs, Channel Partners, Distributors, Retailers, etc. (covering all types of companies). The Company works closely with industry, utility, transportation and infrastructure customers, serving a diverse range of end-markets, including data centers, food & beverage, oil, gas & chemicals, mining & metals, marine & ports, residential & non-residential buildings, automotive, railways & rolling stock, renewables, conventional power generation, power transmission & distribution, smart cities, and water utilities.

IV. Employees

18. Details as at the end of the Financial year:

a. Employees and workers (including differently-abled)

S.No	Particulars	Total	Male		Female	
			No.	%	No.	%
	Employees					
1	Permanent (D)	2811	2584	91.92%	227	8.08%
2	Other than Permanent (E)	82	52	63.41%	30	36.59%
3	Total employees (D+E)	2893	2636	91.12%	257	8.88%
	Workers					
4	Permanent (F)	338	335	99.11%	3	0.89%
5	Other than Permanent (G)*	849	773	91.05%	76	8.95%
6	Total workers (F+G)	1187	1108	93.34%	79	6.66%

Note: * Trainees, Apprentices and fixed term contractors and retainers

b. Differently-abled Employees and workers

S.No		Total (A)	Male	Female
			No. (B)	No.(C)
	Differently-abled employees			
1	Permanent (D)	5	4	1
2	Other than Permanent (E)	0	0	0
3	Total differently-abled employees D+E)	5	4	1
	Differently-abled Workers			
4	Permanent (F)	0	0	0
5	Other than Permanent (G)	1	1	0
6	Total differently-abled workers (F+G)	1		

19. Participation/Inclusion/Representation of women

		No. and percentage of females	
	Total (A)	Number (B)	Percentage of females % (B/A)
Board of Directors	6	3	50%
Key Management Personnel	3	0	0

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

	FY 2021 (Turnover rate in current FY)		FY 2020 (Turnover rate in previous FY)		FY 2019 (Turnover rate in the year prior to the previous FY)	
Permanent employees	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Regular management	2596	232	2604	239	2700	218
Resignation	183	29	146	19	207	30
%	7.05%	12.50%	5.61%	7.95%	7.67%	13.76%

	FY 2021 (Turnover rate in current FY)			FY 2020 (Turnover rate in previous FY)			FY 2019 (Turnover rate in the year prior to the previous FY)		
	Male	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
Permanent workers*	0	0	0	0	0	0	0		00

*Note: No resignations for worker category

V. Holding Subsidiary and Associate Companies (including Joint ventures)

21. (a) Names of holding /subsidiary/associate companies /joint ventures
Not Applicable.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act 2013: (Yes/ No)
Yes.
(ii) Turnover (in Crore) : ₹ 6,934.00
(iii) Net Worth (in Crore) : ₹ 4,045.19

VII. Transparency and Disclosures Compliances

23. 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 2021 Current financial year			FY 2020 Previous financial year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities							
Investors (other than shareholders)							Nil
Shareholders		151	0		67	0	
Employees and Workers (includes former employees)	Yes. The grievance redressal mechanism consists of immediate reporting manager, representatives of recognized Union, Dedicated Industrial Relations Managers, Welfare officers and HR Business Partners at each factory locations.	31	10	Grievances are addressed with mutual discussion in an informal way	24	4	Grievances are addressed with mutual discussion in an informal way
Customers	Yes	4086	399	Percentage of customer complaints which are open in the CCRP system and awaiting completion as at the end of the year (as on 31st December of 2021) is 0.34%	3622	138	Percentage of customer complaints which are open in the CCRP system and awaiting completion as at the end of the year (as on 31st December 2020): 0.18%
Value Chain Partners		4	1		4	1	
Others* (Anonymous reporters or others who do not fall under above categories)		14	6		12	6	
		51	18		41	12	

Note: *these cover anonymous complaints which were investigated by the appropriate internal investigation team. Above tables report on cases reported and closed during the year

24. Overview of the entity's material responsible business conduct issues

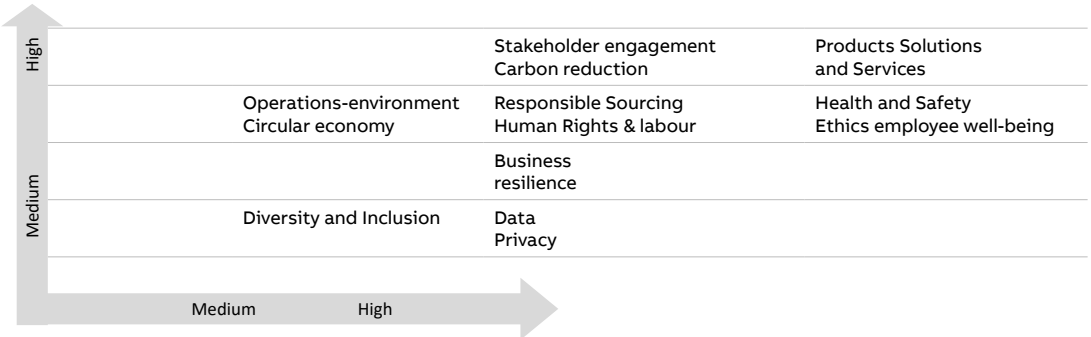
Please indicate material responsible business conduct and sustainability issues pertaining to environment and social matters that present risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Stakeholder engagement	Opportunity	Opportunity to engage and seek stakeholder inputs to integrate not business practices as appropriate	Have stakeholder engagement process set that is followed. The company has a continual stakeholder engagement process	Positive
2	Carbon reduction	Opportunity	Opportunity to move towards energy efficiency, fuel switching, combined heat and power, use of renewable energy, and the more efficient use and recycling of materials and address climate change	Several initiatives are underway internally to focus on carbon reduction and address efficiency and overall reduce emissions and address climate change	Positive
3	Products Solutions and Services	Opportunity	Opportunity towards improving products and services and from the sustainability aspects, address aspects of resource conservation, energy and climate change aspects	Internalized with R&D and all aspects of product and service management aspects	Positive
4	Operations-environment	Opportunity	Opportunity to bring in resource conservation and reduced costs along with mitigating negative impacts of non-compliances	All environmental compliances are met through a compliance tool and operational improvements undertaken to address key KPI under environment	Positive
5	Circular economy	Opportunity	Opportunity, circular economy can bring opportunities and positive impacts across industry. Make better use of finite resources, reduce emissions, Protect human health and biodiversity and Boost economies. Create more and better jobs.	Addressing circular economic cases that can aid the Company and have resource conservation and multi stakeholder co-ordination to achieve sustainable impacts	Positive
6	Responsible Sourcing	Risk	To positively manage responsible sourcing, across the supply chain and to seek voluntary commitment by on account social and environmental considerations including aspects of child, forced and bonded labour when managing their relationships with suppliers and lack of it can have non-compliance and reputational risk for the Company	Has programs and practices to review and handhold suppliers to adhere to sustainable practices and bring supply chain sustainability into mainstream	Negative
7	Human Rights & labour	Risk	Responsibility to identify and manage Human Rights risks in its operation and supply chain and mitigate from adverse risks and consequential damages	Have Human Rights policy and detailed process set along with due diligence procedures to evaluate Human Rights risks at all levels of operations	Negative
8	Health and Safety	Risk	Managing safety and health is an integral part of managing a business. Businesses need to do a risk assessment to find out about the hazards and risks in their workplace(s) and put measures in place to effectively control them to ensure these hazards and risks cannot cause harm to employees and workers.	Several initiatives and programs have been insisted to address all aspects of managing health and safety and closely monitored for continual improvements. The "ABB Way". The Group HSE/SA global management system continued to be a key element for its sustainability governance framework and being the single standard system based on internationally recognized sustainability standards, principles and commitments including ISO 45001 (OHSMS) and ISO 14001 (EMS	Negative
9	Ethics	Risk	Ethical behavior is acting in ways that are consistent with how the company views moral principles and values. Lack of adherence can have reputational risks arising out of lack of integrity, organizational relationship problems, conflicts of interest, and misleading advertising.	ABB has a very stringent policy on ethics and Integrity that applies to all. The ABB Code of Conduct provides a framework for employees and stakeholders to put business principles into practice with utmost integrity. Compliance is monitored and non compliance is strictly taken action upon.	Negative

10	Employee well-being	Opportunity	Employee well-being is critical to the Business operations and productivity and overall responsibility of the Company to manage well-being aspects of its critical stakeholder	Well-being initiatives have been undertaken for employees and workers. Some of the flagship programs include executive medical check-up for employees, wellness and mental health external continuous services, health related services at Occupational Health centers	Positive
11	Business resilience	Risk	Business resilience is an enterprise-wide aspect that encompasses crisis management and business continuity, and the need to respond to all types of risk that an organisation may face, from cyber threat to natural disaster, and much else besides.	The Company has a crisis management tool and protocol and systems to address and manage crisis including disaster aspects that has significant consequences.	Negative
12	Diversity and Inclusion	Opportunity	The company is powered by the diverse perspectives, skill sets and life experiences of their employees. To tap into the full potential of human diversity, the company looks at diversity and create an inclusive working culture underpinned by a fundamental sense of belonging, fairness and equity, enabling people to bring their 'full self' to work and achieve operational efficiency	The company has D&I focus with actionable plan to include diversity and inclusion in every way The ABB Sustainability targets doubling the number of women in senior management roles to 25 percent, and to have a comprehensive diversity and inclusion framework.	Positive
13	Data privacy	Risk	Risk as non-compliance aspects. Laws global and local require strict adherence with respect to data privacy	At ABB respecting personal data protection rights is a priority. ABB has adopted global data protection standards to ensure a standardized and high level of protection of Personal Data which is processed by ABB Group Companies worldwide. ABB respects personal data protection rights and is a priority. ABB has adopted global data protection standards to ensure a standardized and high level of protection of Personal Data which is processed by ABB Group Companies worldwide.	Negative

At ABB, the sustainability focus areas were determined through a thorough materiality analysis of the expectations and requirements of key stakeholder groups, including customers, Government, civil society representatives, analysts, suppliers, local communities and others. This exhaustive exercise was carried out in the previous year at the Group level. The materiality matrix is subjected to regular reviews. Through meaningful dialogue and close co-operation with key stakeholder groups, ABB works to shape and hone ABB's positions and policies to reflect the full range of our stakeholders' perspectives. In 2020, ABB conducted a comprehensive external stakeholder engagement process. The goal was to review stakeholder expectations and develop a qualitative basis for each business' materiality matrix. This process, which was completed in the first half of 2020, contributed to the creation of ABB's 2030 sustainability strategy and following are material issues identified through multi-stakeholder global engagement process:

Relevance to Stakeholder



Impact on ABB

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 Principle and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1.a Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs (Yes/ No)	Yes								
b. Has the policy been approved by the Board (Yes/No)	Yes								
c. Web Link of the Policies if available	Yes (refer to important links at the end of this report)								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/ certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001 OHSAS 18001 IGBC Certification TERI GRIHA Green building rating system								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has the ABB sustainability strategy 2030 that focused on key aspects of sustainability								
6. Performance of the entity against the specific commitments' goals and targets along with reasons in case the same are not met.	Yes. Key Performance targets across EGS parameters are set internally and monitored and acted upon continuously. The ABB 2030 Sustainability strategy was released in 2020 with complete review of the old one which was in place earlier								
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): "At ABB, we embed 'sustainability in practice' in everything we do in order to create long-term value. Towards this, we have a robust 10 points ESG framework for ourselves, aligned with our global sustainability goals, that governs our operations across all locations. The holistic, action-oriented framework covers all areas where we can make an impact from green infrastructure to greener processes and products. Further, we are committed to driving sustainability to the last mile through our association with our suppliers, partners, customers and the communities we serve."- Sanjeev Sharma, Country Managing Director									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies)	Environmental, social and sustainability aspects are discussed at the country steering committee chaired by Country Managing Director and senior management on a regular basis.								
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. Country Sustainability Task force have been established to uphold good sustainability governance and assure compliance with local legislations and ABB Group standards and customer expectations. The Task force teams also discuss, review and monitor every quarter on key sustainability performance indicators and decide on action plan if any to achieve the same. The Sustainability Task Force at the country level is chaired the Country Managing Director and Country Finance Officer, Country HR and Business Heads of Individual Businesses, who anchor their respective Business Sustainability Task Forces.								

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	Yes									On a regular basis								
Compliance with Statutory requirements of relevance to the principles and rectification of any non-compliances	Yes									On a need basis								

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency?
(Yes/ no). If yes, provide name of the agency
No

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

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)									
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

Fostering a culture of integrity
The Company is committed to fostering a culture where integrity is woven into the fabric of everything the Company does. Integrity is embedded in its people, businesses and processes. Non-compliant behavior is simply not an option. There are standards of behavior that the Company expects of its employees and business partners. The Company in line with the ABB Group has a robust compliance and integrity program. It has developed and implemented a systematic approach designed to prevent, detect, and resolve any potential integrity concerns. The Company's Integrity team is led by Country Integrity Officer supported by a central team in ABB Group for critical integrity related matters. The program works around three areas of Prevent, Detect and Resolve. This is supported by tools and processes and a zero-tolerance policy for any violations.

The Company's integrity program in line with the ABB Group has created an environment where all of its employees can be open about identifying risks, asking questions, and raising concerns. Integrity and transparency are the center of ABB's governance framework which is underpinned by five integrity principles in the updated Code of Conduct (CoC), which serves as the guide to do the right thing and follow the law, act honorably and treat each other with respect - and never retaliate against those who speak up. These policies apply not just to employees but also suppliers, partners and customers, who can all raise concerns at any level of the organization.

The Company emphasizes on the importance of fostering an inclusive culture that allows employees to exercise their voice and speak up when they have questions or concerns. The company understands and provides a culture of transparency to speak up and empowers everyone to work with utmost integrity, stand up to wrongdoings and other unacceptable practices, and be the cause for change. Along with the four values of Courage, Care, Curiosity and Collaboration, ABB's Code of Conduct (CoC) has five integrity principles that provides a guide to everyday behaviors of all the Company's employees. The COC has been adapted to be available on mobile. The ABB CoC is also the foundation of its commitment to ethical behavior and Human Rights.

The ABB Group directive with its standards and policies serves as a strong set of internal controls. Bribery and corruption are prohibited in all business dealings, whether with public officials or private sector business partners. As a rule, facilitation payments are not permitted. Mandatory, substance-based due diligence prior to the appointment of ABB representatives, such as third-party agents. Centralized, transparent approval process with appropriate controls over performance prior to any payments. Political and charitable contributions are subject to detailed internal policy and controls. Gifts, entertainment and expenses policy defines thresholds, approval processes and their documentation, with additional controls for public officials. Agreements with subcontractors and consortium partners are aligned with the Company's commitment to integrity in the performance of the contract, including commitments not to violate anti-bribery laws. The Company's suppliers are also required to maintain integrity standards which are satisfactory to the Company and all suppliers are to agree to the ABB Supplier Code of Conduct. Mandatory compliance due diligence for any joint venture or acquisition target like mergers and acquisitions is followed. There is a thorough integration strategy in place for the ABB integrity program. All current and new employees of the Company are required to take face-to-face and

e-learning training, and to acknowledge their commitment to adhere to the Code of Conduct. The Company maintains a regular re-acknowledgement process for the Code of Conduct by managers. The Company adheres to ABB Group's Antitrust guidance notes, which is designed to address practical business situations and focus on specific topics which could raise anti-trust concerns, including:

- Participation in trade association meetings
- Competitive intelligence gathering versus commercially sensitive information exchanges
- Participation in benchmarking exercises
- Pricing strategies

The Company's Anti-Corruption Policy is stated explicitly in the ABB Group directive on bribery and anti-corruption and emphasizes key components that are essential for ensuring strict compliance to anti-bribery laws but also refraining from corruption. The Company enforces a rigorous zero-tolerance policy against any involvement in bribery or corruption and has put in place robust policies to prevent bribery such as on gifts, entertainment and expenses, charitable contributions and representatives, and measures to ensure ethical supply chains.

There are several multiple reporting channels available to the Company's employees in case of detecting and reporting on integrity issues. Employees are encouraged to speak up and report integrity and compliance concerns and to seek guidance. All reports received are subject to appropriate investigation, follow up, and brought to full closure; through a systematic process and tracking system and the Company enforces a rigorous non-retaliation policy.

The Whistleblower Protection Policy of the Company creates a safe and confidential environment for employees to make such reports. This policy governs the reporting and investigation of alleged improper or illegal activities within the Company as well as the protection afforded to those employees who report them (the "whistleblowers"). In case of reported incidents, all reports are subject to appropriate investigation and are brought to full closure using systematic processes and tracking systems.

The ABB Business Ethics Hotline is available for employees to report integrity and compliance concerns or seek guidance. Toll-free calls are taken by an independent provider 24 hours a day, 7 days per week. (To reach ethics hotline, dial the country access code 000-117, when you hear the recorded message, dial the number 800-662-7219, or email to ethics.contact@ch.abb.com). Web-based reporting is also available. Stakeholder hotline for business partners also available (+41 43 317 33 66).

The Company has an Internal Complaints Committee for the prevention of sexual harassment as a part of the sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013 that aims to provide protection against sexual harassment of women in the workplace and for prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidentals thereto. The Company has constituted the Internal Complaints Committee at each location and establishments (all locations where more than 10 women are employed).

The Company, during the year, continued its efforts to communicate and provide training and awareness sessions to its employees on key ABB Group and Company policies on integrity including ABB code of Conduct, Conflict of Interest etc.

Essential Indicators

	1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:		
Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of the persons in the respective category covered by the awareness programmes
Board of Directors	Undertaken at the time of appointment and familiarized at regular intervals, in each board meeting / leadership discussion as specified in the next column.	Independent Directors of the Company at the time of their appointment are familiarized on the Company's Core Values, Code of Conduct including the purpose and the business it operates in. At each meeting of the Board/ Audit Committee, members also deliberate on key integrity matters that helps to reflect and focus on key strategies. As a part of Board, Audit and CSR agenda, members also discuss various sustainable initiatives of the Company, including regulatory and economic trends in the country. Executive and Non-Executive Directors being part of ABB leadership group, also undergo familiarization on various topics like integrity, sustainability, Human Rights, diversity and inclusion etc. at a group leadership level. As a result of all the above awareness, strong brand and governance framework is put in place, which is helping us to become a more focused, successful and value-creating Company.	100%

Key Managerial Personnel	1	Topics pertaining to Integrity and Ethics, Core Values and Code of Conduct are familiarized. This helps the KMP's to drive the Company's values and purpose in all key business activities.	100%
Employees other than BoD and KMPs	917	Integrity awareness covering Code of Conduct, Anti-Trust, GDPR and Respectful workplace.	32%
	4000	Awareness by way of periodical internal communication on sharing Integrity cases and action taken/lessons learnt are covered through Straight Talk	100%
Workers*	1187	ABB Code of Conduct	100%

Note* Training on integrity and ABB code of conduct is imparted to all workers across locations through face to face/ classroom sessions

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 based on 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 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					

			Non-Monetary		
	NGRBC Principle	**Name of regulatory/ enforcement agencies/judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/no)**
Imprisonment			NIL		
Punishment					

3. Of the instancing disclosed in question 2 above, details of 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 please provide a weblink to the policy.

The Company has Code of Conduct where anti-corruption or anti bribery is covered.

Weblink:https://search.abb.com/library/Download.aspx?DocumentID=9AKK107680A7765&LanguageCode=en&DocumentPartId=&Action=Launch

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 2021 (current Financial year)	FY 2020 (Previous Financial Year)
Directors	NIL	
KMPs		
Employees		
Workers		

6. Details of complains about conflict of interest

	FY 2021 (Current Financial year)		FY 2020 (Previous Financial Year)	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	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
   Nil

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any principles during the financial year: In the Company's Supplier code of Conduct and general terms and conditions, the Company has emphasized on all integrity aspects which are applicable to all suppliers.

Total number of awareness programmes held	Topics /principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
To be started from 2022 such as ABB Code of Conduct Supplier Code of Conduct, Conflict of Interest, Data Privacy etc,		

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.



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

Innovation and Research

Each year, the ABB Group invests significantly in research and development. The research and development focus on developing and commercializing the technologies, products and solutions that are of strategic importance for the future growth of the organization. Out of approximately 7,000 employees in research and development, more than 60 percent are focused on software and digitalization all at the ABB Group level with R&D activities also at the Business and country level at the Company.

Essential Indicators

The ABB Group R&D activities are spread across seven countries, and the central corporate research centers bring together an international team of highly skilled scientists. In addition to continuous product development, and order-related engineering work, ABB develops platforms for technology applications in its businesses in research and development laboratories, which operate on a global basis. The organization seeks to maintain a balance between short-term and long-term research and development programs and optimize its return on investment. It protects the results of its R&D by holding patents, copyrights and other appropriate intellectual property protection.

To complement the business-focused product development, the businesses invest together in collaborative research activities covering topics such as artificial intelligence, software, sensors, control and optimization, mechatronics and robotics, power electronics, communication technologies, material and manufacturing, electrodynamics or electrical switching technologies. The organization has several collaborations with Universities which are incubators of future technology. It has partnered with more than 100 leading universities and research institutions around the world to build research networks and foster new technologies. The result of the investments in research and development is that ABB is widely recognized for its world-class technology. Technology has been deeply embedded in its DNA since its founding and has carried the organization through its century-long history and a reason for customers and partners turn to ABB for help on their biggest challenges. The focus has been on R&D and Capex investments that help improve environmental and social impacts. ABB works to increase its portfolio of energy-efficient products, through its own R&D and through collaborative partnerships and acquisitions. It is estimated that 70-80 percent of the ABB Group R&D budget goes to products, systems and services that help customers reduce their GHG emissions.

ABB and the Company have processes to upgrade and reuse robots; for recycling of electric motors; and has processes in place on to meet EU WEEE legislations. Life Cycle Perspective is mandatory in all product development in ABB, while producing a formal LCA is not mandatory. ABB is doing increasingly more life cycle assessments for its products, following renewed interest from customers. From a product stewardship perspective, the ABB Group uses a process called the ABB Gate Model for product and technology development. Sustainability aspects are built into this model and includes a standardized Life Cycle Assessment (LCA) procedure for select products are done at the Group level. The ABB Group also develops Environmental Product Declarations (EPD) to communicate the environmental performance of core products over its entire life cycle. EPDs are based on detailed LCA studies conducted using the LCA model and declared according to international standard ISO/TR 14025. LCA and EPD are co-ordinated and reached at the ABB Group level. Thus far the ABB Group has conducted for over 70 ABB products. and these also have environmental product declarations (EPD). EPD's provide quantitative information on all concerned aspects in comparable terms, for example energy used, resources, materials used, global warming effects and use of non-renewable resources in each one of the phases. LCA's and EPD's are coordinated and reached at the ABB Group level.

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

2.a. Does the entity have procedures in place for sustainable sourcing? (Yes/no)
   Yes. Responsible sourcing has been an area of focus for many years, with a series of policies and programs in place to strengthen performance and partnerships in the supply chain. The issue has been prioritized in ABB's Sustainability objectives and commits the Company to understand and manage well the social and environmental risks and impacts of sourcing practices. Through collaboration with its business partners, the Company aims to enhance supplier relationships, ensure the highest quality standards and create a sustainable supply chain. With a large and complex supply chain, this is a considerable

undertaking, but it is central to business success. Efforts are underpinned by governance measures such as the ABB Supplier Code of Conduct and global initiatives like the Supplier Sustainability Development Program.

b. If yes, what percentage of inputs were sourced sustainably?
Not Available

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?
Refer to above - Innovation and Research section on LCA perspective

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: Nil

Supply chain sustainability

Responsible sourcing has been an area of focus for many years, with a series of policies and programs in place to strengthen performance and partnerships in the supply chain. Through collaboration with business partners, the Company aims to enhance supplier relationships, ensure the highest quality standards and create a sustainable supply chain. Efforts are underpinned by governance measures such as the ABB Supplier Code of Conduct and global initiatives like the Supplier Sustainability Development program. The ABB Supplier Code of Conduct (SCoC), published in multiple languages, clearly explains the requirements with regard to areas such as Human Rights, fair labor conditions, business ethics, health & safety and environment & material compliance, as part of ABB's general terms and conditions from its existing and potential business partners.

In 2021, the Company transitioned its successful Supplier Sustainability Development Program (SSDP) to Sustainable Supply Base Management (SSBM). In the new SSBM, it has targeted to address the sustainability topics at each stages of supplier life cycle management and considered as 'beyond audit/compliance' approach. In the new structure business is at the driver seat compared to earlier corporate approach.

During new supplier registration stage, the supplier commits to adhere to the Company's Supplier Code of Conduct. In supplier qualification stage the supplier needs to answer a self-assessment questionnaire which focuses on various sustainability aspects including other business requirements. Depending on the result of this self-assessment and other important parameters, further due diligence is implemented. Once the supplier is part of its supply base then a risk-based approach is followed for monitoring their sustainability performance. This is like the earlier SSDP where the Company engages with the selected suppliers for training, onsite assessment & follow up audits till closure of all findings.

The continued Covid-19 pandemic thrown uncertainties around travel, factory operations, lock downs & shutdowns and impacted overall supply chain in many ways. The Company has calibrated its SSBM assessment approach to a hybrid model of onsite assessment & remote assessment by using digital tools & technologies based on local situation. This was a shift from traditional assessment method to a new and agile model. Continuous communication, quick response to the dynamic situation and the adaptability to the new model have helped the Company to manage the overall program effectively.

In the new resilient SSBM model, ABB continues to train, coach, and assess selected high-risk suppliers on sustainability topics. Every year new risks are identified, and earlier ones are closed. Closure timeline of such risks vary from a month to a year depending on the severity of findings. Some complex issues may require a joint effort to resolve with longer timeline. Due to the ongoing identification of new risks and the time required to mitigate them, the closure rate of identified risks can never be 100 percent, despite best efforts. During the year at the Company, 11 suppliers have been trained on sustainability requirements. 22 suppliers were assessed for such requirements during 2021.

This program helped the participating suppliers identify and mitigate risks and strengthen their systems. Through this program, the risk profiles of the selected suppliers have shown steady improvement, as depicted in the charts below (the charts represent the risk profiles of suppliers selected from 2010 to 2021, before and after corrective actions under the SSBM). In 2021, 01 supplier who did not show commitment to fulfill the requirements of the Supplier Code of Conduct was blocked. Business with these suppliers can only resume after they have demonstrated compliance with the ABB Supplier Code of Conduct.



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

The Company's Human Resources (HR) is all about people - from leadership, performance and talent development, to rewards and career opportunities. The Company's HR colleagues seek to create competitive advantage by dedicating resources to attracting, developing and retaining talented individuals who are diverse, care about others, collaborate well, are curious and have the courage to innovate every day.

Caring for its employees

The safety of its people and assets are a priority, embedded in the Company's core values. The Company remained focused on this priority even during the pandemic and continued its focus on established safety programs across factories, offices and among the service teams. The Company focused on assisting and encouraging employees, business teams, vendors and various stakeholders on adhering to practices for human safety and safe working conditions. With the pandemic that continued to hamper activities urged the Company to continue its focus on health and safety of its employees.

Country task-force and location task-forces were established, which met daily to take stock and review the pandemic situation including applicable guidelines, Government directives and took key decisions including assistance to employees in terms of critical care and medical requirements arising out of the pandemic.

The Company prepared Covid-19 control guidelines, self-declarations forms, travel restriction guidance notes. Set protocols were constantly reviewed and communicated to its employees at regular intervals. A Covid-19 repository on the Company's intranet ensured all resources and information were collated at a single point for ready reference of employees. Vaccination of employees and contractors was a focus along with Covid appropriate behavior to keep the Company's workforce safe. Efforts were pre-dominantly around awareness creation and on communicating the need for vaccination. Vaccination camps were organised at the Company's premises that enabled its employees to voluntarily opt and get themselves and their immediate family members vaccinated for Covid-19. A total of around 40 vaccination drives spread across locations were conducted resulting in around 10,000 number of employees and contractors being benefitted from these drives. Several mental and well-being training programs directly by the company and also through third party services providers on-boarded were rendered to all employees

The Company's safety performance showed clear, sustained improvements, fully supporting the HSE/SA global management system - "The ABB Way". The Group HSE/SA global management system continued to be a key element for its sustainability governance framework and being the single standard system based on internationally recognized sustainability standards, principles and commitments including ISO 45001 (OHSMS) and ISO 14001 (EMS). In the current year, risk based internal audits and self-assessments were carried out to review compliance for continual improvement.

The Intelex, a cloud-based software system was continued for environment, health, safety, and security incidents reporting management. The Company in line with the ABB Group initiative followed the Electrical Competency Authorization Program (ECAP). This program defines four levels of electrical competency and the requirement of local business line managers to authorize employees to perform work defined at each level of competency. Currently ECAP has been deployed and the implementation completed with full feature scope and is being strictly followed by all ABB's businesses.

The Company takes the management of HSE & Security risks very seriously and aims to reduce risks to the lowest practicable level and, wherever possible, eliminate those risks. In line with the HSE/SA management standards the Company has developed a risk management procedure called Activity Based Risk Assessment (ABRA) that aims to protect people, the environment and its business from harm and is essential in assuring a successful and responsible business operations. In line with the ABB Group, it has adopted a simple 5 phase approach to managing HSE & Security risks at all levels, which allows its risk owners to make good decisions based on sound risk assessments. The overall aim is to make risk assessment a business improvement tool, not just a HSE & Security tool. The risk management process delivers the following:

I. Process Improvement - A simple 5 phase Standardized approach to risk management
II. Efficient - Eliminates excess paperwork and duplication to reduce complexity
III. Quality improvement - Focusing on what really matters (quality vs. quantity)
IV. Performance improvement - A focus first on truly controlling and eliminating risks – not mitigating against them once they have been realized
V. Accountability - owned by managers, conducted and supported by the workers

The Company apart from its Group safety systems and directives has also adopted country governance models and assessment tools for safety established such as such as The Safety Task Assessment Risk Reduction Talk (STAART) meetings were effected that captured feedback from employees and shopfloor workers and has helped the Company to report and resole inherent hazards in turn helping to reduce incidents numbers year after year. The Company's HSE team continued its regular activities in terms of management of the global HSE management system across the businesses. Continued importance on hazard resolution, behavior-based safety and leading from the front. Due to the ongoing pandemic in the year, the Company's flagship behavioral safety implementation program by people managers (SOT) was severely impacted. Being a technology driven Company, it quickly revamped its capabilities and conducted SOTs digitally and has clocked a total of 5601 SOTs and the program has sustained even with virtual SOTs in the year indicating the ease and the fast adoption of digital means to continue its focus on safety even during the pandemic.

The Company continued to follow and have its efforts to address service safety and safety for engineers across its customer sites. Remote monitoring and adherence to safety protocol and permits were strictly followed. Safety of employees visiting customer sites for service and to attend Annual Maintenance Contracts (AMC) was a challenge during the pandemic. Continued support from the business and strict adherence to the protocols by the teams was encouraging as there were no cases reported while making sure continued customer focus and business continuity.

Several initiatives to address physical and mental well-being of its employees continued to be driven all along. The Company has an online 24/7 Telemedicine and employee assistance program services set up and these were extensively used by employees during the pandemic serving as an online counselling, advisory platform, to deal with anxiety associated with the pandemic and for other personal, mental, and health related issues and guiding employees in need. Covid-19 care packages were also provided to employees and their family members to get timely advice on various health issues without visiting hospital and 14 days monitoring by the Company's physician and nutritionist for Covid-19 positive cases was organized.

Health awareness and health promoting programs continued to be rendered by occupational health professionals of the Company on various platforms. During the year, they also provided frequent updates on the Covid-19 virus its strains, potential impact and Covid-19 appropriate behaviour and precautions and treatment options.

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 availed**		**Day Care facilities*** **	
		Number (B)	**% (B/A)**	**Number (C)**	**% (C/A)**	**Number (D)**	**% (D/A)**	**Number (E)**	**% (E/A)**	**Number (F)**	**% (F/A)**
Permanent employees											
Male	2636	2636	100.00%	2636	100.00%			95	3.60%		
Female	257	257	100.00%	257	100.00%	4					
Total	2893	2893	100.00%	2893	100.00%						
Other than Permanent employee (workers)											
Male	1108	335	*	1108	100.00%			30			
Female	79	3	*	79	100.00%						
Total	**1187**		**	**1187**	**100.00%**						

Note:*** Due to the pandemic day facilities were closed.

* 338 number of individuals are covered Self-funded scheme full reimbursement from Company

** Male	707	Covered under ESIC
** Female	52	Covered under ESIC
	759	
** Male	66	Apprentices not under any health insurance scheme
** Female	24	Apprentice
Total	90	

2. Details of retirement benefits for Current FY and Previous financial year

Benefits	FY 2021 Current financial year			FY 2020 Previous financial year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	99.83	92.42	Yes	99.83	93.19	Yes
Gratuity	97.17	28.48	Company contribution	99.18	35.11	Company contribution
ESI	0.00%	65.12%	Yes	0	58.32	Yes
Others- please specify						

3. Accessibility of workplaces

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

Yes. The Company is committed to promote and to have an inclusive and diverse workforce. Diversity and inclusion are aspects consistently focused on by the Company and hence aspects of accessibility and equity are equally important and are considered. All the Company's existing and new infrastructure has a comprehensive plan to address accessibility of workplaces especially for differently-abled people. Work areas, rest rooms, common areas and areas for movement in and around facilities have been designed with all accessibility aspects in mind.

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 Employment Opportunity (EEO) and Affirmative Action Employer encouraging diversity in the workplace. All qualified applicants will receive consideration for employment without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

Website: https://careers.abb/global/en/equal-employment-opportunity-and-affirmative-action

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

Gender	Permanent employees		Non-Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	N.A	N.A
Female	100%	100%		
Total				

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

Employees can report their concerns initially to their direct management, country integrity officer, country human resources manager, or alternatively, through their country specific Business Ethics Helpline number. All stakeholders that have a business relationship with ABB have multiple communication channels: Telephoning the ABB stakeholder helpline at + 41 43 317 33 67 (international call rates apply). This service is provided by an independent third party and is available 24 hours a day, 7 days a week. Reports can only be made in English which can be tracked. Communication can be made also through a web portal- https://abbgroup.ethicspoint.com

	Yes/No (If yes, then give details of the mechanisms in brief)
Permanent Workers	Yes (as above)
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

The Company has several unions at its factory locations representing workmen. All permanent workmen are members of the unions and are covered and governed by Collective Bargaining Agreements signed with respective locations. The list of locations with unions and with the names of the Unions are as below:

1. Bangalore Location – ABB Employees Union
2. Faridabad Location – Hindustan Electric Union
3. Nashik Location – Association Engineering Workers
4. Vadodara Location – HBB Staff Association and ABSA Employees Union

8. Details of Training given to employees and workers:

Category	FY 2021 (Current Financial year)					FY 2020 (Previous Financial year)				
	Total (A)	On Health and safety measures		On skill upgradation*		Total (D)	On Health and safety measures		On skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No E	% (E/D)	No (F)	% (F/D)
Employees										
Male	2573	2146	83%			1540	845	55%		
Female	316	216	68%			156	74	47%		
Total	2889	2362	82%			1696	919	54%		
Workers (Contract employees)										
Male	2471	2372	96%			1024	945	92%		
Female	156	125	80%			53	47	89%		
Total	**2627**	**2497**	**95%**			**1077**	**938**	**87%**		

Note:* Several skill upgradation programs have been taken up by employees on HSE

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

Throughout the year, line managers and employees regularly review and discuss performance, development and career path for all employees. This dialogue in which the Company seeks to align its employee interests and business needs. Outcomes of ongoing conversations is agreed upon as a development plan and key development actions for the employee to build and develop on. All employees undergo this career development reviews. ABB uses a SAP based group HR Tools solution for managing the Performance and Development Appraisal process. This solution is implemented as a global process. The PDA Administrator has a role to play in the Performance and Development Appraisal Process and has the following performance processes;

- Launching the annual appraisal and informing the employees
- Monitoring and supporting the whole process throughout the appraisal cycle
- Reviewing the final appraisals country wide for compliance purposes (reporting function)

With regards to worker category, they are covered under by the long-term settlement/ collective agreements with the unions.

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system:
Yes. The Company is committed to putting HSE/SA at the center of all its activities, including materials sourcing, product design, operations and services. In addition to fulfilling its compliance obligations to legal and other requirements, it is committed to:

Provide safe and healthy working conditions for the prevention of incidents and work-related illness.

- Protect and prevent undesired effects on the environment, increase resource efficiency, including energy, water, materials, and support efforts to combat climate change.
- Ensure the availability of information and invest to achieve its objectives and targets.
- Promote a “Don’t look the other way” culture to raise awareness, ownership, report unsafe behaviors, engage employees and recognize good practices.

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

Safety Incident/Number	Category	FY 2021 Current financial year	FY 2020 Previous financial year
Lost Time Injury Frequency Rate (LTIFR) (per one million -person hours worked)	Employees	0.01	0.03
	Workers	0.07	0.06
Total recordable work-related injuries	Employees	3	6
	Workers	6	4
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

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

Aligning with the global directives and at the same time taking into account the on-ground behavioral pattern / training needs, it has implemented an HSE/SA management system based on internationally recognized sustainability standards, principles and commitments:

- The HSE/SA governance defines its policy, organization and standards to meet its objectives. It updates these items regularly to ensure that its governance consistently embodies its values and strategic direction.
- The initiative named ABB & You defines its individual roles and responsibilities and secures the necessary resources for the implementation and maintenance.
- Planning & risk analysis identifies opportunities to eliminate hazards, and to reduce risks and adverse impacts.
- Competence, communication & support: It aims provide training, information and support to ensure good participation and consultation of colleagues for ideas and effectiveness of its programs
- Operations specify adequate risk controls and manage change.
- Monitoring & measurement assesses the status of operations and objectives and drives priorities and performance.
- Learning from experience ensures that shares good practices and support continuous improvement of its HSE performance.

.

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

Complaints on the following made by employees and workers

	FY 2021 (Current Financial Year)			FY 2020 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil			Nil		
Health and Safety	Nil			Nil		

Diversity and Inclusion (D&I)

A culture of diversity, inclusion and equal opportunity is critical to its business success and makes it stronger. The Company strives for a culture where individual differences are not only welcomed but celebrated. The Company seeks to create an inclusive environment where everyone feels safe, treated with respect, and can succeed. The four values, Courage, Care, Curiosity, and Collaboration guide and shape the actions of the Company and interactions with each other, its customers, partners and society as a whole.

The Company's D&I journey at ABB began with a focus on gender and has expanded to include LGBTQ+, abilities, generations, and ethnicity. Underscoring all of these areas of diversity is an appreciation for diversity of thought. The Company has conducted 16 sessions covering 382 ABB India leaders on interrupting "Unconscious bias" to build an inclusive culture.

Diversity Dimension: Gender

The Company has successfully conducted its flagship Women Leadership program called RISE and so far 91% of the participants have completed the program since its launch in 2019. The Company has also designed a unique program called "With her, beside her" collaborating with its CSR team and external partner focused on women education skilling and empowerment. This program is designed to help elevate the impact of women – enabling them to navigate the business landscape, the social challenges, develop and leverage their talents, and step into roles of greater influence. Part of this initiative mentor - mentee [program has been rolled out to build a peer network for collegial learning as well

as gain exposure to different ABB leaders and speakers. There are 33 mentors in this program from the Company and 41 mentees who are underprivileged yet meritorious engineering students who are connected and this was successfully launched during the year.

Diversity Metrics	Company % current year 2021	Previous year 2020	Target 2020
Diversity %	15.4%	14.3%	15%

Diversity Dimension LGBTQ+

This year the Company has approached this aspect by first bringing sensitization workshop for all leaders at the top. Approx. 250+ leaders have been sensitized in the last quarter of 2021. The company has created a pool of 30 trainers within this organization so that they can continue our sensitization program for all individual contributors and to the new hires on this dimension. The Company has also introduced the concept of Gender-neutral washrooms in all its office locations all over India.

The Company has introduced the concept of parental leave policy as well during the year.

Dimension of Specially-abled

This year the Company focused on the inclusion of the specially-abled people and worked towards enhancing access of the socially abled within the organization. The Company has conducted 4 differently-abled awareness workshop covering 160+ leaders from all the business of the Company.

Specially-abled hire status - Dimension of Generations

Born	Born Year	Age Group	Count	Percentage
Gen Z	1997 – 2012	9 – 24	227	3%
Millennials	1981 – 1996	25 – 40	4776	70%
Gen X	1965 – 1980	41 – 56	1678	25%
Boomers II	1955 – 1964	57 – 66	102	2%

People Development

People Development is an integral part of the Company's vision to become a world-class learning organization known for developing new age leaders and to strengthen ABB's ability to achieve goals by developing exceptional leaders and grooming the employees. The Company underwent a change in the learning approach for leadership creating focused learning for employees. As the Company moves from a centralized to a decentralized model, there were two wings of People Development that emerged. First, the individual Business Talent and Learning extensively focused on that business area and the other is Corporate Leadership Learning Ecosystem team (LLE) which focuses on strengthening and developing the leaders, while, the learning offer to Critical Soft Skills (CSS), Customized-Targeted Learning Programs (CTLP) and Soft Skills Development (SSD) programs continued to enhance the learning path. The LLE is targeted towards leadership skills, for developing a high performing team, building relationships, integrating leadership and management, building collaborative culture and driving innovative change, thus creating a learning ecosystem. Hi-potentials, first line mangers, middle managers, senior leaders and executive leaders are part of these programs. CSS programs are extensively focused on skills like, Agile learning, Language training, Diversity & Inclusion and Digitalization. CTLP is targeted for High potentials in the organization by giving them an outside-in perspective and involves internal and external learnings. SSD programs are catered to all permanent employees of the Company which covers the scope of all the soft skills training required to do the job in a better way.

During the year the Company continued the moment of initiatives like:

- AMEA Classroom in The Air (CiTA) which focused on different topics of which is a continuous learning resource for all the employees in AMEA for which employees could join on voluntary basis
- Focused learning experience for HR Business Partners (FLEX) thus enabling them as a strategic partners
- Wednesday Learning Snippets (FWLS) e-Learning via Learning Management System (LMS) was incepted covering all employees
- Other initiatives of LEAD and RISE continued the momentum in 2021
- Apart from these learning programs, Organizational Development (OD) interventions like Building Connect, Change Management, Feedback Giving & Receiving, Leadership Learning Series and Mentoring, were customized and catered as per business needs

The LLE was highlight of 2021 as the Company partnered with Harvard Business to create learning pathways for managers using two platforms 'Harvard Managementor' and 'Harvard Spark'. Apart from this the learning also included tailor-made programs on the Company's core value of Courage, Care, Curiosity and Collaboration.

Though the pandemic situation continued, there were lot of virtual programs facilitated covering ~2369 employees (~83% of total head count). The learning was recorded at 65,824 person hours overall marking 2.9 person days of learning, which means, every employee in the Company went through approx. 23 hours of learning in 2021.

The Company focused on several general training and skilling programs for its employees details as below:

Category	FY 2021 (Current Financial year)					FY 2020 (Previous Financial year)				
	Total (A)	General Training		On overall skill upgradation		Total (D)	General Training		On overall skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
					Employees					
Male	2619	302	11.5%	1823	69.6%	2663	2558	96.1%	1534	57.6%
Female	226	49	21.7%	195	86.3%	253	192	75.9%	245	96.8%
Total	2845			2369	83.3%	2916			4529	155.3%



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

Listing to and engaging with stakeholders

The Company has a wide variety of stakeholders and engaging with them helps the Company understand their needs and supports its business. In recent years many of the Company's key stakeholders – customers, investors, suppliers, representatives of civil society and employees – have been increasingly asking about different aspects of sustainability performance of the Company. This has helped it to understand its priorities as well as on areas of sustainability that are material to its business success. Detailed consultations with both external and internal stakeholders both at the global and Country level were instrumental in developing the ABB Group Sustainability Strategy 2030.

Essential Indicators

1. **Describe the process for identifying key stakeholder groups:**
   The ABB Group has produced a systematic approach to holding an effective sustainability stakeholder dialogue. The following are the key identified stakeholders and details of interactions with them by the Company:

Key identified Stakeholders	Details of stakeholder interactions
Business	
Customers	Various customer focused seminar/ events and programs
Suppliers	The SSDP and continuous ongoing interactions with vendors
Investors	Annual general body meeting, quarterly analyst call, one-to-one meetings (need basis), factory visits (on request)
Employees	Various employee welfare programs, ongoing HSE and sustainability programs, and awareness cum training sessions
Competitors	Through industry bodies, associations, seminars, exhibitions and events
Government and Regulators	
Regulators	Meetings and interactions for compliance requirements, permits etc.
Trade bodies	Seminars, conferences and sharing good practices
Civil Society	
International organizations	Partnerships for R&D and CSR activities
Local communities	Ongoing interactions for CSR activities with the communities
Academia and scientific community	Ongoing R&D and educational partnerships, seminars meetings, campus connect programs, and one-to-one interactions
Media	Seminars, meetings, and one-to-one interactions for communication and branding
NGOs and civil society organizations	Partnerships and interactions for implementation of CSR agenda
Trade Unions	Right of all personnel to form and join trade unions of their choice and bargain collectively

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

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

   Yes. In recent years ABB at the Group level has been carrying out surveys with stakeholders that impact its sustainability strategy and priorities as the organizations is going forward. Consultations with both external and internal stakeholders both at the global and Country level were instrumental in developing the ABB Group Sustainability Strategy 2030.

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

   Women, the elderly, adolescents, youth, and children, persons with disabilities, are some of key vulnerable group identified as they experience the highest degree of socio-economic marginalization. Marginalized people become even more vulnerable in emergencies. These groups have limited capacities and opportunities to cope and adapt and hence the Company has priority to address these groups and gives them priority assistance and engages with institutional partners who work with them. Several programs under the Company's CSR have been implemented to address the above vulnerable groups.



PRINCIPLE 5 Businesses should respect and promote Human Rights

Recognizing Human Rights

The Company is committed to support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Core Conventions on Labor Standards, the UK Modern Slavery Act and other similar laws and principles.

The Company recognizes that respect for Human Rights is an essential principle of our organization and it is an integral part of our ABB Code of Conduct and our ABB Sustainability Strategy 2030.

Respect for the dignity of the individual and for the importance of each individual's Human Rights forms the basis of the behaviors, the Company expects of every individual who works for us, either as a direct ABB employee or indirectly or through its supply chain. The Company does not accept any form of discrimination, harassment or bullying within ABB or its supply chain. To this end we require all of our managers to implement processes designed to ensure equality of opportunity and inclusion for all ABB employees as well as for individuals employed in our supply chain. These include requiring suppliers to take measures to avoid any form of forced, bonded or compulsory labor (or any other kind of modern slavery or human trafficking). Recognizing the extremely complex nature of modern slavery, we continue to emphasize the importance of collaboration and learning from others. ABB engages with Human Rights NGOs and are long-standing and active members of the Global Business Initiative on Human Rights and the UN Global Compact.

ABB has in place a range of key policies and processes that help to prevent child or forced labor within its operations and its value chain. These include the ABB Code of Conduct, ABB Supplier Code of Conduct, ABB Policy Combating Trafficking in Persons, ABB Policy on Conflict Minerals, Human Rights policy, Social policy, our supply chain and contractor questionnaires, as well as internal policies.

Governance has been reinforced at global and local level. ABB has created a Human Rights Working Group including representative from each Business Area to ensure co-ordination and to better embed Human Rights in internal processes.

The role of Human Rights Champion has been defined to build Human Rights knowledge and competences in employees in relevant functions such as marketing and sales, procurement and operations to implement Human Rights programs in respective functions. Human Rights Champions have been also nominated in relevant business countries as expert on human rights.

The emphasis on Human Rights is of utmost priority to ABB and the Group continued to map and improve internal risk identification and risk assessment process, and to expand human rights understanding with new training modules and internal communication.

In 2021 a new Human Rights internal audit plan has been launched, the ABB Supplier Code of conduct revised, a new Third Party Management process is under definition, Human Rights risk analysis has been reinforced at the tender Risk Review. Grievance mechanism and remediation is ensured through the Business Integrity Helpline.

Essential Indicators

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

   All employees are provided with Human Rights training. There are e-modules on the topic on learning management tools. For all new employees who are onboarded, Human Rights awareness is part of the induction session. For worker category face to face/ classroom session on ABB Code of Conduct is done which includes aspects of Human Rights.

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

   As both Central and State Government have authorization over fixing the wages, the State Governments fix their own scheduled employments and further release the rates of Minimum Wage along with the VDA (Variable Dearness Allowance). Wage boards are set up to review and fix minimum wages at specified intervals. The wage rates in scheduled employments differ across states, sectors, skills, regions and occupations owing to a lot of differentiating factors. Hence, there is no single uniform minimum wage rate across the country and the revision cycle differs for each state. However Minimum wages are paid and adhered to by the Company as per the Minimum Wages Act, 1948.

3. Details of renumeration /salary/wages in the following format:

	Male		Female	
Board of Directors (BoD)	**Number**	**Median renumeration /salary/wages of respective category**	**Number**	**Median renumeration /salary/wages of respective category**
Key Managerial Personnel	3	20688360	0	0
Employees other that BoD and KMP	2581	1317000	227	1006000
Workers	335	945421	3	1596980

4. Do you have a focal point (Individual/Committee) responsible for addressing Human Rights impacts issues caused or contributed to by the business? (Yes/No)

   Yes. To ensure the most salient human rights risks are understood and managed across ABB, the Company has implemented an operating model that brings Human Rights accountability and expertise to all ABB Divisions, beyond the Corporate and the Group level. The Human Rights Working Group aims to amplify Human Rights concerns in everyday decision-making and promote cross-functional collaboration. A growing network of Human Rights champions has been formed and is also proving effective. These internal experts are appointed in diverse functions – from marketing and sales to supply chain management and operations – and trained to identify Human Rights risks specific to their businesses. This set-up enables a more efficient integration of Human Rights principles in business decisions and fosters internal knowledge-sharing. Based on the success to date, the businesses are evaluating ways to optimize the network to cover risks specific to certain countries and regions. The Company focuses on the next phase of its Human Rights plan to reinforce accountability and further strengthen responsible business practices in local operations.

5. Describe the internal mechanism in place to redress grievances related to Human Rights issues.

The Company has a number of grievances related to human rights filed, addressed and resolved through formal grievance mechanism. ABB has a number of formal grievance mechanisms, including a third-party run Business Ethics hotline available round-the-clock to internal and external stakeholders, and an Ombuds Program, where employees can report concerns, if they wish, confidentially

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

	FY 2021 Current Financial year			FY 2020 Previous financial year		
	Filed during the year	**Pending resolution at the end of the year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of the year**	**Remarks**
Sexual Harassment	01	01	Reported case is under inquiry.	02	0	During the year 2020, the Company has received one complaint of sexual harassment where appropriate action was initiated, accordingly the matter stands closed.
Discrimination at workplace (discriminations based on caste, age, gender, ethnic backgrounds, or other factors etc.)	3	3		0	0	The complaints pending resolution at close of the year 2020 were closed in 2021.
Child labour	Nil	Nil		Nil	Nil	
Forced labour/Involuntary Labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	Nil	Nil		Nil	Nil	

7. Mechanisms to prevent adverse consequences to the complaints in discrimination and harassment cases.
As per the ABB Code of Conduct. Refer to Principle 1 section

8. Do Human Rights requirements form a part of your business agreements and contacts?(Yes/No)
Yes. The ABB Code of Conduct includes aspects of Human Rights. All agreements with external stakeholders have to mandatorily adhere and understand to comply with ABB Code of Conduct. All existing suppliers and new suppliers acknowledge the ABB Code of Conduct.

9. Assessments for the year
ABB focuses on the next phase of its Human Rights plan to reinforce accountability and further strengthen responsible business practices in local operations. ABB at the Group level has established an effective base for supplier screening, qualification and monitoring. The project screening processes are being strengthened to flag potentially negative social and/or environmental impacts throughout the project lifecycle, in effect allowing ABB to make even more informed decisions. Human Rights criteria such as child labour, forced /involuntary labour, sexual harassment, discrimination and all other Human Rights aspects are encompassed in the risk review process for potential mergers and acquisitions.

Additionally, the company is increasing self-assessments and periodic audits. This internal assessment program for Company's sites covers employees as well as contractors. Also, an analysis of the most salient Human Rights risks is being updated, a process that is essential to determining exposure to potential violations and short- and medium-term Human Rights priorities.

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing Human Rights grievances/ complaints.
   Yes.

2. Details of the scope and coverage of human rights due diligence conducted.
   Yes.

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.

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	Yes
Discrimination at workplace	Yes
Child labour	Yes
Forced/involuntary labour	Yes
Wages	Yes
Others - Please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessment at Question 4 above.
Not Applicable.



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

Environmental safeguard beyond compliance

The Company has embedded ethical and transparent governance where it ensures strict adherence to the laws of the land. Environment legal compliance management has been considered as a risk and opportunity and addressed with utmost importance. In order to ensure real-time monitoring of legal compliance management, the Company has been using an online monitoring tool. The Company has also provided a robust system to regularly map the emerging regulations to ensure smooth compliance management.

All of the Company's operations comply with the provisions of environmental laws, guidelines, and rules as mandated by the Government of India – Central and State. There were no monetary fines/ penalties for environmental non-compliances paid by the Company during the year.

Committed towards sustainable business

The Company's sustainability targets 2030 clearly demonstrates its commitment towards creating a sustainable business environment by adopting various eco-friendly practices including addressing and involving its value chain. In order to operate risk-free sustainable business, all of the Company's manufacturing plants have been certified with ISO-14001:2015 and ISO-45001:2018 standards. The Company is also continually improving Environmental, Social and Governance (ESG) performance through group "ABB Way" standards that helps it to enhance environmental and safety performance through more efficient use of resources and reduction of waste, providing safe workplace of employee and contactors along with handholding and gaining the trust of stakeholders & across its value chains.

In line with the ABB 2030 sustainability commitment & targets, the Company is realizing its environment goals through clearly defined 3 milestones-based approach:

i. Green factory buildings
ii. Green manufacturing
iii. Green products

i. **Green factory buildings related initiatives:**
Under Green factory building approach, the Company is further strengthening its existing environment initiatives based on Leadership in Energy and Environmental Design (LEED) & Indian Green Building Council (IGBC) requirements to make all of its plants & offices more sustainable with major focus on:
   - Energy management improvement focusing on strengthening monitoring systems, improving lighting efficiency, enhancement utilization of green power, high Solar Roof Index (SRI) for maximum coverage of exposed roof etc.
   - Water management optimization with water efficient fixture, reduction of turf & overall irrigation system along with rainwater harvesting with target of 100 percent capturing of rainwater for recharge/use purpose etc.
   - Improving overall site efficiency through improved landscaping, provision of electrical charging facilities.

Based on Green factory building related milestone, during the year, one of the Company's plant in Nelamangala was certified for "Platinum Rating" by IGBC along with other locations/projects. The overall status of green factory building certification status is presented as Figure-1.

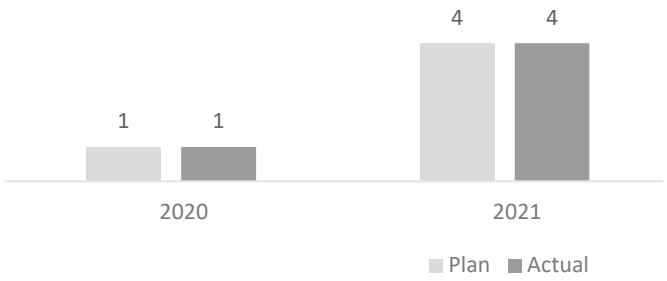


Figure 1: Green Factory Building Certification Status (IGBC/LEED)



ii. Green manufacturing related initiatives:

Green manufacturing related initiatives focuses ultimately aims towards net zero environmental impacts involving value chain partners as well. Currently various activities have been taken up at the Company's premises to improve the sustainability performances.

a. Water stewardship through water neutral/positive approach:

The Company is working towards achieving "Water Neutrality/Positivity" through Innovative 6R approach to realize its 2030 sustainability commitment towards resource conservation. The 6R approach includes, Rainwater recharge, Reduction of fresh water, Rainwater use, Recycle treated water, Realtime monitoring of recharge, consumption, Saving & Reassurance through third party agencies.

Rainwater recharge: In 2021, rainwater recharge systems were implemented in two of the Company's manufacturing plants through cross wave technology and having recharge well for ground water in line with the requirements of The Energy & Resource Institute (TERI)'s Green Rating for Integrated Habitat Assessment (GRIHA) and the Indian Green Building Council (IGBC) standards.

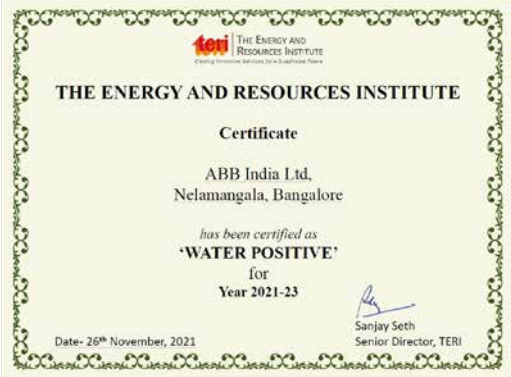
Reduction of fresh water: In order to achieve the reduction of fresh-water consumption, the Company is focusing on various improvement of consumption monitoring system, provision of low flow water fixtures, provision of sensors to water taps, reduction in turf area, restriction in use of turf in landscape area, provision of drought tolerant species and provision of efficient irrigation system.

Rainwater use: Two of the Company's manufacturing facilities have also installed rainwater collection tanks to collect the rooftop rainwater for domestic purposes. The possibility and implementation for other locations is underway.

Recycle treated water: The Company has also provided highly efficient wastewater treatment facility to treat and recycle treated water for process, gardening and flushing utilizations.

Real-time monitoring of recharge, consumption, saving: The Company's Nelamangala plant has also provided real-time monitoring of rainwater recharge quantity along with installation of water flowmeters for major consumption areas.

Reassurance our water footprint through third party: In 2021, one of the Company's manufacturing facilities has taken support from The Energy & Resource Institute (TERI) for carrying our detailed assurance of water management activity. In 2021, one of the Company's manufacturing plant in Nelamangala has been certified as "Water Positive" by TERI. The total annual hourly rainwater being harvested on the water positive site was observed to be more than 2 lakhs cum.


THE ENERGY AND RESOURCES INSTITUTE

Certificate

ABB India Ltd,
Nelamangala, Bangalore

has been certified as
'WATER POSITIVE'
for
Year 2021-23

Date- 26th November, 2021

Sanjay Seth
Senior Director, TERI

In line with National Water Mission's (NWM) campaign "Catch The Rain", in the year 2021, three of the Company's manufacturing units initiated rainwater harvesting projects based on the Central Ground Water Authority (CGWA) and IGBC guidelines.

With various improvement activities at plants, the Company was able to improve the overall water recyclability by 4% in the year 2021 as compared to the year 2020.

b. Moving towards carbon neutral operation:

As part of its ABB sustainability targets 2030 and ESG agenda, the Company has set an ambition to enable a low-carbon society where, the Company has also committed to partner with its customers and suppliers to reduce emissions and achieve carbon neutrality in its own operations by 2030. ABB has also targeted to support its customers to reduce their annual emissions by >100 Mt, whereas in case of suppliers, the Company will deploy a systematic approach for CO_2 emission reduction for identified significant/impactful suppliers.

The Company has taken a commitment towards Renewable Energy (RE100), Electric Vehicles (EV 100) & Cleaner & more efficient technologies (EP 100) to reduce its own emissions in line with ABB global pledge. The Company has also planned to reach its ambitious science-based targets through electrifying its vehicle fleet by 2030, procuring 100 percent renewable electricity by 2030 and defining a clear energy efficiency targets with the help of its energy management systems.

In order to realize RE100 commitment, the Company has taken various initiatives such as installation of solar rooftop, green power procurement through third party Power Purchase Agreements (PPAs) along with International Renewable Energy Certificates (I-REC). During the year the Company has installed additional roof top solar panels at its plants in Nashik & Faridabad. With the help of various renewable energy sources (including procured I-REC), the Company has utilized around 43% of green power in 2021 to reduce our scope-2 CO_2 emission.

To realize the Company's goal of EP100, it is strengthening its energy management systems to further reduce energy consumption and enhance the energy efficiencies of electrical equipments at its premises. In 2021, few major improvement initiatives taken were :

- Air leakage arresting & provision of Variable Frequency Drives (VFD) installation for compressors for energy savings
- Replacement of conventional lighting with LEDs, building management system (BMS) installation for real-time monitoring and control of equipment operation etc.
- Replacement of IE 2/IE3 motors with high efficient IE 4 motors for various operations

To achieve EV 100 objectives, the Company is in the process of finalizing its action plan with clear internal guidelines to encourage usage of electrical vehicle within its premises. Organisation has also initiated the electrical charging stations across all manufacturing premises to further promote the EV vehicle among employees and other stakeholders.

Besides its own operation, the Company has future plans to extend its CO_2 emission reduction activity across its customers & suppliers. In 2021, the Company has provided training to more than 100 suppliers on resource conservation and CO_2 emission reduction and initiated monitoring of CO_2 emission at supplier base.

c. Contribution towards circular economy:

In case of Zero waste landfill journey, the company has already achieved close to 95% of recyclability, and further working towards addressing the balance 5% of non-recyclable waste so as to achieve 100% waste recyclability at all units. The Company has focused on elimination of "Single use plastics" and eliminated completely the use at one of its plants during the year. With focused activity on single use plastic elimination as well as reduction, we could reduce around 2 Ton/Annum of plastic waste within our premises.

Some of the other good initiatives w.r.t. waste reduction includes the phasewise elimination of sticker's release paper waste by adopting pre-printed labels on the packaging carton boxes at suppliers itself instead of providing separate stickers on the packaging carton boxes in ABB premises.



Certificate

Single-use Plastic Free

ABB India Limited
Plot No. 4A,5&6,2nd Phase, Peenya Industrial Area
Bangalore 560058, Karnataka, India

This is to certify that ABB India Limited at the location mentioned above, is Single-use Plastic Free as verified by the Confederation of Indian Industry, under the provisions of the **Plastics-use Protocol: Verification and Certification (1.0)**.

This Certificate is valid from 27 December 2021 to 26 December 2022.

Ms Seema Arora
Deputy Director General
Confederation of Indian Industry (CII)
Centre of Excellence for Sustainable Development (CESD)

Certificate Date: 03 January 2022 **Certificate No.:** CII/PuP/2022/001

This certificate has been awarded after the company fulfilled the requirements for phasing out single-use plastics and provided evidence for it. Responsibility for the data provided to CII rests solely with the company. The conditions of certification, and issues not detailed in the Annex

We have also adopted various initiatives to recycle the wooden waste including packaging waste generated at our premises. With various initiatives related to waste management, the Company could achieve around 95% of waste recyclability during the year 2021. Recyclable waste was disposed through authorized recyclers whereas, the remaining non-recyclable waste was disposed through the incineration/landfill facilities approved by local State Pollution Control Board.

Essential Indicators

1. Details of total energy consumption (in MWh) and energy intensity, in the following format: (data reported are of all the ABB India manufacturing units)

Parameter	FY 2021 Current Financial year	FY 2020 Previous Financial Year
Total electricity consumption (A)	18580	17022
Total fuel consumption (B)*	2224	2626
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	20804	19648
Energy intensity per Rupee of turnover (Total energy consumption turnover in Rupees) (MWh/INR Crores)	**3.0**	**3.4**
Energy intensity (optional)- the relevant metric may be selected by the entity	-	-

* The fuel consumption value for 2020 & 2021 is excluding the fuels consumed from fleet operations

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

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.
No. The PAT scheme is not applicable to our Manufacturing Units.

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

Parameter	FY 2021 Current Financial year	FY 2020 Previous financial year
Water withdrawal by source (in KL)		
(i) Surface water	51682	47238
(i) Groundwater	92083	73609
(ii) Third party water	1770	1497
(iii) Seawater/desalinated water	0	0
(iv) Others (Rainwater use)	130	130
Total volume of water withdrawal (in KL) (I + ii + iii+ iv + v)	145665	122474
Total volume of water consumption (in KL)	145665	122474
Water intensity per rupee of turnover (Water consumed/turnover) (KL/₹ - Crores)	**21.01**	**21.04**
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Yes. Company has installed highly efficient waste water treatment systems (STP & ETPs across all its manufacturing sites. In line with Zero Liquid discharge principle, our major units are recycling treated waste water for gardening as well as flushing purpose.

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

Parameter	Please specify unit	FY 2021 Current Financial year	FY 2020 Previous Financial Year
NOx	CPCB/SPCB standards	Complied	Complied
Sox			
Particulate Matter (PM)			
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	Ton	25.4	34.8
Hazardous air pollutants (HAP)	-	-	-
Others-please specify	-	-	-

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

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

Parameter	Unit	FY 2021 Current Financial year	FY 2020 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs PFCs, SF6, NF3, if available) #	Metric tonnes of CO_2 equivalent	1518	1847
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs PFCs, SF6, NF3, if available) *	Metric tonnes of CO_2 equivalent	8421	8286
Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity (Ton/INR-Crore)		**1.43**	**1.74**

= The scope 1 emission also includes the GHG emission from SF6 and fuel consumed from fleet operation. Whereas, the fleet emission data capturing has been started from 2021 and the same value of fleet emission has been considered for the year 2020.
* = The CO_2 emission is calculated considering International Renewable Energy Certification (I-REC) procured for Faridabad plant which is used to reduce Scope-2 CO_2 emission for ABB India. Please note that the CO_2 emission has been calculated based on CO_2 emission factor of 0.82 (Ton/MWh) for the year 2020 & 0.79 (Ton/MWh) for the year 2021 (based on Central Electricity Authority: CO_2 baseline database)

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

7. **Does the entity have any project related to reducing Greenhouse Gas emission? If yes, the provide details yes,**
As part of its ABB sustainability targets 2030 and ESG agenda, the Company has set an ambition to enable a low-carbon society where, the Company has also committed to partner with its customers and suppliers to reduce emissions and achieve carbon neutrality in its own operations by 2030. ABB has also targeted to support its customers to reduce their annual emissions by >100 Mt, whereas in case of suppliers, the Company will deploy a systematic approach for CO_2 emission reduction for identified significant/impactful suppliers.

The Company has taken a commitment towards Renewable Energy (RE100), Electric Vehicles (EV 100) & Cleaner & more efficient technologies (EP 100) to reduce its own emissions in line with ABB global pledge. The Company has also planned to reach its ambitious science-based targets through electrifying its vehicle fleet by 2030, procuring 100 percent renewable electricity by 2030 and defining a clear energy efficiency targets with the help of its energy management systems.

In order to realize RE100 commitment, the Company has taken various initiatives such as installation of solar rooftop, green power procurement through third party Power Purchase Agreements (PPAs) along with International Renewable Energy Certificates (I-REC). During the year the Company has installed additional roof top solar panels at its plants in Nashik & Faridabad. With the help of various renewable energy sources (including procured I-REC), the Company has utilized around 43% of green power in 2021 to reduce our scope-2 CO_2 emission.

To realize the Company's goal of EP100, it is strengthening its energy management systems to further reduce energy consumption and enhance the energy efficiencies of electrical equipments at its premises. In 2021, few major improvement initiatives taken were :

- Air leakage arresting & provision of Variable Frequency Drives (VFD) installation for compressors for energy savings
- Replacement of conventional lighting with LEDs, building management system (BMS) installation for real-time monitoring and control of equipment operation etc.
- Replacement of IE 2/IE3 motors with high-efficient IE 4 motors for various operations

To achieve EV 100 objectives, the Company is in the process of finalizing its action plan with clear internal guidelines to encourage usage of electrical vehicle within its premises. Organisation has also initiated the electrical charging stations across all manufacturing premises to further promote the EV vehicle among employees and other stakeholders.

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

Parameter	FY 2021 Current financial year	FY 2020 Previous financial year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	142	42
E-waste (B)	42	41
Bio-medical waste (C)	0.01	0.08
Construction and demolition waste (D)	-	-
Battery waste (E)	-	6
Radioactive waste (F)	NA	NA
Other hazardous waste. Please specify, if any (G) (waste consists of used oil, oil soaked cotton waste & few other hazardous waste)	155	124
Other non-hazardous waste. Please specify, if any (H). (waste consists of wooden, metal (ferrous, Non-ferrous), paper & few other non hazardous waste)	3434	2897
Total (A+B+C+D+E+G+H)	**3773**	**3110**
For each category of waste generated total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3567	2923
(ii) Re-used		
(iii) Other recovery operations		
(iv) Total		
Category of waste		
(i) Incineration	206	187
(ii) Landfilling		
(iii) Other disposal operations		
Total	**3773**	**3110**

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

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

The Company has adopted a strong waste management system to meet the compliance with respect to local regulations as well as improve the circularity in our operation. The well-established system is supporting our operations to properly segregate the waste at source & adopt the 3R concept to reduce, reuse & recycle. The waste generated within our premises is recycled through authorized recyclers and remaining disposed through State Pollution Control Board approved landfill/incineration facilities. With our strong waste management system, we have achieved 95% of waste recyclability in 2021.

In order to offer a green product to the customers and meet various national/international regulations on chemical/ material management, our organization has established a strong internal material compliance management system to reduce usage of hazardous and toxics chemicals in our products and processes. Besides our internal ABB way management system, ABB Supplier Code of Conduct (SCoC) also defines the requirements from the suppliers on environment & material compliance management.

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

S.No	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken if any.
NA	NA	-	-

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

Name and brief details of projects	EIA Notifications No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Weblink
NA	NA	-	-	-	-

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

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

Leadership Indicators

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

Parameter	FY 2021 Current financial year	FY 2020 Previous financial year
From renewable sources		
Total electricity consumption (A)	5969	5287
Total fuel consumption (B)+	-	-
Energy consumption through other sources (C)*	1952	1630
Total energy consumed form renewable sources (A+B+C)#	7921	6917
From non-renewable sources		
Total electricity consumption (D)	10659	10105
Total fuel consumption (E)	2224	2626
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**12883**	**12731**

+ The fuel consumption value for 2020 & 2021 is excluding the fuels consumed from fleet operations

*Energy consumption through other sources consists of International Renewable Energy Certification (I-REC) procured equivalent to grid electricity consumption

#The Total energy consumed with renewable source consists of renewable energy from solar power, Third party PPA & purchasing of International Renewable Energy Certification(I-REC)

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

2. Provide the following details related to water discharged:

Parameter	FY 2021 Current financial year	FY 2020 Previous financial year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(iv) Sent to third -parties	-	-
- No treatment	-	-
- With treatment-please specify level of treatment	-	-
(v) Others (municipal sewerage system after State pollution control board permission)		
- No treatment	-	-
- With treatment & complying with discharge Quality & Quantity limit based on Consent to Operate	21305	25201
Total water discharged (in KL)	**21305**	**25201**

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

3. Water withdrawal consumption and discharge in the areas of water stress (in KL):

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

(i) Name of the area

(ii) Nature of operations

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

Parameter	FY 2021 Current financial year	FY 2020 Previous financial year
Water withdrawal by source (in KL)		
(i) Surface water	51682	47238
(ii) Groundwater	92083	73609
(iii) Third party water	1770	1497
(iv) Seawater /desalinated water	-	-
(v) Others (rain water)	130	130
Total volume of water withdrawal (in KL)	145665	122474
Total volume of water consumption (in KL)	145665	122474
Water intensity (optional)-the relevant metric may be selected by the entity	**21.01**	**21.04**
Water discharge by destination and level of treatment (in KL)		-
(i) Into Surface water		-
- No treatment		-
- With treatment – please specify level of treatment		-
(ii) Into Groundwater		-
- No treatment		-
- With treatment – please specify level of treatment		-
(iii) Into Seawater		-
- No treatment		-
- With treatment – please specify level of treatment		-
(iv) Sent to third parties		-
- No treatment		-
- With treatment – please specify level of treatment		-
(v) Others (To municipal sewerage)		
- No treatment		-
- With treatment & complying with discharge Quality & Quantity limit based on Consent to Operate	21305	25201
Total water discharged (in KL)	**21305**	**25201**

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

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

Parameter	Unit	FY 2021 Current financial year	FY 2020 Previous financial year
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)*	Metric tonnes of CO_2 equivalent	-	-
Total Scope 3 emissions per Rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

* ABB globally report scope-3 GHG emission as part of Global CDP disclosure which includes ABB India data also.

5. With respect to the ecologically sensitive areas reported at Question 10 of essential Indicators above, provide details of significant direct and indirect impact of the entity on bio-diversity in such areas along with prevention and remediation activities
Not Applicable

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

S.No	Initiative undertaken	Details of the initiatives (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Green power procurement through Third party PPAs	Enhancement of renewable energy utilization to align our activity with RE100 goal.	CO_2 emission reduction
2	Solar power panels installation at our 2 Nos. of factories in 2021	Enhancement of renewable energy utilization to align our activity with RE100 goal.	CO_2 emission reduction
3	Various energy efficiency improvement activities such as IE4 motor usage, VFD installation at compressors etc. in 2021	Improvement in energy efficiency inline with our EP100 goal.	CO_2 emission reduction
4	Rainwater harvesting system implementation across 2 nos. of factories in 2021	The purpose is to capture maximum rain water for recharge & reuse purpose.	Water footprint reduction
5	Water positive Factory establishment (1 No. factory in 2021)	ABB India turns its Nelamangala Campus 'water positive'	Water footprint reduction
6	Single use plastic free premises establishment (1 No. factory in 2021)	Elimination of single use plastic also helped in reducing plastic waste within our premises	Waste reduction

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/weblink

Yes. ABB has a security and crisis management process. This creates a procedure, system and structure to prevent people and other assets at risk, loss or criminal activities. As an indispensable part of ABB business, security network is used to analyze threats and vulnerabilities of assets, with the purpose to prevent threats and reduce risks. In recent years, ABB has greatly enhanced security, and employed more internal and external security experts from all over the world.

Types of risks have increased, including war and terrorism, political turmoil, environmental pollution and natural disasters, various criminal activities and commercial espionage and maritime threats. One of ABB's recent focuses is on travel safety. ABB has established a set of systems that can track employees in the global scope and inform employees and management of the situation when they are at risks or in dangers. In moments of crisis, ABB can advise and support the relocation of employees and assets at risk.

In recent years, at the ABB Group level nearly 450 managers from 18 countries participated in the safety and crisis management exercises including that of the Company. This is to enhance understanding of potential risks, and to ensure that employees know how to respond to potential threats and emergencies. In addition, the group also launched a pilots in several countries on facility safety training, including Human Rights and the standards of onsite security.

Weblink: https://new.abb.com/cn/en/sustainability/security-crisis-management

8. Disclosure 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?
Not available

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts
Not available



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

Advocacy, aid and corporate responsibility bodies

The Company is a member of several industry associations and networks with other companies on various aspects of sustainability.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations: 5

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

S.No.	Name of the trade and Industry chambers/associations	Reach of trade and industry chambers /associations (State/ National)
1	Confederation of Indian Industries (CII)	National
2	Indian Electrical and Electronics Manufacturers' Association (IEEMA)	National
3	Swedish Chamber of Commerce in India (SCCI)	National
4	Swiss India Chamber of Commerce (SICC)	National
5	Federation of Karnataka Chambers of Commerce and Industry	State

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.
   Not applicable since the Company has not received any issues related to anti-competitive conduct

Leadership Indicators

1. Details of public policy positions advocated by the entity

S.No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by Board (Annually Half yearly/ Quarterly/Others- please specify)	Web Link, if available
1	Cyber security for power sector	Represented as one of the 12 members of IEEMA for interaction with Central Electricity Authority and Power Ministry	No		IEEMA
2	Standardization for chargers for EV buses	Nomination to the standardization sub-committee being formed for EV buses by Principal Scientific Advisor, Department of Science & technology.	No		



PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Caring for its Communities

The ABB Group has a Social Policy that was adopted in February 2001. The Social Policy focuses on ABB in society, Human Rights, children and young workers, freedom of engagement, health and safety, employee consultation and communication, equal opportunity, harassment and disciplinary practices, working hours, compensation, suppliers, community involvement and business ethics. The policy draws principally on six sources:

- The Universal Declaration of Human Rights,
- The UN Guiding Principles on Business and Human Rights,
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work,
- The OECD Guidelines for Multinational Enterprises,
- The Global Sullivan Principles and
- The Social Accountability 8000 (SA 8000) standard

The Company has been focused on making a difference to communities across India through its Corporate Citizenship initiatives. The Company's commitment is on key focal areas of access to education, diversity and inclusion and sustaining communities. Over the years, the Company has contributed towards implementing healthcare, education with focus on women's education and on local development of its communities. During the year there was a new policy CSR roll-out in line with new requirements.

The Company in line with its set Corporate Social Responsibility (CSR) policy undertook various community engagements with the intent of contributing to the vulnerable groups of the society. The pandemic during the year proved to be an extremely challenging time especially for people who are already disadvantaged in various ways. The Company was steadfast in contributing to communities during the pandemic in terms of assisting Govt. and charitable hospital providing them with needed medical and essential supplies to manage and support Covid-19 treatment and related requirements. During the year, activities were pre-dominantly around Covid-19, both financial and in-kind contributions and support that was rendered. The Company quickly mobilized its internal resources to source and supply several medical equipment-in-kind support such as critical hospital ventilator accessories, customized Covid-19 kits, Personnel Protective Equipments (PPE's) that were distributed to identified hospital and organizations across the country. The need was verified and responded to by the location teams converting it into immediate response to the requests.

Community development projects that were initiated in the previous years continued to be focused during challenging times where project work was implemented and underway during the year. The road upgradation focusing on improving road safety, security, cleanliness and hygiene of selected road stretches in a dense industrial area- this project continued to be implemented during the year to enable to complete a "model road" program. This flagship program was rolled out under the lead involvement of the leadership of the Company; and hopes to harness more neighbouring companies to join the initiative.

The Company also increased its commitments in terms of women education and empowerment and added an additional 50 young meritorious and deserving women towards its women engineering scholarship program thus increasing its support to a total of 100 young women under its women engineering scholarship program.

The Company's project of providing critical general healthcare to its communities continued to be run successfully in its communities during the pandemic and times of lockdown. This program implemented through it partners was much utilized by communities especially during the time of the pandemic and when the healthcare system was challenged to accommodate and support all.

New programs of scholarship and support to young girls in communities of Faridabad along with a set-up of community IT skills center, supporting differently-abled women through residential facility in Nashik and water management project expansion were initiated during the year.

CSR spending is through the Company's registered Trust namely the ABB India Foundation and is a mix of direct spending as well as through partnerships with verified NGO partners. During the year, the Company spent ₹ 10.086 Crores on CSR activities as stipulated under Schedule VII of the Companies Act, 2013. The total spend across various projects/activities is detailed in Annexure to the Board's Report 2021 on Corporate Social Responsibilities (CSR) activities.

To understand and validate the objective of the CSR programmes are being met and to understand the impacts of the interventions of the Company in communities, third part impact assessment studies were initiated for large projects that were implemented in the last year by the Company. A comprehensive report on the findings of the impacts caused by the projects including the benefits, the actual outreach, achievement of the actual goal versus the targeted and feedback of the beneficiaries have been documented and the Company will take account of these in planning making any changes to its further social projects.

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**
   Not Applicable. As there were no projects that required SIA as per law in the current year

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

3. **Describe the mechanisms to receive and redress grievances of the community**
   The Company has a set a process and conduct and receive any kind of enquiry/ grievance from an external stakeholder. It has a contact center which can be accessed via phone, email web or chat and provide a single point of contact to all the Company's sales / service query. The query received is assigned it to the relevant ABB person in the business unit or function immediately. Also, the ABB Business Ethics Helpline that was introduced in 2006 was for the purposes of providing all ABB employees and stakeholders, worldwide, with a means to report suspected violations of the ABB Code of Conduct, Supplier Code of Conduct, or applicable laws. This channel provides a reporting platform for internal and external stakeholders including communities where issues related to Ethics and compliance issues, fraud, misconduct, corruption, financial issues, conflicts of interest, insider trading or antitrust regulations, theft, embezzlement, employee relations and human resources issues, such as harassment, discrimination, improper workplace conduct or immigration issues, loss prevention and asset protection, workplace violence and alcohol/ drug abuse, environment, conflict minerals, health and safety, such as occupational health and safety violation etc. all can be reported.

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

	FY 2021 Current financial year % spend	FY 2020 Previous financial year % spend
Directly sourced from MSMEs/small producers	19	19
Source directly from within the district and neighbouring districts (i.e., within a state)	71	68

The sustainability of the Company's supply base is integral to its long-term success. The Company works closely with its suppliers to ensure that its sustainability expectations, ambitions and targets are understood and met. Its suppliers are an extension of its enterprise; as such, they are integral to the Company's sustainable growth. The Company in line with the ABB Group uses the ABB Supplier Code of Conduct (SCoC). This policy document, reflects the 10 principles of the UN Global Compact and the essence of the ABB Code of Conduct. The updated ABB Code of Conduct issued in 2020 further clarified the expectations for the Company's employees when dealing with suppliers. New suppliers are required to go through ABB's supplier qualification process, during which it assesses the sustainability performance of potential business partners at the initial selection stage, along with other business parameters. To become qualified to do business with the company, new suppliers must commit to the SCoC. This aspect is part of the Company's routine supplier evaluation process and reinforces its commitment to responsible sourcing.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in Social Impact Assessments (Reference: Question 1 of Essential Indicators above):
   Not applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by Government bodies:
   The Company puts sustainability and social development at the center of its CSR efforts. It is committed to the development of a sustainable future and actionable solutions to basic needs of the community pre-dominantly in and around its plants (and current locations do not fall under State/Aspirational districts) and projects are predominantly in and around communities close to manufacturing plants.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from supplies comprising marginalized / vulnerable groups? (Yes/No)
   No. A common souring policy that is based on attributes, quality, costs and capability is followed. This policy does not differentiate between sourcing groups and categories.

   (b) From which marginalized/vulnerable groups do you procure? N.A
   (c) What percentage of total procurement (by value) does it constitute ? N.A

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:
   Not Applicable

5. Details of corrective actions taken or underway based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.
   Not Applicable

6. Details of beneficiaries of key CSR Projects:

S.No	CSR project	No. of persons benefitted from CSR projects annually	% of beneficiaries from vulnerable and marginalized groups
1	External Peenya public road infrastructure and public amenities upgradation project*	10080000	40%
2	Women engineering scholarship program for meritorious and deserving 100 selected women	100	100%
3	Operation of mobile health care units for communities in Nashik in Maharashtra	72000	100%
4	Operation of mobile health care units for communities in Faridabad in Haryana	80000	100%
5	Udayan Shalini fellowship program for 50 girls in communities in Faridabad	50	100%
6	IT skill center for communities	150	100%
7	Procurement and installation of needed medical equipment and facilities for the hospital's cancer care for poor and needy patients	100	80%
8	Providing support, required health care and medical assistance for the disadvantaged, disabled women at the residential facility of the recipient in Nashik.	30	100%
9	Improving the learning levels of Govt. school children and is a child-centric intervention with motivation in 98 Government schools identified in Nelamangala Taluka for the academic year 2021-2022.	6100	100%
10	Construction of a check and water management structure in drought prone village of Nashik	1000	100%
11	Solarization of a NGO campus	500	100%
12	Infrastructure upgradation of Govt. Hospital, Nelamangala	5000	100%
13	Contribution towards medical supplies and essentials for Covid-19 across various Govt and charitable hospital, across the country like Vadodara Municipal Corporation (VMC), Govt. community health center, Faridabad, ESIC hospital Faridabad, Govt Taluk hospital, Nelamangala **	15000	100%

Note: *estimated on average usage calculated based on an average of 35000 users on a daily basis
** estimated on an average on the number of patients during the period by the said hospitals



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

Customer engagement

The Company is a pioneering leader constantly pushing the boundaries of technology to drive performance to new levels. Working closely with industry, utility, transportation and infrastructure customers, the Company offers a unique combination of sector knowledge, technology leadership and digital expertise, to create real business value for the customers together with a superior and differentiated customer experience.

Essential Indicators:

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

The Company has a set process called the Customer Care Response Process (CCRP), in order to address any customer issues with the Company's offering and service portfolio. Most of the Company's customers deal with more than one business area in the Company. CCRP channels customer care topics and improves customer satisfaction by providing a single Company-wide common process and tool. It captures, documents, performs root cause analysis and ensures resolution of any type of customer dissatisfaction in a timely and qualitative manner. Solutions are implemented quickly, systematically and permanently with the objective of preventing future customer dissatisfaction and continuously enhance customer value. Customers are also given the opportunity to confirm if they are satisfied with the resolution provided and the way it was handled.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. The Company has adopted the Net Promoter Score (NPS) survey methodology to know how the Company is perceived by its customers. Net Promoter is both a loyalty metric and a discipline for using customer feedback to aid sustainable growth of the Company.

The customers' response to the "recommend" question and the green card / red card feedback, tell the Company how it measures up to the customers' expectations, highlighting the areas where it has performed well and those where there are opportunities for improvement. The surveys are administered online through a web-based application. Data from the surveys are reviewed for analytical insights and direct action by the Company's various business areas, to actively and decisively effect the changes that the customers recommend. The relational NPS surveys are held once in two years to measure customer loyalty, based on long-term engagement between senior managers of customers and the Company. In the NPS survey carried out by the Company in 2020, 5,427 customers were invited, 70% of whom responded. The NPS score was 66%. The next survey will be held in 2022.

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

	FY 2021 (Previous financial year)		Remarks	FY 2022 (Previous financial year)		
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil			Nil		
Advertising	Nil			Nil		
Cybersecurity	Nil			Nil		
Delivery of essential services	Nil			Nil		
Restrictive trade practices	Nil			Nil		
Unfair trade practices	Nil			Nil		

* Note: Does not include complaints from channel partners since those are specifically referred to as 'value partners' within this document.

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

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

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

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.
   Nil.

Leadership Indicators

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

   Weblink: https://new.abb.com/indian-subcontinent/products-and-services

2. Steps taken to inform and educate consumers about safe and responsible usage of products and /or services.
   At ABB, sustainable innovation is a core part or the Company's DNA. The Company continues to work together and with our partners and customers to explore new ways to incorporate sustainable materials across our solutions and bring them to new markets including increased communications.

3. Mechanism in place to inform consumers of any risk of disruption/ discontinuation of essential services
   Issues that are bound to arise in any customer/supplier relationship, there is continual communication maintained with customers these help to identify problems before they become serious and allows both parties to work towards mutually beneficial solutions. The Company’s teams focus on quality and customer service, continue to strengthen our relationship and position ABB as a trusted partner and have ongoing communication on all aspects.

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.

   The ABB Group also develops Environmental Product Declarations (EPD) to communicate the environmental performance of some of its core products over its entire life cycle. EPDs are based on detailed LCA studies conducted using the LCA model and declared according to international standard ISO/TR 14025. LCA and EPD are co-ordinated and reached at the ABB Group level and available for a few products.

5. Provide the following information relating to data breachers:
   a. Number of instances of data breaches along-with impact
      Nil

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

Links to ABB and Company's Key Policies and Programs

Sustainability:
http://new.abb.com/sustainability

ABB Policy on Health, Safety, Environment, Security and Sustainability:
https://new.abb.com/sustainability/abb-policy-on-health-safety-environment-security-and-sustainability

HSE Policy:
http://new.abb.com/docs/librariesprovider19/default-document-library/hse-policy-poster_24-x-32-in_v5.pdf?sfvrsn=2

Social Policy:
http://new.abb.com/sustainability/social-policy

Human Rights Policy & Statement:
http://new.abb.com/sustainability/human-rights-policy-and-statement

Corporate Social Responsibility Policy:
https://new.abb.com/docs/librariesprovider19/default-document-library/csr-policy.pdf?sfvrsn=c5444009_2

Sexual Harassment of Women at the Workplace Policy:
http://new.abb.com/docs/librariesprovider19/default-document-library/policy-on-sexual-harassment-of-women-at-workplace.pdf?sfvrsn=2

Code of Conduct:
https://search.abb.com/library/Download.aspx?DocumentID=9AKK107680A7765&LanguageCode=en&DocumentPartId=&Action=Launch

Supplier Code of Conduct:
http://new.abb.com/about/supplying/code-of-conduct

Supplier Sustainability Development Program:
http://new.abb.com/about/supplying/sustainability

Corporate Governance:
https://new.abb.com/indian-subcontinent/investors/corporate-governance-2021

Integrity Program:
http://new.abb.com/about/integrity

ABB Equal Employment Policy:
https://careers.abb/global/en/equal-employment-opportunity-and-affirmative-action