

July 19, 2023

National Stock Exchange of India Limited
Listing Compliance Department
“Exchange Plaza”
Bandra – Kurla Complex
Bandra East, Mumbai – 400 051
NSE Symbol: AMARAJABAT

BSE Limited
Corporate Relations Department
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
Mumbai – 400 001
BSE SCRIP CODE: 500008

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report for FY 2022-23

Ref: Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to Regulation 34 (2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the FY2022-23. The BRSR forms part of the Company’s Annual Report for FY 2022-23

The BRSR along with Annual Report is also available on the website on the company at www.amararajabatteries.com.

We request you to take the same on record.

With regards,

For Amara Raja Batteries Limited

Vikas Sabharwal
Company Secretary



Business Responsibility and Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L31402AP1985PLC005305
2.	Name of the Listed Entity	Amara Raja Batteries Limited ("The Company" or "ARBL" or "Amara Raja")
3.	Year of incorporation	1985
4.	Registered office address	Renignuta-Cuddapah Road, Karakambadi, Tirupati, Andhra Pradesh – 517520 India.
5.	Corporate address	TERMINAL A, 1-18/1/AMR/NR, Nanakramguda, Gachibowli, Hyderabad – 500032 India.
6.	E-mail	investorservices@amararaja.com
7.	Telephone	040-23139000
8.	Website	www.amararajabatteries.com
9.	Financial year for which reporting is being done	FY2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital	17.08 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Prashant Tiwari Email - pt1@amararaja.com Phone: 040-23139000
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

II. Products/services

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

S. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY23)
1	Manufacturing	Manufacturing of Batteries for Automotive and Industrial applications	93.41 %

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Batteries for Automotive and Industrial applications	27201	93.41 %

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	7	23	30
International	0	0	0

Plant Locations:

- **4-Wheeler Battery Plant 1:** Renignuta - Cuddapah Road, Karakambadi, Tirupati, Chittoor District Andhra Pradesh - 517520, India
- **LVRLA Battery Plant:** Renigunta - Cuddapah Road, Karakambadi, Tirupati, Chittoor District Andhra Pradesh - 517520, India
- **2-Wheeler Battery Plant:** Renignuta - Cuddapah Road, Karakambadi, Tirupati, Chittoor District, Andhra Pradesh - 517520, India.
- **4-Wheeler Battery Plant 2 & 3:** Nunegundlapalle Village, Bangarupalayam Mandal, Chittoor District, Andhra Pradesh 517416
- **MVRLA Battery Plant:** Nunegundlapalle Village, Bangarupalayam Mandal, Chittoor District, Andhra Pradesh 517416
- **2-Wheeler Battery Plant:** Nunegundlapalle Village, Bangarupalayam Mandal, Chittoor District, Andhra Pradesh 517416

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Present across PAN India through franchisees and dealers
International (No. of Countries)	49 countries

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

- Revenue - Outside India - ₹1,237.77 Crores
- Exports a percentage of the total turnover - 11.92 %

c. A brief on types of customers

Amara Raja Batteries Limited (ARBL) is a prominent player and technology leader in the Indian battery storage industry. We have a significant market share in the manufacturing of lead-acid batteries for industrial and automotive applications. Through our wide retail network, we distribute top-notch automotive and home UPS/Inverter batteries which are available pan-India under the brand names Amaron®, PowerZone®, Quanta® Power Stack®, Amaron Volt™, Amaron Brute™ and Amaron Sleek™. Our products and services are preferred by industry segments such as telecom (service providers and equipment manufacturers), UPS, Indian Railways, Motive, and Power and Gas among others.

We have forged robust OEM partnerships with recognized automobile companies and are also a leading supplier of private-label products to renowned brands. Our markets extend beyond India, and we cater to a vast majority of countries situated along the Indian Ocean Rim.

**IV. Employees****18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2289	2105	91.96%	184	8.04%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	2289	2105	91.96%	184	8.04%
WORKERS						
4.	Permanent (F)	5704	5078	89.03%	626	10.97%
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	5704	5078	89.03%	626	10.97%

b. Differently abled Employees and worker

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	2	2	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	2	2	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	18	18	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	18	18	100%	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14%
Key Management Personnel	3	0	0%

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.10	15.34%	15.12	12.14%	14.93%	12.38%	9.37%	5.15%	8.98%
Permanent Workers	8.86%	6.68%	8.64%	13.59%	8.84%	13.27%	10.92%	4.84%	10.64%

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

21. (a) Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Amara Raja Batteries Middle East (FZE) (ARBME)	Wholly owned subsidiary	100%	No
2.	Amara Raja Circular Solutions Private Limited	Wholly owned subsidiary	100%	No
3.	Amara Raja Advanced Cell Technologies Private Limited	Wholly owned subsidiary	100%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

(ii) Turnover (in ₹) - ₹10,385.91 Crores

(iii) Net worth (in ₹) - ₹5,297.84 Crores

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)	FY 2022-23 Current Financial Year			FY 2021-22 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	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	11	1	NA	8	0	NA
Employees and workers	Yes	381 [#]	0	NA	453 [#]	0	NA
Customers	Yes	9	0	NA	11	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA

[#]The numbers are inclusive of the suggestions that we received for safety and workplace improvement. Our reporting mechanism is robust and transparent, offering multiple avenues for reporting such as a mobile platform and regular meetings. In addition, we hold frequent HSE council meetings to discuss health and safety matters.

• Communities

We have a formal Community grievance management process which defines the process that must be followed when written or verbal complaints/grievances are received relating to our own operations and/or Contractors. The process ensures that complaints/grievances are managed in a culturally sensitive, respectful, timely, and consistent manner. In addition, our CSR personnel take on-site feedback and suggestions on issues that are of concern to communities and these issues are resolved on priority. We have defined timelines and escalation mechanisms. We ensure all community grievances are received, acknowledged, assessed, assigned, investigated, and responded.

- Investors and Shareholders**
 We have a well-established investor grievance mechanism to respond to and redress investors'/ shareholders' grievances.
- Employee and Worker**
 Our organization has established grievance redressal procedures for our employees and workers. Furthermore, our senior management team holds an annual communication meeting, providing them with a platform to express any concerns.
- Customer**
 ARBL's customer complaints mechanism addresses product, quality, service, warranty, and related grievances. Our customers can use a digital platform or the "Amaron Konnekt" mobile app to log complaints for a quick resolution. We also have a 24x7 helpline that our customers can call for any queries or concerns.
- Value chain partner**
 Grievances from value chain partners are handled formally in accordance with the supplier code of conduct and the specific terms and conditions of each individual contract. Additionally, by regularly engaging with suppliers and channel partners through events like the annual channel partners meet amongst others, we identify and handle any concerns or complaints. We present these issues to relevant decision-makers who work to resolve them within appropriate timelines.

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

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

We have conducted a materiality analysis to identify material risks and opportunities for our business as well as for our stakeholders. In the process of conducting this analysis, we sought inputs from a diverse group of internal and external stakeholders who represent a variety of perspectives. Additionally, we drew from our internal knowledge of global trends, societal challenges, our business model, and the sector to establish these issues. We assessed each issue based on its degree of importance to our organization as well as its importance to employees, customers, and local communities; we also considered the likelihood that the issues represent compliance risk in the present or are likely to do so in the future. We evaluated these issues for the strength of their relevance to stakeholders and their impact on our business. We are also undertaking a detailed risk assessment for our CDP & TCFD disclosures. Based on the outcome we shall relook into the risks and opportunities identified.

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	Waste Management	Risk/ Opportunity	<p>Risk Non-compliance to statutory regulations, spills, and contamination of the environment</p> <p>Opportunity Increase in resource use efficiency, waste to wealth, reduction in raw material inputs, circular economy</p>	<ul style="list-style-type: none"> Robust system of collection, storage, transportation and disposal of hazardous waste, E-waste, and bio-medical waste at our facilities. Disposal of waste in accordance with our authorizations and through Pollution Control Board authorized recyclers/ Treatment Storage Disposal Facilities (TSDF) Internal audits and checks to evaluate compliance 	Negative/ Positive

S. no.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Employee Welfare	Opportunity	<p>Opportunity</p> <ul style="list-style-type: none"> Creating a positive work environment to boost employee productivity, employee well-being, improve recruitment and retention, and to sustain high employee morale 		Positive
3	Emissions	Risk/ Opportunity	<p>Risk</p> <ul style="list-style-type: none"> Evolving regulations around carbon emissions pricing, carbon border taxes and negative stakeholder feedback resulting in business implications <p>Opportunity</p> <ul style="list-style-type: none"> Reducing dependency on fossil fuels, positive climate impact and increased energy and resource use efficiency. Potential market of lithium-ion batteries 	<ul style="list-style-type: none"> Accounting of carbon emissions in accordance with Greenhouse Gas Protocol (GHGP) & ISO 14064 Carbon emissions reduction and energy efficiency projects to reduce ARBL's carbon footprint. Renewable energy usage in the form of solar power. Facilities certified under ISO 50001:2018 for energy management systems. 	Negative/Positive
4	Water Footprint	Risk/ Opportunity	<p>Risk</p> <ul style="list-style-type: none"> impacts of climate change on future water availability <p>Opportunity</p> <ul style="list-style-type: none"> Cost savings from reduced freshwater usage. Increase in resource use efficiency. Eliminating effluent discharge thus averting potential violations due to wastewater. 	<p>Improved water management practices such as efficient water utilization, rainwater harvesting and check dams, and the development of climate-resilient water infrastructure.</p> <p>Establish Zero liquid discharge units and reduce dependence on freshwater</p>	Negative/Positive
5	Health and Safety	Risk	<p>Risk</p> <ul style="list-style-type: none"> Affects the basic right to life and well-being of individuals. Legal repercussions arising out of statutory laws such as the Factories Act and others. 	<ul style="list-style-type: none"> Occupational Health & Safety Management System certified under ISO 45001 covers all sites. Competent Health & Safety teams deployed at all sites. Occupational health services are present at all locations. Special provisions to deal with high-consequence injuries and related rehabilitation measures. Medical insurance covers all employees. 	Negative



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)
				<ul style="list-style-type: none"> Standard Operating Procedures (SOPs) implemented for all critical jobs undertaken by the workforce World-class emergency and fire management infrastructure 	
6	Compliance	Risk	Risk <ul style="list-style-type: none"> Non-compliance with statutory regulations and notifications would result in fines, litigations, penalties, a decrease in the company's reputation and even the closure of operations 	<ul style="list-style-type: none"> A full-fledged corporate team to monitor and ensure that all our facilities are compliant with all applicable regulations Regular review of compliance status and prompt action for addressing any potential non-compliances Status of compliances is also predictably presented to the Audit Committee/Board 	Negative
7	Raw Materials	Risk	Risk <ul style="list-style-type: none"> Scarcity of natural resources leading to rising prices. Raw material procurement impacted due to supply chain disruptions 	<ul style="list-style-type: none"> Circular Economy approach for all our processes. Investment in R&D to optimize lead usage in our batteries. Use of recycled lead to the maximum extent in our processes. Resource use efficiency measures to reduce raw material input requirement. Major procurement from localized suppliers to abate supply chain disruptions. 	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes	
c. Web Link of the Policies, if available	https://www.amararaja.com/about/code-of-ethics https://www.amararajabatteries.com/Investors/corporate-governance-policies									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	--	Yes	Yes	

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, we have a Supplier's code of conduct https://www.amararajabatteries.com/Investors/DownloadPolicyPDF/28?name=Supplier%20Code%20of%20Conduct								
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.	ARBL has certifications for ISO 9001, ISO 14001, ISO 45001, IATF 16949 and ISO 50001 and undergoes periodical assessment to evaluate the effectiveness of management systems and policies. ARBL is a signatory to 10 principles of the UN Global Compact.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The baseline and target years for the objectives below are FY21-22 and FY23-24 respectively.</p> <p>Energy and Carbon</p> <ul style="list-style-type: none"> • Increase ARBL's renewable energy share to 25%. • Reduce carbon intensity (scope 1 and 2 emissions) by 30% and overall absolute reduction by 10%. • Reduce energy intensity by 15%. • Complete life cycle assessment for two high-volume products. <p>Water</p> <ul style="list-style-type: none"> • Reduce specific freshwater consumption by 20% in absolute and water intensity by 30%. <p>Circular Economy</p> <ul style="list-style-type: none"> • Reduce waste intensity by 20%. • Increase recycled RM in production to 80%+ (lead & lead alloys). • Improve battery recycling collection rate to 50% as per BWMR, 2022. <p>Safety and Occupational Health</p> <ul style="list-style-type: none"> • Continue to be a zero-fatality organization. • Reduce LTIFR by 60 %. • 100% compliance with an initial medical examination and periodic medical examinations. <p>People</p> <ul style="list-style-type: none"> • Improve Gender diversity within the organization to 14%. <p>Communities</p> <ul style="list-style-type: none"> • Complete village infrastructure projects (underground drainage and solid waste management). • Establish a second skill development centre for skill building for rural youth and increase livelihood opportunities. 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> • Increased the use of renewable energy sources such as solar power; At present, renewable energy sources account for 12% of our overall energy mix • Our energy conservation initiatives have resulted in a 12% decrease in our Energy intensity • Development of captive solar power capacity at our plant locations • Use of recycled lead to the tune of 70% of all lead consumed leading to avoided abiotic depletion • Voluntary REC procurement to offset GHG emissions resulting from non-conventional energy usage • Zero Liquid Discharge systems commissioned at all our facilities leading to an increase in effluent recycling rate & reduction in fresh-water consumption • Rainwater harvesting structures for the collection & usage of rainwater as an alternative source replacing freshwater withdrawn from surface & ground sources • ETP optimization done to reduce the amount of auxiliary water required for ETP operations • Near miss reporting improved by 40% • Conducted Life Cycle Assessment for two major products 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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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)

The purpose of Amara Raja has been to transform and improve the quality of life by providing better access to better opportunities to more people all the time. For Amara Raja, sustainability has been at the core of what we do. We realise our pivotal role in India's ambition to become net zero by 2070 and switch to renewable energy and electric mobility.

We plan to lead the energy transition by developing batteries for EVs & energy storage solutions. We are invested in start-ups in India and abroad venturing into advanced cell chemistry & new energy. We are setting up manufacturing facilities including a lithium cell giga factory in Telangana with a proposed capacity of 16GWh and a battery pack assembly unit of 5GWh with a total investment of ₹9500 Cr in phases after obtaining necessary approvals. The entire project is slated to create around 4,500 direct jobs when fully operational over a period of 8 to 9 years, including around 800 jobs in the innovation centre.

We continue to reduce our environmental footprints and GHG emissions. We have installed 59.1 MW of renewable power capacity and shall be commissioning another 7.5 MW to increase our renewable energy mix by FY24. We have world-class ETPs at our manufacturing locations and have commissioned Zero Liquid Discharge units along with water efficiency initiatives to reduce our water footprint. We continue to work towards improving groundwater levels through initiatives like check dams, rainwater harvesting and restoration of ponds.

Towards circular economy, more than 70% of our raw material comes from recycled sources and we are setting up a lead recycling facility with a capacity of 1.5 LTPA capacity. We are bringing product innovation to make our products last longer, corrosion resistant, maintenance free and reduce resource consumption during manufacturing. We have conducted life cycle assessments for some of our key products to understand & mitigate environmental impact.

We have established a Sustainability committee at the apex level to define the ESG roadmap & monitor progress. We have taken ambitious targets on energy & carbon, water and wastewater management, circular economy, and gender diversity as well as continue doing good for communities where we operate. The year is marked by a renewed effort to build sustainability capability amongst leaders. We also reached out to our supply chain partners and built consensus on a common ESG vision and collaboration for the greater good. We have implemented ESG software to improve disclosure quality and ESG analytics. We obtained limited assurance of our ESG data through a third party and are in the process of disclosing against the Carbon disclosure project climate change criterion. We shall be working towards aligning our emission targets to SBTi (Science Based Target Initiative)

As a testament to our empowering work culture, Amara Raja companies have clinched the best place awards announced by the Great Place to Work Institute.

At Amara Raja, right from Inception, our commitment and service to society is of paramount importance. We believe in delivering high social impact through community investment projects.

Rajanna Foundation is the CSR arm of Amara Raja which commenced its activities by executing community investment projects in the thematic areas of education & skill building, health care, sustainable agriculture, art and culture, empowering women, building village infrastructure and more.

We are a signatory to the ten principles of the UNGC on human rights, labour rights, environment and anti-corruption, and committed to demonstrating progress on the United Nations Sustainable Development Goals (SDGs).

Our leaders, employees & business partners shall continue to integrate sustainability in decision making so as to leave a net positive impact on the environment and society.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	ARBL monitors the implementation of business responsibility policies through a leadership team chaired by Mr. Jayadev Galla, Chairman and Managing Director. Environment, Social and Governance aspects are regularly discussed at meetings.
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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	<p>Yes, the Company has an executive sustainability committee which constitutes of the C-suite executives of ARBL for sustainability which oversees the progress and implementation of sustainability linked initiatives on monthly basis. The committee is chaired by Mr. Harshavardhana Gourineni, ED and all direct reportees are members of the committee.</p> <p>The broad objective of sustainability committee is:</p> <ul style="list-style-type: none"> • Define ESG metrics and monthly monitoring of progress • Review ESG projects (planned/potential) and provide inputs/ support • Build ESG capability within the organisation • Conduct periodic benchmarking and bring in external/customer perspective • Develop & roll out AR sustainability framework and assurance protocol I 								

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	ARBL's policies are internally reviewed periodically or on a need basis by Functional Heads, Business Heads Executive Directors etc. During this assessment, the efficacy of the policies is reviewed, and necessary changes are implemented. We have also engaged an accredited certification body to assess our policies and procedures.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	ARBL is compliant with all applicable regulations																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	ARBL has certifications for ISO 9001, ISO 14001, ISO 45001, IATF 16949 and ISO 50001 and undergoes periodical assessment internally to evaluate the effectiveness of management systems and policies. Additionally, an assessment is being carried out by an accredited certification body at our facilities.																	

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

Questions	P7
The entity does not consider the Principles material to its business (Yes/No)	ARBL does not currently have a specific policy on "Policy Advocacy." However, we actively engage in advocacy efforts concerning policies that impact the Battery Industry and our organization. We are represented in 11 trade and industry chambers/associations, including the Indian Battery Manufacturing Association, Auto Component Manufacturers Association, Recycling and Environment Association of India, Confederation of Indian Industries (CII) at the national level, and the United Nations Global Compact (UNGC) and World Economic Forum (WEF) at the global level. Additionally, we collaborate with statutory authorities to address regulatory policies.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	
It is planned to be done in the next financial year (Yes/No)	
Any other reason (please specify)	

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD) and Key Management Personnel (KMP)	1	<ul style="list-style-type: none"> We delivered training and update to the Board of Directors (BoD) on the Environment, Sustainability, and Governance roadmap, which outlines ARBL's short and medium-term sustainability targets. The training was updated during the establishment and progress phases and included new sustainability reporting requirements such as the BRSR. Thus, all nine principles of BRSR were covered in the training. Training Impact: Among designated Senior Management Personnel, the training increased awareness of important provisions, compliance and details which are aligned with SEBI guidelines. It also enhanced the BoD's understanding of the significance of sustainability and provided a clear roadmap for integrating sustainability into ARBL's strategy. 	100%
Employees other than BoD and KMPs	415	<ul style="list-style-type: none"> Training is imparted to employees on various subjects around ESG, Sustainability, ethical/cultural, behavioral, well-being, safety, skill up-gradation, policy, compliance and technical. Training Impact: Improved motivation and competence among employees. 	100%
Workers	549	<ul style="list-style-type: none"> Workers undergo training on topics such as technical, soft skills, QHSE, human rights, wellbeing for workers. Training Enhancement in skills year on year 	100%

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

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

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

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Nil	Not Applicable

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

ARBL has implemented an anti-corruption and anti-bribery policy to prevent, deter, and identify fraudulent and corrupt business practices. We are dedicated to conducting business with the utmost honesty, integrity, and ethical standards and are committed to enforcing these standards across all our global operations. This policy applies to all employees, including directors and other stakeholders associated with ARBL, and is included in the onboarding process for all new hires.

Web link to the policy: <https://www.amararajabatteries.com/Investors/DownloadPolicyPDF/14?name=CODE%20OF%20CONDUCT%20FOR%20DIRECTORS%20AND%20SENIOR%20MANAGEMENT%20PERSONNEL>

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

Nil

- 7. Provide details of any corrective action taken or underway on issues related to fines / penalties /action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**
Not Applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Supplier Sustainability Summit for class A, B & C category suppliers (2 Nos)	ARBL's sustainability strategy along with our expectations from the vendor partners. Additionally, we discussed the Supplier Code of Conduct and the Sustainable Sourcing Policy. The topics covered ensured a comprehensive understanding of our approach to sustainability and responsible sourcing practices	60%

- 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, ARBL has a Code of Conduct that applies to the Board of Directors and senior management team. The Code includes measures to prevent and manage conflicts of interest and mandates that the individuals covered under it should act with honesty, ethics, and integrity. All those covered under the Code are required to disclose and avoid any potential or actual conflicts of interest. The Code also provides guidance on professional and respectful conduct, that mitigates and prevents any conflicts of interest that may arise. For further details, please refer to our policy at <https://www.amararajabatteries.com/Investors/DownloadPolicyPDF?id=14>

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

Essential Indicators

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	61%	60%	Reduction in hazardous waste generation, conservation of natural resources, resource use efficiency, reduction in GHG emissions, conservation of water resources, lessening dependence on fossil fuels for mobility, lowered vehicular pollution, fostering a safe and healthy working environment, increased end-user satisfaction with products, increasing safety and reliability of products.
Capex	1.77%	0.76%	

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

Yes. We are practising sustainable procurement in line with our Sustainable Procurement policy covering all suppliers, vendors and input material. The policy covers the aspects related to ethics, business integrity, human rights, social responsibility, health and safety, environment, local community, green products & practices, quality, good manufacturing practices, and legal compliance.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

ARBL has adopted a systematic approach towards lead management, right from procurement through processing, and waste generation to recovery. In the post-use phase, we have designed a closed-loop system, through which we procure old and used batteries from dealers, recycle the material through third-party recyclers, and procure the used lead to manufacture new batteries. Further, we have mechanisms to refurbish and reuse the old batteries.

At ARBL, we are bound by the Extended Producer Responsibility (EPR) regulations, and we have successfully developed and submitted our EPR plan to the Pollution Control Board. Consequently, we have obtained registration as a Brand Owner, enabling us to manage the disposal of Multilayered Plastic (MLP) and other plastic waste generated by our products in accordance with the EPR Action Plan. As part of our commitment to responsible battery management, we participate in the To be replaced with BWMR (Battery Waste Management Rules) Project, initiated by the Government of India. We create awareness among end customers by displaying messages on warranty cards, requesting them to deposit used batteries at designated collection centres which have been set up throughout India. We have been recycling lead by collecting scrap batteries and offering replacements to customers. The used batteries are carefully transported to designated smelting plants for safe lead-recycling, ensuring zero harm to the environment. Currently, 70% of lead used in manufacturing comes from recycled sources and we strive to increase this proportion by setting up more used battery collection mechanisms. We are setting up 1.5 LPTA of a lead recycling facility in Cheyyar, TN through our wholly owned subsidiary ARCSPL.

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

The Extended Producer Responsibility (EPR) is applicable to us. We have prepared our EPR plan and successfully submitted it to the Pollution Control Board. Our plan is carefully aligned with our overall waste management strategy and complies with all relevant regulations.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment Was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
27201	Automotive Battery (40B20)	2.6 %	Cradle to grave	Yes	No
27201	Industrial Battery (2v, 600 Ah)	8.5%	Cradle to grave	Yes	No

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

Name of Product/Service	Description of the risk/concern	Action Taken
Automotive Battery 40B20 Industrial Battery 2V, 600 Ah	Abiotic Depletion (ADP fossil): It is a measure of the use of non-renewable sources as energy for the product lifecycle. The risk essentially flags the dependency of the product lifecycle on non-renewable sources of energy which is concentrated in the product production phase	<ul style="list-style-type: none"> Increasing the use of renewable energy sources such as solar power at our production sites Development of captive solar power capacity at our plant locations Use of recycled lead to the tune of 70% of all lead consumed leading to avoided abiotic depletion Our energy conservation initiatives have resulted in a 12% decrease in our Energy intensity
	Global Warming Potential (GWP 100 yrs.)- It is a measure of the amount of GHG emissions as a result of the product lifecycle. The risk flags the contribution of the product in global warming or climate change which is concentrated in the product production phase	<ul style="list-style-type: none"> Increasing the use of renewable energy sources such as solar power at our production sites Development of captive solar power capacity at our plant locations Voluntary REC procurement to offset GHG emissions resulting from non-conventional energy usage Our energy conservation initiatives have resulted in a 12% decrease in our Energy intensity
	Blue-water consumption: It is a measure of the amount of blue-water (freshwater from surface & ground sources) consumed during the product lifecycle essentially providing us with a footprint of the product. The risk flags the potential scarcity of blue water that can result from excessive consumption during the product life cycle mostly concentrated in the production phase	<ul style="list-style-type: none"> Zero Liquid Discharge systems commissioned at all our facilities leading to an increase in effluent recycling rate & reduction in fresh-water consumption Rainwater harvesting structures for the collection & usage of rainwater as an alternative source replacing freshwater ETP optimization done to reduce the amount of auxiliary water required for ETP operations

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

Indicate input material (by Weight)	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Recycled Lead	69.53 %	63.49 %
Recycled Plastics	6.70 %	6.70 %
Recycled Pallets	21.94 %	25.85 %

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
	Recycled	Recycled
Hazardous waste (batteries)	79,747	79,918

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Used Batteries – 2022-23	Automotive - 32% Industrial – 45%
Used Batteries – 2021-22	27 %

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	2,105	2,105	100%	2,105	100%	-	-	2105	100%	2105	100%
Female	184	184	100%	184	100%	184	100%	-	-	184	100%
Total	2289	2289	100%	2289	100%	184	100%	2105	100%	2289	100%
Other than Permanent employees											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	5078	5078	100%	5078	100%	-	-	5078	100%	5078	100%
Female	626	626	100%	626	100%	626	100%	-	-	626	100%
Total	5704	5704	100%	5704	100%	626	100%	5078	100%	5704	100%
Other than Permanent workers											
Male	0	0	-	0	-	0	-	0	-	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	0	0	-	0	-	0	-	0	-	0	-

2. Details of retirement benefits.

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total Employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total Employees	No. of workers Covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	100%	Y	100%	Y
Gratuity	100%	100%	100%	NA	100%	NA
ESI	100%	100%	100%	Y	100%	Y
Others -SAS	100%	100%	100%	Y	100%	Y

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, ARBL ensures that all premises and offices are accessible to employees and workers with disabilities. Further, we are deploying more amenities for differently abled employees at the plant and other work locations to improve accessibility.

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.

We adhere to our equal opportunity policy outlined as per Rights of Persons with Disabilities Act, 2016. We are committed to providing equal employment opportunities to all individuals who meet the qualifications specified in our Human Resources recruitment policies and selection processes, regardless of their physical or mental abilities, caste, gender, race, color, religion, or creed. As an equal opportunity employer and in accordance with the laws of the country, ARBL does not discriminate or show preference based on any of these factors.

<https://www.amararaja.com/about/code-of-ethics>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	83%	100%	92%	100%
Total	91.30%	100%	96.30%	100%

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

(If Yes, then give details of the mechanism in brief)	
Permanent Workers	ARBL has established a mechanism for addressing complaints, referred to as the Grievance Redressal Mechanism which is handled by the HR department.
Other than Permanent Workers	We also conduct open house sessions such as Company Communication Meet, Plant Communication Meet, and Open Forums to provide employees and workers with a platform to voice their grievances.
Permanent Employees	Any grievance from the workforce can be communicated to the respective HR personnel. All such grievances are then discussed internally, and a resolution plan is formulated.
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)
Total Permanent Employees	2289	48	2.10%	2,249	50	2.22%
Male	2105	45	2.14%	2,068	47	2.27%
Female	184	3	1.63%	181	3	1.66%
Total Permanent Workers	5704	27	0.47%	5,356	30	0.54%
Male	5078	26	0.51%	4,904	2	0.55%
Female	626	1	0.16%	452	2	0.44%

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year				FY 2021-22 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	2105	2105	100%	2105	100%	2,068	2,068	100%	2,068	100%
Female	184	184	100%	184	100%	181	181	100%	181	100%
Total	2289	2289	100%	2289	100%	2,249	2,249	100%	2,249	100%
Workers										
Male	5078	5078	100%	5078	100%	4,904	4,904	100%	4,904	100%
Female	626	626	100%	626	100%	452	452	100%	452	100%
Total	5704	5704	100%	5704	100%	5,356	5,356	100%	5,356	100%

We conduct skill gap analyses for both employees and workers to identify areas for improvement. Based on these analyses, we update our training calendars and provide periodic training sessions.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2105	2,105	100%	2,068	2,068	100%
Female	184	184	100%	181	181	100%
Total	2,289	2,289	100%	2,249	2,249	100%
Workers						
Male	5,078	5,078	100%	4,904	4,904	100%
Female	626	626	100%	452	452	100%
Total	5,704	5,704	100%	5,356	5,356	100%

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, what is the coverage of such a system?

Yes, we have implemented a formal Occupational Health & Safety Management System (OHSMS) based on ISO 45001 that covers all our operating and manufacturing facilities.

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

To identify work-related hazards across all units, we use the Hazard Identification and Risk Assessment (HIRA) process which involves a team comprising operations, maintenance, and safety personnel. We have well-defined SOPs, operational controls, and a work permit system to ensure safe operations. We have documented emergency plans to prepare us for emergency situations. We have performed critical risk identification based on incident statistics to identify top risks and have rolled out safety standards to mitigate the risks. Our Health, Safety, and Environment (HSE) Council meets on a monthly basis to assess top risks and discuss health and safety parameters. Regular safety training and mandatory induction cover hazard identification and reporting for all employees and workers. We conduct periodic safety inspections and audits to ensure compliance and take immediate corrective actions.

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

Yes, through our implemented ESG software for sustainability performance, we provide a mobile app that allows employees and workers to report any work-related hazards, including unsafe acts or near-miss conditions, and remove themselves from such risks. This process ensures that we meet all statutory and legal compliance requirements and provides a positive assurance in that regard.

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

Yes, we provide all employees access to medical and healthcare services for non-occupational purposes

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees and Workers		0.67		0.78
Total recordable work-related injuries	Employees and Workers		10		12
No. of fatalities	Employees and Workers		0		0
High consequence work-related injury or ill-health (excluding fatalities)	Employees and Workers		0		0

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

At ARBL, we consider EXCELLENCE as one of our fundamental values. We strongly believe that maintaining a safe and healthy workplace not only protects our employees from injuries and illnesses but also enhances their morale and well-being.

Safety is always our utmost priority, and we are fully committed to fostering a culture of excellence in safety. We have been implementing the occupational health and safety management system (ISO 45001:2018) to continually improve our safety performance across all facilities. Our approach includes various measures such as hazard identification and risk assessment, conducting emergency response drills, ensuring tools and tackles inspection by competent personnel, following work permits and LOTO systems, inspecting engineering controls, and providing comprehensive safety training for both new and existing employees. Through these systems, we adhere to all applicable national and international safety standards. Additionally, we proactively embrace state-of-the-art technologies and management practices that are relevant to our business, aiming to enhance our working environment.

To ensure a safe working environment, the following measures have been implemented:

1. Work Permit System.
2. Workplace safety audit by internal teams.
3. Periodical inspection of lifting Tools and Tackles and pressure vessels by a competent authority.
4. Safety Committee meetings.
5. Trainings to enhance a culture of safety.
6. Behavior-based safety (BBS) practices at all locations.
7. Drills for emergency preparedness and response.
8. Inspection of engineering controls, lifting tools and material handling equipment controls.
9. Lock Out and Tag Out for energy isolation.
10. Monitoring of workplace noise and illumination levels.
11. Risk assessment for all activities and new initiations.
12. State- of-the-art occupational health centre with 24x7 operations.

We continue to implement good practices in the maintenance and monitoring of ventilation systems and ensure that a safe and healthy work environment is maintained

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks

Working Conditions*	363	0	-	421	0	-
Health and Safety	18	0	-	32	0	-

Note: The numbers are inclusive of the suggestions that we received for safety and workplace improvement. Our reporting mechanism is robust and transparent, offering multiple avenues for reporting such as a mobile platform and regular meetings. In addition, we hold frequent HSE council meetings to discuss health and safety matters.

14. Assessments for the year

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

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

At ARBL, we follow a robust Incident investigation process and implement corrective and preventive actions across our organization. Our safety management system includes revising the Hazard Identification and Risk Assessment (HIRA) document to prevent the recurrence of incidents and mitigate risks. We have a well-established process for identifying near misses, unsafe acts, and unsafe conditions, enabling us to take necessary corrective actions. To identify health and safety risks, we conduct monthly internal audits, safety inspections, and periodic external safety audits. All these procedures are aligned with the ISO 45001 management system standards.

Leadership Indicators

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

The Company has Group term life insurance & Benevolent Fund for all the employees & workers.

Group Life Cover Policy (GTLI):

We provide a Group Life Cover Policy which extends financial security to our employees' dependents in the event of loss of life during their employment with the Amara Raja Group. Each person is covered since their date of joining. The payout includes 36 months of the last drawn gross salary. The premium and associated costs for this insurance coverage and policy are borne by us.

Group Personal Accident Policy (GPA):

We make this policy available to all employees and include benefits for temporary total disability, permanent total disability, permanent partial disability, and accidental death. Each employee is insured for a sum which is available for meeting claims to cover the impact of disability or death arising out of accidents. The coverage starts from the date of joining of the employee.

Benevolent Fund Policy:

Regular employees and those under probation are eligible for benefits under this policy. The benefits include retirement benefits, disablement benefits, death benefits and benefits related to critical ailments.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Our Supplier Code of Conduct (SCoC) includes a clause that mandates suppliers to adhere to all relevant laws and regulations, tax obligations, and the code of conduct. We also encourage our Suppliers to maintain adequate documentation to demonstrate compliance with these principles.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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

The Company conducts informative sessions led by banking experts to educate our employees about the financial market, government schemes, and provides biannual financial wellness awareness programs to all employees on various benefits such as SAS, gratuity, PF, benevolent fund, leave encashment, and post-retirement benefits.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	50%
Working conditions	

Note - % is derived from critical supplier assessment in FY 22-23.

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

ARBL works with multiple partners and suppliers to deliver high-quality products and services to customers. We conduct regular audits and reviews and take corrective actions, if required, to ensure compliance. No significant risks have been identified from the assessment of our value chain partners.

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

Essential Indicators

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

The stakeholder identification process at ARBL is built around the following procedures marked in order of execution as mentioned below:

1. Purpose of stakeholder analysis
2. Identifying potential stakeholders who may affect or may be affected by the business
3. Stakeholder categorization (internal or external)
4. Stakeholder prioritization based on impact on the business
5. Information gathering on stakeholder expectations
6. Developing a stakeholder engagement plan

Identifying key stakeholders is an ongoing process that requires regular monitoring and engagement to ensure that the company is meeting the needs of its stakeholders and achieving its goals. Stakeholder engagement plan is periodically reviewed and revised as per assessments.

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

Stakeholder Group	Whether identified as Vulnerable and Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Intranet, Company Communication, Open Houses, Notice Boards, Internal Mobile app, Internal Chat bot etc.,	Intranet – Daily Newsletters-Quarterly, Emails & company communication – As and when required	Employee engagement activities, training, awareness and welfare programmes
Customers	No	Regular business meetings, Customer satisfaction surveys, Advertisements, publications, website, app and social media	Frequent and need-based	New product launches; customer satisfaction, grievance redressal, service support, product health checks
Suppliers	No	Regular business meetings & supplier meets (including supplier sustainability workshops)	Frequent and need-based	Business-related discussions, awareness and training programmes, workshops and seminars, supplier sustainability
Local community	Yes	Rajanna Foundation, Krishnadevaraya Educational and Cultural Association (KECA), community meetings, newspapers	Frequent and need based	CSR projects delivery, managing community expectations & demands
Investors and Shareholders	No	Quarterly results, Annual Reports, Earnings call, Analyst meet, press releases, website, Email, newspaper advertisement, intimation to stock exchanges, Annual General Meetings and investor meetings / conferences	Annual, quarterly and need based	To inform the current performance of the Company and its future plans

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.

Feedback/grievances, if any received from various stakeholders are updated to the Board based on relevance by respective functional leaders.

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. ARBL understands the importance of stakeholder consultation in decision-making, risk management, relationship-building, and achieving sustainable outcomes. Through active stakeholder involvement, we foster inclusivity, accountability, and responsiveness, ultimately leading to more successful and impactful initiatives.

As a first step, we identified our key stakeholders and their interests and issues. This is followed by a comprehensive materiality assessment which determines the significance of the identified material issues. This assessment considers factors such as the potential impact of each issue on organization's performance, reputation, stakeholder trust, and long-term sustainability. ARBL engaged with a diverse group of internal and external stakeholders including employees, customers, local communities, investors etc. Their inputs were then benchmarked against our internal knowledge of global and sectoral trends, major social issues, business model, regulatory requirements, and those of well-established sustainability standards. Finally, the issues that

emerged were evaluated for their impact on both ARBL as well as its stakeholders. In response, we have modified our existing policies, introduced new policies and procedures to specifically address these material issues. Furthermore, these changes were also reflected in our overall ESG strategy and sustainability projects. To ensure ongoing progress, a defined set of goals and targets were established for regular performance monitoring.

As part of our formal and continuous stakeholder engagement process, we actively seek feedback and suggestions to refine our Sustainability strategy. We value the input we receive and consider it essential for enhancing our approach to sustainability.

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

The Company’s CSR initiatives aim to improve the lives and livelihoods of underprivileged, marginalized, and vulnerable communities near its operating facilities. Periodic on-site discussions are held by our CSR personnel to gather feedback and suggestions on issues concerning the communities, which are then addressed promptly. These initiatives, which are led by the Rajanna Foundation, cover the following:

- **Primary Health** - The Company’s CSR aims at providing healthcare access to the vulnerable sections of the society, who don’t have the resources to afford quality healthcare. It provides primary healthcare services to almost 20000 people including children, women, senior citizens, and marginalized communities.
- **Education** - Amara Raja Educational Society (ARES) operates three Schools located at Karakambadi, Petamitta and Diguvamagham in the Tirupati & Chittoor districts, which are affiliated to CBSE. In FY23, 4620 children benefitted by getting quality education. Of them, 80% belong to the marginalized or vulnerable sections.
- **Skill development** - Amara Raja Skill Development Centre (ARDC) was set up way back in 2014. The Company has a dedicated team on the field, gathering youth force and providing opportunities to them, especially in rural areas, to enhance their skills and enable them to seek non-migratory employment opportunities. In the current year a total of 1050 students are undergoing on the job training through our skill development programme.
- **Environment and Social Forestry** - ARBL envisions a sustainable future for generations to come and has taken concrete steps towards it which include conservation of soil & regeneration of vegetation through social forestry schemes. Social forestry promotes the expansion of forests which can then be used by tribal & forest dependent people in harvesting forest produce on which these vulnerable sections are dependent on a day-to-day basis. In FY 22-23 a total of 71000 saplings were planted under the scheme which directly benefited 40 tribal families through employment.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2,289	2,289	100%	2,249	2,249	100%
Other than permanent	0	0	-	0	0	100%
Total employees	2,289	2,289	100%	2,249	2,249	100%
Workers						
Permanent	5,704	5,704	100%	5,356	5,356	100%
Other than permanent	0	0	-	0	0	-
Total workers	5,704	5,704	100%	5,356	5,356	100%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2,289	0	-	2,289	100%	2,249	0	-	2,249	100%
Male	2,105	0	-	2,105	100%	2,068	0	-	2,068	100%
Female	184	0	-	184	100%	181	0	-	181	100%
Other than Permanent	0	0	-	0	-	0	0	-	0	-
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-
Workers										
Permanent	5,704	0	-	5,704	100%	5,356	0	-	5,356	100
Male	5,078	0	-	5,078	100%	4,904	0	-	4,904	100%
Female	626	0	-	626	100%	452	0	-	452	100%
Other than Permanent	0	0	-	0	-	0	0	-	0	-
Male	0	0	-	0	-	0	0	-	0	-
Female	0	0	-	0	-	0	0	-	0	-

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

Employees other than BoD and KMP:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	13,19,60,403.5	1	7,10,000*
Key Managerial Personnel	3	1,01,41,006	0	0
Employees other than BoD and KMP	2102	6,00,012	184	5,51,004
Workers	5,078	2,29,872	626	3,60,704

*Sitting fees for Non-Executive Director.

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

ARBL prioritizes upholding and safeguarding of human rights, and we have a zero-tolerance policy towards any violations related to human rights. Guidelines incorporated in the Code of Conduct & Ethics, as well as HR policies and processes specifically address this subject. We are also signatory to United Nations Global Compact. Human rights due diligence is carried out based on UNGC protocol to identify risks related to human rights and put in place appropriate controls.

To ensure that human rights are respected across the organization, we have put in place a process through which red flags related to Human Rights can be reported. Such incidents are thoroughly investigated by an Internal Complaints Committee or Ombudsperson. The internal committee also ensures that the impacts of human rights violations are managed and addressed appropriately.

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

At ARBL, we deeply value and prioritize human rights. We are committed to promoting fair and ethical business and employment practices by actively supporting, safeguarding, and advocating for human rights. Our strict policy reflects zero tolerance for any form of slavery, forced labor, child labor, human trafficking, or any type of physical, sexual, psychological, or verbal abuse.

To ensure our commitment, we have implemented a comprehensive set of human rights policies. These policies include No Harassment at Workplace, Equal Opportunity for Employment and Diversity, Prevention of Child Labor, Discrimination and Equal Opportunities, and Prevention of Sexual Harassment. These policies serve as a clear demonstration of our dedication to upholding and protecting human rights in every aspect of our operations.

The mechanisms for redressing grievances concerning human rights are implemented through the following policies:

Grievance Redressal Policy: ARBL has established a policy to address concerns and to foster a healthy and cohesive work culture among Amara Raja Group employees. Through mutual trust and timely grievance resolution, this policy strives to improve employee and organizational performance. The policy provides a systematic procedure for addressing grievances, and amicable and speedy remedies for all employees.

Prevention of Sexual Harassment Policy (POSH): The Management has formed an Internal Complaints Committee (ICC) to investigate and resolve complaints of sexual harassment.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending Resolution at the end of year	Remarks	Filed during the year	Pending Resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

At ARBL, we maintain a zero-tolerance policy when it comes to workplace harassment. We strongly encourage employees to promptly report any incidents of harassment to the appropriate authority. Upon receiving a report, we shall conduct a thorough investigation and take appropriate action.

To address complaints of sexual harassment, we have established an independent Internal Complaints Committee. This committee operates autonomously and ensures the protection of employees from victimization. Its members are dedicated to resolving grievances in a peaceful and conciliatory manner. Additionally, we have appointed an Ombudsperson to handle the received complaints. All complaints are treated with utmost confidentiality, and the complainant’s identity remains anonymous throughout the process. Furthermore, we strictly prohibit any form of retaliation against individuals who make a complaint, report of harassment in good faith, and those who participate in the investigation process.

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

Yes, our Supplier Code of Conduct aligns to the globally recognized standards such as the Core Conventions of ILO, UN’s Universal Declaration of Human Rights, and UN Global Compact Principles, as well as other relevant industry standards and statutory requirements.

9. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	100%
Wages	
Others – please specify	

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

No significant risks reported in the assessment.

Leadership Indicators

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

ARBL's policies are reviewed regularly and modified as required. The modifications take into consideration any grievances or incidents that are flagged through our redressal mechanisms. These policies serve as the foundation to our operating procedures and the way in which we conduct business.

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

Human rights due diligence is carried out based on UNGC protocol to identify risks related to human rights and put in place appropriate controls. We ensure human rights aspects are addressed through our Code of Conduct & Ethics, HR policies, Sustainable procurement policy and Supplier Code of Conduct. We conduct training programs to raise awareness among our employees and value chain partners on the Code of Conduct and human rights issues. These programs aim to promote understanding and adherence to ARBL's policies and practices concerning human rights.

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

Yes, the premises / offices are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016. This demonstrates ARBL's commitment to creating an inclusive and accommodating environments for all individuals.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	
Discrimination at workplace	
Child labour	
Forced/involuntary labour	50%
Wages	
Others – please specify	

Note - % is derived from critical supplier assessment in FY 22-23

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

No significant risks reported in the assessment.

Principle 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	12,31,436 GJ	13,58,387 GJ
Total fuel consumption (B)	43,556 GJ	15,442 GJ
Energy consumption through other sources (C)	1,69,932 GJ	-
Total energy consumption (A+B+C)	14,44,924 GJ	13,73,829 GJ
Energy intensity per Crore of turnover (Total energy consumption (Kilo Joules)/turnover in crore rupees)	139.12 GJ/Cr	158.00 GJ/Cr

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, Independent assurance was carried out by DNV India.

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 organization is not classified as a designated consumer for the Performance, Achieve, and Trade (PAT) program administered by the Bureau of Energy Efficiency (BEE).

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water (harvested rainwater)	3,653	-
(ii) Groundwater	10,88,777	11,39,569
(iii) Third party water (Municipal water supplies)	-	-
(iv) Seawater/desalinated water	-	-
(v) Others (Packaged Drinking water)	49.1	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	10,92,479	11,39,569
Total volume of water consumption (in kiloliters)*	13,39,332	14,21,388
Water intensity per crore of turnover (Water consumed/turnover in crores)	128.96 KL/Cr	163.46 KL/Cr

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, Independent assurance was carried out by DNV India.

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

ARBL has installed Zero Liquid Discharge units (ZLDs) in all facilities (100%) to ensure that no effluent is discharged from manufacturing processes

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

*PM mentioned as PM10 and PM2.5

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	µg/m3	22.48	17.56
SOx	µg/m3	14.62	11.12
Particulate matter* (PM10)	µg/m3	53.29	52.21
Particulate matter (PM2.5)	µg/m3	20.88	22.68
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

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, Independent assurance was carried out by DNV India.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	6,159	2,282
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	2,42,867	2,67,904
Total Scope 1 and Scope 2 emissions per Crore of turnover		23.97	31.07

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, Independent assurance was carried out by DNV India.

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

The company has made improvements to its renewable infrastructure and remains dedicated to energy efficiency improvement. This commitment is demonstrated through the upgrading of process technology, efficient production scheduling, and the implementation of various energy-saving initiatives. Few initiatives are mentioned below.

Renewable energy initiatives:

Commissioned 42.5 MW of renewable power infrastructure with more 7.5 MW in pipeline for implementation, overall renewable power generation capacity is 59.1 MW. Avoided 33,514 Tons of CO2 emissions on account of this project in 2022-23

ARBL has achieved cost savings of INR 4.2 crores by implementing the below listed projects promoting energy efficiency:

- ✓ Improving heater control system for lead pots
- ✓ Conversion of V-belt drive to direct coupling in FA\ FE Systems
- ✓ Cooling tower process pump automation by providing VFD
- ✓ Replacement of old conventional chargers with IGBT chargers
- ✓ Axial Fans (HVLS) in Finishing areas

- ✓ Replacement of conventional lights with LED lights
- ✓ Oven Control Panels Upgradation with IGBT technology
- ✓ Install auto descaling system for Acid chillers
- ✓ Elimination of Dumper washing tunnel blowers line1
- ✓ Inter linking of FA System WRT production lines
- ✓ Manually alternate Street lightings switch on in North and South side
- ✓ Timer base switch on Lighting (6.00PM to 06.00AM)
- ✓ Skin temperature reduction in lead melting pots
- ✓ Replacement of conventional motors with BLDC motors in HVAC AHUs.
- ✓ Finishing line 2 conveyor motor 2Hp to 1 Hp changed
- v Power factor improvement in SDB level
- ✓ Replacement of pneumatic vibrators with electrical vibrators
- ✓ Occupancy Sensors for Stores, chargers' room, Formation tubs and other utility buildings to control lighting energy
- ✓ Replace AODD pumps with energy EODD pump in ETP
- ✓ Installed VFD for Treated water transfer pump at ETP @20 hp
- ✓ Reduction of Compressed air leaks in shop floor
- ✓ Energy Optimization in curing and drying ovens

Capital investment made on energy efficiency and conservation initiatives:

₹241 Cr for captive solar project

₹5.2 Cr for other project within the plant facility

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	2,540.4	1,731
E-waste (B)	2.6	1.67
Bio-medical waste (C)	0.25	0.22
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	5095.58	5126.77
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Haz. Waste from process + Haz. Waste from pollution control equipment's, + Filter bed sand+ Filter bags etc. (G)	16,508	17,090.99
Other Non-hazardous waste generated (H). MS Scrap + Aluminum scrap (Break-up by composition i.e. by materials relevant to the sector)	5004.8	4,338.52
Total (A + B + C + D + E + F + G + H)	29,151	28,289

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	27,823	27,235
(ii) Re-used*	--	--
(iii) Other recovery operations	--	--
Total	27,823	27,235
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	12.1	21.18
(ii) Landfilling	1,316	1,032.56
(iii) Other disposal operations		-
Total	1,328	1,054

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, Independent assurance was carried out by DNV India.

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

ARBL has implemented a waste classification system to manage the disposal and recycling of waste materials. We prioritize recycling and timely disposal of waste, using third-party contractors for controlled disposal. Solid waste is categorized into hazardous and non-hazardous, and the team follows established procedures to collect and store waste in designated bins. The production plant has a temporary storage area for solid waste, with relevant signs and measures in place to prevent pollution and leakage.

Hazardous waste is handled according to the Hazardous Waste Management Rule, 2020. Authorized agencies handle hazardous waste transportation, and a waste registry is maintained to track proper handling. Non-hazardous waste including scrap paper, plastic packaging, and metals, are forwarded to authorized recyclers.

- a) **Plastics:** We use recyclable stretch film of an appropriate thickness for web sealing packing. Only authorized recyclers receive the plastic waste that is generated. Most plastic components used in e batteries are recycled. Plastics recycling, particularly packaging recycling, is underway as part of the plastic waste management standards.
- b) **E-waste:** We comply with E-waste regulations by ensuring that the E-waste generated is only sent to authorized recyclers.
- c) **Bio medical waste:** We manage biomedical waste in accordance with the Bio-medical Waste Management Rules and keeps a record of the waste in a waste registry.

Lead Optimization: We source most of the lead we use from recycled batteries. This ensures that mining of lead and its toxicological effects are minimized. Our R&D division is also working on several internal projects to increase material efficiency and reduce the consumption of lead and acid in our batteries. These projects are broadly classified under lead optimization research.

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

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

Note - ARBL does not conduct any activities or operations in areas that are considered ecologically sensitive.

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

ARBL does not have any green-field projects in the current reporting period which require EIA according to the EIA notification, 2006.

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

Yes, ARBL is in adherence to all relevant environmental laws, regulations, and guidelines.

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*				

Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	1,69,932 GJ	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1,69,932 GJ	-
From non-renewable sources		
Total electricity consumption (D)	12,31,436 GJ	13,58,387 GJ
Total fuel consumption (E)	43,556 GJ	15,442 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	12,74,992 GJ	13,73,829 GJ

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, Independent assurance was carried out by DNV India.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – Tertiary treatment	0	0
Total water discharged (in kilo liters)*	0	0

*ARBL has installed a Zero Liquid Discharge (ZLD) system. This is designed to minimize wastewater discharge by recycling and reusing water as fully as possible. However, it is expected that there may be some nominal losses of water due to evaporation, accounting for approximately 10% of the total water used in the process.

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, Independent assurance was carried out by DNV India.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilo liters):

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:

According to the Central Groundwater classification, the manufacturing units of the Company are not located in areas classified as “Critical” or “Over-exploited” with regards to groundwater.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed/turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-



Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(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	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	4,00,948	3,98,112
Total Scope 3 emissions per Crore of turnover		38.61	45.78

We have considered 8 categories in the Scope 3 emissions (Purchased goods, Upstream transport, Waste, Employee travel, Business travel, Downstream transport, End of life and Leased Assets)

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, Independent assurance was carried out by DNV India.

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 biodiversity in such areas along-with prevention and remediation activities.

Not applicable as ARBL does not conduct any activities or operations in areas that are designated as ecologically sensitive areas.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water flow meters	Installed irreversible electromagnetic water flow meters	Monitor, measure and reduce the water consumption
2	Upgradation of ETP	ABD1 ETP was upgraded for better efficacy	Better treatment and meeting discharge standards
3	Zero Liquid Discharge (ZLD)	Zero Liquid Discharge (ZLD)	Zero water discharge
4	Process automation	VFD installation at several pumps AHU belt drive to BLDC controlled	Reduction in electricity consumption & GHG emissions
5	Reducing auxiliary electricity consumption	Occupancy sensors installation Timer based switches on all DCS lighting Replacing conventional light with LED	Reduction in electricity consumption & GHG emissions
6	Energy efficiency initiatives	As mentioned above in Principle 6 under section 7	Improvement in energy intensity

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

Yes. The Business Continuity Plan (BCP) is a comprehensive plan that covers three main areas: people, facilities, and critical IT infrastructure. This demonstrates that ARBL has considered the safety and well-being of employees, the physical facilities where operations are conducted, and the technology systems that are essential to business operations.

We have created a comprehensive “shock playbook” that includes plans for dealing with various emergency scenarios and business risks. We have also taken steps for disaster management to maintain critical facilities, applications, and infrastructure such as domain and email servers. To further minimize the impact of any disasters and reduce the time it takes to restore operations, we have replicated applications to a disaster recovery site and implemented periodic backup processes. Additionally, network devices and links are maintained with high availability to ensure business continuity. Overall, we have taken significant steps to prepare for and mitigate the effects of potential disasters or emergencies.

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

Throughout our value chain, we have not identified any significant negative impact on the environment. However, we have taken proactive measures to ensure that our procurement policies promote environmentally friendly and responsible practices. At ARBL, our commitment is to comply with all applicable environmental laws and regulations in the regions where we operate and source materials, products, and services.

We hold our suppliers and franchises to high environmental standards, which go beyond local regulatory requirements, in order to safeguard the environment. Nonetheless, we recognize that the scope and nature of our suppliers’ operations may vary, and therefore, the specific environmental principles applied may differ accordingly.

In line with our commitment to sustainability, we strongly encourage all suppliers to identify the sources of their emissions, including CO₂, other greenhouse gases, Sox, NO_x, and particulate matter. We recommend that they adopt progressive measures to reduce these emissions. By doing so, our suppliers can play a significant role in contributing to a cleaner and more sustainable environment.

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

50% of critical suppliers were assessed on environmental impacts in FY 22-23.

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

Essential Indicators

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

The Company is a member of 11 trade and industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Andhra Pradesh Chambers of Commerce and Industry (FAPCCI)	State
3	Federation of Indian Export Organisation (FIEO)	National
4	Engineering Export Promotion Council (EEPC)	National
5	Employers' Federation of Southern India (EFSI)	National
6	Recycling and Environment Industry Association of India	National
7	IESA - Customized Energy Solutions India Pvt Ltd	National
8	Auto Component Manufacturers Association(ACMA)	National
9	Indian Battery Manufacturers Association (IBMA)	National
10	World Economic Forum (WEF)	International
11	United Nations Global Compact	International

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.

There have been no instances where regulatory authorities have issued adverse orders regarding anti-competitive conduct.

Leadership Indicators

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

ARBL actively participates in various issues related to business and society by being on governing bodies and committees at both state and national levels of CII. Through these forums, we can engage in discussions and collaborate with other companies and stakeholders on important matters.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others – please specify)	Web Link, if available
	ARBL does not maintain a distinct policy on “Policy Advocacy.” Instead, we engage in policy advocacy efforts through our representation in 11 trade and industry chambers/associations. Among these, eight have a national reach, one has a state-level reach, and two have an international presence. These affiliations allow us to actively participate in shaping policies related to the Battery Industry and other areas that impact our organization. These industry associations include Indian Battery Manufacturing Association, Auto Component Manufacturers Association, Recycling and Environment Association of India, Confederation of Indian Industries (CII) at National level and United Nations Global Compact (UNGC) & World Economic Forum (WEF) at the Global level. We also engage with statutory authorities on regulatory policies.				

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

We are not required to carry our Social Impact Assessments as per law.

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

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

S. No.	Name of Project for which RandR is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by RandR	Amounts paid to PAFs in the FY (In INR)
No Rehabilitation and Resettlement projects are on-going at ARBL						

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

We have established a formal community grievance management process that outlines the steps to be followed when we receive written or verbal complaints or grievances regarding our own operations and/or contractors. This process is designed to ensure that complaints and grievances are handled in a culturally sensitive, respectful, timely, and consistent manner. Additionally, our CSR personnel actively gather on-site feedback and suggestions from the communities to address any concerns raised. Through this mechanism, we receive, acknowledge, assess, assign, investigate, and respond to all community grievances.

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

We firmly believe that fostering a thriving and resilient MSME (micro, small, and medium-sized enterprise) ecosystem is vital for the economic advancement and prosperity of our nation. With this conviction, ARBL actively engages with several small and medium-sized enterprises located in the vicinity of our manufacturing and service operations. Our objective is to procure a diverse range of goods and services, thereby supporting and contributing to the growth of these enterprises.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	32%	34%
Sourced directly from within the district and neighboring districts	43%	41%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
No Social Impact Assessments (SIA) were required to be done in the current financial year	

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

ARBL's current Corporate Social Responsibility (CSR) initiatives do not include any specific aspirational districts

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

Our procurement decisions related to goods and services are based on merit. We invest significant resources to build capability amongst local supplier base and people belonging to marginalised/vulnerable

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

We procure from small and medium-sized enterprises (SMEs), minority-owned businesses, SC / ST and Economically Backward Entrepreneurs. women-owned businesses, and enterprises owned by previously disadvantaged individuals.

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

The mechanism to estimate the value is currently not available.

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

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	<p>Education to Rural Youth - Amara Raja Educational Society (ARES) is dedicated to fulfilling the vision of a knowledgeable and educated India.</p> <p>Objectives:</p> <ul style="list-style-type: none"> Ensuring affordable access to quality education in rural areas Extending CBSE curriculum education to rural areas Fostering personality development of students Embracing technology through smart classrooms and tablets Providing comprehensive development opportunities for students 	No of students benefited: 4,620 Students passing out after course completion: 3,471	80%
2	<p>Skill Development: Amara Raja Skill Development Centre (ARSDC) was established with the intention of giving young people, particularly those who reside in rural regions, opportunities to develop requisite skills to explore employment possibilities in their own neighborhoods. Thus, this effort also aims to lessen the need for people to migrate in pursuit of work</p> <p>Objectives:</p> <ul style="list-style-type: none"> Empowering rural youth with a structured curriculum encompassing technical, non-technical, and life skills, to enhance their employability prospects. Addressing the skills gap in society by offering training programs that align with the evolving business/work landscape in the industrial and related sectors. 	1,050 students benefitted including 300 Girls	100%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
3	<p>Primary Health - The vision was to establish Primary Health Center (PHC) that would be an example for the entire country. The PHC has been established under a Public Private Partnership (PPP) program with the Government of Andhra Pradesh.</p> <p>Objectives:</p> <ul style="list-style-type: none"> Ensuring availability of high-quality primary healthcare services. Conducting outreach programs in collaboration with Amara Hospital to extend healthcare services to remote areas. Equipping the PHC with a basic laboratory that meets the necessary standards. 	Outpatients 20,230 and no of diagnostics (lab tests) 16,336	100%
4	<p>Environment and Social Forestry - Amara Raja envisions a sustainable future for generations to come and has taken concrete steps towards it.</p> <p>Objectives:</p> <ul style="list-style-type: none"> Conservation of soil and regeneration of vegetation. 	Over time, around 71,000 saplings have been planted 40 Tribal families employed	100%
5	<p>Rural Infrastructure Development - Rajanna Foundation as a representative of the Amara Raja Group, has undertaken significant initiatives towards the development and adoption of neighboring villages. The projects undertaken include the construction of roads, rainwater storage tanks, leisure parks with internet access and a library and supply channels, among others.</p>	2 Villages - Petamitta and Diguvamagham	100%
6	<p>Water - Under the Rajanna Jalasayamu Programme, the Foundation has constructed 23 check dams and desilted three tanks in Chittoor district. The Foundation also ensures the regular maintenance of these check dams.</p>	60 Villages, 12 Panchayats Benefitted	100%
7	<p>Community Support Programs - Ensure provision of services that address fundamental human needs and facilitate the creation of safe public facilities</p>	2 schools and 3 Villages Benefitted	100%

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

Essential Indicators

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

At ARBL, we prioritize customer complaints and recognize the importance of being responsive, transparent, and solution-oriented in resolving them effectively and to the satisfaction of our customers. We have implemented a customer complaints mechanism that systematically records and addresses grievances related to our products, quality, service, warranty, and other relevant matters. Additionally, we actively engage in digital conversations with our customers during service calls to capture their valuable feedback. The company employs other mechanisms also for customer engagement as mentioned below:

AMCARE: The company supports its customers every mile of the way & at every moment. It runs 24x7 service centers to ensure that customers face zero difficulty with replacements, installations & servicing of batteries. ARBL also has a toll-free number that can be contacted at any time to register customer complaints & query resolution. The company also facilitates free battery inspections to get health reports of batteries that are in use by our customers.

AMARON KONNEKT: An app developed exclusively for the company's esteemed channel partners & customers. The app provides several attributes for a better customer experience & digitalizing product record. The app facilitates query resolution for customers along with other supportive attributes.

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

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

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

ARBL has not received any consumer complaints with respect to data privacy, advertising, cyber security, restrictive trade practices, and unfair trade practices during the financial year 2021-22 and 2022-23.

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services			Nil			
Restrictive Trade Practices						
Unfair Trade Practices						
Other	9	0	-	11	0	-

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

No such instances of product recall were reported on account of safety issues.

	Number	Reasons for recall
Voluntary recalls	0	Nil
Forced recalls	0	Nil

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

Yes. The Company's Information Security Policy and Data Protection Policy comply with the ISO 27001 framework. This policy is hosted on the company's internal servers & is accessible to all internal stakeholders.

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

Not Applicable

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

Information relating to all the products provided by the Company are available on the Company's website.

- <https://www.amararajabatteries.com/Business/Automotive>
- <https://www.amararajabatteries.com/Industrial/Products>

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

Awareness Campaigns:

The Company has run several awareness and advertisement campaigns with regards to hazards of Lead such as

- a) Printed messages on warranty cards for disposing end-of-life products at designated collection centers
- b) Campaigns on safe disposal of Used Lead Acid Batteries (ULABs).

Product information display:

All the company's product labels carry necessary information about safe & responsible usage (through operating & maintenance guidelines), cautionary information & end-of-life disposal

Amaron Konnekt:

This mobile application helps the company's customers in accessing the "do's & don't's" that should be followed for safe & responsible usage of ARBL products

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

Dedicated sales and customer support teams have consistent communication to keep the customers abreast of any issues or disruptions.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief? Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the company displays product information that conforms to all mandated local laws & beyond. ARBL product labels carry information on safe & responsible usage along with recycling & disposal attributes. The company's labelling is in line with all the jurisdictions where its products are being sold.

Yes, the company carries out, customer satisfaction surveys to capture feedback from its customers which are one of the most important stakeholders of the company. This feedback is used for customer data analytics and to drive quality delivery of our products & services for our customers.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

None

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

None