

Date – September 05, 2025

To,

The BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai- 400001
General Manager, Listing
Corporate Relations Department
BSE – 532797

The National Stock Exchange of India Ltd
Exchange Plaza, C-1, Block G, Bandra Kurla
Complex, Bandra (E) Mumbai – 400 051
Vice President, Listing
Corporate Relations Department
NSE - AUTOIND

Sub: Intimation of Business Responsibility & Sustainability Report.

Dear Sir/Madam,

Pursuant to SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12th July 2023, the top 1000 listed entities by Market Capitalization are required to make disclosures of Business Responsibility & Sustainability Report. The Company, though not being in the top 1000 listed entities by Market Capitalization, in order to be more transparent and to follow good corporate governance, has voluntarily publish its Business Responsibility & Sustainability Report as attached.

Kindly take the same on record and acknowledge the receipt of the same.

Yours sincerely,

For Autoline Industries Limited



Pranvesh Tripathi
Company Secretary & Compliance Officer
M.No. A16724

Business Responsibility and Sustainability Report

SECTION

A
GENERAL DISCLOSURES
I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	: L34300PN1996PLC104510
2. Name of the Listed Entity	: Autoline Industries Limited
3. Year of incorporation	: 1996
4. Registered office address	: Survey No. 313, 314, 320 to 323, Nanekarwadi, Chakan,
5. Corporate address	: Survey No. 313, 314, 320 to 323, Nanekarwadi, Chakan, Tal. Khed, Pune 410 501, India
6. E-mail	: secretarial@autolineind.com
7. Telephone	: +91-02135-63587
8. Website	: https://www.autolineind.com/
9. Financial year for which reporting is being done	: 2024-25
10. Name of the Stock Exchange(s) where shares are listed	: a. National Stock Exchange of India Limited (NSE) b. BSE Limited (BSE)
11. Paid-up Capital	: ₹46.7 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	:
Name	: Mr. Pranvesh Tripathi
Designation	: Company Secretary & Compliance Officer
Telephone	: +91 9049085511
Email address	: pranvesh.tripathi@autolineind.com
13. Reporting boundary	: Disclosures made in this report are inclusive of its subsidiary - Autoline Design Software Limited (ADSL).
14. Name of assurance provider	: For the reporting period, external assurance is not applicable.
15. Type of assurance obtained	: For the reporting period, external assurance is not applicable.

II. Products/services
16. Details of business activities (accounting for 90% of the turnover):

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Auto-ancillary	Sheet metal auto-parts manufacturing	99%

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

S.No.	Product/ Service	NIC Code	% of Total Turnover contributed
1	Sheet metal	25910	99%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	6	11
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	4
International (No. of Countries)	1

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

0.4%

c. A brief on types of customers

AIL has established itself as a trusted partner in the automotive sector, supplying high-quality components to a wide range of reputed Original Equipment Manufacturers (OEMs) globally and within India. The company's clientele includes industry leaders such as Tata Motors, Mahindra, Ashok Leyland, Fiat, Daimler India, Cummins (India and USA), Sany, Hyundai, Volkswagen, General Motors, Ford, and Altigreen, reflecting its strong market presence and technical credibility.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No. Particulars	Total (A)	Male		Female		
		No. (B)	% ((B/A))	No. (C)	% (C / A)	
EMPLOYEES						
1. Permanent (D)	330	323	98%	7	2%	
2. Other than Permanent (E)	0	0	0%	0	0%	
3. Total Employees (D+E)	330	323	98%	7	2%	
WORKERS						
4. Permanent (F)	610	610	100%	0	0%	
5. Other than Permanent (G)	1269	1245	98%	24	2%	
6. Total workers (F + G)	1879	1855	99%	24	1%	

b. Differently abled Employees and workers:

S.No. Particulars	Total (A)	Male		Female		
		No. (B)	% ((B/A))	No. (C)	% (C / A)	
DIFFERENTLY ABLED EMPLOYEES						
1. Permanent (D)	330	3	1%	0	0%	
2. Other than Permanent (E)	0	0	0%	0	0%	
3. Total differently abled employees (D + E)	330	3	1%	0	0%	
DIFFERENTLY ABLED WORKERS						
4. Permanent (F)	610	12	2%	0	0%	
5. Other than permanent (G)	1269	0	0%	0	0%	
6. Total differently abled workers (F + G)	1879	12	1%	0	0%	

21. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% ((B/A))
Board of Directors	7	2	29%
Key Management Personnel (includes Managing Director, Whole Time Directors, CEO, CFO & CS)	6	1	17%

22. Turnover rate for permanent employees and workers

Particulars	FY 2024 - 2025			FY 2023 - 2024			FY 2022 - 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	43%	16%	15%	40%	15%	25%	20%	25%
Permanent Workers	6%	0%	6%	8%	0%	8%	4%	0%	4%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. (a) Names of holding / subsidiary / associate companies / joint ventures as on 31st March 2024

S.No.	Name of the holding / subsidiary / associate companies / Joint Venture	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	Autoline Design Software Limited	Subsidiary	100%	Yes
2	Autoline E-Mobility Private Limited	Subsidiary	100%	No
3	Koderat Investment Limited	Subsidiary	100%	No
4	Autoline Industrial Parks Limited	Subsidiary	43.26%	No

VI. CSR Details
24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes, CSR is applicable to the Company in accordance with section 135 of the Companies Act, 2013.

(ii) Turnover (in ₹) : ₹661.21 Crores

(iii) Net worth (in ₹) : ₹137.78 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No). If yes, then provide web link for grievance redressal policy	FY 2024 – 2025			FY 2023 – 2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	NA	0	0	NA
Investors (Other than shareholders)	Yes, investors can get in touch with the Company Secretary at https://www.autolineind.com/investor-relations/	0	0	NA	0	0	NA
Shareholders	Yes, shareholders can get in touch with the Company Secretary at https://www.autolineind.com/investor-relations/	0	0	NA	0	0	NA
Employees and workers	Yes (Employee Code of Conduct & Whistle Blower Policy)	7	0	Complaints were resolved promptly by the HR Team	19	0	Prompt follow up from the HR team ensured on time resolution of the complaints raised.
Customers	Yes, customer complaints are addressed through our customer portal	958	0	NA	713	0	NA
Value Chain Partners	No	NA	NA	-	NA	NA	-

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

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

S.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive or negative implications)
1	Energy Management and Transition	Risk	Autoline has five plants across the country, with one plant beginning operations in FY24-25. Since energy is a major cost component, fluctuations in energy prices represent a significant risk. The cost of electricity and potential energy disruptions also pose challenges. In view of this expansion, we are actively exploring ways to improve our energy efficiency.	We are developing proposals to mitigate energy cost risks by investing in solar power projects. The electricity generated from these projects will help lower our overall energy expenses. This initiative is designed to reduce our environmental footprint while providing a more sustainable and dependable energy source.	Positive: Shifting partially to clean energy instead of relying solely on the grid will help lower our power-related expenses.

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 implication of the risk or opportunity (indicate positive or negative implications)
2	GHG Emissions	Opportunity	Given the evolving landscape of the automobile industry, it is essential for us to implement programs aimed at reducing our overall carbon footprint. While our operations inherently have a lower direct emissions impact, a substantial portion of our emissions arises from our value chain.	This year, we aim to track carbon emissions across Scope 1, Scope 2, and Scope 3 categories in more detail.	Positive: Reducing emissions will help ensure lower fuel consumption.
3.	Waste Management	Opportunity	The majority of waste generated at our facilities comprises metal waste, which is formally disposed of through sale as scrap and is subsequently recycled or repurposed for further use.	Our target is to achieve a reduced rate of waste generation through the efficient and optimized utilization of materials across our processes.	Positive: We are actively pursuing cost-saving measures by minimizing waste generation to the greatest extent possible.
4.	Employee Health and Safety	Risk	Given the nature of activities on our shop floor, it is crucial to ensure that employees and workers are protected from injuries at all times.	We intend to implement a strict, zero-tolerance policy towards safety breaches. To support this, we have established 'Gurukul' within our premises, where employees undergo regular safety training. In addition, Autoline has introduced annual health check-ups and counseling sessions to promote the overall well-being of its workforce. In alignment with the Factories Act, a qualified doctor is available on-site, and employees are also covered under group health insurance.	Negative: Any safety incident can adversely affect the brand's reputation and diminish employee and worker morale.
5.	Product Life Cycle Management	Risk	The Company is introducing new product lines to address specific customer requirements. However, if the developed products do not align with customer expectations, there is a risk of non-acceptance in the market.	We intend to initiate product development only after conducting comprehensive research and development to ensure alignment with customer needs.	Negative: Developing a new product requires substantial initial investment.
6.	Supply Chain Sustainability and Reporting	Risk	There exists a risk that vendors may fail to comply with the applicable laws and regulations governing their operations.	We have established a robust quality control system and vendor onboarding process, which also incorporates the assessment of vendor compliance with relevant regulations.	Negative: Non-compliance by vendors may hinder the smooth functioning of the Company's operations.

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 implication of the risk or opportunity (indicate positive or negative implications)
7.	Business Ethics	Opportunity	The Company has maintained a clean record with no history of involvement in bribery, corruption, fraud, money laundering, or similar irregularities. Upholding ethical practices is fundamental to the Company's sustainability and plays a vital role in securing its long-term success.	We have initiated the quarterly monitoring of key indicators related to business ethics.	Positive: The adoption of ethical business practices significantly minimizes the risk of legal liabilities and reputational damage.
8.	Risk Management	Opportunity	We are fully aware of the inherent risks associated with our organization. These include operational risks such as safety issues and energy management, as well as compliance and financial risks. A cornerstone of our risk management approach over the years has been to identify key risks and establish effective mechanisms to mitigate them.	We have been proactively engaged in identifying and addressing potential risks. The mitigation measures currently in place or planned for implementation have been outlined alongside each identified risk in this section.	Positive: Timely identification and mitigation of potential risks help safeguard our financial stability and strengthen our organizational credibility.
9.	Data Privacy	Risk	Robust data privacy policies and procedures are a reflection of strong corporate governance. Our policies emphasize transparency, accountability, and ethical conduct. However, as the Company manages sensitive customer information, any mishandling of such data presents a potential risk.	At Autoline, we have established mechanisms to minimize the risk of data breaches. Our comprehensive IT security framework includes robust firewalls, controlled access systems, and various other safeguards to ensure the protection of sensitive information.	Negative: Data breaches can lead to significant financial consequences at both operational and financial levels. Implementing optimal checks and safeguards helps us avoid such costs.
10.	Human Rights and Labour Practices	Risk	The automotive parts industry inherently involves operations that may pose potential risks to human rights. Therefore, it is essential to identify and assess these risks across the entire supply chain.	We are committed to: Ensuring full compliance with labor laws, including regulations on wages, working hours, and workplace safety conditions. Implementing robust measures to prevent and address instances of forced labor and child labor across our supply chain. Fostering inclusive workplaces that are free from all forms of discrimination.	Negative: Human rights violations can significantly harm a company's credibility and may result in financial penalties. In severe cases, such violations can lead to substantial business losses.
11.	Water Management	Opportunity	Water consumption at Autoline plants is limited to a minimal level, due to the inherent nature of our operations.	Although our industrial processes inherently involve low water usage, we remain committed to enhancing overall water efficiency. We are adopting water-saving practices in our office spaces and actively exploring opportunities for water reuse within our facilities.	Positive: Limited water consumption leads to minimal wastewater generation, thereby reducing the risk of non-compliance and potential penalties related to wastewater disposal regulations.

SECTION **B** MANAGEMENT AND PROCESS DISCLOSURES

- P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
- P2 Businesses should provide goods and services in a manner that is sustainable and safe
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains
- P4 Businesses should respect the interests of and be responsive to all its stakeholders
- P5 Businesses should respect and promote human rights
- P6 Businesses should respect and make efforts to protect and restore the environment
- P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8 Businesses should promote inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their consumers in a responsible manner

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	1. Employee Policy 2. Maternity benefit policy 3. Quality System Procedure Policy 4. Safety Policy 5. Employee Code of Conduct 6. Sexual Harassment Policy 7. Employee Medclaim & Personal Accident Policy 8. Whistleblower policy https://www.autolineind.com/code-of-conduct-policies/ 9. Code of conduct https://www.autolineind.com/code-of-conduct-policies/ 10. Policy for Determination of Material Subsidiary https://www.autolineind.com/code-of-conduct-policies/ 11. Policy on Related Party Transaction https://www.autolineind.com/code-of-conduct-policies/								
*Policies 1-7 are internal policies and have been published on our Intranet									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	Y	N	Y	N	N	N	N	Y

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO/TS 19649:2002 by TUV (Rh), Germany	TS16949	OHSAS 18001	ISO 14001	Formal Q (Volkswagen)	QSB (General Motors)	MONOZUKURI & ASES (Renault-Nissan)	Formal Q (FORD)	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As Autoline has already identified its material risks and opportunities, we are currently in the process of formulating our ESG Targets								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As we are currently developing our ESG Targets, the performance shall be measured once the targets are finalized.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	At Autoline Industries, we engineer the future of mobility, one that is sustainable, safe, and driven by responsible growth. With resource efficiency at the forefront, we envision having the highest safety standards and pursuing strategic growth with integrity. By integrating innovative technologies, promoting employee well-being, and ensuring rigorous sustainability practices, we aim to create a lasting value for our stakeholders and contribute positively to the community.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Chief Executive Officer								
9. Does the entity have a specified Committee of the Board/ related issues? (Yes / No). If yes, provide details.	Mr. Rahul Laxman Chorghe is the Chief Human Asset Division & Sustainability Officer responsible for decision making on sustainability related issues as per the Nomination & Remuneration Committee of the Company								
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 of Review (Annually / Half-Yearly / Quarterly / Any other - please specify)			
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances									
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	Not Applicable								

SECTION **C** PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

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

Segment	Total number of 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	2	<ul style="list-style-type: none"> Board & Corporate Governance Practice Current State of Company Affairs 	100%
Key Managerial Personnel	2	<ul style="list-style-type: none"> Board & Corporate Governance Practice Current State of Company Affairs 	100%
Employees other than BoD and KMPs	88	<ul style="list-style-type: none"> Fire & Electrical Safety Awareness Machine Operating Skills & Preventive Maintenance Team Building & Communication Skills IATF Awareness Production and Process Improvement Zero Defect & Quality Management Process 	100%
Employees other than BoD and KMPs	88	<ul style="list-style-type: none"> Fire & Electrical Safety Awareness Machine Operating Skills & Preventive Maintenance Team Building & Communication Skills IATF Awareness Production and Process Improvement Zero Defect & Quality Management Process 	100%
Workers	88	<ul style="list-style-type: none"> Fire & Electrical Safety Awareness Machine Operating Skills & Preventive Maintenance Team Building & Communication Skills IATF Awareness Production and Process Improvement Zero Defect & Quality Management Process 	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					
Parameter	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ Fine					
Settlement			Nil		
Compounding Fee					

Non-Monetary					
Parameter	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	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.

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy?

Autoline has instituted a structured process to prevent, detect, and address risks relating to fraud, corruption, and bribery. An internal committee oversees fraud risk identification and mitigation measures, supported by periodic internal audits. The Compliance Officer communicates relevant procedures and ethical guidelines to senior management and other designated personnel through formal channels. All employees are required to execute non-disclosure agreements, affirming their commitment to ethical business conduct and the Company's zero-tolerance policy towards corrupt practices.

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

Particulars	FY 2024 – 2025	FY 2023 - 2024
Advances	71.53	94.12
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2024 – 2025		FY 2023 - 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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.

No such cases were registered.

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

Parameter	FY 2024 - 2025	FY 2023 - 2024
Number of days of accounts payables	72	62

9. Open-ness of business

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

Parameter	Metrics	FY 2024 - 2025	FY 2023 - 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4.92%	4.05%
	b. Sales (Sales to related parties / Total Sales)	1.75%	1.84%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	98.5%	99.25%
	d. Investments (Investments in related parties / Total Investments made)	0%	99.87%

** B2B Sales only. Major customers are: Tata Motors, Mahindra, Ashok Leyland and Daimler.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:
Nil
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, Autoline's policy of preventing conflicts-of-interest is to develop clear-cut policies and guidelines for their handling, and training sessions to enhance awareness levels about conflicts that can occur. As the adverse impact of such conflicts on the organization is significant, it is important that every Board Member is made aware of and resolves any resultant conflicts in advance.

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.

Parameter	FY 2024 – 2025	FY 2023 - 2024	Details of improvements in environmental and social impacts
R&D	0%	0%	NA
Capex	0%	0%	NA

2. a. Does the entity have procedures in place for sustainable sourcing?
The entity follows a sustainable sourcing procedure for the procurement of raw materials; however, there is currently no defined policy in place for bought-out purchases
- b. If yes, what percentage of inputs were sourced sustainably?
All raw materials procured by the entity—either directly or through contractors—are sourced sustainably, with 100% of the supply coming from four major suppliers: Posco, Tata Steel, JSW, and AM/NS.
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.
Nil
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
No

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?
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.
Not applicable
3. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Particulars	FY 2024 – 2025			FY 2023 - 2024		
	Re-used (tons)	Re-cycled (tons)	Safely disposed (tons)	Re-used (tons)	Re-cycled (tons)	Safely disposed (tons)
Plastics (including packaging)	0	0	0	80.64	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste (Steel trolleys)	0	0	0	410.4	0	0
Other waste (Cotton boxes)	0	0	0	0	0	8.18

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS
Essential Indicators
1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent Employees											
Male	323	323	100%	323	100%	0	0%	0	0%	0	0%
Female	7	7	100%	7	100%	7	100%	0	0%	0	0%
Total	330	330	100%	330	100%	7	2%	0	0%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent Workers											
Male	610	610	100%	610	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	610	610	100%	610	100%	0	0%	0	0%	0	0%
Other than Permanent Workers											
Male	1245	0	0%	0	0%	0	0%	0	0%	0	0%
Female	24	0	0%	0	0%	0	0%	0	0%	0	0%
Total	1269	0	0%	0	0%	0	0%	0	0%	0	0%

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

Parameter	FY 2024 - 2025	FY 2023 - 2024
Cost incurred on well-being measures as a % of total revenue of the Company	0.5%	0.5%

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

Benefits	FY 2024 – 2025			FY 2023 - 2024		
	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%	Y	100%	100%	Y
Gratuity	100%	32%	Y	100%	37%	Y
ESI	4%	88%	Y	10%	89%	Y
Others			NA			

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.

Autoline's offices and warehouses are currently not fully accessible to employees with disabilities. However, a dedicated policy and strategic plan are in development to ensure the creation of inclusive and accessible facilities.

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

Yes, Autoline has implemented an Equal Opportunity Policy that ensures fair and unbiased employment opportunities for all individuals. The policy strictly prohibits any form of discrimination based on age, disability, gender, marital status, race, religion, or any other characteristic.

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

Benefits	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	Nil	Nil	NA	NA
Total	Nil	Nil	NA	NA

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The organization has established a policy to ensure timely resolution of employee grievances. The HR team actively monitors and follows up on all concerns raised. This proactive approach helps maintain employee satisfaction and trust, alleviates financial stress, and promotes a positive and supportive work environment.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024 – 2025			FY 2023 - 2024		
	Total employees/workers in respective category (A)	No. of employee/workers in respective category, who are part of association(s) or Union (B)	% ((B/A))	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	330	39	12%	272	39	14%
- Male	323	39	12%	267	39	15%
- Female	7	0	0%	5	0	0%
Total Permanent Workers	610	93	15%	594	71	12%
- Male	610	93	15%	594	71	12%
- Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY 2024 – 2025					FY 2023 - 2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% ((B/A))	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F/D)
Employees										
Male	323	323	100%	323	100%	267	267	100%	267	100%
Female	7	7	100%	7	100%	5	5	100%	5	100%
Total	330	330	100%	330	100%	272	272	100%	272	100%
Workers										
Male	1855	1855	100%	1855	100%	1560	1560	100%	1560	100%
Female	24	24	100%	24	100%	31	31	100%	31	100%
Total	1879	1879	100%	1879	100%	1591	1591	100%	1591	100%

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

Category	FY 2024 – 2025			FY 2023 - 2024		
	Total (A)	No. (B)	% ((B/A))	Total (C)	No. (D)	% (D / C)
Employees						
Male	323	323	100%	267	267	100%
Female	7	7	100%	5	5	100%
Total	330	330	100%	272	272	100%
Workers						
Male	1855	610	33%	1560	594	38%
Female	24	0	0%	31	0	0%
Total	1879	610	32%	1591	594	37%

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?**

All the permanent and non-permanent employees and workers are covered under the occupational health and safety management system which is implemented by the entity.

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

Daily site-wise internal inspections are carried out by the designated safety officer to ensure adherence to safety standards. These inspections enable the entity to promptly identify and address potential work-related hazards, while routinely assessing both regular and non-routine risks.

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

Yes, the entity has established processes that allow workers to report the work-related hazards and empower them to withdraw from situations where they perceive a risk to their health or safety.

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

Yes, the employees/ workers of the entity have access to non-occupational medical and healthcare services.

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

Safety Incident / Number	Category*	FY 2024 - 2025	FY 2023 - 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.2	5.2
	Workers		
Total recordable work-related injuries	Employees	78	98
	Workers		
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	19
	Workers		

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

To maintain a safe and healthy work environment, the entity conducts daily site-wise internal safety inspections. This proactive approach enables the early identification and mitigation of potential hazards, thereby supporting employee well-being and enhancing operational efficiency.

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

Parameter	FY 2024 – 2025			FY 2023 - 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year:

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

**Every month, an internal safety audit is undertaken in every plant of Autoline*

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

Not Applicable

Leadership Indicators
1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N) - Yes

(B) Workers – Yes

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

The finance team is responsible for ensuring the timely deduction and deposit of all statutory dues, maintaining compliance with applicable legal and regulatory requirements.

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:

Parameter	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024 - 2025	FY 2023 - 2024	FY 2024 - 2025	FY 2023 - 2024
Employees	1	19	Nil	Nil
Workers				

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

Yes, the Company offers opportunities for retired employees to continue contributing by engaging them as consultants, leveraging their experience and expertise for ongoing projects and organizational growth.

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.**

Autoline identifies its key stakeholders based on the extent of their involvement in the Company's decision-making processes. External stakeholders—such as customers, vendors, and shareholders—exert an indirect influence on the Company's strategic and operational decisions. In contrast, internal stakeholders, including top management, senior and middle-level management, as well as employees and workers, have a direct impact on the Company's output and play an active role in the decision-making process.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors (other than shareholders)	No	<ul style="list-style-type: none"> Annual Report Company Website Regulatory Filings 	As per requirement	We ensure that investors and shareholders are regularly informed about the Company's performance and key macroeconomic developments through transparent and timely communication.
Shareholders	No	<ul style="list-style-type: none"> Annual Report Company Website Statutory and Voluntary Disclosures 	Annually and Quarterly	We ensure that investors and shareholders are regularly informed about the Company's performance and key macroeconomic developments through transparent and timely communication.
Customers	No	<ul style="list-style-type: none"> Customer Satisfaction Customer Meeting Email Communication 	Regularly	We assess our performance by identifying both leading and lagging indicators, which help us evaluate current outcomes and anticipate future trends. This analysis enables us to formulate strategic plans aimed at delivering best-in-class service to our customers.
Suppliers	No	<ul style="list-style-type: none"> Supplier Evaluation Process Email Procurement Discussion 	As per requirement	<ul style="list-style-type: none"> Performance Evaluation Compliance Assurance

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> Email Trainings Policies Website Intranet 	Regularly	<ul style="list-style-type: none"> Identification of Employee needs Challenges in sourcing employees Employees communication
Workers	Yes	<ul style="list-style-type: none"> Training Policies 	Regularly	<ul style="list-style-type: none"> Identification of needs of the workers Challenges in sourcing workers Workers safety communication

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.

Our objective is to establish open and effective communication channels that enable meaningful dialogue with stakeholders and keep the Board well-informed. At present, the Board actively engages in discussions on economic, environmental, and social matters. We are in the process of refining this engagement framework to ensure it adequately addresses the concerns and expectations of all relevant parties. Our ultimate aim is to develop a robust system that facilitates comprehensive and ongoing Board involvement in these critical areas.

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.

Stakeholder input plays a vital role in identifying and addressing environmental and social concerns. Their insights are crucial in shaping and setting targets for Autoline's ESG initiatives. In alignment with this approach, we had conducted a comprehensive materiality assessment in FY23-24 involving in-depth engagement with both internal and external stakeholders. This process included meaningful interactions with employees, workers, customers, vendors, shareholders, and the Board to gain a clear understanding of the issues most significant to them and to our organization from an environmental and social standpoint.

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

Workers have been recognized as a vulnerable and marginalized group within the organization. Engagement with them has provided valuable insights into enhancing safety on the shop floor. In response, Autoline is set to revamp its safety policies and introduce a new Code of Conduct that enforces a zero-tolerance approach toward injuries and workplace accidents.

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 2024 – 2025			FY 2023 - 2024		
	Total (A)	No. of employees / workers covered (B)	% ((B/A))	Total (C)	No. of employees / workers covered (D)	% (F/D)
Employees						
Permanent	330	330	100%	272	272	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	330	330	100%	272	272	100%
Workers						
Permanent	610	610	100%	594	594	100%
Other than permanent	1269	1269	0%	997	997	100%
Total Workers	1879	1879	100%	1591	1588	100%

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

Category	FY 2024 – 2025					FY 2023 - 2024				
	Total (A)	Equal to Minimum Wage		More than Minimum wage		Total (D)	Equal to Minimum Wage		More than Minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	330	0	0%	330	100%	272	0	0%	272	100%
Male	323	0	0%	323	100%	267	0	0%	267	100%
Female	7	0	0%	7	100%	5	0	0%	5	100%
Other than Permanent										
Male				NA					NA	
Female										

Category	FY 2024 – 2025					FY 2023 - 2024				
	Total (A)	Equal to Minimum Wage		More than Minimum wage		Total (D)	Equal to Minimum Wage		More than Minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent	610	0	0%	610	100%	594	0	0%	594	100%
Male	610	0	0%	610	100%	594	0	0%	594	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	1269	1269	100%	0	0%	997	0	0%	997	100%
Male	1245	1245	100%	0	0%	966	0	0%	966	100%
Female	24	24	100%	0	0%	31	0	0%	31	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Benefits	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	3	₹57,00,000	0	NA
Key Managerial Personnel (Other than Directors)	2	₹45,00,000	0	NA
Employees other than BoD and KMP	323	₹5,35,935	7	₹3,12,285
Workers	610	₹2,84,490	0	NA

*Only Wholetime Directors and Permanent employees and workers are taken into consideration

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

Category	FY 2024 - 2025	FY 2023 - 2024
Gross wages paid to females as % of total wages.	0.5%	1%

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, the HR Team is entrusted with the responsibility of addressing any human rights-related issues or impacts arising from the Company's operations. They play a key role in ensuring that business practices align with human rights principles and standards.

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

A Stakeholder Relationship Committee has been established to address grievances related to human rights issues. This committee serves as a dedicated platform to ensure that such concerns are handled promptly, transparently, and in alignment with the Company's commitment to ethical and responsible business practices.

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

Parameter	FY 2024 – 2025			FY 2023 - 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
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	7	0	The issues have been effectively resolved through prompt and consistent follow-up by the HR team, ensuring timely redressal and maintaining stakeholder confidence.	19	0	The issues have been effectively resolved through prompt and consistent follow-up by the HR team, ensuring timely redressal and maintaining stakeholder confidence.
Wages						
Other human rights related issues	0	0	NA	0	0	NA

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

Safety Incident / Number	FY 2024 - 2025	FY 2023 - 2024
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/ workers	0%	0%
Complaints on POSH upheld	0	0

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

Yes, Autoline has established a mechanism to prevent any adverse consequences for individuals who file complaints in cases of discrimination and harassment. These measures ensure a safe and supportive environment where complaints can be raised without fear of retaliation.

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

No, human rights requirements do not form a part of Autoline's business agreements and contracts.

10. **Assessments for the year:**

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

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

Nil

Leadership Indicators

- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**
Not Applicable
- Details of the scope and coverage of any Human rights due-diligence conducted.**
Not Applicable
- 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?**
Autoline's offices and warehouses are currently not fully accessible to differently-abled visitors. However, a dedicated policy and strategic plan are under development to ensure the creation of inclusive and accessible facilities for all individuals.
- Details on assessment of value chain partners:**
Not applicable
- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**
Not applicable

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT
Essential Indicators
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
From Renewable Sources			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
From Non - Renewable Sources			
Total electricity consumption (A)	GJ	67,779	68,483.6
Total fuel consumption (B)	GJ	14,826	8,281.9
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed (A+B+C)	GJ	82,605	76764.8
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/₹	0.0000125	0.0000117
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/₹	NA	NA
Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
Energy intensity in terms of physical output	-	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A.	-	-

Note: The increase in Fuel consumption compared to FY23-24 is due to the inclusion of additional emission sources within the reporting boundary (Fuel used for mobile combustion) ensuring more comprehensive coverage of direct emissions.

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

None

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

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

Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	0	0
(ii) Groundwater	KL	31,521	4,500
(iii) Third party water	KL	21,303	31,113.4
(iv) Seawater / desalinated water	KL	0	0
(v) Others	KL	0	0

Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	52,824	35,613.4
Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
Total volume of water consumption (in kilolitres)	KL	52,717	35,613.4
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	KL/₹	0.0000079	0.0000054
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	KL/₹	NA	NA
Water intensity in terms of physical output	-	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	N.A.	-	-

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

None

4. Provide the following details related to water discharged:

Parameter	FY 2024 - 2025	FY 2023 - 2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	0	0
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Parameter	FY 2024 - 2025	FY 2023 - 2024
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties (CETP and MIDC/BMC sewer)		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others - Land application (Gardening)		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	107	Nil
Total water discharged (in kilolitres)	107	Nil

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.

None

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

Not Applicable

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

No external assessment has been conducted for the DG (Diesel Generator) sets used at the office and plant locations.

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

Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	2014	668.14
Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	13,368	13506.5
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/ ₹	0.0000023	0.0000022
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO ₂ e/ ₹	NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	N.A.	-	-

Note: The increase in Scope 1 emissions compared to FY23-24 is due to the inclusion of additional emission sources within the reporting boundary (CO₂ Gas used for welding, Fuel used for mobile combustion) ensuring more comprehensive coverage of direct emissions.

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

None

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

No

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

Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
Total Waste generated (in metric tonnes)			
Plastic waste (A)	MT	4.5	9.2
E-waste (B)	MT	0	11.28
Bio-medical waste (C)	N.A.	0	0
Construction and demolition waste (D)	N.A.	0	0
Battery waste (E)	MT	1	3.8
Radioactive waste (F)	N.A.	0	0
Other Hazardous Waste.	MT	3.5	2.3
Other Non-hazardous waste generated (H).	N.A.	16,437.5	16,338
Total (A + B + C + D + E + F + G + H)	MT	16,446.5	16,364.6

Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	MT/₹	0.0000025	0.0000029
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA	NA
Waste intensity in terms of physical output	-	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	N.A.	-	-

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.

None

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

Autoline manages its waste through the third-party sale of scrap to authorized vendors. All waste generated is non-hazardous in nature, ensuring safe and compliant disposal practices.

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

Not Applicable

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

Not Applicable

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

Yes

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

Not applicable, as none of the Company's sites are located in water-stressed areas.

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

Parameter	Units	FY 2024 - 2025	FY 2023 - 2024
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)	tCO ₂ e per year	35,045.79	22,699
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/₹	0.0000053	0.0000035
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	N.A.	-	-

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.

None

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

No

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

Yes, Autoline’s IT Team has established a formal disaster recovery and backup policy. This policy is designed and implemented to ensure regular backups of the Company’s servers and databases, thereby supporting business continuity and minimizing the risk of operational disruptions.

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

No formal assessment has been conducted for value chain partners at this time.

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

No formal assessment has been conducted for value chain partners at this time.

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 trade and industry chambers/ associations.

Autoline Industries Ltd. maintains affiliations with three recognized industry associations, reflecting its active engagement within the broader industrial and business community.

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

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Chakan Industrial Association	State
2	Federation of Chakan Industries	State
3	Sanand Industry Association	State

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

Not Applicable

Leadership Indicators

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

Not Applicable

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.
Not Applicable
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.
The organization is in the process of developing a comprehensive policy aimed at effectively addressing community grievances, ensuring timely resolution and fostering positive stakeholder relationships.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Category	FY 2024 - 2025	FY 2023 - 2024
Directly sourced from MSMEs/ small producers	12%	69%
Directly from within India	100%	100%

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

Location	FY 2024 – 2025	FY 2023 – 2024
Rural	0%	73%
Semi-urban	95%	12%
Urban	5%	8%
Metropolitan	0%	7%

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):
Not Applicable
2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:
Not Applicable
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:
Not Applicable
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.
Not Applicable
6. Details of beneficiaries of CSR Projects:

S.No.	Details on the CSR Project	No. of persons benefited from CSR Projects	Percentage of beneficiaries from vulnerable and marginalised groups
1	NAPS Training, Community Help	100	0

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.

Customer complaints are managed and resolved through our dedicated customer portal, which serves as a centralized platform for addressing issues efficiently. In addition, we maintain an active communication channel via email, providing customers with a direct means to share their concerns or feedback regarding the Company's products or services.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and / or safe disposal:

Not Applicable

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

Parameter	FY 2024 – 2025			FY 2023 - 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential Services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	958	Nil	NA	713	Nil	NA

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

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.

Autoline has instituted a comprehensive set of policies and procedures designed to mitigate risks associated with cybersecurity and data privacy. This framework forms part of the company's broader risk governance structure and is aimed at ensuring the confidentiality and integrity of sensitive business and personal information.

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

Not Applicable

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - Nil
- Percentage of data breaches involving personally identifiable information of customers – Nil
- Impact, if any, of the data breaches - Not Applicable

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
 Products - <https://www.autolineind.com/products-overview/>
 Services - <https://www.autolineind.com/services-overview/>
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
 Autoline Industries Limited operates as a B2B Tier 1 supplier, delivering products and services to customers in strict accordance with their specifications and in compliance with all applicable regulations.
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
 The Company has implemented a formal email communication protocol to promptly inform consumers of any potential disruptions or discontinuations of essential services, ensuring transparency and timely updates.
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)**
 Product information is displayed in accordance with the IATF 16949 standard. Additionally, the Company conducts regular customer satisfaction surveys to gather feedback and improve the overall customer experience.