

Date – September 14, 2024

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

**Sub: Submission of Business Responsibility and Sustainability Report (BRSR) in PDF Format for FY-2024.**

Dear Sir/Madam,

We hereby humbly submit to your good office that with reference to Circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021 which provides the format of the Business Responsibility and Sustainability Reporting (BRSR) and the guidance note regarding BRSR by listed entities and as per notice no. 20220715-14 dated July 15, 2022 wherein Exchange had informed that facility for filing of BRSR in both the modes (XBRL and PDF) and any other notices and circulars as applicable and issued by SEBI we would like to rectify the inadvertent non – submission of BRSR report in the PDF format.

The PDF format of the same is attached herewith for your easy reference.

Please take the above clarification on your record

Yours sincerely,

For Autoline Industries Limited



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

# Business Responsibility and Sustainability Report

## SECTION

## A

## GENERAL DISCLOSURE

## I. Details of the listed entity

1	<b>Corporate Identity Number (CINs) of the Listed Entity</b>	:	L34300PN1996PLC104510
2	<b>Name of the Listed Entity</b>	:	Autoline Industries Limited
3	<b>Year of incorporation</b>	:	1996
4	<b>Registered office address</b>	:	Survey No. 313, 314, 320 to 323, Nanekarwadi, Chakan, Tal. Khed, Pune 410 501, India
5	<b>Corporate address</b>	:	Survey No. 313, 314, 320 to 323, Nanekarwadi, Chakan, Tal. Khed, Pune 410 501, India
6	<b>E-mail</b>	:	<a href="mailto:secretarial@autolineind.com">secretarial@autolineind.com</a>
7	<b>Telephone</b>	:	+91-02135-63587
8	<b>Website</b>	:	<a href="https://www.autolineind.com/">https://www.autolineind.com/</a>
9	<b>Financial year for which reporting is being done</b>	:	2023 - 24
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	:	a. National Stock Exchange of India Limited (NSE) b. Bombay Stock Exchange (BSE)
11	<b>Paid-up Capital</b>	:	₹ 38.96 Crores
12	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	:	
	<b>Name:</b>	:	Vinod Sharma (Company Secretary & Compliance Officer)
	<b>Telephone:</b>	:	+91 9098783083
	<b>Email address:</b>	:	<a href="mailto:vinod.sharma@autolineind.com">vinod.sharma@autolineind.com</a>
13	<b>Reporting boundary</b>	:	Disclosures made in this report are inclusive of its subsidiary - Autoline Design Software Limited (ADSL).
14	<b>Name of Assurance provider</b>	:	For the reporting period, external assurance is not applicable.
15	<b>Type of Assurance obtained</b>	:	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	99.38%

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

S.No.	Product/ Service	NIC Code	% of Turnover of the entity
1	Sheet metal	25910	99.38%

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	6	5	11
International	0	0	0

19. Markets served by the entity:

**A Number of Locations**

Locations	Number
National (No. of States)	3
International (No. of Countries)	-

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

0.28 %

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

As a leading manufacturer and supplier of automotive components, AIL serves major Original Equipment Manufacturers (OEMs) and automobile companies both domestically and internationally. Our customers include industry giants such as Tata Motors, Mahindra, Ashok Leyland, Fiat, Daimler India, Cummins USA and India, Sany, Hyundai, Volkswagen, GM, Ford And Altigreen.

IV. Employees

20. Details as at the end of Financial Year:

**A Employees and workers (including differently abled):**

S. Particulars No	Total (A)	Male		Female		
		No. (B)	% (B / A)	No. (C)	% (C / A)	
<b>EMPLOYEES</b>						
1. Permanent (D)	272	267	98%	5	2%	
2. Other than Permanent (E)	0	0	0%	0	0%	
3. <b>Total Employees (D+E)</b>	<b>272</b>	<b>267</b>	<b>98%</b>	<b>5</b>	<b>2%</b>	
<b>WORKERS</b>						
4. Permanent (F)	594	594	100%	0	0%	
5. Other than Permanent (G)	997	966	97%	31	3%	
6. <b>Total workers (F + G)</b>	<b>1,591</b>	<b>1,560</b>	<b>98%</b>	<b>31</b>	<b>2%</b>	

**B Differently abled Employees and workers:**

S. Particulars No	Total (A)	Male		Female		
		No. (B)	% (B / A)	No. (C)	% (C / A)	
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1. Permanent* (D)	272	2	1%	0	0%	
2. Other than Permanent** (E)	0	0	0%	0	0%	
3. <b>Total differently abled employees (D + E)</b>	<b>272</b>	<b>2</b>	<b>1%</b>	<b>0</b>	<b>0%</b>	
<b>DIFFERENTLY ABLED WORKERS</b>						
4. Permanent (F)	594	12	2%	0	0%	
5. Other than permanent (G)	997	0	0%	0	0%	
6. <b>Total differently abled workers (F + G)</b>	<b>1,591</b>	<b>12</b>	<b>1%</b>	<b>0</b>	<b>0%</b>	

**21. Participation/Inclusion/Representation of women**

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel	2	0	0%

**22. Turnover rate for permanent employees and workers**

Category	FY 2023 – 2024			FY 2022 - 2023			FY 2021 - 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	40%	15%	25%	20%	25%	-	-	-
Permanent Workers	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 March 31, 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**

(ii) Turnover (in ₹):	₹ 654.84 Crores
(iii) Net worth (in ₹):	₹ 416.13 Crores

However, the average net profit of Autoline Industries Limited made during the three (3) immediately preceding financial years is negative and hence, Autoline is not statutorily required to spend any amount on CSR activities for the financial year 2023-24.

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 2023 – 2024			FY 2022 – 2023		
		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 <a href="https://www.autolineind.com/investor-relations/">https://www.autolineind.com/investor-relations/</a>	0	0	NA	0	0	NA
Shareholders	Yes, shareholders can get in touch with the Company Secretary at <a href="https://www.autolineind.com/investor-relations/">https://www.autolineind.com/investor-relations/</a>	0	0	NA	0	0	NA
Employees and workers	Yes (Employee Code of Conduct & Whistle Blower Policy)	19	0	Prompt follow up from the HR team ensured on time resolution of the complaints raised	11	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	713	0	NA	884	0	NA
Value Chain Partners	No	NA	NA	-	NA	NA	-

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

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 & Transition	Risk	Autoline has 6 plants across the country, with one additional plant starting operations from the current financial year. Energy being a major cost item, escalation in energy prices is a risk. Cost of electricity and energy breakdown pose risks for the Company. We are actively seeking ways to become more energy efficient, keeping this expansion in picture.	We are working on proposals to desrisk our energy cost through investments into Solar power projects. The power from these will reduce our overall energy costs. This initiative aims to mitigate the environmental impact and ensure a more sustainable and reliable energy solution.	Positive: Adopting clean energy instead of grid to an extent will help to reduce our Expenses towards power.
2	GHG emissions	Opportunity	With the evolving nature of the automobile industry, it is imperative that we work on programs to reduce our overall carbon footprint. Our operations inherently result in a lower direct emissions impact, while a significant chunk of our emissions is attributable to our value chain.	We aim to restrict the emissions by tracking Scope 1, 2 and 3 carbon emissions from this year.	Positive: Ensure lesser consumption of fuel by keeping emissions under check.

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)
3	Waste management	Opportunity	Most of the waste generated at our plants is some form of metal waste, which is sold and as scrap and recycled or re-used further.	Our target is to achieve a lower rate of waste generation, by optimizing the usage of material.	Positive: We are engaging actively in cost-saving by reducing the waste generated to the minimum.
4	Employee Health and Safety	Risk	It becomes critical due to the nature of work on our shop floor, that the employees and workers are safeguarded from injuries at all times.	We plan to adopt a strict approach, with zero tolerance towards safety breaches. To train the employees, we have introduced 'Gurukul' in our premise, wherein they undergo regular safety training. To ensure the health and well-being of employees, Autoline has also implemented annual checkups and counseling sessions. In compliance with the Factories Act, a doctor is provided at the factory, and group health insurance is also covered.	Negative: Impact on the brand name and morale of the employees and workers.
5	Product Life cycle management	Risk	The Company is adding new product lines to cater to specific customer needs. Unless the products that are developed are in line with the requirements of the customers, there stands a risk of non-acceptance of the products.	We plan to commence development of products only after a thorough R&D.	Negative: Intensive initial investment in developing a product.
6	Supply chain sustainability and reporting	Risk	There is a risk of vendors not complying with relevant laws and regulations applicable to them.	We have a robust quality control mechanism and vendor onboarding in place, in which we seek to include the vendors' compliances as well.	Negative: Enabling smooth operations of the Company.
7	Business Ethics	Opportunity	The Company has no history of any irregularities in matters like bribery, corruption, defrauding, money laundering and such. Ethical practices will contribute to the sustainability of the Company, ensuring the Company's long-term success.	We have commenced tracking the indicators on business ethics, on a quarterly basis.	Positive: The risks of legal liabilities or reputational damage are minimal due to the ethical business practices we adopt.

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)
8	Risk Management	Opportunity	We are cognizant of risks that are inherent to our organization. Operational risks like safety concerns and energy management, as well as compliance and financial risks have been considered here. A key aspect of our risk management over the years has been to understand the major risks and to build a mechanism to mitigate them.	We have been proactively identifying and mitigating risks. The mitigation measures we are adopting or planning to adopt have been highlighted against each identified risk in this section.	Positive: By promptly identifying and addressing potential risks, we safeguard our financial stability and enhance our credibility.
9	Data Privacy	Risk	Robust data privacy policies and procedures demonstrate good governance. Our data privacy policies reflect our transparency, accountability, and ethical conduct. However, the Company is handling sensitive information of our customers, mishandling of which poses a risk.	At Autoline, there are mechanisms in place to minimize data breaches. Our comprehensive IT security framework incorporates strong firewalls, restricted access mechanisms, and other safeguards to protect against data breaches.	Negative: The financial consequences of data breaches at operational or financial levels can be substantial. Having optimum checks in place helps us avoid that cost.
10	Human rights and Labour practices	Risk	The automotive parts industry has operations which inherently involve potential risks to Human Rights. Identifying and assessing human rights risks throughout the supply chain is crucial.	We seek to: <ul style="list-style-type: none"> <li>- Ensure compliance with labor laws, including wages, working hours, and safety conditions.</li> <li>- Implement measures to prevent and address forced labour and child labour, across the supply chain.</li> <li>- Creating inclusive workplaces free from discrimination.</li> </ul>	Negative: Human rights violations can severely damage a Company's credibility and lead to financial penalties. In extreme cases, these violations can result in significant business losses.
11	Water management	Opportunity	At Autoline plants, water consumption is restricted to a minimal, owing to the nature of our business.	While our industrial processes minimize water consumption, we're committed to overall water efficiency. We're implementing water-saving practices in our offices and exploring water reuse options within our facilities.	Positive: Limited consumption of water minimizes wastewater generation, reducing the risk of penalties regarding 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
<b>Policy and management processes</b>									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	<ol style="list-style-type: none"> <li>1. Employee Policy</li> <li>2. Maternity benefit policy</li> <li>3. Quality System Procedure Policy</li> <li>4. Safety Policy</li> <li>5. Employee Code of Conduct</li> <li>6. Sexual Harassment Policy</li> <li>7. Employee Medclaim &amp; Personal Accident Policy</li> <li>8. Whistleblower policy <a href="https://www.autolineind.com/code-of-conduct-policies/">https://www.autolineind.com/code-of-conduct-policies/</a></li> <li>9. Code of conduct <a href="https://www.autolineind.com/code-of-conduct-policies/">https://www.autolineind.com/code-of-conduct-policies/</a></li> <li>10. Policy for Determination of Material Subsidiary <a href="https://www.autolineind.com/code-of-conduct-policies/">https://www.autolineind.com/code-of-conduct-policies/</a></li> <li>11. Policy on Related Party Transaction <a href="https://www.autolineind.com/code-of-conduct-policies/">https://www.autolineind.com/code-of-conduct-policies/</a></li> </ol>								

\*Policies 1-7 are internal policies and have been published on our Intranet

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedures. (Yes / No)	N	Y	N	Y	N	N	N	N	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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)								
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.	Y	Y	Y	Y	Y	Y	Y	Y	Y
<b>Policy and management processes</b>									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In the current financial year, Autoline has published its BRSR Report and has completed identifying its material risks and opportunities.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance shall be measured once the goals, targets and Key Performance Indicators are finalized.								
<b>Governance, leadership and oversight</b>									
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/ Director responsible for decision making on sustainability 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									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Based on the requirement, performance against policies is reviewed by the HR, Legal and Secretarial and IT team. In case of any recommendations and amendment to the policies, it is submitted to the Board of Directors for approval.									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Autoline is compliant to the applicable statutory requirements									

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

No

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

**Questions**

The entity does not consider the Principles material to its business (Yes/No)

The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)

The entity does not have the financial or/human and technical resources available for the task (Yes/No) Not Applicable

It is planned to be done in the next financial year (Yes/No)

Any other reason (please specify)

**SECTION****C****PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

Segment	Total number of 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	1	<ul style="list-style-type: none"> <li>Principles of Environmental and Social Governance (ESG)</li> </ul>	100%
Key Managerial Personnel	16	<ul style="list-style-type: none"> <li>Quality Management and Standards</li> <li>Communication and Leadership</li> <li>Health and Safety</li> <li>Process Improvement and Efficiency</li> <li>Environmental and Social Governance (ESG)</li> </ul>	100%

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
Employees other than BoD and KMPs	62	<ul style="list-style-type: none"> <li>Quality Management and Standards</li> <li>Production and Process Improvement</li> <li>Health and Safety</li> <li>Communication and Leadership</li> <li>Technical Skills</li> <li>Personal and Professional Development</li> </ul>	100%
Workers	47	<ul style="list-style-type: none"> <li>Safety and Health</li> <li>Quality Management and Standards</li> <li>Welding and Production</li> <li>Operations and Process Management</li> <li>Communication and Skills Development</li> </ul>	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	NA	NA	Nil	NA	NA
Settlement	NA	NA	Nil	NA	NA
Compounding Fee	NA	NA	Nil	NA	NA

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	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

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
NA	NA

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

Autoline is currently in the process of formulating an anti-corruption or anti-bribery policy which will be implemented from the next financial year onwards.

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 2023 – 2024	FY 2022 - 2023
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2023 – 2024		FY 2022 – 2023	
	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:**

Particulars	FY 2023 – 2024	FY 2022 - 2023
Number of days of accounts payables	62	55

**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 2023 - 2024	FY 2022 - 2023
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 **
	Number of dealers / distributors to whom sales are made	NA **	NA **
	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)	4.05%	3.32%
	b. Sales (Sales to related parties / Total Sales)	1.84%	2.53%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.25%	99.61%
	d. Investments (Investments in related parties / Total Investments made)	99.87%	99.87%

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

**Leadership Indicators****1. 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 approach to preventing conflicts of interest involves establishing clear statements and policies for managing them and raising awareness about potential conflicts. Due to the detrimental effects these conflicts can have on the organization, it is essential for each Board Member to recognize and address any potential conflicts.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**Essential Indicators**

- 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 2023 – 2024	FY 2022 - 2023	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	0	0	NA

- Does the entity have procedures in place for sustainable sourcing?**  
The entity has a sustainable sourcing procedure for procuring raw materials while bought-out purchases have no such policy defined.
  - If yes, what percentage of inputs were sourced sustainably?**  
100% of the raw materials procured by the entity are sourced sustainably directly or through contractors from 4 major suppliers: Posco, Tata Steel, JSW and AM/NS.
- 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.**  
In one of the plants at Autoline, plastic bins and steel trolley have been reused. An empty bin trolley returnable invoice has been devised to collect products from our customers for re-use.
- 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**

- 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.
- 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

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2023-24			FY 2022-23		
	Re-used (tons)	Re-cycled (tons)	Safely disposed (tons)	Re-used (tons)	Re-cycled (tons)	Safely disposed (tons)
Plastics (including packaging)	80.64	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste (Steel trolleys)	410.4	0	0	0	0	0
Other waste (Cotton boxes)	0	0	8.18	0	0	0

### 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	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	267	239	90	261	97%	0	0%	0	0%	0	0%
Female	5	5	100	0	0%	4	100%	0	0%	0	0%
<b>Total</b>	<b>272</b>	<b>244</b>	<b>89</b>	<b>261</b>	<b>96%</b>	<b>4</b>	<b>1%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent employees</b>											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Category	% of Workers covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	594	274	46%	594	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>594</b>	<b>274</b>	<b>46%</b>	<b>594</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Other than permanent employees</b>											
Male	966	0	0%	0	0%	0	0%	0	0%	0	0%
Female	31	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>997</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>

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

Parameter	FY 2023 - 2024	FY 2022 - 2023
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 2023 - 2024			FY 2022 - 2023		
	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%	37%	Y	100%	32%	Y
ESI	10%	89%	Y			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 offices and warehouses are currently not accessible for employees with disabilities. A dedicated policy and strategic plan is being developed to ensure inclusive 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 dedicated to offering equal employment opportunities to all employees. This policy guarantees zero discrimination based on age, disability, gender, marital status, race, religion, or any other criteria.

**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	NA	NA	NA	NA
Female	100%	50%	NA	NA
<b>Total</b>	<b>100%</b>	<b>50%</b>	<b>NA</b>	<b>NA</b>

**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 implemented a policy to ensure that employee grievances are addressed on time. The HR team actively monitors and follows up on the same. This proactive approach maintains employee satisfaction and trust, reduces financial stress, and fosters a positive work environment.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023 – 2024			FY 2022 – 2023		
	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	272	39	14%	213	0	0%
- Male	267	39	15%	208	0	0%
- Female	5	0	0%	5	0	0%
Total Permanent Workers	594	71	12%	541	110	20%
- Male	594	71	12%	541	110	20%
- Female	0	0	0%	0	0	0%

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

Category	FY 2023 – 2024					FY 2022 - 2023				
	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)
<b>Employees</b>										
Male	267	267	100%	267	100%	208	208	100%	208	100%
Female	5	5	100%	5	100%	5	5	100%	5	100%
<b>Total</b>	<b>272</b>	<b>272</b>	<b>100%</b>	<b>272</b>	<b>100%</b>	<b>213</b>	<b>213</b>	<b>100%</b>	<b>213</b>	<b>100%</b>
<b>Workers</b>										
Male	1560	1560	100%	1560	100%	1664	1664	100%	1664	100%
Female	31	31	100%	31	100%	22	22	100%	22	100%
<b>Total</b>	<b>1591</b>	<b>1591</b>	<b>100%</b>	<b>1591</b>	<b>100%</b>	<b>1686</b>	<b>1686</b>	<b>100%</b>	<b>1686</b>	<b>100%</b>

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

Category	FY 2023 – 2024			FY 2022 - 2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	267	267	100%	208	208	100%
Female	5	5	100%	5	5	100%
<b>Total</b>	<b>272</b>	<b>272</b>	<b>100%</b>	<b>213</b>	<b>213</b>	<b>100%</b>
<b>Workers</b>						
Male	1560	594	38%	1664	541	33%
Female	31	0	0%	22	0	0%
<b>Total</b>	<b>1591</b>	<b>594</b>	<b>37%</b>	<b>1686</b>	<b>541</b>	<b>32%</b>

**10. Health and safety management system:**

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).**  
Yes  
If yes, the coverage of such a system?  
All permanent and non-permanent employees and workers.
- 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 inspection by the safety officer.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**  
Yes
- Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**  
Yes

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

Safety Incident / Number	Category*	FY 2023 - 2024	FY 2022 - 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	5.2	4.84
	Workers		
Total recordable work-related injuries**	Employees	98	81
	Workers		
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	19	18
	Workers		

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

To ensure a safe and healthy work environment, the entity conducts daily site-wise internal safety checks. This proactive measure helps identify and mitigate potential hazards, promoting employee well-being and operational efficiency.

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

Parameter	FY 2023 – 2024			FY 2022 - 2023		
	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	-	0	0	-
Health & Safety	0	0	-	0	0	-

**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%*
Working Conditions	

\*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

Workers (Y/N) – 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 ensures on time payment of statutory dues.

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:

Category	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 2023 - 2024	FY 2022 - 2023	FY 2023 - 2024	FY 2022 - 2023
Employees	19	18		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 extends opportunities to employees who have retired to serve as consultants for the Company.

#### 5. Details of performance and career development reviews of employees and worker:

Parameter	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

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.

Not applicable

### 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 key stakeholders for Autoline are identified based on the role they play in the decision-making of the Company. The External stakeholders like Customers, Vendors and Shareholders influence the decisions of the Company indirectly. Stakeholders that are internal to the Company either have a direct influence on the Company's output or are directly involved in the decision making. The Internal stakeholders of Autoline include Top Management, Senior and Middle level management, and Employees and Workers.

#### 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	1. Annual Report 2. Company Website 3. Regulatory Filings	As per requirement	To keep Investors and shareholders updated about the Company's progress and macro developments
Shareholders	No	1. Annual Report 2. Company Website 3. Statutory & voluntary disclosures	Annually and Quarterly	

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
Customers	No	1. Customer satisfaction surveys 2. Customer Meetings 3. Email	Regularly	To evaluate our performance, identify leading and lagging indicators and formulate plans to offer best in class service to our customers
Suppliers	No	1. Supplier Evaluation Process 2. Email 3. Procurement Discussions	As per requirement	1. Performance Evaluation 2. Compliance Assurance
Employees	No	1. Emails 2. Trainings 3. Policies 4. Website 5. Intranet	Regularly	1. Identification of Employee needs 2. Sourcing of employees challenges 3. To keep our employees informed about our goals and progress
Workers	Yes	1. Trainings 2. Policies	Regularly	1. Identification of needs of the workers 2. Sourcing of workers' challenges 3. To keep our workers informed about the safety requirements and ensure maximum safety at the shop floor

**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 goal is to establish open and effective communication channels that foster meaningful dialogue with stakeholders and inform the Board. Currently, the Board is actively discussing economic, environmental, and social matters. We are refining this process to ensure it effectively addresses the needs of all involved parties. Our ultimate aim is to create a robust framework that supports comprehensive Board engagement on these crucial issues.

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 is essential for recognizing and addressing environmental and social concerns. Their perspectives are instrumental in determining and setting goals for Autoline's ESG initiatives. In line with this, we undertook an extensive materiality assessment this year, which included detailed interactions with internal as well as external stakeholders. We engaged with a wide range of stakeholders, such as employees, workers, customers, vendors, shareholders, and the Board, to understand the areas of greatest importance to them and our organization, from an environmental and social perspective.

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

Workers have been identified as a vulnerable / marginalized group. The engagement with workers allowed us to gain insights to improve safety on the shop floor. On these lines, Autoline will revamp the safety policies, and introduce a new code of conduct with zero tolerance towards injuries and work 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 2023 – 2024			FY 2022 - 2023		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	272	272	100%	213	213	100%
Other than permanent	0	0	0%	0	0	0%
<b>Total Employees</b>	<b>272</b>	<b>272</b>	<b>100%</b>	<b>213</b>	<b>213</b>	<b>100%</b>
<b>Workers</b>						
Permanent	594	594	100%	541	541	100%
Other than permanent	997	997	100%	1145	1145	100%
<b>Total Workers</b>	<b>1,591</b>	<b>1,588</b>	<b>100%</b>	<b>1686</b>	<b>1686</b>	<b>100%</b>

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

Category	FY 2023 – 2024					FY 2022 - 2023				
	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)
<b>Employees</b>										
Permanent	272	0	0%	272	100%	213	0	0%	213	100%
Male	267	0	0%	267	100%	208	0	0%	208	100%
Female	5	0	0%	5	100%	5	0	0%	5	100%
Other than Permanent						NA				
Male										
Female										
<b>Workers</b>										
Permanent	594	0	0%	594	100%	541	0	0%	541	100%
Male	594	0	0%	594	100%	541	0	0%	541	100%
Female	0	0	0%	0	0%	0	0	0%	0	100%
Other than Permanent	997	0	0%	997	100%	1145	0	0%	1145	100%
Male	966	0	0%	966	100%	1123	0	0%	1123	100%
Female	31	0	0%	31	100%	22	0	0%	22	100%

**3. Details of remuneration/salary/wages**

**a. Median remuneration / wages:**

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	42,00,000	0	NA
Key Managerial Personnel	2	32,80,009	0	NA
Employees other than BoD and KMP	267		5	
Workers	594		0	

\*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 2023 - 2024	FY 2022 - 2023
Gross wages paid to females as % of total wages.	1%	1%

\*Only Wholetime Directors are taken into consideration

**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 responsible for addressing any issues or impacts relating to human rights caused by the business.

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

A Stakeholder relationship committee has been established to address the grievances related to human rights issues.

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

Category	FY 2023 – 2024			FY 2022 - 2023		
	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	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	19	0	The issues have been resolved by prompt followup from the HR team	11	0	The issues have been resolved by prompt followup from the HR team
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2023 - 2024	FY 2022 - 2023
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	Nil	Nil

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

Yes

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

No

**10. Assessments for the year:**

Particulars	% 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	-

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

No such cases were identified as a result of the assessments.

**Leadership Indicators**

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

Not applicable

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

Not applicable

**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?**

Autoline offices and warehouses are currently not accessible for differently-abled visitors. A dedicated policy and strategic plan is being developed to ensure inclusive facilities.

**4. Details on assessment of value chain partners:**

Not applicable

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

Not applicable

**PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

**Essential Indicators**

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

Parameter	Units	FY 2023 - 2024	FY 2022 - 2023
From non - renewable sources			
Total electricity consumption (A)	GJ	68,483.6	65035.7
Total fuel consumption (B)	GJ	8,281.9	7,791.5
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed (A+B+C)	GJ	76764.8	72,827.2
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/ INR	0.0000117	0.0000103
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	NA	NA	NA
Energy intensity in terms of physical output			
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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	Unit	FY 2023 – 2024	FY 2022 - 2023
Water withdrawal by source (in kilolitres)			
(i) Surface water	kL	0	
(ii) Groundwater	kL	4,500	4,500
(iii) Third party water	kL	31,113.4	22,448.1
(iv) Seawater / desalinated water	kL	0	0
(v) Others	kL	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	kL	35,613.4	26,948.1
<b>Total volume of water consumption (in kilolitres)</b>	kL	35,613.4	26,948.1
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	kL/ INR	0.0000054	0.0000041
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	NA	NA	NA
<b>Water intensity in terms of physical output</b>			
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

None

**4. Provide the following details related to water discharged:**

Parameter	FY 2023 - 2024	FY 2022 - 2023
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
<b>Total water discharged (in kilolitres)</b>	<b>Nil</b>	<b>Nil</b>

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

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 was done for the DG 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	Unit	FY 2023 - 2024	FY 2022 - 2023
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	t CO <sub>2</sub> e	668.14	635.4
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	t CO <sub>2</sub> e	13506.5	12826.5
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	t CO <sub>2</sub> e/ INR	0.0000022	0.0000021
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)	NA	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	-	-	-

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	Unit	FY 2023 - 2024	FY 2022 - 2023
<b>Total Waste generated (in metric tonnes)</b>			
Plastic waste (A)	tons	9.2	6.8
E-waste (B)	tons	11.28	0
Bio-medical waste (C)	tons	0	0
Construction and demolition waste (D)	tons	0	0
Battery waste (E)	tons	3.8	0
Radioactive waste (F)	tons	0	0
Other Hazardous waste. (Lubricant Plastic Drum) (G)	tons	2.3	1
Other Non-hazardous waste generated (H). (Steel Scrap, Wooden Scrap, Packing Box)	tons	16,338	18,651
<b>Total (A + B + C + D + E + F + G + H)</b>	tons	<b>16,364.6</b>	<b>18,658.8</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	tons/ INR	0.0000029	0.0000028
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA	NA
<b>Waste intensity in terms of physical output</b>			
<b>Waste intensity (optional) – the relevant metric may be selected by the entity</b>	-	-	-

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

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 practices through third-party sale of scrap waste to authorized vendors. All of the waste generated is non-hazardous in nature.

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 there are no sites in water stress areas

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

Parameter	Unit	FY 2023 - 2024	FY 2022 - 2023
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	t CO <sub>2</sub> e per year	22,699	13,940.2
Total Scope 3 emissions per rupee of turnover	t CO <sub>2</sub> e/INR	0.0000035	0.0000021
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*\*For FY2023-24, 4 categories of Scope 3 have been taken into consideration. However, for FY2022-23, only 3 categories was taken into consideration*

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, the IT Team of Autoline has established a formal disaster recovery and backup policy which is designed and implemented to ensure that Autoline servers and database have a regular backup policy which ensures business continuity thereby eliminating any 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 assessment has been undertaken for value chain partners

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

No assessment has been undertaken for value chain partners

**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. has affiliations with three industry associations
- 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.**

<b>S.No.</b>	<b>Name of the trade and industry chambers/ associations</b>	<b>Reach of trade and industry chambers/ associations (State/National)</b>
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 currently developing a comprehensive policy to effectively address community grievances.

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

<b>Category</b>	<b>FY 2023 - 2024</b>	<b>FY 2022 - 2023</b>
Directly sourced from MSMEs/ small producers	69	75
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 2023 – 2024	FY 2022 – 2023
Rural	73%	78%
Semi-urban	12%	10%
Urban	8%	6%
Metropolitan	7%	5%

**Leadership Indicators**

- 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
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:  
Not applicable
- (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)  
No
- 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
- 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
- Details of beneficiaries of CSR Projects:  
Not applicable

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

**Essential Indicators**

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.  
Any customer complaints are addressed through our customer portal which is used to manage and resolve customer complaints. Additionally, we also have an active communication channel through emails which serves as a point of contact for customers to express their concerns or share their experiences regarding the Company's products or services.
- 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:**

Category	FY 2023 – 2024			FY 2022 - 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil		Nil	Nil	
Advertising	Nil	Nil		Nil	Nil	
Cyber-security	Nil	Nil		Nil	Nil	
Delivery of essential Services	Nil	Nil		Nil	Nil	
Restrictive Trade Practices	Nil	Nil		Nil	Nil	
Unfair Trade Practices	Nil	Nil		Nil	Nil	
Other	713	Nil		884	Nil	

**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.**

Yes. Autoline has established and implemented a robust framework of policies to mitigate cyber security and data privacy risks. These policies encompass a comprehensive approach to safeguarding confidential and sensitive 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:**

- a. Number of instances of data breaches - Nil
- b. Percentage of data breaches involving personally identifiable information of customers – Nil
- c. Impact, if any, of the data breaches - Not applicable

**Leadership Indicators**

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

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 provides products and services to customers as a B2B tier 1 supplier in accordance with customer specifications and compliance to any relevant regulations.

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

The Company has implemented an email communication protocol to promptly notify consumers of any potential disruptions or discontinuations to essential services.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

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

Product information is displayed as per IATF 16949 standard. In relation to customer satisfaction survey, the Company conducts customer satisfaction surveys to enhance customer experience.