

Ref. No. Z-IV/R-39/D-2/NSE/207 & 174

Date: July 14, 2025

<b>National Stock Exchange of India Ltd.</b> Listing Deptt., Exchange Plaza, Bandra Kurla Complex, Bandra (E), Mumbai - 400051	<b>BSE Ltd.</b> Floor - 25, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400001
<b>NSE Symbol: UNOMINDA</b>	<b>BSE Scrip: 532539</b>

**Sub: - Intimation under Regulation 30 & 50 read with Schedule III of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Pursuant to Regulation 36(1)(b) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we wish to inform you that the Company has dispatched letters to those shareholders whose email addresses are not registered with the Company/Registrar & Transfer Agent/Depositories. The Letter provides the weblink for accessing the Notice along with the Integrated Annual Report for the financial year 2024-25.

A copy of the said letter is enclosed herewith for your records.

The above information is also available on the website of the Company at [www.unominda.com](http://www.unominda.com).

Thanking you.

Yours faithfully,

For Uno Minda Limited


**Tarun Kumar Srivastava**  
**Company Secretary & Compliance Officer**  
**M. No. A11994**  
**Place: Manesar**

Encl: as above

Annexure - I

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT



## INDEX

<b>SECTION A: GENERAL DISCLOSURES</b>	2
<b>SECTION B: MANAGEMENT AND PROCESS DISCLOSURES</b>	11
<b>SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE</b>	14
PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	14
PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe	20
PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	24
PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders	34
PRINCIPLE 5: Businesses should respect and promote human rights	40
PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment	46
PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	56
PRINCIPLE 8: Businesses should promote inclusive growth and equitable development	58
PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner	62
Independent Assurance Report	66

## SECTION A: GENERAL DISCLOSURES

### I DETAILS OF THE LISTED ENTITY

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1992PLC050333
2.	Name of the Listed Entity	Uno Minda Limited
3.	Year of incorporation	16 September 1992
4.	Registered office address	B-64/1, Wazirpur Industrial Area, Delhi - 110 052
5.	Corporate address	Village Nawada Fatehpur, P.O. Sikanderpur Badda, Manesar, District. Gurugram-122 004, Haryana
6.	Email	csmil@unominda.com
7.	Telephone	0124-2290427/28
8.	Website	www.unominda.com
9.	Financial year reported	01 April 2024 to 31 March 2025
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India (NSE) Limited and BSE Ltd.
11.	Paid-up capital	₹ 1,14,83,27,690
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. Tarun Kumar Srivastava Designation: Company Secretary & Compliance Officer Tel: 0124-2290427/28 Email ID: csmil@unominda.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are standalone and pertain to the Company's Indian operations only.
14.	Name of assurance provider	BDO India LLP
15.	Type of assurance obtained	Reasonable Assurance for Core Indicators

## II PRODUCTS/SERVICES

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

Sr. no.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1	Manufacturing of Auto Components	Auto Component Lighting Auto Component Switches Auto Component Casting Auto Component Seating Auto Component Alloy Wheel Auto Component Acoustic Auto Component Sensor Auto Component Controller	<b>91%</b>

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

Product/Service	NIC Code	Percentage of total Turnover contributed
Switch	29304	24.1%
Lighting	27400	25.2%
Seating	29303	21.9%
Alloy wheel	29303	9.2%
Casting	29301	4.6%
Sensor	29304	4.5%
Controller	29304	4.5%
Acoustic	29304	2.9%
Others	NA	3.0%

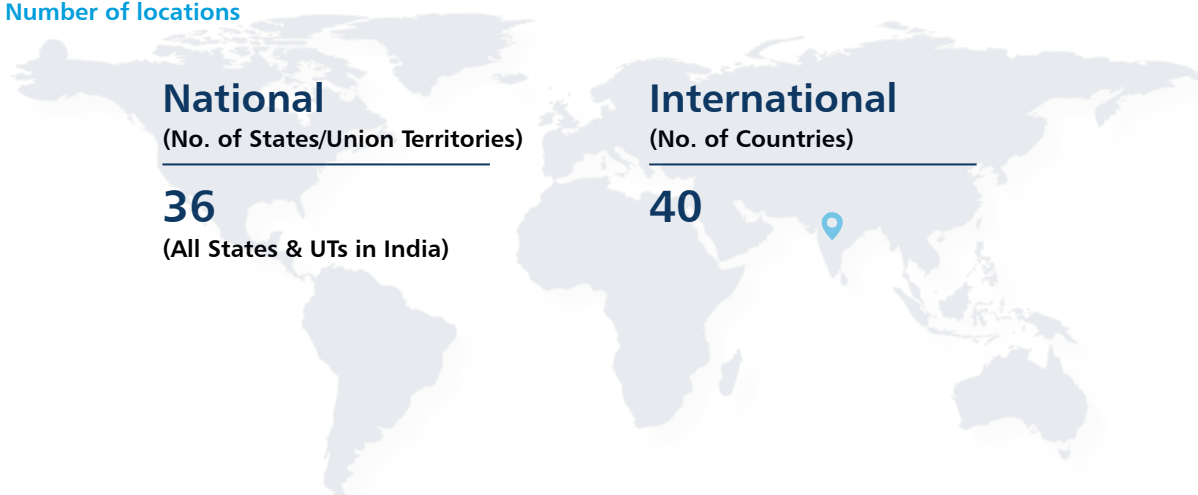
## III OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	41 (Excluding warehouses)	5 (including Research and Development Offices, Registered Office and Corporate Office)	46
International	0	2	2

### 19 Markets served by the entity:

#### a. Number of locations



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

Response: 4.2%

**c A brief on types of customers**

Response: We provide services to automotive sector OEMs, distributors, and wholesalers across India, while our direct export customers are located in multiple countries worldwide. Uno Minda caters for all major OEM customers and OEMs are involved in manufacturing vehicles and supplying them to end users through their dealer networks.

The Company's distribution network comprises distributors and wholesalers spread across India. In addition, exports are carried out directly from the Company, through Indian merchant exporters and to international customers.



**IV. EMPLOYEES**

**20 Details as at the end of Financial Year:**

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

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Employees</b>					
Permanent (D)	3,998	3,668	92%	330	8%
Other than Permanent (E)	0	0	0	0	0
Total employees (D + E)	3,998	3,668	92%	330	8%
<b>Workers</b>					
Permanent (F)	9,447	8,048	85%	1,399	15%
Other than Permanent (G)	10,049	7,839	78%	2,210	22%
Total workers (F + G)	19,496	15,887	81%	3,609	19%

**b Differently abled Employees and workers:**

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
<b>Differently abled Employees</b>					
Permanent (D)	2	2	100%	0	0
Other than Permanent (E)	0	0	0	0	0
Total employees (D + E)	2	2	100%	0	0
<b>Differently abled Workers</b>					
Permanent (F)	9	7	78%	2	22%
Other than Permanent (G)	9	9	100%	0	0%
Total workers (F + G)	18	16	89%	2	11%

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	5*	0	0%

\*3 KMPs are the part of BODs

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

	Turnover rate of current FY 2024-25			Turnover rate of previous FY 2023-24			Turnover rate of previous FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.5%	11.6%	12.4%	15.2%	15.4%	15.3%	17.7%	20.1%	17.9%
Permanent Workers	10.0%	11.9%	9.9%	2.9%	11.5%	3.8%	2.7%	12.8%	3.9%

**V HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)****23****(a) Names of holding/ subsidiary/ associate companies/ joint ventures**

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	Percentage 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.	Uno Minda Kyoraku Ltd	Subsidiary	67.68	Yes
2.	Minda Storage Batteries Private Limited	Subsidiary	100	Yes
3.	Uno Minda Katolec Electronics Services Private Limited	Subsidiary	51	Yes
4.	Uno Mindarika Private Limited	Subsidiary	51	Yes
5.	MI Torica India Private Limited	Subsidiary	60	Yes
6.	MITIL Polymer Private Limited	Subsidiary	60	Yes
7.	UnoMinda EV Systems Private Limited	Subsidiary	50.1	Yes
8.	UnoMinda Auto Systems Private Limited	Subsidiary	100	Yes
9.	Uno Minda Buehler Motor Private Limited	Subsidiary	50.1	Yes
10.	Uno Minda Tachi-S Seating Private Limited	Subsidiary	51	Yes
11.	Uno Minda Auto Technologies Private Limited	Subsidiary	100	Yes
12.	Uno Minda Auto Innovations Private Limited	Subsidiary	100	Yes
13.	Uno Minda D-Ten India Private Limited	Subsidiary	51	Yes
14.	YA Auto Industries (Partnership Firm)	Subsidiary	87.5	Yes
15.	Auto Components (Partnership Firm)	Subsidiary	95	Yes
16.	Samaira Engineering (Partnership Firm)	Subsidiary	87.5	Yes
17.	S.M. Auto Industries (Partnership Firm)	Subsidiary	87.5	Yes
18.	Yogendra Engineering (Partnership Firm)	Subsidiary	55.9	No
19.	PT Minda Asean Automotive	Subsidiary	100	Yes
20.	PT Minda Trading	Subsidiary	100	Yes
21.	SAM Global PTE LTD	Subsidiary	100	Yes
22.	Minda Industries Vietnam Company Limited	Subsidiary	100	Yes
23.	Minda Korea Co. Ltd	Subsidiary	100	Yes
24.	Uno Minda Auto Spare Parts and Trading LLC	Subsidiary	100	Yes

Sr. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	Percentage 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)
25.	Uno Minda Europe Gmbh	Subsidiary	100	Yes
26.	Uno Minda Systems Gmbh	Subsidiary	100	Yes
27.	Creat Gmbh	Subsidiary	100	Yes
28.	Creat Czech s.r.o.	Subsidiary	100	Yes
29.	GLOBAL Mazinkert S.L. Madrid	Subsidiary	100	Yes
30.	Light & System Technical Centre, S.L. Spain	Subsidiary	100	Yes
31.	Rinder Riducco, S.A.S. Columbia (step down JV of Light & system)	Joint Venture	50	Yes
32.	Clarton Horn, S.A.U. Spain	Subsidiary	100	Yes
33.	Clarton Horn, Singaloustik, Gmbh, Germany	Subsidiary	100	Yes
34.	Clarton Horn, Mexico S. De R.L. De. C.V. Mexico	Subsidiary	100	Yes
35.	Toyoda Gosei Uno Minda India Private Limited	Joint Venture	49.90	No
36.	Toyoda Gosei South India Private Limited	Joint Venture	47.40	No
37.	Roki Uno Minda Company Private Limited	Joint Venture	49	Yes
38.	Minda TTE Daps Private Limited (Under Liquidation)	Joint Venture	50	Yes
39.	Denso Ten Uno Minda India Private Limited	Joint Venture	49	No
40.	Minda Westport Technologies Limited	Subsidiary	76	Yes
41.	Minda Onkyo India Private Limited	Subsidiary	80	Yes
42.	Tokai Rika Minda India Private Limited	Joint Venture	30	No
43.	Minda Nabtesco Automotive Private Limited	Associate	49	Yes
44.	CSE Dakshina Solar Private Limited	Associate	27.71	No
45.	Strongsun Renewables Private Limited	Associate	28.1	No



**VI. CSR DETAILS**

24

**Yes**

Whether CSR is applicable as per section 135 of Companies Act, 2013:

---

**12,455.66 Crores**

Turnover (in ₹)

---

**4,805.84 Crores**

Net worth (in ₹)

## 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 redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaint filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	5	Nil	NA	1	Nil	NA
(Investors) Other stakeholders	Yes <a href="https://www.unominda.com/uploads/Investor/investor-desk/UML_Investors'%20Grivance%20Redressal%20Policy.pdf">https://www.unominda.com/uploads/Investor/investor-desk/UML_Investors'%20Grivance%20Redressal%20Policy.pdf</a>	5	Nil	NA	1	Nil	NA
Employees	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	2	1	Pending complaint will be resolved at the earliest	3	Nil	All Complaints resolved
Workers	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	Nil	Nil	NA	Nil	Nil	NA
Contract labourers	Yes <a href="https://www.unominda.com/contact-us">unominda.com/contact-us</a>	Nil	Nil	NA	Nil	Nil	NA
Communities	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	Nil	Nil	NA	Nil	Nil	NA
Consumers	Toll-free Consumer Complaints No. <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	5,038	Nil	NA	3,810	Nil	NA
Customers (distributors, wholesalers, retailer)	CRM Portal The portal primarily handles complaints regarding pricing, schemes, and discrepancies in quantities, whether short or excessive. Customers are required to submit complaints within 20 days from the date of the invoice, and resolutions are to be provided within 30 days from the receipt of the complaints. <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	4,848	335	Pending complaint will be resolved at the earliest	4,934	81	All Pending complaints as of the end of the FY 2023-24 have now been resolved

Note: The grievance redressal policy and vigil mechanism of the Company provides organised framework for dealing with concerns and grievances. The policy is available on our website and can be accessed via the following link- <https://www.unominda.com/uploads/investor/policies/Whistle%20Blower%20Policy.pdf>

**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, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sr. No	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for Identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management and Energy Transition	Opportunities	<ol style="list-style-type: none"> <li>Reduction in operational costs and enhance sustainability.</li> <li>Capitalisation on emerging markets for renewable energy solutions.</li> <li>Alignment with global trends towards eco-consciousness and efficiency.</li> <li>Anticipate energy supply disruptions.</li> <li>Promoting carbon emissions reduction and uphold carbon offset commitments.</li> </ol>	NA	<p>Positive implication: Enhances resource efficiency and reduces costs. Utilising low-emission energy sources fosters innovation in products and services, opens new market opportunities, and strengthens supply chain resilience.</p> <p>Transitioning to renewable energy (solar, wind) requires upfront capital investment but leads to long-term savings through reduced grid dependency and government incentives (subsidies, tax benefits).</p>
2	GHG Emission Management	Risk	<ol style="list-style-type: none"> <li>Improvement in resource efficiency.</li> <li>Increasing severity of extreme weather events such as cyclones and floods.</li> <li>Compliance with regulatory standards.</li> <li>Enhanced brand reputation.</li> <li>Access of sustainability-conscious consumers and investors.</li> </ol>	<ol style="list-style-type: none"> <li>Achieve national and global emission reduction goals.</li> <li>Invest in energy-efficient electrical equipment.</li> <li>Track internal targets for energy savings and emissions reductions.</li> <li>Regularly update on government policies and regulations related to energy transitions</li> <li>Develop risk management and resilience planning</li> </ol>	<p>Negative implication: Leads to environmental impacts such as physical damage from floods, wildfires, or operational shutdowns. The cascading effects of climate change and extreme weather events can disrupt supply chains and hinder business continuity.</p> <p>The Company has already taken steps to reduce GHG emission and increased share of green energy while being compliant with all environment laws.</p>
3	Water Management	Risk	<ol style="list-style-type: none"> <li>Potential regulatory constraints</li> <li>Operational disruptions from water scarcity or contamination Reputational damage in the face of environmental concerns.</li> <li>Reputational damage in the face of environmental concerns.</li> <li>Changes in laws, regulations, or management practices can affect access to water resources, increase operational costs, and complicate water use and management.</li> </ol>	<ol style="list-style-type: none"> <li>Installation of water metres and implementing plant water balances.</li> <li>Water consumption reduction target in every FY for each plant concerning per ₹ Lakh production value.</li> <li>Increase recycling and reuse of wastewater.</li> <li>Rainwater harvesting: By increasing rainwater storage capacity.</li> </ol>	<p>Negative implications: Interruptions in water supply can disrupt manufacturing processes and affect utility operations.</p> <p>The Company has already implemented measures for water management including rain water harvesting, treatment and all other measures to minimise the impact.</p>

Sr. No	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for Identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Waste Management	Opportunity	<ol style="list-style-type: none"> <li>1. Enhancement in operational efficiency through resource optimisation.</li> <li>2. Minimisation in disposal costs.</li> <li>3. Maintaining compliance with environmental regulations.</li> <li>4. Enhances reputation as a corporate citizen</li> </ol>	NA	Positive implication: Reducing waste generation or increasing recycling contributes to economic benefits and helps lower greenhouse gas (GHG) emissions.
5	Product Life Cycle Assessment	Opportunity	<ol style="list-style-type: none"> <li>1. Identification of areas for efficiency improvements.</li> <li>2. Reduction in environmental impact across the supply chain.</li> <li>3. Meeting the demand for eco-friendly solutions by innovation.</li> <li>4. Enhances competitiveness and brand value</li> </ol>	NA	Positive Implication: Enhanced portfolio mix, optimised supply chain efficiency, and accelerated time-to-market for innovation.
6	Human Resources Management and Employee Engagement	Opportunity	<ol style="list-style-type: none"> <li>1. Opportunity to foster a motivated workforce.</li> <li>2. Enhanced productivity.</li> <li>3. Reduction in turnover costs.</li> <li>4. Attracting top talent.</li> </ol>	NA	Positive implication: Enhanced employee engagement leading to overall improved employee experience and satisfaction.
7	Occupational Health and Safety (OHS)	Risk	<ol style="list-style-type: none"> <li>1. Potential workplace accidents, injuries.</li> <li>2. Regulatory non-compliance penalties.</li> <li>3. Increased insurance costs and reputational damage.</li> <li>4. Employee well-being and overall business continuity.</li> <li>5. Downtime resulting from fatalities, injuries or reduced employee morale can significantly impact operations and productivity.</li> <li>6. Decreased productivity stemming from hazardous working environments, resulting in efficiency losses.</li> </ol>	<ol style="list-style-type: none"> <li>1. Prioritising avoidance and mitigation strategies to foster safe working conditions.</li> <li>2. Limiting exposure to hazardous chemicals.</li> <li>3. Conduct regular inspections and internal audits to ensure health and safety standards are upheld during operations.</li> <li>4. Use automation and AI-driven safety monitoring systems to prevent accidents.</li> <li>5. Strictly ensured PPE are worn by workers during operations.</li> </ol>	<p>Negative implication: Poor workplace health and safety can compromise employee well-being. Work-related illnesses or injuries not only affect an individual's quality of life and ability to work but can also harm a company's productivity, financial performance, and reputation.</p> <p>The Company has taken all necessary steps to ensure safe working conditions and safe working acts.</p>
8	Human Rights (including Diversity, Equality, & Inclusion)	Opportunity	<ol style="list-style-type: none"> <li>1. To attract diverse talent</li> <li>2. Fostering a positive work culture</li> <li>3. Strengthened community relationships</li> </ol>	NA	<p>Positive implication: Enhanced employee productivity potential.</p> <p>Fresh perspectives and ideas fostering innovation and process improvement.</p> <p>Access to a broader talent pool of employees.</p>

Sr. No	Material issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for Identifying the risk /opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Corporate Social Responsibility (CSR)	Opportunity	<ol style="list-style-type: none"> <li>1. Building trust with stakeholders.</li> <li>2. Fosters sustainable development in communities.</li> <li>3. Improved brand reputation.</li> <li>4. To attract socially conscious customers and investors.</li> </ol>	NA	<p>Positive implication: Increased Social Return on Investment (SROI).</p> <p>Enhanced programme quality through qualitative improvements.</p> <p>Elevated brand visibility and value via community and stakeholder engagement.</p>
10	Responsible and Sustainable Supply Chain	Opportunity	<ol style="list-style-type: none"> <li>1. Brand reputation and cost savings.</li> <li>2. Fostering long-term growth and competitiveness.</li> </ol>	NA	<p>Positive implication: Uno Minda will receive a higher preference score due to multiple customers' growing adoption of ESG audits.</p> <p>Adopting processes and methods of supplies in re-usable bins and boxes not only reduces environmental impact but also lead to cost savings.</p>
11	Emerging Technologies	Opportunity	<ol style="list-style-type: none"> <li>1. Meet evolving consumer demands.</li> <li>2. Capitalisation on new markets.</li> <li>3. Driving sustainable growth and market leadership</li> </ol>	NA	<p>Positive implication: Being ahead of the technology evolution curve gives the Company first mover advantage and customer's preference with visible impact in top-line and bottom-line.</p>
12	Economic Value Creation	Opportunity	<ol style="list-style-type: none"> <li>1. Generation of profits and drive shareholder returns.</li> <li>2. Investment in innovation and growth.</li> <li>3. Job creation and economic development</li> </ol>	NA	<ol style="list-style-type: none"> <li>1. Positive implication: Utilising economic value creation as an opportunity can foster sustainable growth.</li> <li>2. Positive implication: Create long-term value for all stakeholders involved</li> </ol>
13	Regulatory Compliance	Risk	<ol style="list-style-type: none"> <li>1. Addressing regulatory compliance is essential to maintain stakeholder trust.</li> <li>2. Social licence to operate.</li> </ol>	<ol style="list-style-type: none"> <li>1. Automated system to monitor and ensure timely compliance</li> <li>2. Reviews at senior management, Audit Committee, and Board level compliances with all statutes.</li> <li>3. Review by internal auditors</li> </ol>	<ol style="list-style-type: none"> <li>1. Positive implication: Active compliance management to reduce potential expenses and safeguard reputation.</li> <li>2. Negative implication: Non-compliance can lead to legal penalties</li> </ol>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Section	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	No	Yes	Yes	No	Yes	Yes	Yes
c. Web Link of the Policies, if available	The policies related to the above-mentioned Principles (P1-P9) are accessible via the following link: <a href="https://www.unominda.com/investor/policies">https://www.unominda.com/investor/policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, ISO450001, ISO, BIS) adopted by your entity and mapped to each principle	IATF 16949	ISO 14001, ISO 45001	ISO 45001	IATF 16949	-	ISO 14001	-	-	IATF 16949
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	<ol style="list-style-type: none"> <li>The share of female employees in our workforce will increase to 20% by 2030.</li> <li>Target to meet 60% of our global electricity needs from renewable energy sources by 2030.</li> </ol>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<ol style="list-style-type: none"> <li>For Uno Minda, we have observed a rise in the proportion of female employees in our workforce to 16.76% as of 31 March 2025.</li> <li>Demonstrating progress in our sustainability journey, renewable energy usage increased by 24% over the last fiscal year, significantly contributing to our emissions reducing targets.</li> </ol>								



## Governance, leadership, and oversight

### 7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Uno Minda, our commitment to advancing societal well-being remains resolute. As we operate in an increasingly dynamic business environment, we have proactively addressed various ESG challenges. Central to our efforts is the need to minimise our environmental footprint by tackling carbon emissions, reducing waste generation, and managing resource consumption responsibly. These environmental priorities have consistently guided our actions.

Equally important are our social commitments. We continuously strive to ensure the well-being of our workforce, foster a diverse and inclusive workplace, and engage meaningfully with local communities. To effectively meet these environmental and social challenges, we have established ambitious ESG targets. These include reducing our carbon emissions by 30% by 2030, increasing the adoption of renewable energy, implementing sustainable waste management systems, and achieving water neutrality through focused conservation initiatives.

On the social front, we are devoted to upholding employee health, safety, and inclusivity, promoting diversity across all levels of the organisation, and strengthening our community outreach. In parallel, we are enhancing our corporate governance by reinforcing transparency, ethics, and accountability throughout our operations.

We are proud to report significant progress across key ESG areas. Our carbon (Scope 1 and Scope 2) intensity (tonnes of CO<sub>2</sub> equivalent per rupee) has decreased by 76% since our baseline year (FY 2021-22). Solar energy installations across multiple facilities have effectively lowered our dependence on non-renewable energy, contributing to a roughly 33% increase in the share of renewable energy compared to FY 2023-24. In terms of social responsibility, our female employment has increased by 24% from FY 2023-24. Our strong occupational health and safety initiatives have led to a marked reduction in workplace incidents, with our LTIFR dropping to zero. We have also bolstered our governance framework, nurturing a culture rooted in integrity and accountability.

As we look to the future, our commitment to sustainable growth remains unwavering. We are fully dedicated to embedding ESG principles into every facet of our operations. We sincerely thank our stakeholders for their continued support and look forward to deeper collaboration as we collectively build a more sustainable future.

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

Mr. Ravi Mehra

Designation: Managing Director

Telephone Number: 0124-2290427/28

Email ID: investor@unominda.com

### 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.

- The Steering Committee comprising key management executives, reviews and oversees the implementation of the sustainability-related issues. The Company has also formulated an advisory committee comprising the functional heads of EHS, HR, CSR, and finance departments to provide additional support to the steering committee in tracking the implementation and the progress of the sustainability initiatives.
- The Committee members conduct monthly meetings for review of the material issues and the evolving sustainability trends and regulations. The progress on the sustainability targets is also reviewed periodically with the advisory team. The Committee further provides the progress report on the sustainability initiatives to the board members every quarter.



**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action.	The performance against the above-mentioned policies is reviewed by the Board of Directors of the Company. Based on the review, necessary actions are taken from time to time to rectify the concerns, if any.									Performance indicators are reviewed quarterly and annually.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with all the applicable laws. The compliance review of the statutory requirements is carried out by the directors of the Company. In case of any non-compliance, the concern is raised to the board members for a quick resolution.									Compliance to the statutory requirements is reviewed quarterly and annually.								

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Performance against above policies and follow up action.	<p>At Uno Minda, we ensure compliance with statutory and regulatory requirements through periodic third-party assessments conducted by TÜV SÜD. These evaluations are instrumental in identifying gaps and recommending corrective actions, which are promptly addressed through our Deviation Management System.</p> <p>In addition to compliance audits, we conduct annual assessments of our Environment, Health, and Safety (EHS) performance to drive continuous improvement across our operations. Our processes align with internationally recognised standards, including ISO 14001 for Environmental Management Systems and ISO 45001 for Occupational Health and Safety. The majority of our facilities in India are certified under these frameworks, reflecting our ongoing commitment to operational excellence and sustainability.</p>								

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

Response: Not Applicable.



**SECTION C:  
PRINCIPLE WISE PERFORMANCE DISCLOSURE**



**PRINCIPLE**

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

**01**

**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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	7	<ol style="list-style-type: none"> <li>During the year, directors made site visits of various plants to further enhance their knowledge around the Company's policies, processes, products, technologies involved, safe working conditions, handling materials, among others.</li> <li>During the Board meetings held, they have been informed about the key regulatory changes and the corresponding changes that have been introduced to the policies.</li> </ol>	100%
Key Managerial Personnel	2	Uno Minda Way Training including Values trainings to enhance their knowledge around company policies, processes, and procedures.	100%
Employees other than BoD and KMPs	3,290	<p>The Company has provided following trainings to the employees to enhance skill development and employee engagement</p> <ul style="list-style-type: none"> <li>• Transfor-M Intervention for middle management employees (Level VII to IX)</li> <li>• First Time Managers (FTM)</li> <li>• Intervention for first line leadership (Level V to VI)</li> <li>• SETU Intervention for PMS-based trainings</li> <li>• Minda Way, Culture Building Programme</li> <li>• Technical Skills Upgradation Programmes</li> <li>• Need Based Programmes/Interventions</li> <li>• Functional Skills Development Programmes</li> <li>• D-GEMs Programmes for newly joined campus recruits</li> <li>• Intervention for developing</li> </ul>	84%
Workers	5,286	Functional skill trainings and department-wise on the topics like work culture and quality systems, functional, technical, and behavioural aspects along with trainings on problem solving techniques and PE & Maintenance.	94%

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

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

Non-monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	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? If yes, provide details in brief and if available, provide a web-link to the policy.

Response: The Company believes in conducting the operations in a transparent manner and does not indulge in the acts of bribery and corruption. The aspects of anti-corruption and anti-bribery is covered in our Code of Conduct which is applicable to all the Directors, Independent Directors, Senior Management and Employees of the Company and Uno Minda Group, which includes subsidiaries and affiliate companies. The Code of Conduct clearly specifies that the none of the Company's employee shall resort to bribery or corruption in conducting the Company's business. Furthermore, it ensures that none of the Company's employee shall indulge in providing any undue advantages for the purpose of obtaining, retaining, directing, or securing any business advantage for the Company.

The Code of Conduct is available on the Company's website: <https://www.unominda.com/uploads/investor/policies/Code%20of%20Conduct.PDF>

Further, the Company has also formulated a supplier Code of Conduct to ensure that the suppliers does not indulge or engage in corruption, extortion, embezzlement, or bribery to obtain any unfair or improper advantage and/or induce anyone to do something improper or illegal. The supplier Code of Conduct also requires the partners to implement monitoring mechanism to ensure compliance with all the applicable anticorruption and anti-bribery laws. The said supplier Code of Conduct can be accessed on the Company's corporate website at: <https://www.unominda.com/uploads/investor/policies/Supplier%20Code%20of%20Conduct.pdf>

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
Key Managerial Personnel	Nil	Nil
Employees other than BoD and KMPs	Nil	Nil
Workers	Nil	Nil

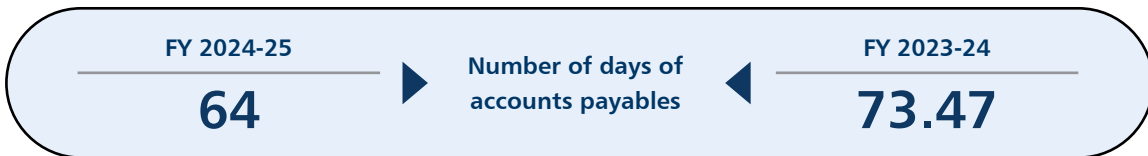
**6. Details of complaints with regard to conflict of interest:**

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	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.**

Response: Not Applicable

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



## 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 2024-25	FY 2023-24
<b>Concentration of Purchases</b>	a. Purchases from trading houses as % of total purchases.	6.64%	NA
	b. Number of trading houses where purchases are made from	705	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	38.2%	NA
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	9.82%	12.71%
	b. Number of dealers / distributors to whom sales are made	2,019	1,857
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	8.83%	8.81%
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	22.1%	23.60%
	b. Sales (Sales to related parties / Total Sales)	1.4%	2.51%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	96.2%	2.88%



## Leadership Indicators:

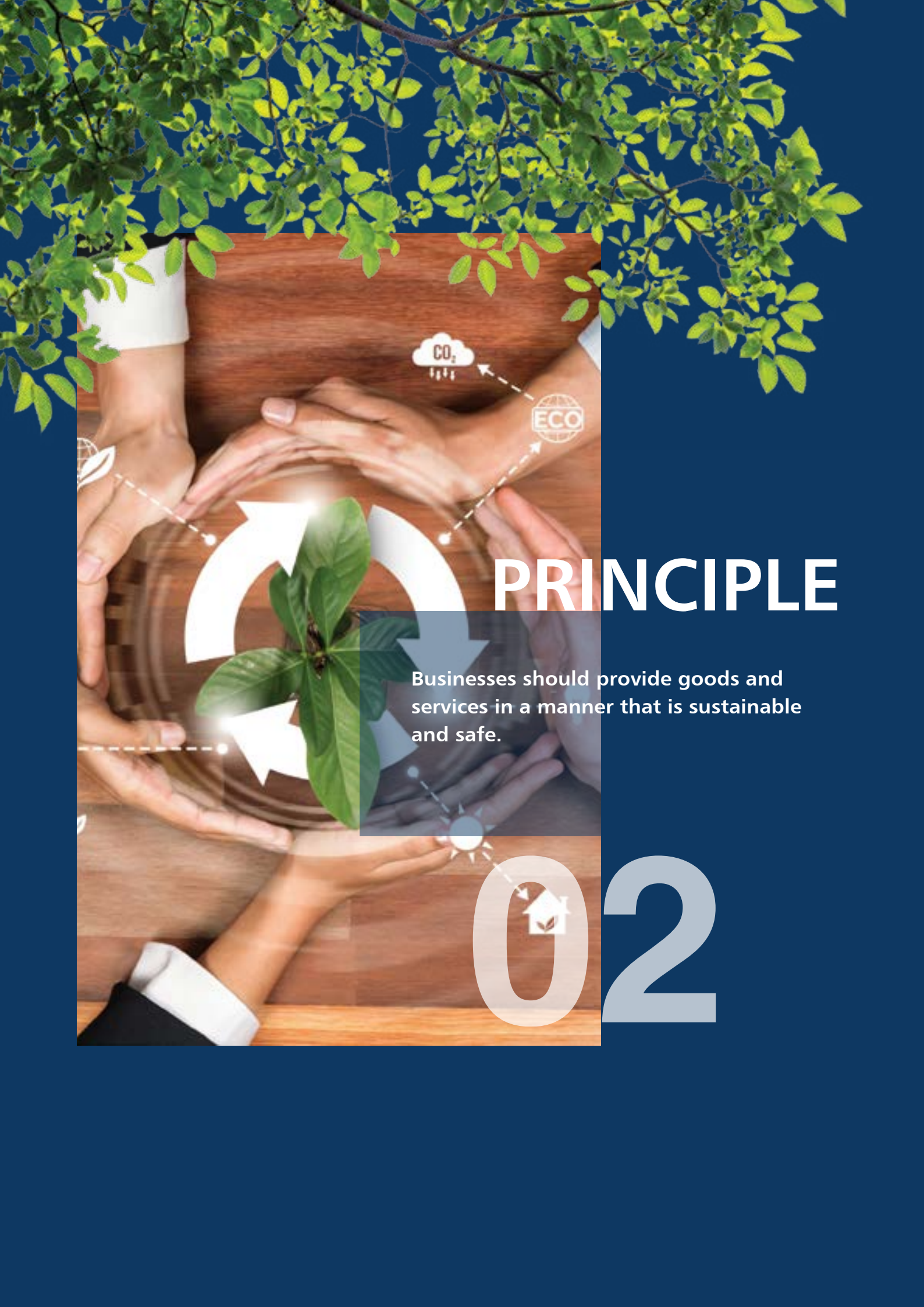
### 1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
5	• Child Labour & Young Workers	49%
	• Working Hours	
	• Modern Slavery	
	• Water quality & consumption	
	• Air Quality	
	• Freedom of association & collective bargaining	
	• Harassment & Non-discrimination	
	• Privacy & Data Protection	
	• Fair Competition & anti trust	
	• Conflicts of Interest	
	• GHG Emissions, energy efficiency & Renewable energy	
	• Human Safety Awareness Programme	
	• Environment, Social and Governance (ESG)	
	• Digitisation	
• Quality Automation		

### 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.

Response: Yes, Uno Minda has established a comprehensive Code of Conduct that applies to all Directors, Independent Directors, Senior Management, and employees across the Uno Minda Group, including its subsidiaries and affiliate companies and contracts, retainers, consultants. This Code is designed to ensure that all individuals in key roles act in the best interests of the Company and uphold the highest standards of integrity and ethical conduct.

A key principle of the Code is the avoidance of situations that could give rise to actual or potential conflicts of interest. Employees are required to disclose any such conflicts to the Managing Director. In cases conflict of interest involving Directors, Independent Directors, or Senior Management, the conflict are transparently reported to the Board of Directors, ensuring full accountability and governance oversight.





# PRINCIPLE

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

# 02

**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.**

		FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
	<b>R&amp;D</b>	21%	23%	R&D expense towards product development of EV components
	<b>Capex</b>	4.4%	2%	Establishment of a laboratory for the design validation of EV components under development at the central R&D

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Response: Uno Minda has established robust procedures to ensure sustainable sourcing across its operations. The Company adheres to a structured procurement framework guided by clearly defined Standard Operating Procedures (SOPs) that promote compliance with Environmental, Social, and Governance (ESG) standards throughout the supply chain.

As part of the supplier onboarding process, the Company implements SOP0710 for selecting New Supplier Audit, which includes on-site supplier visits and system audits. These assessments evaluate key social sustainability criteria such as the prohibition of child labour, protection of women’s rights, adherence to minimum wage regulations, and other human rights parameters. The audits are conducted using standardised checklists and align with international norms including ISO/IATF 16949, coating standards, and relevant documentation protocols.

For routine procurement operations, SOP0712 is followed, covering procedures for Kanban, Purchase Requisition (PR), and Purchase Order (PO) systems. This ensures traceability, process efficiency, and operational oversight.

Moreover, the Company performs annual evaluations of suppliers’ Quality Management Systems (QMS), with a specific focus on workplace safety, including fire prevention and occupational health and safety, based on established safety checklists. These expectations are also outlined in Uno Minda’s Supplier Quality Assurance Manual (SQAM), underlining the Company’s dedication to responsible sourcing and continuous improvement.

Uno Minda remains committed to foster a resilient, ethical, and sustainable supply chain that aligns with its long-term sustainability objectives.

- If yes, what percentage of inputs were sourced sustainably?**

Response: 100%

- 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:**

Response: Our Company has not engaged in end-of-life recovery initiatives with our customers. At an enterprise level all kinds of waste are disposed of to a government-authorised agency, which ensures sustainable management of the generated waste.

- a) Plastics (including packaging) - We are establishing a process to ensure the safe recovery of plastic packaging materials at the end of their useful life. These materials, used for product packaging, will be collected on behalf of the organisation by a third-party contractor for responsible reclamation.
- b) E-waste - We are implementing a process to ensure the safe recovery of e-waste components that are part of certain products. At the end of their useful life, these items will be collected on behalf of the organisation by a third-party contractor for proper reclamation.
- c) Hazardous waste - We manufacture lead-acid batteries, and at the end of their useful life, they are collected through our distribution channels and sent for reclamation by third parties authorised by the Pollution Control Board.
- d) Other Waste - Not Applicable

**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.**

Response:

Yes, in accordance with the Plastic Waste Management Rules, 2016, as published in the Gazette of India, Extraordinary, Part II, Section 3, Sub-section (i), vide notification number G.S.R. 744(E) dated 16 October 2023, we are classified as an Importer (importing commodities with plastic packaging).

We are currently developing a waste collection plan in alignment with the Extended Producer Responsibility (EPR) framework. Upon finalisation, this plan will be submitted to the Pollution Control Board for approval.

**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?**

Response: In the current reporting year, Uno Minda has initiated Life Cycle Assessments (LCA) for selected product. This marks as a beginning of Uno Minda’s structured roadmap towards LCA as part of its broader sustainability and product stewardship goals.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		



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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Secondary Pure Lead & Lead Alloys small producers	40%	46.1%
Aluminium Molten and Ingot	58.29%	90.67%
Aluminium Chips	48%	-
Plastic (runner & raw material)	25.11%	-

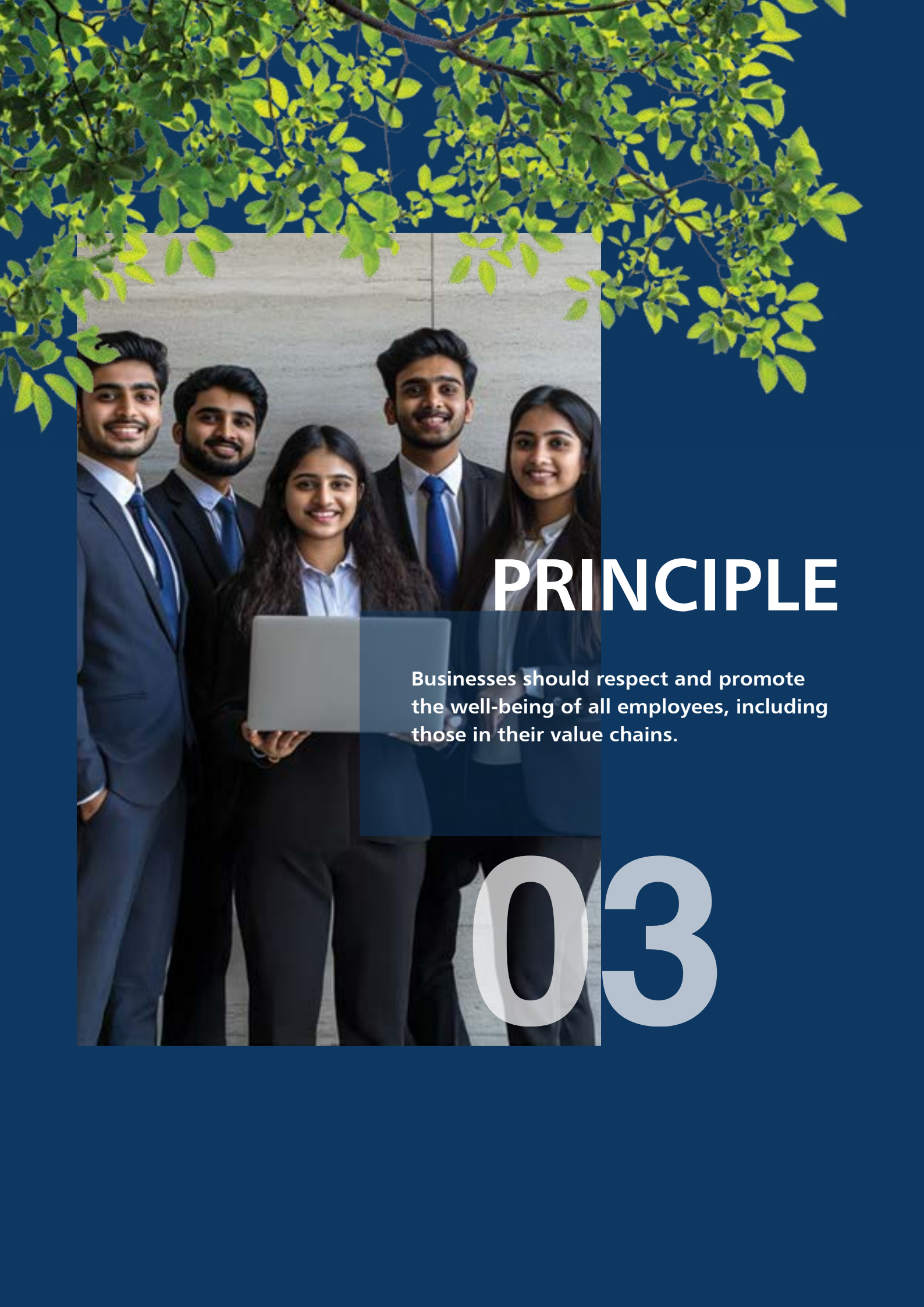
**4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

Indicate input material	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	2.6	87.761	245.51	In the previous financial year, Uno Minda has not reclaimed any product or its packaging material.		
E-waste	0	0.72	21.536			
Hazardous waste	2,364	457	2,258			
Other waste	0	511	7,397			

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Warranty Parts	0.05%
PP Box (Reusable Packing Material)	99%
Automotive Battery	90%
Poly cover, bubble cover	96%





# PRINCIPLE

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

# 03

**Essential Indicators:**

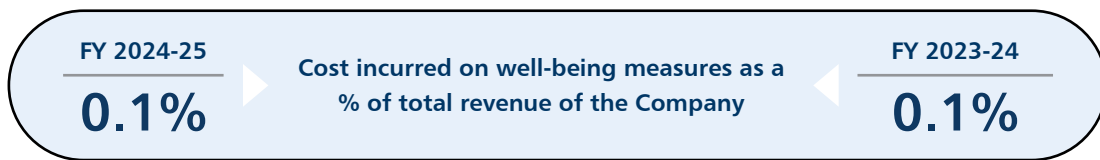
**1. a. Details of measures for the well-being of employees:**

Category	Percentage of Employees (Permanent and Other 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)
Male	3,668	3,668	100%	3,668	100%	NA	NA	3,668	100%	NA	NA
Female	330	330	100%	330	100%	330	100%	NA	NA	NA	NA
Total	3,998	3,998	100%	3,998	100%	330	100%	3,668	100%	NA	NA

**1. b. Details of measures for the well-being of employees:**

Category	Percentage 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)
<b>Percentage of Workers (Permanent and Other workers) covered</b>											
Male	8,048	3,140	39%	8,048	100%	NA	NA	8,048	100%	NA	NA
Female	1,399	127	9%	1,399	100%	1,399	100%	NA	NA	NA	NA
Total	9,447	3,267	35%	9,447	100%	1,399	100%	8,048	100%	NA	NA
<b>Other Than Permanent Workers</b>											
Male	7,839	1,652	21%	7,839	100%	NA	NA	NA	NA	NA	NA
Female	2,210	906	41%	2,210	100%	NA	NA	NA	NA	NA	NA
Total	10,049	2,558	25%	10,049	100%	NA	NA	NA	NA	NA	NA

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



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

	FY 2024-25			FY 2023-24		
	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%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	0.05%	65%	Yes	3%	66%	Yes

### 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.**

Response: Uno Minda is committed to promote diversity and inclusion, ensuring compliance with the Rights of Persons with Disabilities Act, 2016 for newly established facilities. The Company's facilities and plants are equipped with features that ensures differently abled stakeholders can navigate and engage with our premises safely and comfortably. This includes accessible entryways, ramps, elevators, and designated parking spaces. We continuously review and upgrade our infrastructure to ensure that it meets the highest standards of accessibility, reinforcing our commitment to foster an inclusive workplace and operational environment. Further, the Company has installed accessible restrooms that with grab bars, lower sinks, and toilets to cater to the needs of differently abled stakeholders.



### 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.

Response: Yes, the Company has adopted an Equal Opportunity Policy in line with the provisions of the Rights of Persons with Disabilities Act, 2016. This policy is formally notified and ensures that persons with disabilities are provided equal access to employment opportunities, career advancement, training, and a barrier-free work environment. The policy prohibits discrimination on the basis of disability and is applicable across all levels of employment.

As part of its broader Code of Conduct and HR policies, the Company is committed to fostering an inclusive workplace that upholds dignity, respect, and fairness. Dedicated infrastructure and processes have been put in place to support employees with disabilities, including reasonable accommodations where necessary.

The Code of Conduct covering the same is available at the Company's website at:

<https://www.unominda.com/uploads/investor/policies/Code%20of%20Conduct.PDF>

### 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	94%	96%	100%	99%
Female	52%	100%	50%	83%
Total	90%	87%	94%	92%

**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	<p>Yes - Regular engagement platforms such as Birthday Meetings, Unit Addresses, and Group Leader/Line Leader Meetings are conducted at the plant or unit level on a weekly, monthly, or quarterly basis, depending on the nature of the interaction. These forums provide workers with opportunities to voice concerns, share feedback, and seek redressal in an open and transparent manner.</p> <p>In addition, the Company has a centrally administered Whistle-Blower Policy, which serves as a formal grievance redressal mechanism, allowing individuals to report concerns confidentially and without fear of retaliation.</p>
Other than Permanent Workers	<p>Yes – Structured grievance redressal mechanism is also in place for non-permanent workers, including contract workers, NEEM trainees, and trade apprentices. Concerns and issues raised by non-permanent workers are typically communicated to their designated workplace representative, generally the Line Leader. These representatives serve as the first point of contact and facilitate communication between the workforce and management.</p> <p>The Line Leaders escalate these concerns through established platforms such as Unit Addresses and Group Leader/Line Leader Meetings, enabling a bottom-up communication channel that ensures timely attention and appropriate resolution by the management.</p>
Permanent Employees	<p>Yes – Uno Minda has a well-established grievance redressal mechanism for permanent employees. HR Help Desk is available at every plant location, serving as the primary point for addressing employee queries, concerns, and grievances in a timely and confidential manner.</p> <p>Additionally, Birthday Meetings are conducted regularly, providing an informal yet effective forum for one-on-one interactions between employees and senior leadership, where personal and professional concerns can be shared openly.</p> <p>Employees also have access to MindaSparsh, the Company’s dedicated online grievance redressal portal, enabling them to escalate concerns through a digitised bottom-up communication channel.</p>
Other than Permanent Employees	Not Applicable

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

Category	FY 2024-25			FY 2023-24		
	Total employees /workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees /workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
Male	3,668	0	0.0%	3,026	0	0
Female	330	0	0.0%	263	0	0
<b>Total Permanent Workers</b>						
Male	8,048	779	9.6%	5,750	355	9.0%
Female	1,399	28	2.0%	787	3	1.0%

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

Category	FY 2024-25					FY 2023-24				
	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	3,668	3,668	100%	3,668	100%	3,026	3,026	100%	2,602	86%
Female	330	330	100%	330	100%	263	263	100%	218	83%
Total	3,998	3,998	100%	3,998	100%	3,289	3,289	100%	2,796	85%
<b>Workers</b>										
Male	15,887	11,747	73.94%	15,887	100%	13,305	13,305	100%	10,245	77%
Female	3,609	2,762	76.53%	3,609	100%	2,911	2,911	100%	2,387	82%
Total	19,496	14,509	74.42%	19,496	100%	16,216	16,216	100%	12,973	80%

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

	FY 2024-25			FY 2023-24		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	3,668	3,668	100%	3,026	3,026	100
Female	330	330	100%	263	263	100
Total	3,998	3,998	100%	3,289	3,289	100
<b>Workers</b>						
Male	15,887	15,887	100%	13,305	13,305	100
Female	3,609	3,609	100%	2,911	2,911	100
Total	19,496	19,496	100%	16,216	16,216	100

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

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

Response: Yes, Occupational Health and Safety Management System has been implemented by our entity.

At Uno Minda, we prioritise the safety and well-being of our employees and stakeholders above all else, which is clearly stressed in our Environmental Health and Safety (EHS) Policy, readily accessible to the public. Most of our facilities have been certified under ISO 45001 standards for Occupational Health and Safety (OHS) Management Systems. This demonstrates our unwavering commitment to maintaining safe working environments across our workplace.

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

Response: The Company has implemented various proactive measures such as Hazard Identification and Risk Assessment (HIRA), hazard reporting, incident reporting, and near-miss reporting to systematically identify workplace hazards and evaluate associated risks. Our plants undergo regular safety risk assessments and audits to identify potential hazards and analyse risks. Furthermore, as part of our governance framework, monthly safety committee meetings are convened to review each plant's performance and formulate corrective measures as needed.

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

Response: Yes, the Company has adequate systems and mechanisms in place to ensure that workers safety is never compromised. Employees and workers are actively encouraged to discuss any work-related hazards or health concerns they may encounter.

We actively promote open communication about safety issues thereby prioritising the safety and well-being of our employees. The workers can also report potential hazards observed at the workplace promptly via appropriate reporting mechanisms.

By actively encouraging hazard reporting & making them a part of CFT members during HIRA preparation to take all views for identification of all kind of Hazards & Risks, we aim to instil a culture of proactive identification and resolution of safety risks throughout our organisation. This collective effort ensures that every member of our team plays a role in maintaining a safe and secure work environment.

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

Response: Yes, the Company ensures that all employees and workers have access to comprehensive non-occupational medical and healthcare services. Our commitment to the well-being of our workforce extends beyond the workplace, providing them with the necessary support and resources to maintain their health and wellness outside of work.

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

	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	0
	Workers	0	0.05
Total recordable work-related injuries	Employees	0	0
	Workers	2	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Response: Uno Minda has a systematic approach to manage health and safety risks, beginning with the thorough identification of hazards and a meticulous evaluation of associated risks within our workplace. Subsequently, the Company implements practical control measures aimed at either eliminating or mitigating these risks to an acceptable level and ensure a thorough assessment of potential hazards by utilising proactive hazard identification techniques such as Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis, checklists, hazard surveys, workplace inspections, and audits.

To streamline safety reporting, we have established both online portals and offline methods, enabling swift and efficient recording and reporting of safety issues. Additionally, a dedicated EHS personnel is stationed on-site to oversee EHS compliance, uphold worker safety standards, fulfill regulatory requirements, and minimise operational risks. As part of our commitment to continuous improvement, we prioritise effective and regular communication about safety and health aspects, spanning from top management to shop floor workers. To drive safety awareness and knowledge, we conduct regular training and capacity building sessions covering various pertinent topics, provide on-the-job DOJO trainings to new hires, facilitating hands-on learning experiences, as a proactive measure to integrate safety practices from the onset.

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

	FY 2024-25			FY 2023-24		
	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	Nil	Nil	NA	Nil	Nil	NA
Health and Safety	Nil	Nil	NA	Nil	Nil	NA

Note: Regular assessments of all plants and business units are conducted in accordance with the requirements of ISO 14001 and ISO 45001.

**14. Assessments for the year:**

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

Note: Regular assessments of all plants and business units are conducted in accordance with the requirements of ISO 14001 and ISO 45001.

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

Response: Uno Minda carries out periodic internal assessments of all the units and corrective and preventive actions are implemented in response to audit findings. In the event of accidents, thorough investigations are conducted to determine root causes and necessary preventive measures. The findings from the accident investigations, along with corresponding corrective and preventive actions are shared across the organisation and formal compliance is ensured.

**Employees Deposit Linked Insurance Scheme (EDLI)**

One of the key benefits we offer is through the Employees Deposit Linked Insurance Scheme (EDLI). In the unfortunate event of an employee's demise, this scheme ensures that their family members receive crucial financial assistance. Through EDLI, dependents receive insurance benefits, providing them with a measure of stability and support during difficult period.

**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 (Y/N): Yes

At our organisation, we prioritise the well-being and security of our employees and workers. We understand the importance of providing comprehensive benefits to support them and their families during challenging times.



**Group Personal Accident (GPA) Benefits**

In addition to EDLI, we also provide Group Personal Accident (GPA) benefits, covering financial protection to employees in the event of accidents resulting in disabilities or death. It ensures that our employees and their families are safeguarded against unforeseen circumstances, providing peace of mind and security.

**Adarsh Nidhi Policy: Supporting Families**

Furthermore, Uno Minda introduced the Adarsh Nidhi Policy as an additional measure to support our employees' families. Under this policy, every associate contributes a nominal sum, which collectively forms a fund aimed at aiding the families of deceased associates. In times of loss, this fund provides vital financial assistance to the bereaved family members, helping them cope with the loss.

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

Response: Uno Minda places a strong emphasis on ensuring statutory compliance across its value chain. To

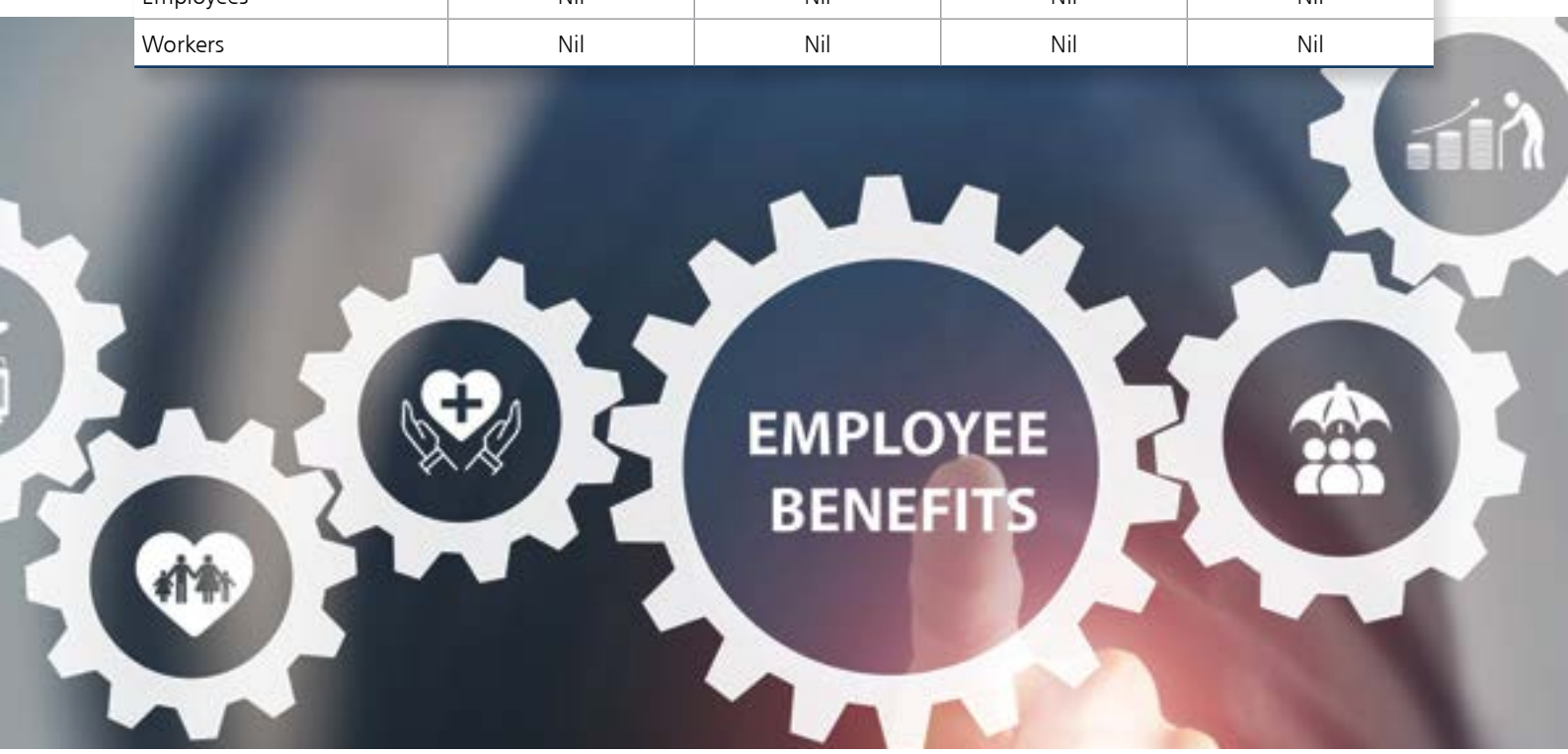
- 3. **Provide the number of employees / workers having suffered high consequence work related injury /ill-health /fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

this end, the Company has instituted a comprehensive 19-Point Management Audit Checklist, which is systematically applied during the Quality Management System (QMS) audits conducted at the supplier's end.

This checklist includes explicit evaluation criteria covering compliance with statutory regulations, particularly the deduction and deposition of applicable statutory dues by value chain partners. As part of this process, suppliers are required to demonstrate adherence to key legal and financial obligations.

In addition, the Company has established a standardised framework for reviewing critical financial metrics such as Return on Capital Employed (ROCE), Debt-to-Equity (D/E) Ratio, and Annual Turnover Ratio. These indicators form an essential part of the supplier assessment process, helping to ensure the financial health and statutory integrity of the Company's business partners.



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

Response: Yes, the Company provides structured transition assistance programmes to facilitate continued employability and effective career transition, including at the time of retirement or role changes. These initiatives aim to equip employees with the necessary competencies to grow within the organisation or adapt to career transitions effectively. The Company has implemented the following development and transition-focused programmes:

UMANG: A Leadership Development Programme curated for senior leaders (Level B11 and above), focusing on strategic thinking, high-impact decision-making, and organisational transformation to support long-term leadership transition.

MLEAP: Designed for employees at Level B9 and above, this programme prepares future-ready leaders by enhancing their business acumen and leadership competencies through structured, experiential learning.

Transfor-M: A targeted capability-building initiative for middle management (Level B7 to B9), aimed at enhancing managerial effectiveness, cross-functional leadership, and readiness for larger responsibilities.

ASCEND: A development programme for emerging leaders at Levels 5 and 6, focusing on building foundational leadership skills, business understanding, and operational excellence.

FSDC (Functional Skill Development Courses): Continuous skill enhancement opportunities across various functions to ensure employees remain employable and technically competitive throughout their careers.

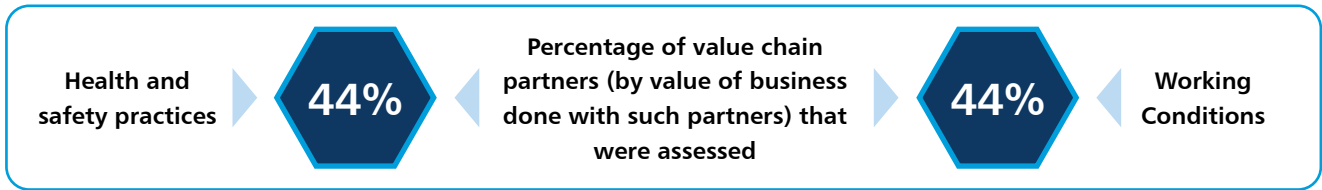
Plant-Based Training Sessions: These include both functional and behavioral trainings, aligned with business needs and annual training calendars to maintain workforce agility and prepare associates for role transitions.

D-GEMs: A comprehensive onboarding and early development programme for campus hires to ensure their smooth integration, career progression, and long-term engagement.

Talent Pool Programme: This initiative identifies high-potential workers or associates and supports their transition toward managerial roles through focused skill-building, mentoring, and on-the-job development opportunities.



5. Details on assessment of value chain partners:



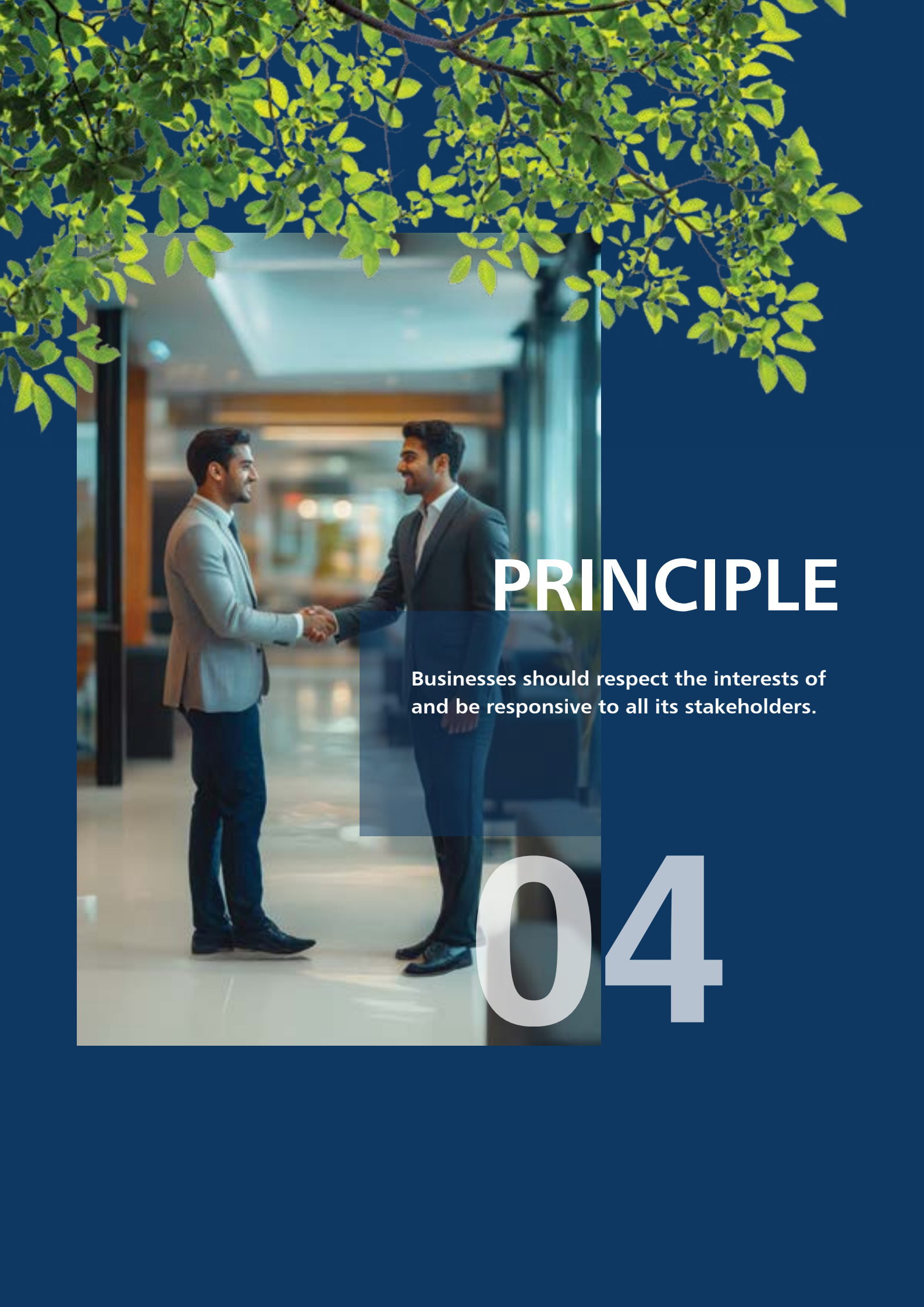
6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners:

**Response:** Following corrective actions are taken or are currently underway to address significant risks and concerns identified through assessments of health and safety practices and working conditions of value chain partners:

- Fire and Human Safety Audits: Dedicated checklists are used to conduct Fire and Human Safety audits at supplier locations.
- Training on basic Hygiene and Safety: Safety and hygiene guidelines are detailed in Uno Minda’s Supplier Quality Assurance Manual (SQAM) and are reinforced through quarterly training sessions by the EHS team.
- PPE Usage and Safety Drills: Emphasis is placed on the proper use of Personal Protective Equipment (PPE) and adherence to safety norms.
- Mock drills are conducted and Tier-II suppliers are educated on safety protocols through structured onboarding sessions (DOJO).
- Identified Gaps in Fire Safety risks such as lack of fire hydrant & hose reel systems, absence or malfunctioning of smoke detectors, Inadequate compartmentalisation, Missing or outdated LT Panel Fire Balls, Non-functional fire alarm systems
- Identified Gaps in Human Safety Risks: Absence of double switch buttons for safe machine operation, Missing cam guards and door sensors, Lack of protective guards on moving parts, Corrective Measures and Implementation Support

Uno Minda’s internal safety team guides suppliers on closing the above gaps through training and implementation support. Evidence of improvements is tracked through before-and-after condition documentation to ensure closure of safety risks. In cases of significant safety risks, suppliers are mandated to implement corrective measures, with follow-up checks to ensure compliance.





# PRINCIPLE

Businesses should respect the interests of and be responsive to all its stakeholders.

# 04

## Essential Indicators:

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

Response: At Uno Minda, key stakeholder groups are identified based on the criteria, the material influence they exert on the Company and the extent to which they are impacted by the Company's decisions and outcomes and Stakeholders who significantly influence or are influenced by Uno Minda's operations, performance, and strategic direction are considered critical to its long-term success.

The Company adopts a structured and dynamic approach to stakeholder identification and engagement. This involves regular assessment and mapping of both internal and external stakeholders to ensure alignment with evolving business priorities and stakeholder expectations. These stakeholders include, but are not limited to, employees, investors, customers, suppliers, government bodies, regulatory authorities, community members, and joint venture partners.

To strengthen relationships and promote responsible decision-making, Uno Minda continuously engages with its stakeholders through various formal and informal channels. Insights gathered from these interactions are systematically reviewed and integrated into the Company's strategies, policies, and operations.

The Stakeholders' Relationship Committee plays a crucial role in this process. It monitors and evaluates stakeholder concerns, ensures timely and transparent communication, and oversees the establishment of effective feedback and grievance redressal mechanisms. This reinforces Uno Minda's commitment to stakeholder inclusivity, accountability, and sustainable value creation.

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

Stakeholder group	Whether identified as Vulnerable and Marginalised 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	Training, Conferences, Engagement Surveys, Workshops, Employees involvement in Organisation CSR Activities, Town Hall, Open Houses, Digital Bulletin Board, Cabinless Offices, and Capturing Voice through Survey	Continuous	<p>An Uno Minda, we actively engage with our workforce to seek their feedback on the strategic goals and decisions to enhance overall organisational effectiveness. We employ various channels to facilitate this inclusive communication and engagement:</p> <p>Town Hall Meetings with the CMD conducted via virtual platforms, where employees at all levels participate. These sessions cover the organisation's vision, goals, achievements, future plans, and strategies. Employees have the opportunity to provide suggestions, ask questions to the senior leadership team, and offer feedback through the chatbox feature.</p>

Stakeholder group	Whether identified as Vulnerable and Marginalised 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
				<p>Open Houses organised by every plant's management team, involving both blue-collar and white-collar employees. These sessions allow employees to freely share their thoughts and concerns. All raised concerns are duly assigned to the respective functions with designated timelines for resolution. The status of raised points is transparently communicated and updated on notice boards.</p> <p>Feedback Surveys conducted through structured mechanisms such as Trainee Feedback surveys, HR Services surveys, PR Services surveys, and Employee Engagement surveys. These surveys provide valuable insights that aid in inclusive decision-making and ensure that the organisation strategises in the best interest of its people.</p>
Shareholders and Investors	No	Conferences, annual report, notices, e-mail, investor meetings, general meetings, corporate announcements, newspaper advertisements, press release, investor presentation, quarterly & annual results, corporate website at: " <a href="https://www.unominda.com/investor/disclosures-under-regulation-46-of-the-lodr">https://www.unominda.com/investor/disclosures-under-regulation-46-of-the-lodr</a> " Disclosures under Regulation 46 & 62 of LODR	Quarterly and as per the requirement of Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015	<p>The purpose of the engagement to know the expectation of the investors, their concerns and to take actions accordingly.</p> <p>The Company operates a sustainable business model that aligns with long-term viability and aims to meet the expectations of its shareholders</p>
Customers	No	Conferences, customer meets, plant visits and surveys	Continuous	The purpose of the engagement is to enhance our products and services by periodically gathering feedback from our customers to better understand their preferences
Dealers and Distributors	No	Web Portal, e-Mail, Face to Face meetings	Continuous	

Stakeholder group	Whether identified as Vulnerable and Marginalised 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
Community	Yes	CSR Activities, Meetings and Briefings, Official Communication Channels, Including Emails, Advertisements, Publications, Websites, and Social Media and Notice Board	Continuous	We carry out need assessment studies to understand the requirements of surrounding communities and develop CSR programmes accordingly. Our community initiatives aim to improve their standard of living and promote overall well-being.
Suppliers (Tier 2 Supplier Partner)	No	Supplier communication meeting, supplier satisfaction survey, annual supplier conference, supplier portal – mindaconnect. Com and Gemba visits	Continuous	Regular Gemba visits are conducted to review and sustain safety, system performance, and resolution of bottom-up concerns, focusing on Supplier Growth/3G Performance and expectation. Additionally, surveys on QCDDR are conducted to capture the voice of suppliers, and supplier appreciation meetings are held to improve bonding. Suppliers are onboarded on Minda Connect for daily scheduling, dispatch, and monitoring of their QCDD performance. The Supplier Development and Engagement Framework includes as under: <ol style="list-style-type: none"> <li>1. Supplier growth and 3G performance expectations</li> <li>2. Conducting QCDDR surveys to capture supplier feedback</li> <li>3. Fostering supplier growth and 3G performance through appreciation and meetings to strengthen relationships</li> <li>4. Onboarding suppliers to Uno Minda Connect for daily scheduling, dispatch, payment monitoring, outstanding payment tracking, material tracking, and GRN tracking, among others</li> <li>5. Conducting daily/monthly Gemba visits to review and sustain safety, systems, and performance, and addressing their bottom-up concerns</li> </ol>
Technical Collaborators	No	Steering committee, meetings and plant visits	Continuous	The purpose is to leverage their technological expertise alongside our manufacturing processes and fostering strong customer relationships, to deliver top tier products and solutions on a global scale.

Stakeholder group	Whether identified as Vulnerable and Marginalised 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
Government and regulatory authorities	No	Official Communication Channels, Regulatory Audits/ Inspections, Environmental Compliance, Policy, Intervention, Good Governance, Statutory Corporate Filings	As per the statutory requirements	Government officials' participation and visit projects helps in making them understand the actual ground challenges and ensure timely support for smooth functioning of process. Their frequent visits also strengthen our programmes and ground level and motivate entire community and team with their presence.
Public Representatives	No	General meeting with PRI members, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, CSR reports	Continuous	Public representative members participate in community projects campaigns and events to help us to strengthen our programmes, its functioning and substantial outcome at ground. Their frequent visits also motivate working team and beneficiaries. Their participation adds value and sense of ownership in community work.

## 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.**

Response: The engagement process between stakeholders and the board is conveyed and deliberated upon through the members of the Group functional committee and direct interactions with management. Members of the functional committee, selected from diverse regions, coordinate visits for board members and senior management alongside the central CSR team at various CSR centres. This setup enables stakeholders to interact directly with the Chair and board members, sharing insights on the benefits they receive from these centres and proposing potential areas for enhancement, if necessary. The gathered feedback and testimonials are subsequently relayed to the functional committee for timely implementation.

- 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.**

Response: Uno Minda recognises that effective stakeholder engagement is crucial for achieving its sustainability goal of inclusive growth. The Company has established structured processes to identify, prioritise, and address stakeholder concerns across its various businesses and units. These processes are continuous, and systematic, and ensure transparent communication. Mechanisms are in place to facilitate meaningful dialogues, identify material concerns, and address them equitably. Regular interactions with community members and Panchayati Raj Institution (PRI) representatives help initiate community-focused projects. Comprehensive assessments are conducted to understand local needs, allowing tailored programme development.

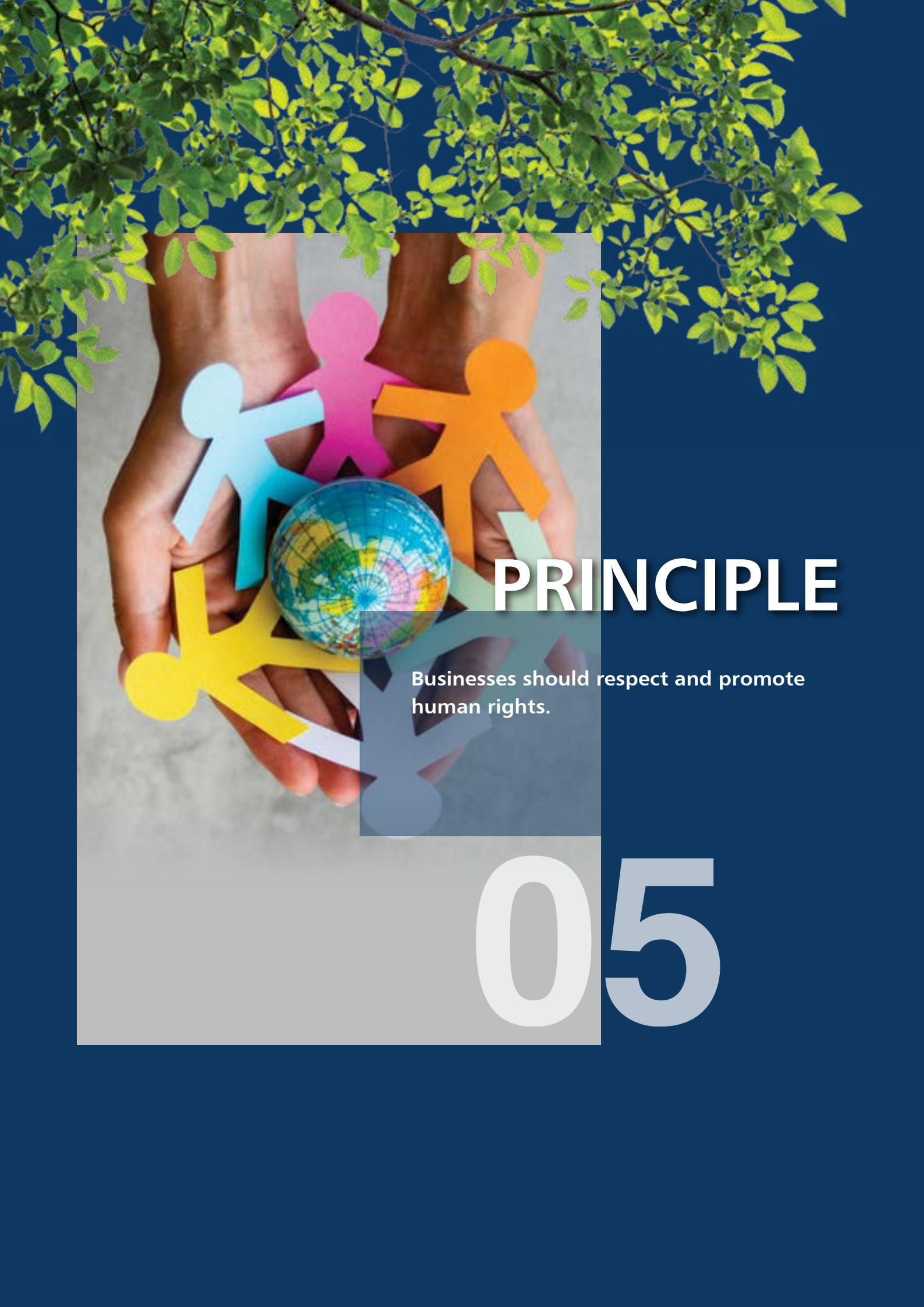
Additionally, the Company evaluates material topics based on insights from internal stakeholders. This materiality assessment has guided the identification of key ESG priorities, leading to necessary updates in policies and procedures to align with stakeholder expectations and business sustainability.

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

We have actively engaged with marginalised communities through our flagship initiative, Samarth-Jyoti. Our vocational training programmes in cutting and tailoring, as well as beauty culture, have empowered numerous women to achieve self-sufficiency and secure a respectable livelihood. Upon completing the course, these women have pursued independent work from home, secured employment, and participated in Self-Help Groups. Many of these women belong to migrant populations who relocated with their husbands in search of better economic opportunities.

Self-Help Groups (SHGs) provide community women with essential financial support. During the lockdown, all trained and skilled workers within our community were assigned various need-based tasks. The Self-Help Groups regularly produce a range of products, including masks, hospital aprons, bedsheets, pillow covers, and earrings, catering to local industries and vendors. Notably, during the COVID pandemic, our operational plants sourced all masks from these local members. It is important to highlight that we have created a platform for them to receive orders based on the requirements of local industries, thereby facilitating stable and consistent economic benefits.





# PRINCIPLE

Businesses should respect and promote human rights.

# 05

## 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 2024-25			FY 2023-24		
	Total (A)	No. of Employees/ Workers covered (B)	% (B/A)	Total (C)	No. of Employees/ Workers covered (C)	% (C/A)
<b>Employees</b>						
Permanent	3,998	3,998	100%	3,289	3,289	100%
Other than Permanent	0	0	0	0	0	0
Total	3,998	3,998	100%	3,289	3,289	100%
<b>Workers</b>						
Permanent	9,447	9,447	100%	6,537	6,537	100%
Other than Permanent	10,049	10,049	100%	9,679	9,679	100%
Total	19,496	19,496	100%	16,216	16,216	100%

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

Category	FY 2024-25					FY 2023-24				
	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>Permanent Employees</b>										
Male	3,668	0	0	3,668	100%	3,026	0	0	3,026	100%
Female	330	0	0	330	100%	263	0	0	263	100%
<b>Other than Permanent Employees</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Permanent Workers</b>										
Male	8,048	0	0	8,048	100%	5,750	0	0	5,750	100%
Female	1,399	0	0	1,399	100%	787	0	0	787	100%
<b>Other than Permanent Workers</b>										
Male	7,839	0	0	7,839	100%	7,555	0	0	7,555	100%
Female	2,210	0	0	2,210	100%	2,124	0	0	2,124	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	8	NA	2	NA
Key Managerial Personnel	5	6,78,94,992	0	NA
Employees other than BoD and KMP	3,663	73,296	330	50,608
Workers	15,887	18,815	3,609	18,820

\*The Executive Chairman, Managing Director and Whole-time Director receive remuneration, which is mentioned in the KMP Row.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	5.16%	13.5%


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

Response: Yes, Uno Minda established Committees at various levels within the organisation - Plant level, Region level, and Central level to effectively address and mitigate any human rights impacts/concerns or issues that may arise through proper investigation mechanism.

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

Response: Uno Minda is committed to uphold human rights across all areas of its operations and stakeholder engagement. The Company has instituted robust internal mechanisms to address grievances related to human rights, with a strong emphasis on fairness, confidentiality, and non-retaliation. Our Whistle-Blower Policy and Code of Conduct serve as the foundation for ethical governance, allowing employees and stakeholders to raise concerns including those related to human rights without fear of discrimination or retaliation. An independent Ethics Helpline is available to all employees for confidential reporting. Additionally, we have fostered an open and inclusive culture through regular town halls, open-house discussions, monthly engagement meetings, and cabinless office environments. A two way employee feedback mechanism, including surveys and suggestion systems, further ensures that concerns are captured and addressed proactively.

Beyond the workforce, Uno Minda maintains targeted grievance redressal frameworks for other key stakeholders. Customers can raise concerns through satisfaction surveys, conferences, plant visits, and our structured feedback process. Suppliers are engaged through Mindaconnect.com, supplier conferences, and Gemba visits, which also serve as forums for addressing grievances. Community-level concerns are managed through CSR platforms, outreach activities, social media channels, and local communications. Investors and shareholders are supported by a transparent grievance mechanism that includes direct access via emails, investor portals, and periodic meetings. For technical collaborators, structured Steering Committee meetings

and site visits provide a forum to discuss and resolve issues, ensuring that ethical standards, including human rights considerations, are upheld across all partnerships.

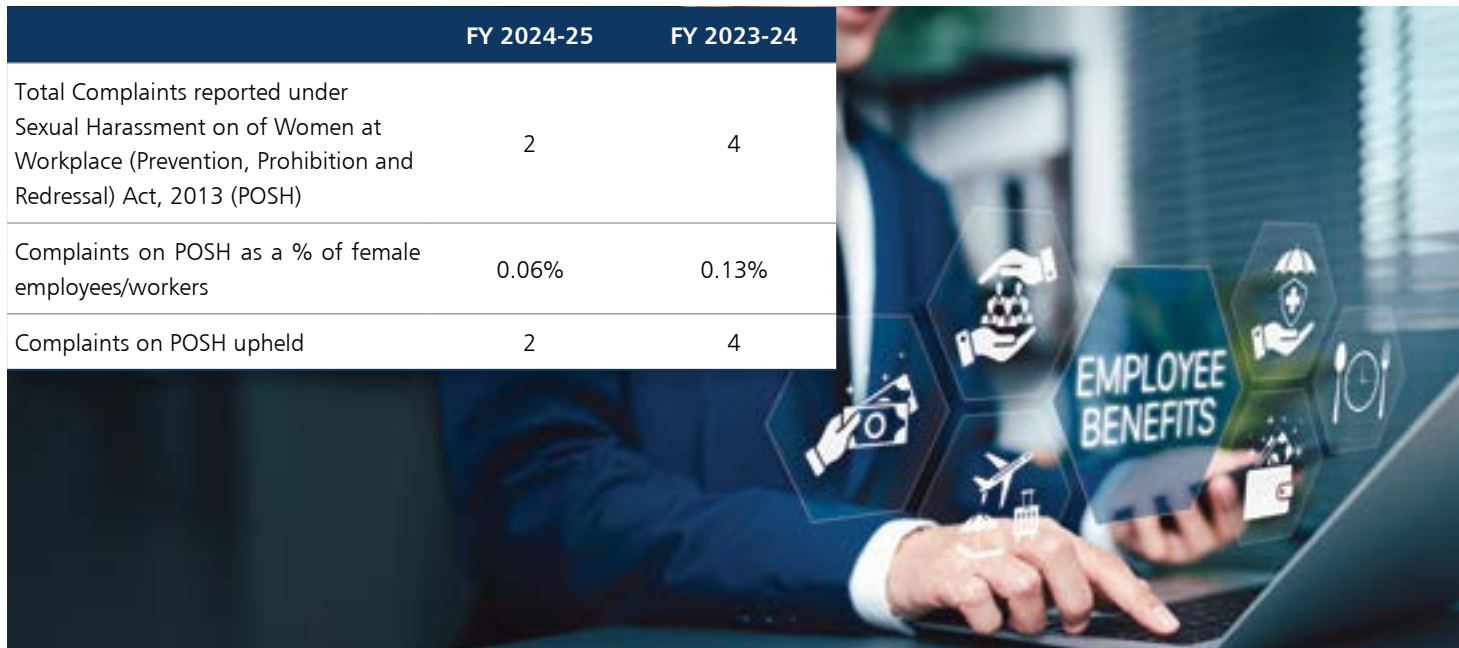
- POSH Policy
- Code of Conduct for Employees
- Code of Conduct for Suppliers
- Nomination and Remuneration Policy
- Policy to Promote Diversity on the Board of Directors.

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

Particulars	FY 2024-25			FY 2023-24		
	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	2	1	1 case under review	4	1	All Complaints have been resolved
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	4
Complaints on POSH as a % of female employees/workers	0.06%	0.13%
Complaints on POSH upheld	2	4



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

Response: At Uno Minda, we are committed to fostering a safe, inclusive, and respectful workplace. As outlined in our Prevention of Sexual Harassment at Workplace (POSH) Policy, robust mechanisms are in place to ensure that complainants and witnesses are protected from any form of retaliation, victimisation, or discrimination while dealing with complaints of sexual harassment or workplace misconduct.

The Company ensures that no employee who reports a genuine concern faces any reprisal. Depending on the sensitivity of the case, the Internal Complaint Committee (ICC) may recommend protective measures such as granting paid leave to the complainant to shield them from undue pressure during the investigation process.

Strict disciplinary action is initiated against any form of retaliation. In cases where the respondent is found to have victimised or discriminated against the complainant or witnesses, the matter is reported to the IC, which in turn recommends appropriate action to the employer.

At the same time, the Company maintains a balanced approach by discouraging abuse of the grievance mechanism. Any employee found to have maliciously misused the process by filing false allegations is also subject to disciplinary action.

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

Response: Yes, human rights requirements form an integral part of our business agreements and contracts. Uno Minda is committed to conduct business with the highest standards of ethics, integrity, and respect for human rights. These standards are clearly outlined in the Company’s Code of Conduct and are embedded into our contractual obligations with suppliers, vendors, and other business partners.

Further, our Supplier Quality Assurance Manual (SQAM) explicitly defines expectations regarding fair labor practices, non-discrimination, safe working conditions, and prohibition of child or forced labor. These principles are communicated during the partner onboarding process and reinforced through ongoing engagement, audits, and compliance reviews.

**10. Assessments for the year:**

Percentage 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.**

Response: No significant risks or concerns were identified during the human rights assessments.

**Leadership Indicators**

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

Response: Uno Minda is committed to uphold and advance human rights across all facets of its operations. In response to stakeholder feedback and the evolving landscape of human rights due diligence, the Company has developed a dedicated Human Rights Policy. We have also introduced enhanced training and awareness programmes focused on human rights, ethical conduct, and inclusivity, embedded within our existing Code of Conduct training. These programmes are delivered across employee levels and extended to key business partners. Additionally, we are reinforcing human rights compliance by updating our contractual agreements and supplier onboarding processes to include explicit human rights clauses.

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

Response: Uno Minda ensures full compliance with all statutory provisions related to human rights across all facilities, maintaining a 100% adherence record. We conduct regular internal and external inspections to perform thorough due diligence and safeguard human rights throughout our operations.

**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?**

Response: Yes, Uno Minda is committed to full compliance with the Rights of Persons with Disabilities Act, 2016, and has taken necessary steps to make its premises accessible and inclusive for differently abled visitors. Our newer buildings and office facilities are fully aligned with the accessibility norms prescribed under the Act. These include features such as ramp access at entry and exit points, wide doorways, handrails, accessible washrooms, dedicated parking spaces, and wheelchair-friendly movement paths to ensure a barrier-free environment.

For our older facilities, we have initiated a phased retrofitting plan to bridge accessibility gaps. Regular facility audits and stakeholder feedback guide our continuous improvement process, reinforcing our commitment to building an inclusive infrastructure for all visitors and employees.



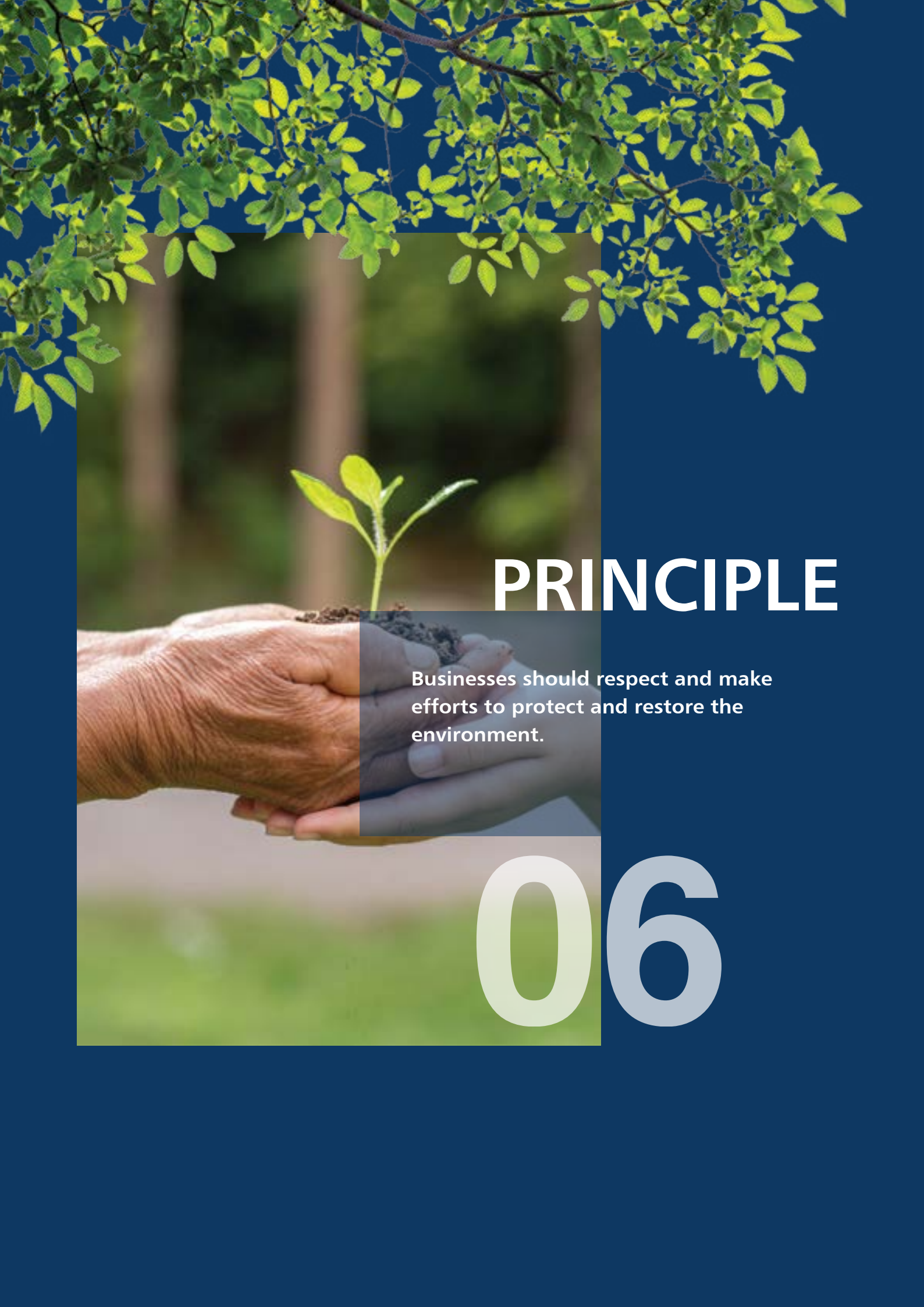
**4. Details on assessment of value chain partners:**

Percentage of your plants and offices that were assessed (By entity or statutory authorities or third parties)	
Sexual harassment	83.70%
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

Response: No significant risks or concerns were identified during the human rights assessments.





# PRINCIPLE

Businesses should respect and make efforts to protect and restore the environment.

06

## Essential Indicators:

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

Parameter	FY 2024-25 (GJ)	FY 2023-24 (GJ)
<b>From renewable sources</b>		
Total electricity consumption (A)	1,52,674	1,18,738
Total fuel consumption (B)	19,675	20,539
Energy consumption through other sources (C)	0	0
Total energy consumption from renewable sources (A+B+C)	1,72,349	1,39,276
<b>From non-renewable sources</b>		
Total electricity consumption (D)	5,91,868	3,83,010
Total fuel consumption (E)	11,54,527	4,12,995
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	17,46,396	7,96,005
Total energy consumed (A+B+C+D+E+F)	19,18,745	9,35,281
Energy intensity per million rupee of turnover (GJ/million ₹) (Total energy consumption/million ₹ turnover in rupees)	15.40	10.41
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (GJ/million US\$) (Total energy consumed (GJ)/revenue from operations adjusted for PPP (million US\$)	318	233.22
Energy intensity in terms of physical output (total energy consumed in GJ/ count of products manufactured during the FY) (GJ/product)	0.005	0.003
Energy intensity (optional) – the relevant metric may be selected by the entity	0.005	0.003

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

Yes, Independent assurance has been carried out by BDO India LLP on BRSR Core indicators

### 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.

Response: The Company is not included in the Performance, Achieve and Trade (PAT) Scheme of Indian Government.

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

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water (Ponds, lakes and rivers)	28,604	70
(ii) Groundwater (Borewell)	4,26,296	2,48,453
(iii) Third party water (Tanker water and Municipal Supply)	4,04,633	2,72,650
(iv) Seawater / desalinated water	0	0
(v) Bottled water	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	8,59,533	5,21,173
Total volume of water consumption (in kilolitres)	8,21,697	4,45,598
Water intensity per Million rupee of turnover (Water consumed/Million ₹ turnover) (KL per Million ₹)	6.59	4.96
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/Million US\$) (Total water consumption/Revenue from operations adjusted for PPP (KL/Million US\$))	136.5	111.12
Water intensity in terms of physical output (Total water consumption in KL/ Count of products manufactured during the year) (KL/product)	0.002	0.001

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

Yes, Independent assurance has been carried out by BDO India LLP on BRSR Core Indicators

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

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	91,376	71,354
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	5,401	4,222
- With treatment – please specify level of treatment	31,093	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>1,27,870</b>	<b>75,576</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

Yes, Independent assurance has been carried out by BDO India LLP by BRSR Core indicators

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

Response: All operational sites are zero-liquid discharge facilities, ensuring that no effluent is released outside the premises. Each location is equipped with a Sewage Treatment Plant (STP) and an Effluent Treatment Plant (ETP). The ETP process comprises primary treatment for the removal of suspended solids, secondary treatment to reduce Biological Oxygen Demand (BOD) and Chemical Oxygen Demand (COD), and tertiary treatment for the elimination of colour and odor. The treated water is reused for non-potable applications such as gardening, toilet flushing, and industrial processes, thereby promoting circular water usage.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, FCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	73,662	27,621
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)	Metric tonnes of CO <sub>2</sub> equivalent	1,19,525	76,176
Total Scope 1 and Scope 2 emissions intensity per Million rupees of turnover	Metric tonnes of CO <sub>2</sub> equivalent per Million ₹	1.54	1.16
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent per Million US\$	31.81	25.90
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 & 2 emissions/Count of products manufactured during the FY)	Metric tonnes of CO <sub>2</sub> equivalent per product	0.00049	0.00034

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

Yes, Independent assurance has been carried out by BDO India LLP by BRSR Core indicators

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tons	3.23	2.5
SOx	Tons	1.30	0.6
Particulate Matter (PM10)	Tons	1.73	1.2
Particulate Matter (PM2.5)	Tons	NA	NA
Persistent organic pollutants (POP)	Tons	0.0	0.0
Volatile organic compounds (VOC)	Tons	0.01	0.0
Hazardous air pollutants (HAP)	Tons	0.0	0.0
Others – please specify	Tons	0.0	3.0

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

Yes, Independent assurance has been carried out by BDO India LLP by BRSR Core indicators

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

Yes, we have undertaken several initiatives aimed at reducing Greenhouse Gas (GHG) emissions. Our decarbonisation strategy focuses on minimising Scope 1 and Scope 2 emissions across our operations through the following measures:

1. Optimisation of fossil fuel usage in manufacturing processes to enhance energy efficiency
2. Adoption of cleaner fuels such as biodiesel, bio-CNG, and transitioning from HSD to PNG
3. Implementation of ongoing energy conservation initiatives to reduce overall energy consumption
4. Shift towards renewable electricity sources, including the installation of rooftop solar panels and procurement through open access renewable energy
5. Deployment of waste heat recovery systems to improve energy utilisation and reduce emissions.

These efforts are aligned with our commitment to climate action and sustainable operations.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1,936.37	1,807
E-waste (B)	184.17	386
Bio-medical waste (C)	0.032	0
Construction and demolition waste (D)	0	0
Battery waste (E)	108.49	0
Radioactive waste (F)	0	0
Other Hazardous waste. (Used Oil, Coolant mixed water, ETP Sludge, Paint sludge/lacquer waste, Sludge from wet scrubber, Phosphate sludge, Oily soaked clothes, Used Filter, Empty Container, Electronic Waste, Battery Waste) (G)	3,185.54	1,985
Other Non-hazardous waste generated (Metal waste, Plastic waste, STP Sludge, Poly Bag, Wooden, Solder Dross, Corrugated Boxes) (H).	11,396	6,170
<b>Total waste generated (A+B+C+D+E+F+G+H)*</b>	<b>16,810.60</b>	<b>10,348</b>
Waste intensity per Million rupees of turnover (MT/Million ₹) (Total waste generated per Million rupee of turnover)	0.14	0.12
Waste intensity per rupee of turnover adjusted for purchasing power Parity (PPP) (MT/Million US\$) (Total waste generated (MT)/revenue from operations adjusted for PPP (Million US\$))	3.08	2.58
Waste intensity in terms of physical output (total waste generated/count of products manufactured during the FY) (MT/product)	0.000048	0.000034
<b>For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)</b>		
(i) Recycled	10,847	4,153
(ii) Re-used	147	176
(iii) Other recovery operations	789	1,202
<b>Total</b>	<b>11,783</b>	<b>5,531</b>
<b>For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)</b>		
(i) Incineration	713	411
(ii) Landfilling	3,251	151
(iii) Other disposal operations	963	4,254
<b>Total</b>	<b>4,927</b>	<b>4,816</b>

\*At certain sites, waste generation has been recorded as equivalent to waste disposal. Moving forward, appropriate segregation and classification will be implemented to ensure accurate reporting.

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

Yes, Independent assurance has been carried out by BDO India LLP for BRSR Core indicators

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

Response: All the Hazardous waste is collected separately and following below management practices are adopted in our establishment.

Sr. No.	Type of Hazardous waste	Mode of Disposal
1	Used Oil	Sent to PCB Authorised recycler
2	Coolant mixed water	
3	Empty Container (Oil, thinner, paint, grease etc.)	
4	Batteries/Electronic Waste	Sent to PCB Authorised Landfill
5	Sludge from wet scrubber	
6	ETP Sludge	Sent to PCB Authorised Incineration
7	Paint sludge/lacquer waste	
8	Oily socked clothes	
9	Used Filter	

We adopt 6R strategy - Refuse, Rethink, Reduce, Reuse, Repair, and Recycle to reduce of hazardous and toxic chemicals in our products and processes and to manage Hazardous waste.

**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:**

S. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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

Response: None of the projects implemented during the year required Environmental Impact Assessment (EIA).

**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:**

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

Yes, all entities are in compliance with the applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment (Protection) Act and the rules framed thereunder.

## Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information:**

**(i) Name of the area**

1. UML-Switch Division, Manesar
2. UML-Switch Division, Pune
3. UMEV Farrukhnagar
4. UML-Controller Division, Pune
5. UML-Lighting Division, Chennai
6. UML-Lighting Division, Manesar
7. UML-Acoustic Division (DTA), Manesar
8. UML-Fuel Cap Division, Manesar
9. UML Seating, Chennai
10. UML-Alloy Wheel (2W) Division, Gujarat
11. Kosei Minda Aluminium Company Pvt Ltd, Chennai
12. UML - Aftermarket

**(ii) Nature of operations: Water consumption**

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



Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater (Borewell)	80,412	1,15,733
(iii) Third party water (Municipal Supply + Tanker)	2,42,647	19,807
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>3,23,059</b>	<b>1,35,540</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,23,059</b>	<b>1,35,540</b>
Water intensity per Million rupee of turnover (KL/Million ₹) (water consumed (KL)/turnover rupee (Million ₹))	2.59	1.51
Water intensity (optional) – the relevant metric may be selected by the entity (KL/product) (Total water consumption in KL in areas of water stress/ count of products manufactured during the FY)	0.00081	0.00045
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 2024-25	FY 2023-24
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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

Parameters	Unit	FY 2024-25	FY 2023-24
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)	Metric tonnes of CO <sub>2</sub> equivalent	The Company is currently in the process of calculating Scope 3 emissions	The Company is currently in the process of calculating Scope 3 emissions
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent		

**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.**

Response: 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:

Initiative undertaken	Details of the initiative	Outcome of the initiative
1 STP installation and upgradation	We commissioned a new EV systems plant in Farrukhnagar. Additionally, a Sewage Treatment Plant (STP) was installed in compliance with consent requirements, while the remaining units are equipped with Effluent Treatment Plants (ETP) or STPs, all of which meet the necessary regulatory standards.	We established a new EV systems plant in Farrukhnagar. In addition, an STP was installed in accordance with consent requirements, and the remaining units are equipped with ETP or STP systems that also comply with these regulatory standards.
2 STP upgradation	The Sewage Treatment Plants (STPs) at Uno Minda's Casting Hosur, UML Casting Bawal, and Minda Kosai Bawal facilities were upgraded during the reporting period.	During the reporting period, the Sewage Treatment Plants (STPs) at UML Casting Hosur, UML Casting Bawal, and Minda Kosai Bawal were upgraded to enhance their operational efficiency and compliance.
3 100% PNG-based GG, DFK & RECD installation in existing DG	Natural gas is a more efficient fuel than diesel, providing a higher energy content. Transitioning to Piped Natural Gas (PNG) reduces overall fuel consumption, lowers maintenance needs, extends the lifespan of furnace equipment, and ultimately leads to long-term cost savings for the organisation.	The shift reduces greenhouse gas emissions and air pollutants, reduces greenhouse gas emissions and air pollutants, enhancing operational efficiency and cost-effectiveness.
4 HSD to PNG conversion for furnace	The conversion process involves retrofitting existing furnace systems to utilise Piped Natural Gas (PNG) as the primary fuel source. This initiative marks a strategic transition toward cleaner and more sustainable energy solutions within industrial operations. The shift from High-Speed Diesel (HSD) to PNG reflects a proactive approach to reducing environmental impact while simultaneously improving operational efficiency.	PNG is a cleaner-burning fuel compared to HSD, leading to lower emissions of pollutants such as sulphur dioxide, nitrogen oxides, and particulate matter. It also enhances energy efficiency and delivers cost savings by reducing overall operational expenses.
5 Re- use of water with water treatment (water softener & Industrial RO)	The water softening process removes hardness-causing minerals such as calcium and magnesium, improving water quality and preventing scale buildup in equipment and pipelines. This, in turn, extends the lifespan of industrial assets, reduces maintenance costs, and minimises downtime. Complementing the water softening system, the Industrial RO (Reverse Osmosis) technology uses a semi-permeable membrane to filter impurities, contaminants, and dissolved solids from water, producing high-quality permeate that meets rigorous quality standards.	Through the implementation of water reuse systems, we aim to reduce our water footprint and optimise the use of available resources.
6 Scrubber, ETP & STP available at Hosur	Our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) play a vital role in treating wastewater generated from our industrial processes and facilities. Additionally, the scrubber is essential in reducing air pollution by removing harmful pollutants and particulate matter from industrial exhaust gases, ensuring our emissions meet stringent environmental regulations.	Prevention of air and water pollution.

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

**Response:** Uno Minda prioritises Business Continuity Planning (BCP) as a key element of its Risk Management policy, ensuring seamless operations during challenging times. The company's risk mitigation strategy focuses on safeguarding uninterrupted business operations for long-term sustainability and stakeholder well-being. A comprehensive business continuity and disaster management plan is in place across all manufacturing sites. the significance of Business Continuity Planning (BCP) as outlined in its Risk Management policy (refer to: - <https://www.unominda.com/uploads/investor/policies/risk%20management%20policy.pdf>).

**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.**

Response: No significant risks or concerns related to adverse environmental impact were identified during onsite supplier assessments. As a proactive measure, the Company also conducts training programmes to raise awareness among suppliers about potential environmental impacts and promote responsible practices.

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

Response: 59%

**8. How many Green Credits have been generated or procured:**

- a. By the listed entity: Nil
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not assessed



A man in a dark suit and tie is shown from the chest down, looking at a document. He is standing under the branches of a tree with green leaves. The background is a solid dark blue color.

# PRINCIPLE

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

# 07

## Essential Indicators:

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

Response: Seven

- 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.**

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/ National)
1	FICCI (Federation of Indian Chambers of Commerce & Industry)	National
2	Confederation of Indian Industry (CII)	National
3	ACMA (Automotive Component Manufacturers Association of India)	National
4	Indo American Chamber of Commerce	National
5	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
6	PHD Chamber of Commerce and Industry (PHDCCI).	National
7	Electronic Industries Association of India (ELCINA)	National

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.**

Response: Nil

## Leadership Indicators:

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly /Others-please specify)	Web Link, if available
Nil					



# PRINCIPLE

Businesses should promote inclusive growth and equitable development.

# 08

## Essential Indicators:

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

Response: None of the projects undertaken by Uno Minda required Social Impact Assessment (SIA) as per the regulatory requirements.

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

Response: Not applicable

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

Response: We have established effective mechanisms to receive and redress grievances from the community, ensuring that their concerns are heard and addressed promptly. Grievances are initially raised through informal channels during regular interactions with villagers, community members, and local Panchayati Raj Institution (PRI) representatives. These interactions take place frequently, creating an open line of communication where immediate local issues can be identified and resolved quickly. By fostering strong relationships with key community stakeholders, we ensure that grievances are addressed promptly and transparently, reinforcing our commitment to community well-being and building trust within the areas we serve.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	39.07%	24%
Sourced directly from within the district and neighbouring districts	80.10%	78%

- 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 2024-25	FY 2023-24
Rural	45.8%	5.33%
Semi-urban	1.9%	5.86%
Urban	18.9%	22.80%
Metropolitan	33.4%	66.01%

Note: Places are to be categorised as per RBI Classification System- rural/semi-urban/urban/metropolitan

## 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):

Response: Not Applicable

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

Name of implementation of Agency	Project Title	Schedule 7	Project Location/s (State)	Project Location/s (District)	Total Amount Spent (In Lakhs)
Nirmal Minda Foundation	Samarth Jyoti	Yes	Uttarakhand	Udham Singh Nagar	23,00,000

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

Response: Uno Minda follows a standard operating procedure for managing long-term strategic suppliers. While there is no specific policy for preferential procurement from marginalised or vulnerable groups, the Company does engage with small and medium enterprises, which may include representation from such groups.

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

Response: Not Ascertained

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

Response: Not Ascertained

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:



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

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

6. Details of beneficiaries of CSR

Sr. no	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Samarth-Jyoti Vocational Training Programme	927	90%
2	The Suman Nirmal Minda School Hosur & Detroj	1,088	75%
3	Samarth-Jyoti Education Programme	960	90%
4	Samarth-Jyoti Vocational IT literacy Programme	3,756	80%
5	Samarth-Jyoti collaborative Projects (Special Projects)	20,807	70%





# PRINCIPLE

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

# 09

## Essential Indicators:

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

Response: Uno Minda has a well-established mechanism for efficiently receiving and addressing consumer complaints. Consumers can register their concerns via a toll-free number or a dedicated marketing email. A third-party service handles complaint reception and redirects them to the appropriate sales team based on the issue. For direct OEM customer matters, Key Account Managers maintain regular communication to resolve any concerns.

Uno Minda has a robust and multi-channel mechanism in place to receive and respond to consumer complaints and feedback. Consumers can reach out to the Company directly or through their point of purchase using various platforms such as email, website forms, and a toll-free number. Complaints or enquiries received via email or website forms are promptly addressed through email or telephonic communication. Additionally, the toll-free helpline enables consumers to receive real-time assistance and resolution over the call. The Company ensures quick, accessible, and efficient handling of consumer concerns, reinforcing its commitment to customer satisfaction.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	99%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2024-25			FY 2023-24		
	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	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	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

**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**

Response: Yes, Uno Minda has established a robust and comprehensive Information Technology and Information Security framework to proactively safeguard against data breaches, cyber threats, and operational disruptions. This framework is designed to ensure the confidentiality, integrity, and availability of digital assets across the organisation. We have adopted global best practices and hold certifications such as ISO 27001:2022 (Information Security Management System) and ISO 27701:2019 (Privacy Information Management System) at our Group R&D Centre, in addition to achieving the TISAX label where applicable. Our internal controls are reinforced through regular ISMS-based audits and external cybersecurity assessments, ensuring continuous improvement and system resilience.

To further strengthen our cyber defence posture, Uno Minda has deployed a comprehensive suite of advanced security technologies including Endpoint Detection & Response (EDR), Data Leak Prevention (DLP), Data Classification Systems (DCS), Identity & Access Management (IDAM) with Multi-Factor Authentication (MFA), Single Sign-On (SSO), Disk Encryption, and

Security Operations Center (SOC) monitoring. Network-level defenses such as Web Application Firewalls (WAF), Software-Defined Wide Area Network (SD-WAN) and Cloud Security Solutions are also in place. In addition, our Business Continuity Plan (BCP) and Disaster Recovery (DR) mechanisms ensure seamless operations during crisis events. Through continuous enhancements and strict governance, we remain committed to building a secure and resilient digital ecosystem.

The aforesaid cybersecurity and risk related to data privacy Policies can be accessed via the link. <https://www.unominda.com/uploads/Investor/2023/UML%20privacy%20policy.pdf>

**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.**

Response: There have been no reported complaints related to advertising, delivery of essential services, cybersecurity, data privacy, product recalls, or regulatory actions on product safety. However, the Company has established a robust mechanism to promptly identify and resolve any consumer-related issues as they arise.



**7. Provide the following information relating to data breaches:****a. Number of instances of data breaches**

Response: Nil

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

Response: Nil

**c. Impact, if any, of the data breaches**

Response: Nil

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

Response: Uno Minda disseminates product and services related information through the links provided below:

1. Uno Minda Corporate Website: <https://www.unominda.com/>
2. Uno Minda Kart: <https://unomindakart.com/>
3. Uno Minda Instagram: <https://www.instagram.com/unominda/?igsh=MTZ6bTVsM3I1Nnc2bg%3D%3D#>
4. Uno Minda Facebook: <https://www.facebook.com/UnoMindaGroup?mibextid=LQQJ4d>

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

Response: At Uno Minda, ensuring the safe and responsible use of our products is a fundamental part of our commitment to consumer well-being and product stewardship. Although our products are primarily supplied to OEMs who integrate them into vehicles for end users, we take proactive steps to educate and inform consumers whenever we directly interface with them. We ensure that every product reaching the end user is accompanied by clear and comprehensive information, including regulatory declarations, usage guidelines, and critical safety instructions such as proper handling and safe battery disposal procedures which are prominently displayed on the product packaging.

Our focus on consumer safety and awareness reflects our dedication to responsible manufacturing and sustainable product lifecycle management. By equipping users with the necessary knowledge to use our products safely and effectively, we reinforce our commitment to product responsibility and customer trust.

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

Response: At Uno Minda, we recognise the critical importance of Business Continuity Planning (BCP) within our Risk Management framework. We have robust mechanisms in place to manage disruptions and ensure essential services remain uninterrupted, even in challenging situations. Our BCP strategy is focused on safeguarding the interests of all stakeholders and maintaining long-term sustainability. Details of our approach can be found in our Risk Management policy on our website: <https://www.unominda.com/uploads/investor/policies/risk%20management%20policy.pdf>.

**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)**

Response: Yes, The Company ensures that product information displayed on packaging not only complies with applicable local laws but also exceeds mandated requirements wherever applicable. For products supplied directly to OEMs, packaging includes all necessary details as per OEM specifications and in alignment with legal norms. In cases where products are distributed directly to end-users, we take additional steps to ensure that all relevant product and safety-related information such as usage instructions, handling precautions, and regulatory disclosure are clearly mentioned on the packaging, to ensure consumer safety and informed usage.

Customer centricity is deeply embedded in Uno Minda's core values. As part of our ongoing efforts to enhance customer experience, we regularly conduct customer satisfaction surveys across key locations and product categories. These surveys capture critical feedback on areas such as product quality, timely delivery, commercial dealings, product handling, people responsiveness, and communication effectiveness. The feedback received has consistently indicated a high level of customer satisfaction, validating our dedication to continuous improvement and stakeholder engagement.

# Independent Assurance Statement

To,  
**Uno Minda Limited,**  
**B-64/1, Wazirpur Industrial Area,**  
**Delhi - 110 052**

**Independent Assurance Statement on Business Responsibility and Sustainability Report (BRSR) disclosures for the financial year 2024-25.**

## Introduction and objective of engagement

Uno Minda Limited (the 'Company') has developed its Business Responsibility and Sustainability Report ('BRSR') including the BRSR Core Indicators<sup>1</sup>, based on the BRSR reporting guidelines prescribed by SEBI for listed entities. The reporting criteria have been derived from the Principles of National Guidelines on Responsible Business Conduct, 2018 (NGRBC) and Greenhouse Gas (GHG) Protocol - A Corporate Accounting and Reporting Standard.

BDO India LLP (BDO) was engaged by the Company to provide independent assurance on select non-financial sustainability disclosures in the BRSR (the 'Report') for the period 1st April 2024 to 31st March 2025.

## The Company's responsibilities

The content of the Report and its presentation are the sole responsibilities of the Management of the Company. The Company's Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

## BDO's responsibility

BDO's responsibility, as agreed with the Management of the Company, is to provide assurance on the BRSR Core Indicators as described in the 'Scope & boundary of assurance' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

## Assurance standard and criteria

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" and ISAE 3410, "Assurance Engagements on Greenhouse Gas Statement", issued by the International Auditing and Standards Board.

We applied the criteria of '**Reasonable**' Assurance for non-financial Core Indicators of BRSR (Business Responsibility & Sustainability Report).

## Scope & boundary of assurance

We have assured the BRSR Core Indicators<sup>1</sup>, (as set out under Appendix 1 to this statement), pertaining to the Company's non-financial performance for the period 1st April 2024 through 31st March 2025.

The reporting scope and boundary cover the Company's operations.

## Assurance methodology

Our assurance process entailed conducting procedures to gather evidence regarding the reliability of the disclosures covered in the assurance scope. The physical verification on sample basis was carried out at the following locations:

- Corporate Office, Gurugram;
- Switch Business: Manesar Site, Haryana;
- Seating Business: Hosur Site (Unit 1 & 2), Tamil Nadu;
- Lighting Business (4 wheeler): Manesar Site, Haryana;
- RIPL Business (2 Wheeler): Bahadurgarh Site, Haryana.

We conducted a review and verification of data collection, collation and calculation methodologies and a general review of the logic of inclusion/ omission of relevant information/ data in the Report.

<sup>1</sup>SEBI vide Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

We used our professional judgement as Assurance Provider for selection of sample of the Company's locations/facilities and non-financial information for the verifications.

We conducted a review and verification of data collection, collation and calculation methodologies and a general review of the logic of inclusion/omission of relevant information/data in the Report. Our review process included:

- Evaluate and assess the appropriateness of the quantification methods used to arrive at the non-financial/sustainability information of the BRSR Core Indicators;
- Review of consistency of data/information within the Report as well as between the Report and source;
- Engagement through discussions with personnel at both corporate and plant/facility levels who are accountable for the data and information presented in the Report;
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription and aggregation;
- Review of data collection and management procedures and related internal controls.

#### **Limitations & exclusions**

There are inherent limitations in assurance engagement, including, for example, the use of judgment and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

The assurance scope specifically excludes:

- Data and information outside the defined reporting period (1st April 2024 to 31st March 2025);
- Review of the 'economic and/or financial performance indicators' included in the Reports, specifically, the financial information based on which such indicators are reported; we have been informed by the Company that these are derived from the Company's audited financial records;
- The Company's statements and claims related to any topics other than those listed in the 'Scope and boundary of assurance';
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.

#### **Our observations**

Based on our review of the Report, we observed that the disclosures of the Company, covered under the 'Scope and boundary of assurance', are fairly reliable. During our assurance process, we observed a few instances of discrepancies related to collation and compilation of data, which were subsequently corrected. The Company may consider adopting standardised protocols for data management and reporting of data across all the units.

Our above observations, however, do not affect our conclusion regarding the Report.

#### **Our conclusions**

Based on the scope of our review, we concluded that the non-financial sustainability disclosures of the BRSR Core indicators as mentioned in 'Scope and boundary of assurance' fulfil the criteria of relevance, completeness, reliability, neutrality and understandability as per 'reasonable' assurance criteria.

#### **Our assurance team and independence**

BDO India LLP is a professional services firm providing services in Advisory, Assurance, Tax and Business Advisory Services, to both domestic and international organisations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organisation. This team is comprised of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems, and processes across sectors and geographies. As an assurance provider, BDO India LLP is required to comply with the independence requirements set out in the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

#### **For BDO India LLP**

Indra Guha  
 Partner-Sustainability & ESG  
 Business Advisory Services Gurugram, Haryana  
 11 June 2025

## Appendix 1

The sustainability non-financial indicators considered during the engagement are based on BRSR Framework, as presented below

### A. BRSR Core Indicators

Sr. No.	Principle/ Indicator/ Reference	Attribute	Parameter
1	Principle 6-E7	Green-house gas (GHG) footprint	1. Total scope 1 emissions 2. Total scope 2 emissions 3. GHG emission Intensity (Scope 1 + 2): a) Total Scope 1 and Scope 2 emissions per rupee of turnover b) Total Scope 1 and Scope 2 emission per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Total Scope 1 and Scope 2 emission intensity in terms of physical output
2	Principle 6-E3 Principle 6-E4	Water footprint	1. Total water withdrawn 2. Total volume of water consumption 3. Water consumption intensity: a) Water consumption per rupee of turnover b) Water consumption per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Water intensity in terms of physical output 4. Water Discharge by destination and levels of Treatment
3	Principle 6-E1	Energy footprint	1. Total energy consumed 2. % of energy consumed from renewable sources 3. Energy intensity: a) Energy consumed per rupee of turnover b) Energy consumed per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Energy intensity in terms of physical output
4	Principle 6 – E9	Embracing circularity- details related to waste management by the entity	1. Total waste generated 2. Waste generated intensity: a) Waste generated per rupee of turnover b) Waste generated per rupee of turnover adjusted for Purchasing Power Parity (PPP) c) Waste intensity in terms of physical output 3. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 4. For each category of waste generated, total waste disposed by nature of disposal method
5	Principle 3 – E1(C) Principle 3 – E11	Enhancing employee wellbeing and Safety	1. Spending on measures towards well- being of employees and workers- cost incurred as a % of total revenue of the company. 2. Details of safety related incidents for employees and workers a) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) b) Total recordable work-related injuries c) No. of fatalities d) High consequence work-related injury or ill-health (excluding fatalities)

Sr. No.	Principle/ Indicator/ Reference	Attribute	Parameter
6	Principle 5 – E3(b) Principle 5 – E7	Enabling Gender Diversity in Business	<ol style="list-style-type: none"> <li>1. Gross wages paid to females as a % of total wages paid</li> <li>2. Complaints on POSH               <ol style="list-style-type: none"> <li>a) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)</li> <li>b) Complaints on POSH as a % of female employees / workers</li> <li>c) Complaints on POSH upheld</li> </ol> </li> </ol>
7	Principle 8 – E4 Principle 8 – E5	Enabling Inclusive Development	<ol style="list-style-type: none"> <li>1. Input material sourced from following sources as % of total purchases Directly sourced from MSMEs/ small producers and directly from within India</li> <li>2. Job creation in smaller towns- wages paid to people employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost</li> </ol>
8	Principle 9 – E7 Principle 1 – E8	Fairness in Engaging with Customers and Suppliers	<ol style="list-style-type: none"> <li>1. Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events</li> <li>2. Number of days of accounts payable</li> </ol>
9	Principle 1 – E9	Open-ness of business	<ol style="list-style-type: none"> <li>1. Concentration of purchases &amp; sales done with trading houses, dealers and related parties               <ol style="list-style-type: none"> <li>a) Purchases from trading houses as % of total purchases</li> <li>b) Number of trading houses where purchases are made from</li> <li>c) Purchases from top 10 trading houses as % of total purchases from trading houses</li> <li>d) Sales to dealers / distributors as % of total sales</li> <li>e) Number of dealers / distributors to whom sales are made</li> <li>f) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors</li> </ol> </li> <li>2. Loans and advances &amp; investments with related parties Share of RPTs (as respective % age) in:               <ol style="list-style-type: none"> <li>a) Purchases</li> <li>b) Sales</li> <li>c) Loans &amp; advances</li> <li>d) Investments</li> </ol> </li> </ol>

**Notes:**

1. For BRSR indicators, "E" denotes Essential Indicators.