

August 19, 2025

<b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001  <b>Scrip Code:</b> 530367	<b>National Stock Exchange of India Limited</b> Exchange Plaza, C-1, Block - G, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051  <b>Symbol:</b> NRBBEARING
---	---

Dear Sir/Madam,

**Subject: Business Responsibility and Sustainability Report for the Financial Year 2024-25**

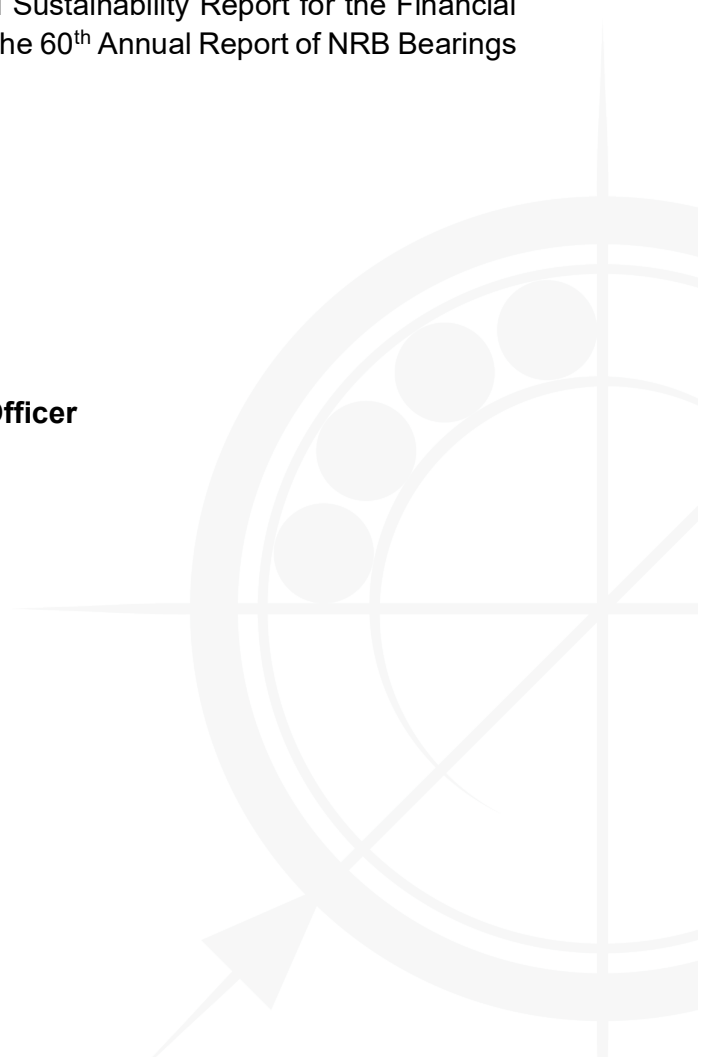
Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the Financial Year 2024- 25, which forms an integral part of the 60<sup>th</sup> Annual Report of NRB Bearings Limited for the Financial Year 2024-25.

Kindly take the above information on record.

Thanking you,  
**For NRB BEARINGS LIMITED**

**Kishor Talreja**  
**AVP – Company Secretary & Compliance Officer**  
**Membership no. F7064**

**Encl: as above**



## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity		
1.	Corporate Identity Number (CIN) of the Listed Entity -	L29130MH1965PLC013251
2.	Name of the Listed Entity	NRB Bearings Limited
3.	Year of incorporation	June 30, 1965
4.	Registered office address	Dhannur, 15, Sir P.M. Road, Fort, Mumbai 400 001
5.	Corporate address	Dhannur, 15, Sir P.M. Road, Fort, Mumbai 400 001
6.	E-mail	investorcare@nrb.co.in
7.	Telephone	+91 22 22664570, 22664160, 22664998
8.	Website	www.nrbbearings.com
9.	Financial year for which reporting is being done	April 1, 2024 - March 31, 2025
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital (INR)	1,938 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Kishor Talreja Tel: 022 22664570 Email: Kishor.talreja@nrb.co.in
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a standalone basis and pertain to NRB Bearings Limited
14.	Name of assurance provider	-
15.	Type of assurance obtained	-

II. Products/services				
<b>16. Details of business activities (accounting for 90% of the turnover):</b>				
	<b>S. No.</b>	<b>Description of Main Activity</b>	<b>Description of Business Activity</b>	<b>% of Turnover of the entity</b>
	1	Manufacturing	Automotive Components Bearings	100%
<b>17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):</b>				
	<b>S. No.</b>	<b>Product/Service</b>	<b>NIC Code</b>	<b>% of total Turnover contributed</b>
	1	Needle roller bushes & cages	2913	66
	2	Ball & roller bearings	2913	24
	3	Automobile components	2913	10

<b>III. Operations</b>				
<b>18.</b>	<b>Number of locations where plants and/or operations/offices of the entity are situated:</b>			
	<b>Location</b>	<b>Number of plants</b>	<b>Number of offices</b>	<b>Total</b>
	National	5	7	12
	International	0	0	0

<b>19.</b>	<b>Markets served by the entity:</b>		
<b>a.</b>	<b>Number of locations</b>		
	<b>Locations</b>	<b>Number</b>	
	National (No. of States)	Pan India	
	International (No. of Countries)	45	
<b>b.</b>	<b>What is the contribution of exports as a percentage of the total turnover of the entity?</b>		
	24%		
<b>c.</b>	<b>A brief on type of customers</b>		
	<p>We serve a wide and diverse customer base across India, with a primary focus on the automotive sector. A significant portion of our demand approximately 65–70% comes from Original Equipment Manufacturers (OEMs) and Tier-1 suppliers. Additionally, 12–15% of our business is driven by the Aftermarket segment, while 20–25% of our products are exported. Notably, our exports are largely directed towards OEMs and Tier-1 customers, reflecting our strong global partnerships and quality standards.</p> <p>In addition to the Aftermarket, our vehicle manufacturing clients can be broadly categorized into the following segments:</p> <ul style="list-style-type: none"> <li>• 2/3 wheelers, encompassing motorcycles, scooters, mopeds, passenger and goods auto rickshaws, and industrial four-stroke engines.</li> <li>• Passenger vehicles, ranging from small cars and hatchbacks to luxury models and utility vehicles.</li> <li>• Commercial vehicles, including light commercial vehicles (LCVs), medium-commercial vehicles (MCVs), heavy commercial vehicles (HCVs), and buses.</li> <li>• Farm equipment and off-highway vehicles, including forklifts, trucks, and construction equipment.</li> <li>• Railway locomotives</li> <li>• Defense vehicles, such as gun carriers and tanks</li> <li>• Aircraft and aerospace applications</li> </ul>		

<b>IV. Employees</b>							
<b>20.</b>	<b>Details as at the end of Financial Year: 2024-25</b>						
<b>a.</b>	<b>Employees and workers (including differently abled):</b>						
	<b>S. No.</b>	<b>Particulars</b>	<b>Total (A)</b>	<b>Male</b>		<b>Female</b>	
				<b>No. (B)</b>	<b>% (B/A)</b>	<b>No. (C)</b>	<b>% (C/A)</b>
	<b>EMPLOYEES</b>						
	1.	Permanent (D)	442	410	92.8%	32	7.2%
	2.	Other than Permanent (E)	52	44	84.6%	8	15.4%
	3.	<b>Total employees (D + E)</b>	494	454	91.9%	40	8.1%
	<b>WORKERS</b>						
	4.	Permanent (F)	839	821	97.9%	18	2.1%
	5.	Other than Permanent (G)	2220	1980	89.2%	240	10.8%
	6.	<b>Total workers (F + G)</b>	3059	2801	91.6%	258	8.4%

\* Note: All off-role employees are classified as workers other than permanent

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

<b>21. Participation/Inclusion/Representation of women</b>				
	<b>Total (A)</b>	<b>No. and percentage of Females</b>		
		<b>No. (B)</b>	<b>% (B / A)</b>	
Board of Directors	06	02	33.33%	
Key Management Personnel*	02	01	50%	

\*Ms. Shruti Joshi (Company Secretary/KMP) resigned w.e.f. 25th March 2025.

<b>22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)</b>										
	<b>FY 2024-25 (Turnover rate in current FY)</b>			<b>FY 2023-24 (Turnover rate in previous FY)</b>			<b>FY 2022-23 (Turnover rate in the year prior to the previous FY)</b>			
	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	
	<b>Permanent Employees</b>	14.58%	23.88%	15.27%	18.08%	20.9%	18.28%	18.82%	34.38%	19.91%
<b>Permanent Workers</b>	5.52%	0%	5.40%	4.69%	0%	4.59%	4.33%	0%	4.24%	

<b>V. Holding, Subsidiary and Associate Companies (including joint ventures)</b>				
<b>23. (a) Names of holding / subsidiary / associate companies / joint ventures</b>				
<b>Sr. No.</b>	<b>Name of the Holding / subsidiary / associate companies / joint ventures (A)</b>	<b>Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture</b>	<b>% of shares held by listed entity</b>	<b>Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)</b>
1	SNL Bearings Limited	Subsidiary	73.45%	No
2	NRB Holdings Limited (NHL)	Wholly Owned Subsidiary	100%	No
3	NRB Bearings (Thailand) Limited	Step Down Subsidiary	100% held by NHL	No
4	NRB Bearings USA Inc	Step Down Subsidiary	100% held by NHL	No
5	NRB Bearings Europe GMBH	Step Down Subsidiary	100% held by NHL	No

VI. CSR Details		
24.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in Rs.) For the FY:- 2024-25	10,577,848,784
	(iii) Net worth (in Rs.) For the FY:- 2024-25	8,789,846,266

VII. Transparency and Disclosures Compliances								
5.	<b>Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:</b>							
	<b>Stakeholder group from whom complaint is received</b>	<b>Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)</b>	<b>Current Financial Year (FY 2024-25)</b>			<b>Previous Financial Year (FY 2023-24)</b>		
			<b>Number of complaints filed during the year</b>	<b>Number of complaints pending resolution at close of the year</b>	<b>Remarks</b>	<b>Number of complaints filed during the year</b>	<b>Number of complaints pending resolution at close of the year</b>	
	<b>Communities</b>	Human Resource partners at each location are responsible for resolving community-related grievances.	0	0	-	0	0	-
	<b>Investors (other than shareholders)</b>	Investors can register their grievances on investorcare@nrb.co.in	0	0	-	0	0	-
	<b>Shareholders</b>	Shareholders can register their grievances on investorcare@nrb.co.in or rnt.helpdesk@in.mpms.mufg.com	02	0	All were resolved	0	0	-
	<b>Employees and workers</b>	A strong whistleblower policy with non-retaliation clause is available to all our stakeholders. Our whistleblower policy is available at <a href="https://www.nrbbearings.com/resources/investorrelations/NRB_WHISTLE_BLOWER_POLICY.pdf">https:// www. nrbbearings. com/ resources/ investorrelations/ NRB_WHISTLE_ BLOWER_POLICY. pdf</a>	0	0	-	0	0	-
	<b>Customers</b>	Customers can reach out with the queries or complaints related to our products or services through email. <a href="https://www.nrbbearings.com/contact.htm">https://www. nrbbearings.com/ contact.htm</a>	148	0	No trouble was found in 41 complaints	160		-

<b>Value Chain Partners</b>	Value chain partners can reach out with the queries or complaints related to our products or services through email. <a href="https://www.nrbbearings.com/contact.htm">https://www.nrbbearings.com/contact.htm</a>	0	0	-	0	0	-
-----------------------------	--	---	---	---	---	---	---

<b>26. Overview of the entity's material responsible business conduct issues :</b>					
<b>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</b>					
<b>S. No.</b>	<b>Material issue identified</b>	<b>Indicate whether risk or opportunity (R/O)</b>	<b>Rationale for identifying the risk / opportunity</b>	<b>In case of risk, approach to adapt or mitigate</b>	<b>Financial implications of the risk or opportunity (Indicate positive or negative implications)</b>
1	Business Continuity	Risk/ Opportunity	The growing demand for two-wheelers, along with the phasing out of certain vehicle models, is expected to significantly impact existing business models, product portfolios, and overall cost structures. Companies will need to adapt swiftly to these shifts to remain competitive and meet evolving market expectations. Changing consumer preferences are reshaping India's automotive industry.	As part of our strategic response to evolving consumer demands, we have initiated several key measures. These include ongoing process improvements and targeted investments in new product development. We are actively automating our manufacturing processes to enhance efficiency and accelerate the rollout of innovative products. Additionally, we are expanding into new geographies and entering emerging market segments to remain competitive and aligned with the latest technological advancements.	The development of new models incorporating the latest technologies and aligned with evolving customer preferences will help attract new customers while retaining the existing base. This strategic approach is expected to drive revenue growth and strengthen our market presence.
2	Climate change Management	Risk	The growing urgency of climate change poses significant risks, potentially disrupting both the supply side by confining productive capacity and the demand side by dampening consumption and investment activity.	We actively monitor and work to reduce our greenhouse gas (GHG) emissions across all operations. This includes both direct emissions from our facilities and indirect emissions from purchased energy. Through continuous tracking and targeted interventions, we aim to enhance our environmental performance and contribute meaningfully to sustainability efforts. In alignment with our long-standing values of sustainability and social responsibility, NRB has committed to achieving carbon neutrality by 2040. As part of these initiatives, a comprehensive carbon sequestration and biodiversity assessment was undertaken at the Chikalthana and Waluj plants located in Chhatrapati Sambhajnagar, Maharashtra.	Complying with increasingly stringent environmental regulations has led to a rise in operating costs. These additional expenses stem from investments in cleaner technologies, enhanced waste management systems, and energy-efficient processes.

3	Information Security and Privacy Protection	Risk	<p>With today's increasingly digital manufacturing environment, cybersecurity threats pose serious risks that can have far-reaching consequences across operational, financial, and reputational dimensions.</p> <p><b>Safety and Security Hazards:</b> Attacks on digital safety systems or automated controls may jeopardize the well-being of employees and the integrity of equipment, creating potential safety hazards on the shop floor.</p> <p><b>Operational Disruptions:</b> Cyberattacks targeting production systems can lead to significant downtime, halting manufacturing processes and delaying deliveries. Such disruptions not only affect output but also result in substantial financial losses due to idle resources and missed deadlines.</p> <p><b>Data Security Breaches:</b> Unauthorized access to sensitive information including intellectual property, proprietary designs, and customer data can compromise competitive advantage and erode stakeholder trust.</p>	<p>We recognize the growing complexity and importance of cybersecurity in safeguarding our operations, data, and stakeholder trust. To address these challenges, we have implemented a comprehensive, enterprise-wide information security framework that is regularly reviewed by our senior leadership and governance committees.</p> <p>Key components of our cybersecurity program include:</p> <p>Deployment of advanced tools for <b>cyber threat prevention, detection, and response</b>, aligned with industry best practices</p> <p>Mandatory information security training for all employees, covering topics such as phishing awareness, insider threat identification, and secure data handling</p> <p>Procurement of cyber liability insurance to mitigate financial exposure from both internal and external threats</p> <p><b>Regular reporting to the Audit Committee</b> on cybersecurity trends, threat landscapes, and updates to our information security protocols.</p>	<p>Negative incidents can undermine the company's reputation in the industry, leading to potential financial setbacks.</p>
---	---	------	--	--	--

4	Occupational health and safety	Risk	<p>Protecting the health and safety of employees, contract workers, and surrounding communities is essential for maintaining regulatory compliance and social license to operate—especially in environments with process-related risks. Every safety incident not only affects individual well-being and morale but also carries reputational consequences that can impact the company’s standing and trust within the industry.</p>	<p>We have implemented a comprehensive set of Environmental Health and Safety (EHS) policies aimed at safeguarding our workforce and promoting a culture of well-being. These policies are designed to ensure safe working conditions, provide support systems, and foster a proactive approach to employee health and safety.</p> <p><b>Workplace Well-being:</b> Our focus is on creating an environment that supports physical and mental health through structured policies and responsive support mechanisms.</p> <p><b>Training and Awareness:</b> EHS training is an integral part of our onboarding process and is reinforced through ongoing coaching. This ensures that safety protocols are well understood and consistently applied across all levels of the organisation.</p> <p><b>Employee Engagement:</b> We actively involve our employees in safety risk assessments. Their operational insights and firsthand experience are critical in identifying potential hazards and developing effective mitigation strategies.</p> <p>Through these initiatives, we aim to build a resilient and safety-conscious workforce that contributes to both individual well-being and organisational excellence</p>	<p>Workplace incidents can significantly affect employee morale and damage the company’s reputation, often resulting in adverse financial consequences.</p>
---	--------------------------------	------	--	---	---

	5	Sustainable Supply Chain	Risk/ Opportunity	<p>The production, transportation, storage, and handling of materials within our operations and across our supply chain contribute to environmental challenges, including greenhouse gas (GHG) emissions. Additionally, the manufacturing of bearing components by our suppliers involves significant consumption of raw materials, oils, and energy, which further intensifies the environmental footprint. Our Company remains committed to identifying and mitigating these impacts through process optimisation, material efficiency, and collaboration with environmentally conscious partners.</p> <p>Adopting environmentally and socially responsible supply chain practices is essential for ensuring long-term business viability and maintaining our social license to operate. Furthermore, reducing Scope 3 emissions not only contributes to climate goals but also enhances our reputation as a responsible and forward-thinking organisation.</p>	<p>To enhance sustainability across our supply chain, NRB Bearings is actively working with value chain partners to promote environmentally and socially responsible practices.</p> <p>We encourage our suppliers to adopt clean energy and prioritize partnerships with those working toward carbon neutrality. Through regular ESG training and assessments, we help value chain partners align with our sustainability goals and close performance gaps.</p>	<p>A well-managed supply chain aligned with ESG principles can reduce environmental footprint, enhance transparency, improve supplier relationships, and strengthen brand reputation ultimately contributing to long-term business resilience and profitability</p>
--	---	--------------------------	----------------------	---	---	---

	6	Water Management (Water Consumption and Effluent Discharge)	Risk	<p>Water plays a vital role in various industrial processes, making its sustainable use essential. However, excessive consumption and contamination are emerging as significant challenges, threatening long-term water availability and ecosystem health.</p>	<p>At NRB Bearings, we place strong emphasis on managing environmental factors such as energy, water, soil, and air quality. Our Sustainability, EHS, and plant operations teams work collaboratively to identify potential environmental risks and implement proactive measures to mitigate them.</p> <p>As part of these efforts, we have initiated a comprehensive water audit at our Chikalthana plant. This audit assesses water usage from intake to discharge, identifies inefficiencies such as leaks and overuse, evaluates treatment systems, and recommends strategies to reduce consumption and enhance efficiency. It also supports the establishment of robust monitoring mechanisms to ensure sustainable water management. This integrated approach helps us maintain compliance, reduce impact, and support long-term ecological balance.</p>	<p>Inefficient water management can lead to resource depletion, environmental degradation, and increased operational costs. Overuse and contamination of water sources not only strain local ecosystems but also expose companies to regulatory penalties, reputational damage, and potential disruptions in production due to water scarcity.</p>
--	---	---	------	--	--	--

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	<b>A. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<b>B. Has the policy been approved by the Board? (Yes/No)</b>	No	No	No	No	No	No	No	No	No
	<b>C. Web Link of the Policies, if available</b>	Code of Conduct For Directors and Sr. Management (www.nrbbearings.com)	Product-Stewardship-Policy.pdf (www.nrbbearings.com)	Employee-Well-being-Policy.pdf (www.nrbbearings.com)	Stakeholder-Engagement-Policy.pdf (www.nrbbearings.com)	Human-Rights-Policy.pdf (www.nrbbearings.com)	Environment-Policy.pdf (www.nrbbearings.com)	Public-Advocacy-Policy.pdf (www.nrbbearings.com)	NRB-CSR-Policy-Final.pdf (www.nrbbearings.com)	Data-Privacy-Policy.pdf (www.nrbbearings.com)
		Anti-bribery-&-Corruption-policy.pdf (www.nrbbearings.com)				Non-Discrimination-Policy.pdf (www.nrbbearings.com)			Supplier Code of Conduct (www.nrbbearings.com)	Consumer-Welfare-Policy.pdf (www.nrbbearings.com)
2.	<b>Whether the entity has translated the policy into procedures. (Yes / No)</b>	No	No	No	No	No	No	No	No	No
3.	<b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4.	<b>Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	At NRB Bearings Limited, we comply with all mandatory applicable geographical specific Acts, Regulations and Guidelines while formulating policies and procedures. Our locations are also certified for EMS ISO 14001 and OHS ISO 45001. Our products are certified with BIS, IATF16949 and are REACH compliant.								
5.	<b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	No	No	No	No	No	No	No	No	No
6.	<b>Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	No	No	No	No	No	No	No	No	No
<b>Governance, leadership, and oversight</b>										
7.	<b>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>									
With over five decades of presence in the Indian market, we have firmly established ourselves as pioneers in bearing technology. Guided by our vision and mission, we are committed to fostering a culture of innovation and driving value creation across our business, value chain, and overall stakeholder ecosystem. Sustainability is deeply embedded in our core business model, supporting our continuous pursuit of transformative improvements. With a growing emphasis on minimising our environmental footprint, we focus on optimal resource utilisation and actively promote circular economy principles. Our employees form a vital pillar of our operations. We are dedicated to providing a safe, healthy, and empowering workplace that nurtures a sense of ownership and accountability. Our relationships with value chain partners and customers are built on trust, with a shared commitment to delivering and receiving best-in-class products at optimal cost. We also maintain a strong presence within our communities, championing inclusive growth through impactful CSR initiatives. Looking ahead, we remain focused on industry leadership, guided by ethical business practices and our unwavering commitment to sustainability and responsible conduct.										
8.	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Ms. Harshbeena Zaveri, Vice Chairman & Managing Director								
9.	<b>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.</b>	Yes- the Risk Management Committee of the Board monitors, assesses and reviews Sustainability-related decision-making aspects along with other enterprise-level strategic and business risks.								

<b>10.</b>	<b>Details of Review of NGRBCs by the Company:</b>																		
<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b>									<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>									
	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	
Performance against above policies and follow up action	Yes- Board members, Department heads and the leadership team examine the Company's Business Responsibility policies regularly or as needed.									Annually or on a need-to basis									

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	Yes- We comply with all applicable laws of the land we operate in.								
<b>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.</b>	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: Principle wise performance**

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

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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
<b>Board of Directors</b>	04	Principle 1 (Topics included finance and operations)	100%
<b>Key Management Personnel</b>	04	Principle 1 (Topics included finance and operations)	100%
<b>Employees other than BoD and KMPs</b>	05	First-aid and Life saving techniques, POSH Training, Fire Fighting Training, Risk & Crisis Management, Cyber Security Awareness	100%
<b>Workers</b>	05	First-aid and Life saving techniques, POSH Training, Fire Fighting Training, Risk & Crisis Management, Cyber Security Awareness	100%

2. Details of fines / penalties / punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 1	Income Tax	5,000,670	The Assessing Officer has enhanced the Annual Lettable Value of the property given on rent by Rs. 9,45,417 and added to the total income. The Assessing Officer has also added an amount of Rs. 2,01,00,257 as long-term capital gains on account of transfer of assets. It is against these additions that the said penalty is levied.	Yes
Settlement	-	-	0	-	-
Compounding Fee	-	-	0	-	-
Non-Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	0	-	-
Punishment	-	-	0	-	-

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Yes, the Company has made a waiver application to the NSE and BSE for the entire amount.	

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.

Yes, we have a robust Anti-Bribery and Anti-Corruption Policy that covers key areas such as gifts, political contributions, and charitable donations. Additionally, our Code of Conduct and Ethics ensures compliance with all relevant laws and regulations, including anti-bribery provisions. These policies apply to all employees and workers.

The policy is available at [Antibribery-&-Corruption-policy.pdf](#) (nrbearings.com)

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

	<b>FY 2024-25 (Current Financial year)</b>	<b>FY 2023-24 (Previous Financial year)</b>
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	<b>FY 2024-25</b>		<b>FY 2023-24</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
<b>Number of complaints received in relation to issues of Conflict of Interest of the Directors</b>	0	-	0	-
<b>Number of complaints received in relation to issues of Conflict of Interest of the KMPs</b>	0	-	0	-

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable since there have been no cases of corruption and conflicts of interest during the FY 2024-25.

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Number of days of accounts payable	60 days	57 days

**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:**

<b>Parameter</b>	<b>Metrics</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Concentration of purchases	a. Purchases from trading houses as a % of total purchases	7.86%	10%
	b. Number of trading houses where purchases are made from	147	50
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	86.74%	8%

Concentration of sales	a. Sales to dealers/ distributors as % of total sales	10.54%	11.22%
	b. Number of dealers / distributors to whom sales are made	139	130
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	69%	68%
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	20.87%	18.23%
	Sales (Sales to related parties/ Total Sales)	16.03%	14.71%
	Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances)	52.88%	68.55%
	Investments (Investments in related parties/ Total Investments)	82%	68.51%

Note: The financial figures for the financial year ended March 31, 2024 have been depicted in percentage to maintain consistency in the report.

### Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

Yes, to uphold transparency and integrity, the **Code of Conduct for Directors and Senior Management** provides clear directives to prevent conflicts of interest. Any potential conflict—whether through transactions or personal interests—must be promptly disclosed to the Company for appropriate evaluation and action. Directors are also required to submit an annual declaration of their positions on Boards and Committees of other companies, including any Chairmanships, and to report any changes throughout the year. In all decision-making processes, Board members are expected to act impartially and avoid situations that could compromise their objectivity.

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

### Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0%	5%	-
Capex	0%	5%	-

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

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

**A)** Yes. Our Company has procedures and policies in place for sustainable sourcing. Our Supplier Code of Conduct lays down the Company’s strategy for sustainable sourcing. All suppliers are expected to adhere to the supplier Code of Conduct. Further, supplier assessments are conducted periodically based on defined parameters identified in the supplier assessment checklist. The checklist includes indicators such as consent to operate, safety measures, certifications, material test reports etc. along with ESG factors. We work closely with suppliers ensuring sustainable sourcing practices.

**B) 100%**

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

Plastic waste is mainly generated through our product manufacturing and packaging processes. We recognise the environmental impact of using plastic in packaging and make consistent efforts to track usage. Our internal waste management system ensures proper collection, segregation, storage, and disposal. To enhance product circularity at the end of its life, we are actively working on improvements and are currently progressing towards compliance with EPR (Extended Producer Responsibility) registration requirements.

E-waste: Since our main product category is bearings. This is not applicable. However, as an effort to manage e-waste, we take responsible action when it comes to electronic items and IT equipment that reach end of life. These are disposed of only through authorised recyclers to ensure safe and responsible handling.

Hazardous waste: Since our main product category is bearings, this is not applicable. Hazardous waste generated from manufacturing locations is safely disposed off by an authorized recycler.

Other waste: Since our main product category is bearings, this is 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.**

We fall under the ‘producer’ or ‘brand owner’ category as defined by the Plastic Waste Management and Handling Rules, 2016 (as amended), making us subject to Extended Producer Responsibility (EPR) regulations. Plastics are used both in packaging our bearings and balls, and in manufacturing specific types of bearings. To comply with EPR guidelines, we are currently working on developing a comprehensive waste collection plan for submission to the Central Pollution Control Board (CPCB).

**Leadership Indicators**

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

NIC Code	Name of the product/service	% of total turnover contributed	Boundary for which the life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link
2913	Needle Bush Bearing	NA	Cradle-to-Gate	Yes	No
2913	Cylindrical Roller	NA	Cradle-to-Gate	Yes	No
2913	FS Cage	NA	Cradle-to-Gate	Yes	No

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

Name of Product/Service	Description of the risk/concern	Action Taken
Needle Bush Bearing	Global Warming Potential (GWP)100-fossil Global Warming Potential (GWP): land transformation Global Warming Potential (GWP): Biogenic	To devise a green procurement strategy which enables us to procure materials whose emissions fall below an identified threshold limit. This strategy could also enforce maximizing the use of recyclable content in the raw materials procured. To Implement sustainability initiatives or procurement of green energy by the suppliers would significantly reduce the environmental impact of finished products manufactured.
Cylindrical Roller Bearing	Global Warming Potential (GWP)100-fossil Global Warming Potential (GWP): land transformation Global Warming Potential (GWP): Biogenic	To devise a green procurement strategy which enables us to procure materials whose emissions fall below an identified threshold limit. This strategy could also enforce maximizing the use of recyclable content in the raw materials procured. To Implement sustainability initiatives or procurement of green energy by the suppliers would significantly reduce the environmental impact of finished products manufactured.
FS Cage	Global Warming Potential (GWP): Climate impact Human Toxicity: Health risks from emissions Acidification: Environmental degradation (e.g., acid rain) Eutrophication: Water pollution due to nutrient buildup	Using 100% recycled steel in the manufacturing of cages can significantly reduce the overall product carbon footprint, as recycled steel generates much lower emissions compared to virgin steel.

**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
Needle Bush Bearing	32.79%	-
Cylindrical Roller Bearing	96.5%	-
FS Cage	60.42%	-

**Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**
**Essential Indicators**
**1. a. Details of measures for the well-being of employees:**

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
<b>Male</b>	410	410	100%	410	100%	NA	NA	0	0%	410	100%
<b>Female</b>	32	32	100%	32	100%	32	100%	0	0%	32	100%
<b>Total</b>	442	442	100%	442	100%	32	7.24%	0	0%	442	100%
<b>Other than Permanent Employees</b>											
<b>Male</b>	44	31	70.5%	31	70.5%	0	0%	0	0%	31	70.5%
<b>Female</b>	8	7	87.5%	7	87.5%	0	0%	0	0%	7	87.5%
<b>Total</b>	52	38	73.1%	38	73.1%	0	0%	0	0%	38	73.1%

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

Category	% Of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
<b>Male</b>	821	821	100%	821	100%	NA	NA	0	0%	0	0%
<b>Female</b>	18	18	100%	18	100%	18	100%	0	0%	0	0%
<b>Total</b>	839	839	100%	839	100%	18	100%	0	0%	0	0%
<b>Other than Permanent Workers</b>											
<b>Male</b>	1980	150	7.58%	0	0%	NA	NA	NA	0	0	0%
<b>Female</b>	240	50	20.83%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	2220	200	9.01%	0	0%	0	0%	0	0%	0	0%

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

	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Cost incurred on well-being measures as a % of total revenue of the company	0.55%	0.66%

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

Benefits	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%	95%	YES
ESI	0.2%	9.18%	YES	6%	7%	YES
Others- please specify	NIL	NIL	NIL	NIL	NIL	NIL

**3. Accessibility of workplaces**

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

Yes, some of our facilities are accessible to employees and workers with disabilities. Moreover, we are consistently enhancing our infrastructure to eliminate accessibility barriers and foster inclusivity across our premises

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

The Company's Non-Discrimination Policy outlines its commitment to providing equal employment opportunities to all, irrespective of differences such as physical disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016. Additionally, we are dedicated to upholding human rights across all our operational locations. Weblink: [Non-Discrimination-Policy.pdf \(nrbearings.com\)](#)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	1	100%	1	100%
Total	1	100%	1	100%

\*- We do not provide male employees with the paternity leave.

**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.**

	Yes/ No (If yes, then give details of the mechanism in brief)	
Permanent Workers	Yes	Yes, we have a whistleblower policy in place available to all employees and workers. The objective of the policy is to provide an open and structured employee' work-related grievances redressal mechanism with the intent of ensuring that the grievance is dealt with in a fair and just manner whilst complying with the Company's policies.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

**7. Membership of employees and worker in association(s) or Unions recognized 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 associations or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of associations or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	442	0	0%	462	0	0%
<b>Male</b>	32	0	0%	427	0	0%
<b>Female</b>	410	0	0%	35	0	0%
<b>Total Permanent Workers</b>	839	839	100%	828	810	97.83%
<b>Male</b>	821	821	100%	809	793	98.02%
<b>Female</b>	18	18	100%	19	17	89.47%

**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/A)
<b>Employees</b>										
<b>Male</b>	454	454	100%	454	100%	448	448	100%	448	100%
<b>Female</b>	40	40	100%	40	100%	35	35	100%	35	100%
<b>Total</b>	494	494	100%	494	100%	483	483	100%	483	100%
<b>Workers</b>										
<b>Male</b>	2801	1830	65%	1479	53%	2815	2388	85%	1355	48%
<b>Female</b>	258	258	100%	200	78%	209	115	55%	79	38%
<b>Total</b>	3059	2088	68%	1679	55%	3024	2503	82%	1434	47%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	Total (B)	% (B/A)	Total (C)	Total (D)	% (D/C)
<b>Employees</b>						
<b>Male</b>	454	384	84.58%	448	448	100.00%
<b>Female</b>	40	24	60.0%	35	33	94.29%
<b>Total</b>	494	408	82.59%	483	481	99.59%
<b>Workers</b>						
<b>Male</b>	2801	984	35.13%	2815	1075	38.04%
<b>Female</b>	258	140	54.26%	209	137	65.87%
<b>Total</b>	3059	1124	36.74%	3024	1212	39.95%

**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?**

Yes, We are deeply committed to ensuring safe and healthy working conditions for all employees and workers. We believe that a well-maintained work environment is essential for employee well-being and a foundation for achieving business excellence. Our Environment, Health, and Safety (EHS) systems are fully certified to ISO 14001:2015, ISO 45001:2018, and IATF 16949:2016, covering 100% of our operational sites across India. Additionally, we have a comprehensive Occupational Health and Safety Policy that guides our efforts in managing key health, safety, and environmental aspects.

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

We have implemented an EHS management system designed to proactively identify occupational health and safety risks including those linked to routine and non-routine activities. To support this, we follow a structured Hazard Identification and Risk Assessment (HIRA) framework that enables our employees and workers to recognise and control potential workplace hazards.

Once risks are assessed, they are thoroughly documented, including their sources, possible outcomes, and the recommended mitigation strategies. In addition, each plant site has a dedicated safety committee led by the plant head, responsible for identifying and managing health and safety-related risks. Our Health and Safety Committee plays a key role in ensuring the effective setup, execution, continuous monitoring, and improvement of processes aimed at eliminating hazards and reducing actual and potential risks.

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

Yes, we encourage workers to proactively report any work-related hazards through well-defined systems in place at each plant. To strengthen our safety culture, we have installed drop box systems across all locations. These boxes allow employees and workers to report incidents, hazards, or near misses that could result in unsafe conditions. All reported incidents are reviewed, investigated, and addressed with appropriate corrective actions.

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

Yes. We provide medical facilities and first-aid services to both our employees and workers. Each plant is equipped with occupational health centre, that is staffed and prepared to manage non-occupational health issues. We have a tie-up with nearest hospital to the plant premises for emergency support and extended care. Further, all our employees and workers are covered under the company's health insurance and personal insurance policy ensuring comprehensive healthcare protection.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.21	0.12
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

*\*Including the contract workforce*

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

A safe and healthy workplace is of utmost priority to our operations. All the plants and office premises are carefully designed to minimise the risk of health hazards and risks. We make every effort to integrate safety into all business processes. Policy and Procedure: We have an Occupational Health and Safety Policy which acts as a guideline to prevent work related injury, ill health, and harm to people from work-related activities. The policy is updated and reviewed on a regular basis. We also maintain SOP with a clearly written set of instructions to help workers perform complex tasks in a safe manner. In order to ensure that the Health and Safety Management System is appropriately and effectively maintained, we conduct internal audit on annual basis. Risk Identification and Management: We identify occupational health and safety risks proactively, for all existing/ new/modified activities, process, products or services using HIRA framework. In addition to it, risk assessment also includes quarterly evaluation of incidents that have occurred. Incident Management: We have an established process for Incident Risk Management for all employees and workers at all levels, which includes Incident reporting, investigation and implementation of appropriate correction and corrective measures. At each plant/office, we have established OH&S committees, chaired by respective department heads with representations from employees, senior management and cross-functional teams. Training and Education: We ensure awareness amongst employees and workers through continuous training, communication and performance measurement of HSE criteria. Training includes awareness-building, mock drills, and periodic demonstrations. It also forms a part of employee induction program. Training modules are updated annually, basis the need assessment and evolving regulatory requirements.

**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	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

**14. Assessments for the year:**

Assessments for the year:	
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

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

We treat every safety-related incident with utmost seriousness and respond swiftly with corrective actions to mitigate risks. Our unwavering commitment to maintaining a safe and healthy work environment drives us to continuously evaluate and enhance our safety protocols.

To ensure our safety measures remain effective and relevant, we conduct regular evaluations of our health and safety systems and workplace conditions. These assessments have helped us identify critical risks, which we are proactively addressing through targeted interventions.

Our Environment, Health, and Safety (EHS) Policy is displayed at key locations, including the main gate and medical facilities, reinforcing our dedication to transparency and compliance. All safety measures are implemented in strict accordance with statutory guidelines.

We have established a strong safety committee that convenes regularly to review incidents, discuss concerns, and recommend improvements. Additionally, we prioritize employee awareness by offering comprehensive training programs, including hands-on sessions on firefighting equipment usage.

To further ensure regulatory compliance, we conduct routine noise level monitoring and other environmental checks.

To further enhance our safety posture, we have implemented various measures such as:

- Providing all necessary personal protective equipment (PPE) to employees
- Preparing an onsite emergency preparedness plan
- Installing fire hydrant systems, sprinklers, smoke detection systems, and fire extinguishers

Our process and activity review are conducted on a yearly basis to ensure that our safety measures are effective and aligned with industry best practices. We also follow up on the same on a yearly basis to ensure that all corrective actions are implemented and effective.

Through these measures, we strive to create a safe working environment for all employees and ensure that any significant risks or concerns identified through our assessments are mitigated.

**Leadership Indicators**

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

Yes, we have robust life insurance coverage for all employees and workers across all operational sites under our employee wellbeing programs.

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

We have defined internal processes to ensure that statutory dues have been deducted and deposited by the value chain partners on a timely basis. We have established regular communication with service providers about payment of PF/ESI/GST/wages and proper coverage of terms to comply with the agreements. While clearing the bills, compliance checking is carried out with the agency and follow ups are done if required. This ensures that the vendors are compliant with the provisions of the labour laws.

- 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	0	0	Not applicable	Not applicable
Workers	0	0	Not applicable	Not applicable

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

No. Currently, we do not provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. However, the training programs and modules are designed in a way that encourage all the employees and workers, irrespective of positions, to learn new skills and promotes career advancement post-retirement.

- 5. Details on assessment of partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	18%
Working Conditions	18%

**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.**

No significant adverse impact was observed during the suppliers' assessment. However, we have developed an EHS audit checklist for the value chain. We conduct EHS assessments of the suppliers during the onboarding process. Additionally, we also conduct QMS and EHS audits of our suppliers annually.

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

**1. Describe the process for identifying key stakeholder groups of the entity.**

Stakeholders are integral to our business, and we recognise the importance of maintaining continuous and meaningful engagement with them. Through a structured stakeholder engagement process, we identify key stakeholder groups based on their influence on our business activities and the impact our operations have on them. Currently, we have identified (7) seven primary stakeholder groups from the broader stakeholder universe. For each group, we have established dedicated engagement mechanisms tailored to their specific needs and expectations. By maintaining regular interactions through various communication channels, we aim to strengthen these relationships and align them with our business strategy. Our key stakeholder groups include Investors, Employees and Workers, Business Partners, Suppliers, Customers, Government, and the Community.

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

Stakeholder Group	Whether identified as vulnerable and marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually, half yearly, quarterly, others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<b>Investors</b>	No	<ul style="list-style-type: none"> <li>• Annual shareholder meeting</li> <li>• Quarterly investor presentations</li> <li>• Investor conferences and meets</li> <li>• Press releases</li> </ul>	Quarterly / Annually	To update investors on the financial performance of the company
<b>Employees</b>	No	<ul style="list-style-type: none"> <li>• Intranet Portal</li> <li>• Employee Welfare events</li> <li>• Trainings and performance management system</li> <li>• Functional and cross-functional committees</li> <li>• Emails, written communication</li> </ul>	Daily	To engage with employees and understand their aspirations including the following: <ul style="list-style-type: none"> <li>• Career management and growth prospects</li> <li>• Learning opportunities</li> <li>• Building a safety culture and inculcating safe working practices among employees</li> <li>• Flexible working hours</li> </ul>

<b>Customers</b>	No	<ul style="list-style-type: none"> <li>• Direct consumer calls and meetings</li> <li>• Customer satisfaction surveys</li> <li>• Complaint handling &amp; feedback</li> <li>• Marketing and Advertising</li> <li>• Electronic Communication</li> </ul>	<ul style="list-style-type: none"> <li>• Continuous (NRB website and social media including LinkedIn, Twitter, Facebook, Instagram, YouTube)</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding customer expectations,</li> <li>• Understanding industry and business challenges</li> <li>• Understanding client's data privacy and security requirements</li> </ul>
<b>Business Partners</b>	No	<ul style="list-style-type: none"> <li>• Conferences</li> <li>• Written Communication audio &amp; visual communication</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly: Conference calls</li> <li>• Quarterly: Business reviews</li> <li>• Annually: Partner events</li> </ul>	<ul style="list-style-type: none"> <li>• Strengthening business partnerships</li> <li>• Improve Company's credit worthiness</li> <li>• Promote ethical behavior and fair business practices and governance</li> </ul>
<b>Suppliers</b>	Yes	<ul style="list-style-type: none"> <li>• Supplier meets</li> <li>• Regular interaction through phone, e-mail and in person</li> <li>• Supplier Audits</li> </ul>	<ul style="list-style-type: none"> <li>• Continuous</li> </ul>	<ul style="list-style-type: none"> <li>• To identify supplier business challenges and ensure uninterrupted raw material supply</li> </ul>

**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.**

We maintain regular and transparent communication with our shareholders and investors through investor meetings, timely updates on our website, and detailed quarterly and annual reports. The Annual General Meeting serves as a key platform for shareholders to directly engage with the Board of Directors, where their questions and concerns are addressed openly. All interactions with government authorities, regulatory bodies, and quasi-judicial institutions are conducted by authorized and well-trained representatives, ensuring integrity, transparency, and full compliance with applicable laws and regulations. We also recognize our employees as vital stakeholders in the organisation's journey. To keep them aligned with our vision and strategic direction, we undertake various initiatives to share key updates, achievements, and milestones. These communication efforts foster a sense of connection, motivation, and shared purpose among employees, helping to build a cohesive and inspired workforce.

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

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. We engage with various stakeholders including community on a regular basis to address their needs and concerns their relevant inputs are considered in strategy formulation. Additionally, investors and shareholder's concerns are considered while developing goals and targets. This is translated into informed business decision.

**Principle 5: Businesses should respect and promote human rights**

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 (D)	% (D/C)
<b>Employees</b>						
Permanent	442	442	100%	462	462	100%
Other than permanent	52	52	100%	21	21	100%
<b>Total Employees</b>	494	494	100%	483	483	100%
<b>Workers</b>						
Permanent	839	190	22.64%	828	637	76.93%
Other than permanent	2220	1250	56.31%	2,196	150	6.83%
<b>Total Workers</b>	3059	1440	47.07%	3,024	787	26.03%

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>Employees</b>										
Permanent	442	0	0%	442	100%	462	0	0%	462	100%
Male	410	0	0%	410	100%	427	0	0%	427	100%
Female	32	0	0%	32	100%	35	0	0%	35	100%
Other than Permanent	52	0	0%	52	100%	21	0	0%	21	100%
Male	44	0	0%	44	100%	21	0	0%	21	100%
Female	8	0	0%	8	100%	0	0	0%	0	100%
<b>Workers</b>										
Permanent	839	29	3.46%	810	96.54%	828	0	0%	828	100%
Male	821	29	3.53%	792	96.47%	809	0	0%	809	100%
Female	18	0	0.00%	18	100.00%	19	0	0%	19	100%
Other than Permanent	2220	2091	94.19%	129	5.81%	2196	2080	94.72%	116	5.28%
Male	1980	1867	94.29%	113	5.71%	2006	1896	94.52%	110	5.48%
Female	240	224	93.33%	16	6.66%	190	184	96.84%	6	3.16%

**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)	4	₹ 4,970,000.00	2	₹ 34,624,394.00
Key Management Personnel	1	₹ 8,000,000.00	0	₹ 0.00
Employees other than BoD and KMP	449	₹ 660,247,311.00	38	₹ 46,195,500.00
Workers	2801	₹ 286,623,397.00	258	₹ 19,008,537.00

**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	6.44%	5.04%

**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)**

Yes

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

At NRB Bearings Limited, respect for human rights is deeply embedded in our core values and operational practices. We uphold these principles through a range of policies, including our Human Rights Policy, Business Conduct Guidelines and Ethics, Policy on Prevention of Sexual Harassment at the Workplace, and CSR Policy. We implement strong safeguards to prevent any human rights violations across our operations and expect the same level of commitment from our partners, suppliers, employees, workers, and contractors. All stakeholders impacted by our business activities are granted full access to grievance redressal mechanisms, as outlined in our Whistleblower Policy. Concerns can be raised through department heads at the corporate level or plant heads at the respective locations, and may also be reported directly to the HR department to ensure swift action. Every issue brought forward is treated with urgency and resolved in a timely and responsible manner, reinforcing our commitment to ethical conduct and fair treatment.

**6. 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
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2024-25	FY 2023-24
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and	0	0
Complaints on POSH as a % of female employee/workers	0	0
Complaints on POSH upheld	0	0

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

We are committed to providing a safe, respectful, and inclusive working environment, free from any form of discrimination, harassment, or retaliation. Our policies are designed to prevent such occurrences and ensure that individuals who report concerns face no adverse consequences. We have a robust POSH (Prevention of Sexual Harassment) policy in place, reflecting our zero-tolerance stance on sexual harassment at the workplace.

Additionally, our Human Rights policies apply to all employees, suppliers, and service providers, reinforcing our commitment to ethical and respectful conduct across our operations. We actively encourage employees and workers to report any concerns related to harassment or inappropriate behavior and ensure a responsive and confidential grievance redressal process.

To foster awareness and understanding, we conduct regular training and sensitisation programmes, helping employees stay informed about what constitutes harassment and redressal mechanism available for reporting and resolution. During the FY 2024-25, we received zero cases of discrimination of sexual harassment.

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

Yes - Our suppliers are compliant with the supplier code of conduct (SCOC) and mandatorily adhere to all the terms and conditions as laid down in SCOC, which comprises aspects of human rights as well. New as well existing suppliers undergo the supplier assessment on the basis of various parameters including human rights issues such as child labour, forced labour, wages, etc.

**10. Assessments for the year:**

	% 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%

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

There was no third-party evaluation conducted during the FY 2024-25.

**Leadership Indicators**

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

Human rights are integrated in our core business values. All business activities are performed ensuring there are no human rights violations, and owing to the concerted efforts, there were no business process modifications because of addressing human rights grievances.

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

We, currently, do not conduct human rights due diligence. However, the entity ensures human rights are adhered to and respected for all employees and workers. There are no instances of violations in business activities and in the extended value chain.

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

Yes, some of our establishments are accessible to the differently abled employees and workers. In addition, we are continuously working towards improving our infrastructure for eliminating barriers to accessibility and making our premises more inclusive.

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual harassment	18%
Discrimination at workplace	18%
Child labour	18%
Forced/involuntary labour	18%
Wages	18%
Others- please specify	18%

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

There were no significant risks identified during FY 2024-25. Hence, undertaking of corrective actions is not applicable.

**Principle 6: Businesses should respect and make efforts to protect and restore the environment**  
**Essential Indicators**

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

<b>Parameter</b>	<b>FY 2024-25(In GJ)</b>	<b>FY 2023-24 (In GJ)</b>
<b>From renewable sources</b>		
Total electricity consumption (A)	1.90	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	1.90	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	186,482.29	145,800.59
Total fuel consumption (E)	19,082.76	18,513.23
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	205,565.05	164,313.82
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>205,566.95</b>	<b>164,313.82</b>
Energy intensity per rupee of turnover		

(Total energy consumption/ revenue from operations)	0.00001943	0.00001639
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*	0.0004015	0.0003387
(Total energy consumption/ revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output *	-*	-*

# - The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by the International Monetary Fund for India which is 20.662.

\*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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. - N

- 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No, we have conducted a thorough review of our operations and have not identified any sites or facilities that are designated as Designated Consumers (DCs) under the Performance, Achieve, and Trade (PAT) scheme of the Government of India. Therefore, we do not have any targets set under this scheme to report on. Since we do not have any designated consumers, we do not have any targets to achieve or report on the achievement of those targets.

- 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	33,347	27,178
(ii) Groundwater	24,308.89	15,964.8
(iii) Third party water	59,647	44,665
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	117,302.89	87,807.8
Total volume of water consumption (in kilolitres)	102,754.47	58,259.78
Water intensity per rupee of turnover (Water consumed / revenue from operations)	0.00000971	0.00000581
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumed / revenue from operations adjusted for PPP)*	0.00020	0.00012
Water intensity in terms of physical output*	-*	-*

# - The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by the International Monetary Fund for India which is 20.662.

\*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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. - N

**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>		
<b>(i) To Surface water</b>	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(ii) To Groundwater</b>	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>(iii) To Seawater</b>	2,248	0
- No treatment	0	0
- With treatment – Sent to CETP after primary, secondary and tertiary treatment	2,248	0
<b>(iv) Sent to third-parties</b>	12,300.42	28,403.32
- No treatment	0	0
- With treatment – Sent to CETP after primary, secondary and tertiary treatment	12,300.42	28,403.32
<b>(v) Others</b>	0	1,144.7
- No treatment	0	0
- With treatment – please specify level of treatment	0	1,144.7
<b>Total water discharged (in kilolitres)</b>	14,548.42	29,548.02

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. - N

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

To promote sustainable water management and environmental stewardship, we have successfully implemented a Zero Liquid Discharge (ZLD) mechanism at our Jalna facility. This advanced system ensures that no industrial wastewater is released into the environment, aligning with our commitment to water conservation and pollution control.

**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	MT	0.04	0.06
SOx	MT	21.13	1.52
Particulate matter (PM)	MT	59.42	4.88
Persistent organic pollutants (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	NA	NA
Hazardous air pollutants (HAP)	MT	NA	NA
Others – please specify	MT	NA	NA

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. - N

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2,111.70	2,327.59
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	28,500.27	28,998.11
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ revenue from operations)	-	0.00000288	0.000003124
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total scope 1 and scope 2 GHG emissions/ revenue from operations adjusted for PPP)	-	0.00005948	0.00006455
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	-	-*	-*

# - The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by the International Monetary Fund for India which is 20.662.

\*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs.

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. - N

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

Yes, the entity has undertaken several projects aimed at reducing Green House Gas emissions. These initiatives focus on improving energy efficiency, transitioning to cleaner energy sources, and optimizing operational processes to minimize environmental impact. Key projects include:

**1. Rooftop Solar Installation (Waluj)**

A 19 kW solar power plant was installed to harness renewable energy, thereby reducing dependency on grid electricity and lowering carbon emissions.

**2. Air Cooling to Water Cooling Conversion (Waluj)**

Replaced air-cooled systems with water-cooled units, eliminating the use of R-22 refrigerant, which is a potent greenhouse gas.

**3. Contract Demand Optimisation (Waluj & Engineering Centre)**

Reduced contract demand to align with actual consumption, freeing up grid capacity and lowering peak load emissions.

**4. Thyristor Panel Installation (Engineering Centre)**

Installed a 30 KVAR statcom thyristor panel to achieve unity power factor, improving energy efficiency and reducing transmission losses.

**5. Replacement of Pneumatic Systems with Motor-Based Mechanisms (Multiple Locations)**

Transitioned from compressed air systems to energy-efficient DC motors, significantly reducing electricity consumption.

**6. HT Kaizen**

To reduce greenhouse gas emissions, the company implemented a project to optimize propane usage in Endo gas generators used in heat treatment. By installing a manual valve to control propane flow, the team significantly reduced excess gas consumption. This initiative led to an annual saving of 9.48 metric tons of propane and ₹7.78 lakhs at one location, with successful replication at Chikalthana and Jalna plants. Collectively, the project achieved a total reduction of 49.76 MT of propane use annually, contributing to lower emissions and improved energy efficiency across operations.

These projects collectively contribute to a total estimated annual energy saving of over 625,505 kWh, which translates into a substantial reduction in GHG emissions of 454 tCO<sub>2</sub>e, aligning with the entity's commitment to sustainable operations and climate responsibility.

**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)	74.49	108.29
E-waste (B)	1.32	138.05
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,119.15	1,140.75
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	7,665.16	4,485.82
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>8,860.13</b>	<b>5,872.92</b>

Waste intensity per rupee of turnover (Total waste generated / revenue from operations)	0.00000084	0.0000005
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ revenue from operations adjusted for PPP)*	0.00001731	0.000010331
Waste intensity in terms of physical output*	_*	_*
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	483.81	138.05
(ii) Re-used	-	-
(iii) Other recovery operations	6,384.68	2.00
<b>Total</b>	<b>6,868.49</b>	<b>140.05</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	124.995	156.35
(ii) Landfilling	40.57	866.06
(iii) Other disposal operations	1,572.21	3,935.18
<b>Total</b>	<b>1,737.78</b>	<b>4,957.59</b>

# - The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by the International Monetary Fund of India which is 20.662.

\*- We have more than 2000 categories and we are unable to track the unit weight of each product. We track the number of products sold. However, the size and weight of each product is different. Hence, intensity in terms of physical output is not available. We are in the process of tracking the unit weight of each product and by next year we will be able to report intensities in terms of physical outputs

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

We have implemented a robust waste management system for proper collection, segregation, and disposal of waste generated from each department. We have designated areas for different types of waste, including hazardous and non-hazardous waste, such as used oil, paper, corrugated materials, plastics, and wood waste. The waste is stored at these designated sites until it is disposed of in accordance with the legal procedures and environmentally sound techniques. Hazardous waste is disposed of in a manner that meets the requirements of the MPCB/CPCB, while non-hazardous waste is sold to authorized recyclers or vendors. Our company prioritises environmentally responsible disposal practices and works with authorised recyclers/processors to ensure that all waste is handled and disposed of in a responsible and sustainable manner.

**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:**

Sr 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.
None of our Operations are located near notified ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
During the current financial year, our operations did not trigger the need for an EIA, as no new developments or expansions were undertaken. However, to ensure preparedness and compliance in future undertakings, we intend to establish a Standard Operating Procedure (SOP) that clearly defines what constitutes a project under the EIA framework and outlines the criteria for determining when an assessment is required.					

**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:**

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Nil			
The company is compliant with all the statutory requirements.				

**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
- (ii) Nature of operations
- (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) To Surface water	None of our operations fall under water stress region as per CGWA	
(ii) To Groundwater		
(iii) To Seawater		
(iv) Sent to third-parties		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		

(i) Into Surface water	Not Applicable
- No treatment	
- With treatment – please specify level of treatment	
(ii) Into Groundwater	
- No treatment	
- With treatment – please specify level of treatment	
(iii) Into Seawater	
- No treatment	
- With treatment – please specify level of treatment	
(iv) Sent to third-parties	
- No treatment	
- With treatment – please specify level of treatment	
(v) Others	
- No treatment	
- With treatment – please specify level of treatment	
<b>Total water discharged (in kilolitres)</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. - N

2. **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.**

None of our Operations are located near notified ecologically sensitive areas.

3. **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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative (Energy saved in KWh/year)
1	Rooftop Solar Installation	19 kW solar plant installed at Waluj to utilize solar energy for street lighting and daytime operations.	527
2	Air Cooling to Water Cooling	Conversion of air-cooled DX units to water-cooled systems using TRAIN Chiller at Waluj. Eliminated R-22 refrigerant usage.	157,363
3	Pneumatic to Motor-Based Systems	Replaced pneumatic air guns with DC motors across multiple plants (Waluj, Jalna, Hyderabad) to reduce compressed air consumption.	93,621.00
4	VFD Installation	Variable Frequency Drives installed on pumps and presses across Chikalhana, Waluj, Hyderabad to optimize motor speed and reduce energy use.	7,580
5	LED and BLDC Lighting	Replaced CFL and conventional lighting with energy-efficient LED panels and BLDC fans across Jalna and Pantnagar.	1,898
6	Motion and Daylight Sensors	Installed sensors in offices and shop floors to automate lighting based on occupancy and daylight availability.	3,088

7	PLC Optimisation	Modified PLC programs and control panels to shut down idle hydraulic systems and heaters in Hyderabad.	21,533
8	Furnace Optimisation	Applied energy-saving paint and installed thyristor modules and PID controllers to optimize furnace operations.	12,500
9	Machine Optimisation	Optimized the machine operation CLGM & Cin rough OD -03 coolant pump at Jalna and Optimisation of operation Demagnetizer	19,378
10	Cycle Time Reduction	Reduced machine cycle time at Chikalhana to improve efficiency.	62,719
11	Optimisation of pneumatic system	Eliminated the power consumption on ASD -37 air compressor by arresting leakages and interconnecting the pneumatic lines in the plant	71,350
12	Energy Efficient Motor	Reduce the power consumption by replacing the 60 HP motor on HB-19 with a 50 HP IE3 energy-efficient motor and reduce the power consumption by replacing the 60 HP motor on the 2.5 m blower with a 50 HP IE3 energy-efficient motor	14,568
13	Optimisation of chillers	In the Shell and Bush Department, the existing air-cooled DX (Direct Expansion) unit was replaced with a water-cooled system by leveraging the available capacity of the centralized TRAIN Chiller. This transition involved the removal of the DX unit and the installation of a chilled water line to integrate the Shell Department's cooling requirements with the centralized chiller network.	157,363
14	Motor cut-off timer after cycle completion	A timer is provided to 5 polishing barrel machine motors to stop the motor after cycle completion	1,350
<b>Total Energy savings</b>			<b>625,505</b>
15	Use of Environment-Friendly Cleaning Media	This initiative involved replacing conventional cleaning agents used in the manufacturing process with an environmentally sustainable, EHS-compliant cleaning media.	<ul style="list-style-type: none"> <li>• EHS-friendly product</li> <li>• 35% less consumption</li> <li>• FDA approved</li> </ul>
16	Use of Environment-Friendly cutting oil	This initiative involved replacing conventional cutting oil with an environment-friendly alternative that complies with ELV (End-of-Life Vehicle and RoHS (Restriction of Hazardous Substances) standards, resulting in improved tool life and enhanced production efficiency.	<ul style="list-style-type: none"> <li>• ELV and RoHS compliant</li> <li>• 40% reduction in consumption</li> <li>• Improved tool life and production efficiency</li> </ul>
17	Use of advanced lubricating oil to optimize the tool life and reduce oil consumption	To enhance operational efficiency, the manufacturing plant adopted advanced lubricating oil that significantly improved tool life, through lower oil consumption.	<ul style="list-style-type: none"> <li>• Improved tool life and production efficiency</li> <li>• Reduced tool resetting</li> <li>• Increased oil change intervals (low consumption)</li> </ul>
18	Modification of test setup with new housing design	As part of a Material Reduction Kaizen initiative in the EC unit, the test setup was redesigned with a new housing, leading to significant savings in tooling material and a notable reduction	<ul style="list-style-type: none"> <li>• Tooling Material saved approx. 15 kg per tooling set</li> <li>• Saved cost approx. Rs. 15,000 per tooling set</li> </ul>

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

Yes, the Company has a business continuity plan in place to ensure operational resilience and long-term sustenance of the Company. The business continuity plan covers all the business risks including but not limited to fire hazards, natural calamities, and strikes. We have an established Emergency Preparedness plan with a detailed SOP for each plant.

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

No significant adverse impacts were observed during the suppliers' assessment. However, we have developed an EHS audit checklist for the value chain. We conduct EHS assessments of the suppliers during the onboarding process. Additionally, we also conduct QMS and EHS audits of our suppliers annually.

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

All direct material suppliers and packaging suppliers (32%)

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

**Essential Indicators**

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

5

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

Sr No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	The Automotive Component Manufacturers Association of India (ACMA)	National
3	The Indo German Chambers of Commerce (IGCC)	National
4	Bombay Chamber of Commerce & Industry	National
5	Indo French Chambers of Commerce and Industry (IFCCI)	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.**

Name of authority	Brief of the case	Corrective action taken
During the current financial year, our company did not receive any adverse orders from regulatory authorities regarding anti-competitive conduct. As a result, there is no corrective action required or underway.		

**Leadership Indicators**

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

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

**Principle 8: Businesses should promote inclusive growth and equitable development.**

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
In the current financial year, we did not have any projects that required the conduct of Social Impact Assessments (SIA) as per applicable laws and regulations. As a result, we did not undertake any SIAs during this period.					

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

Sr No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

Our company has established a grievance mechanism to effectively receive, and address concerns raised by the community. At each location, HR and administrative personnel are responsible for managing community-related grievances. They ensure that all concerns are acknowledged promptly and resolved in a fair, transparent, and timely manner. The process includes receiving and investigating complaints, conducting root cause analyses, and implementing corrective actions to prevent recurrence of similar issues.

- 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	10.01%	70.25%
Directly from within India	37.34%	70.92%

- 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	0.97%	0%
Semi urban	27.30%	22.42%
Urban	12.50%	4.68%
Metropolitan	59.23%	72.9%

(Place to be categorized 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):**

Details of negative social impact identified	Corrective action taken
Not applicable, as we were not required to conduct any social impact assessment in the current financial year.	

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

Sr No	State	Aspirational District	Amount Spent (in INR)
<p>Recognising the critical need to support underserved and indigenous populations, we are currently formulating a strategic plan aimed at expanding our outreach and delivering meaningful, sustainable impact in these priority areas. Our company remains deeply committed to fostering positive social impact through a range of Corporate Social Responsibility (CSR) initiatives and inclusive business projects. We view inclusive business as a catalyst for socio-economic development, primarily through employment generation and skill enhancement.</p> <p>To ensure our efforts are aligned with community needs, we regularly engage with stakeholders and conduct comprehensive needs assessments. To date, we have collaborated with various NGOs to implement CSR projects across multiple regions, including Haryana, Mumbai, Hyderabad, Bangalore, and New Delhi. However, we acknowledge that these initiatives have not yet extended to the government-designated Aspirational Districts.</p>			

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

**B. From which marginalized/ vulnerable groups do you procure?**

**C. What percentage of total procurement (by value) does it constitute?**

<b>A.</b> Yes
<b>B.</b> This data is currently not monitored. However, we intend to track and monitor the information in the coming years.
<b>C.</b> This data is currently not monitored. However, we intend to track and monitor the information in the coming years.

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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 the authority	Brief of the Case	Corrective action taken
Not Applicable		

**6. Details of beneficiaries of CSR Projects:**

Sr. no	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promotion of Education Scholarship Support - National Capital Region - Ashoka University	8	75%
2	Promotion of Education - Mumbai - Indian Institute of Technology (IIT) Bombay	105	45%
3	Promotion of Education - Mumbai - through implementing Agency - Aseema Charitable Trust	137	100%
4	Promotion of Education - Hyderabad, Maharashtra - through implementing Agency - 321 Education Foundation	Students supported: 1,500 Teachers trained: 120	100%

5	Vocational Development Projects - Mumbai - through implementing Agency - The Apprenticeship Project (TAP)	910	100%
6	Elderly Care - Aurangabad - through implementing Agency - Aastha Foundation	51	10%
7	Healthy Care / Education - Aurangabad - through implementing Agency - Arambh Society for the Autistic and Slow Learning Children	Construction of school building for Autistic Children - 4 Classrooms Vocational Training Centre Dormitory - 20 ASD young Adults Disability Accessible Playground Total Beneficiaries - 60	60%
8	Promotion of Education - Jalna - through implementing Agency - Gyan Prakash Foundation	Cluster Co-ordinators or Kendra Pramukh - 9 Block Education Officers - 8 Teachers - 474 Students - 12,058	52%
9	Promoting health care - Villages across India - Goonj	8,136	100%
10	Health Care - Talwada - Rotary Club of Bombay Charities Trust No. 3	4,008	100%
11	Empowerment of Women - Warad, Sindhudurg - Rotary Club of Mahim	12	100%
12	Health care - Mumbai - Indian Cancer Society	General Cancer Screening Camps for Underprivileged people - 562 Publishing Indian Journal of Cancer - 500	100%
13	Promotion of Education - Mumbai - The Akanksha Foundation	503	100%
14	Promotion of Girl Child Education - Georai - Aai Janhit Bahuuddeshiy Sevabhai Sanstha	26	100%
15	Empowerment of Rural Women - Sambhjinagar - Shri Radhika Seva Trust	50	100%

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.**

**Essential Indicators**

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

At NRB Bearings Limited, we are deeply committed to delivering high-quality products and services that align with our customers' expectations, and we have implemented a comprehensive system to manage consumer complaints and feedback effectively. Customers can reach us through multiple channels, including email and a dedicated helpline listed on our website. Every complaint or feedback received is centrally logged and routed to the appropriate plant based on the product category, where it is thoroughly investigated and addressed in a timely manner. We ensure that each case is tracked from receipt to resolution, providing customers with prompt responses and closure. To maintain transparency and accountability, we regularly disclose key statistics such as the number of complaints received, resolved, and under investigation. This data-driven approach not only reinforces our commitment to customer satisfaction but also helps us identify trends and areas for improvement. By continuously analysing feedback, we are able to refine our products, enhance our services, and elevate the overall customer experience. At NRB Bearings, we view customer feedback as a vital driver of continuous improvement and remain dedicated to a responsive, transparent, and customer-focused approach.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not available
Safe and responsible usage	Not available
Recycling and/or safe disposal	100%

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber Security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	148	0	No trouble was found in 41 complaints	160	0	-

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

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

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

Yes, we have a comprehensive framework in place to ensure the security and privacy of our customers' data. We have a dedicated Information Security Policy (<https://www.nrbbearings.com/resources/investorrelations/policy/Information-Security-Policy.pdf>) that outlines our approach to managing and protecting our information assets, including customer data. This policy sets out the principles and procedures for ensuring the confidentiality, integrity, and availability of our information systems and data.

In addition, we have a Data Privacy Policy (<https://www.nrbbearings.com/resources/investorrelations/policy/Data-Privacy-Policy.pdf>) that outlines our commitment to protecting the personal data of our customers, employees, and other stakeholders. This policy sets out the principles and procedures for collecting, storing, using, and disclosing personal data under applicable laws and regulations.

Our policies are designed to protect our customers' personal data from unauthorized access, use, or disclosure.

**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.**

The Company did not experience any issues related to advertising, delivery of essential services, cyber security and data privacy of customers, product recalls, or regulatory actions on product safety during the current financial year. We received no complaints or incidents that compromised our advertising, delivery, cyber security, or data privacy, and did not recall any products or face regulatory penalties. As a result, no corrective actions were taken in these areas.

**7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches**
- b. Percentage of data breaches involving personally identifiable information of customers**
- c. Impact, if any, of the data breaches**

For data breaches, the Company did not experience any instances of unauthorized access, theft, loss, or destruction of customer data during the current financial year. As a result, there were no instances of data breaches involving personally identifiable information of customers. Therefore, there was no impact from any data breaches on our operations or reputation.

**Leadership Indicators**

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

The information on our products and services can be accessed through our Company website, Product Finder - NRB Bearing (nrbbearings.com) , specifically through our Product Finder section. This platform provides customers with detailed information on our product range, features, and specifications, allowing them to easily find the suitable products for their needs.

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

Ensuring the safe and responsible use of our products is a top priority at NRB Bearings Limited. To support this commitment, we are actively working to enhance customer awareness through a variety of informative channels. These include detailed product catalogs, comprehensive usage manuals, and other educational resources designed to guide users in the correct handling and application of our products. Our objective is to provide clear, accurate, and accessible information that empowers customers to use our products safely and effectively, minimizing the risk of misuse or accidents. Through these efforts, we aim to foster a culture of safety and responsibility across our customer base.

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

At NRB Bearings Limited, we place a strong emphasis on keeping our customers informed and prepared in the face of any potential service disruptions or product discontinuations. To uphold transparency and reduce inconvenience, we have developed a comprehensive communication strategy that ensures timely updates through various channels, such as email and phone outreach. Each of our products is supported by a well-defined contingency plan that outlines the steps to be taken in case of any interruption. This proactive approach enables us to notify customers promptly, allowing them to take necessary precautions and make informed decisions. By maintaining open lines of communication and clear protocols, we aim to build trust and ensure continuity in our customer relationships. To ensure transparency and minimize inconvenience to our customers, we have established a robust communication mechanism to inform consumers of any risk of disruption or discontinuation of our essential services. Our contingency plan is in place for each product, outlining the necessary steps to take in the event of a disruption or discontinuation. We utilize multiple modes of communication, including email and telecommunications, to reach our customers and keep them informed about any potential issues. This ensures that our customers are well-prepared and can make informed decisions to mitigate any potential impacts.

**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)**

We uphold transparency by ensuring that all our products carry clear and accurate information in compliance with applicable local laws and regulations. Beyond meeting these legal standards, we also provide additional product details to help customers gain a deeper understanding of our offerings. Our commitment to customer satisfaction drives us to actively seek insights into their needs and expectations. To this end, we regularly conduct customer satisfaction surveys as a key tool for gathering feedback. While a survey was not conducted during the current financial year, we plan to resume this initiative shortly. These surveys play a vital role in identifying areas for improvement and guiding data-driven decisions that enhance our products, services, and overall customer experience.