

SEIL/Sec./SE/2025-26/37

August 12, 2025

The Manager
Listing Department
National Stock Exchange of India Ltd
Exchange Plaza, Bandra Kurla Complex
Bandra (East), MUMBAI 400 051
Fax # 022-2659 8237/8238/8347/8348
Symbol: SCHNEIDER

The Secretary
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street
MUMBAI 400 001
Fax # 022-2272 3121/2037/2039
Scrip Code No. 534139

Sub: Business Responsibility and Sustainability Report for the financial year 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations"), please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for financial year 2024-25. The BRSR also forms part of the Annual Report of the Company for the financial year 2024-25, submitted to the exchanges.

Request you to kindly take the same on record.

Thanking you.

Yours Sincerely,
For **Schneider Electric Infrastructure Limited**

Sumit Goel
Company Secretary & Compliance Officer

Encl: As above

Schneider Electric Infrastructure Limited

Corp. Office: 9th Floor, DLF Building No.10.Tower C, DLF Cyber City, Phase II, Gurgaon – 122002, India; Tel: +91 124 7152300; Fax.: +91 (0) 124-422 2036; www.schneider-infra.in

Regd. Office: Milestone-87, Vadodara - Halol Highway, Village Kotambi, Post Office Jarod Vadodara -391510, Gujarat; Tel: +91 02668 664300 Fax: +91 664621; CIN: L31900GJ2011PLC064420



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L31900GJ2011PLC064420
2	Name of the Listed Entity	Schneider Electric Infrastructure Limited
3	Year of incorporation	3/12/2011
4	Registered office address	Milestone 87, Vadodara-Halol Highway, Village Kotambi, Post Office Jarod, Vadodara, Gujarat 391 510
5	Corporate address	9 th Floor, Tower C, DLF Building No. 10, DLF Cyber City, Phase II, Gurugram - 122 002, Haryana
6	E-mail	investor.relations@schneider-electric.com company.secretary@schneider-electric.com
7	Telephone	Tel: +91 02668 664300 Fax: +91 02668 664621
8	Website	https://infra-in.se.com/en/
9	Financial year for which reporting is being done	April 1, 2024, to March 31, 2025
10	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. The BSE Limited
11	Paid-up Capital	₹4,782 Lakhs
12	Contact Person	
	Name of the Person	1. Dr. Richa Gautam (Director - CSR & Sustainability) 2. Mr. Roshan Ouseph (DGM- Sustainability) 3. Mr. Sumit Goel (Company Secretary & Compliance Officer)
	Telephone	Tel: +91 02668 664300; Fax: +91 02668 664621
	Email address	1. richa.gautam@se.com 2. roshan.ouseph@se.com 3. sumit.goel@se.com
13	Reporting Boundary	
	Type of Reporting	Standalone Basis
14	Name of assurance provider	Nangia Andersen India Pvt. Ltd
15	Type of assurance obtained	BRSR Core: Reasonable Assurance Other indicators: Limited Assurance

II. Product/Services

16 Details of business activities

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Manufacturing	Manufacturing of advanced products for electricity distribution including transformers, medium voltage switchgears, relays and automation equipment	90.8%
2	Trading	Trading	3.3%
3	Services	Recharges including markups and service revenue i.e AMC	5.8%

17 Products/Services sold by the entity

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	271	100%

III. Operations

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

Location	Number of plants	No. of Offices	Total
National	4*	19	23
International	0	0	0

*Including one group company factory producing product for SEIL.

19 Market served by the entity

a. No. of Locations

Locations	Numbers
National (No. of States)	28 states and 6 Union territories
International (No. of Countries)	44

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

15%

c. A brief on types of customers

SEIL serves customers across all segments viz. End users, EPCs, Channel Partners, Panel Builders, Distributors, contractors, etc. The Company works closely with power, infrastructure, and industry customers, serving a diverse range of end markets, including renewables, conventional power generation, power distribution companies, smart cities, oil & gas, mining & metals, transportation, automotive, manufacturing industries, and commercial buildings.

IV. Employees

20. Details as at the end of Financial Year:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and Workers (including differently abled)						
Employees						
1	Permanent Employees (D) ¹	923	725	79%	198	21%
2	Other than Permanent Employees (E) ²	153	127	83%	26	17%
3	Total Employees (D+E)	1076	852	79%	224	21%
Workers						
4	Permanent Workers (F) ³	464	432	93%	32	7%
5	Other than Permanent Workers (G) ²	476	473	99%	3	1%
6	Total Workers (F+G)	940	905	96%	35	4%
b. Differently abled employees and workers⁴						
Differently abled Employees						
1	Permanent Employees (D) ¹	2	2	100%	0	0%
2	Other than Permanent Employees (E) ²	0	0	0	0	0%
3	Total Differently abled Employees (D+E)	2	2	100%	0	0%
Differently abled Workers						
4	Permanent Workers (F) ³	4	3	75%	1	25%
5	Other than Permanent Workers (G) ²	0	0	0	0	0
6	Total Differently abled workers(F+G)	4	3	75%	1	25%

1. Employees are all management-level employees employed with the SEIL entity.

2. Other than permanent employees and workers excludes job contract services (Security, canteen etc.)

3. Workers are all operators employed with the SEIL entity.

4. Differently abled employees and workers are the ones who have self-identified and declared themselves as "differently abled" in the records of SEIL.



21. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	6	1	17%
2	Key Management Personnel	3	1	33%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8%	14%	10%	9%	8%	9%	10%	16%	11%
Permanent Workers	1%	0%	1%	2%	0%	2%	5%	3%	5%

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

23 Names of holding / subsidiary / associate companies / joint ventures

S. No	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Energy Grid Automation Transformers and Switchgears India Private Limited	Holding Company*	70.57%	No

*Schneider Electric SE, France is the Ultimate Holding Company of SEIL.

VI. CSR Details

24 a.	Whether CSR is applicable as per section 135 of Companies Act, 2013:	Yes
	Turnover (in Crores of ₹)	2207*
	Net worth (in Crores of ₹)	296*

* For year ended 31 March 2024

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If yes, then provide web-link for grievance redress policy	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes.	https://www.se.com/ww/en/about-us/sustainability/responsibility-ethics/trustline/	0	0		0	0	
Investors (other than shareholders)			0	0		0	0	
Shareholders			23	0		5	0	
Employees and workers			4	1	Case under investigation	7	1	All complaints related to previous FY are closed.
Customers			0	0		0	0	
Value Chain Partners			5	1	Case under investigation	3	0	
Other (please specify)			2	1	Case under investigation	3	1	All complaints related to previous FY are closed.

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

Sl. No	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Environment					
1	GHG Emission Reduction	Risk & Opportunity	<p>Risk</p> <ol style="list-style-type: none"> 1. Failure to meet 1.5°-aligned GHG reduction emissions targets. 2. Reputational impacts and loss of trust from customers, investors, and employees. <p>Opportunity Progress towards renewable sources of energy</p>	<ol style="list-style-type: none"> 1. Climate strategy for operations and supply chain. 2. Specific targets in SEIL ESG plan for renewable energy adoption and energy efficiency. 3. Innovation in products and sites towards reducing SF6 gas consumption. 	Positive & Negative
2	Water Stewardship	Risk	<ol style="list-style-type: none"> 1. Poor water management will lead to depletion of water resources. 2. Public scrutiny due to pollution of water bodies 	<ol style="list-style-type: none"> 1. Integrated Management System with ISO 14001 certification. 2. Deployment of water conservation strategy and action plan for all sites 3. Environment policy. 4. Site EHS assessment 	Negative
3	Eco-development of Supply Chain	Risk	<p>Risk</p> <ol style="list-style-type: none"> 1. Non-compliance leading to fines & penalties. 2. Loss of brand image among customers and global community. 	<ol style="list-style-type: none"> 1. Program to reduce CO₂ emissions from our top suppliers' operations 2. Supplier code of conduct. 3. Independent risk assessment of suppliers. 	Negative
4	End of life of products	Risk & Opportunity	<p>Risk</p> <p>Safety risk if assets handled by non-certified third parties (repair, end-of-life):</p> <ul style="list-style-type: none"> • People health and safety impact • Resource waste <p>Opportunity: Market growth for SEIL-circular offers (repair & retrofit)</p>	<ol style="list-style-type: none"> 1. SEIL provide offers to customer such as Eco-fit to improve the lifespan of products through repair & retrofit. 3. End of life management methodology clearly defined and communicated to customers as part of product manual. 	Positive & Negative
Social					
5	Quality and Safety of Products	Risk & Opportunity	<p>Risk:</p> <ol style="list-style-type: none"> 1. Liabilities for tangible or intangible damages, or personal injuries. 2. Incurred costs related to the product recall. <p>Opportunity: Become a leader in products quality driving brand reputation and value</p>	<ol style="list-style-type: none"> 1. Target to achieve Zero product recall due to safety issues. 2. Customer surveys to improve customer satisfaction. 	Positive & Negative
6	CSR	Opportunity	<p>Opportunity:</p> <ol style="list-style-type: none"> 1. Opportunity to give back to community. 2. Upliftment of local community. 3. Contribute to achievement of UN SDGs 	<ol style="list-style-type: none"> 1. CSR Policy and framework. 2. Community needs - based CSR programs. 	Positive



Sl. No	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Social development of Supply chain	Risk	Lack of transparency at suppliers or the discovery of malpractices in terms of human rights may lead to <ul style="list-style-type: none"> Workers Health & well-being impact Legal impact Reputation and brand image. 	<ol style="list-style-type: none"> On-site supplier audits in line with Responsible Business Alliance (RBA) protocol. Supplier Code of Conduct ISO 26000 assessment. Decent Work program at suppliers. 	Negative
8	Diversity, Equality & Inclusion	Risk & Opportunity	<p>Risk: Not providing equal opportunities to everyone and limiting the ability to attract and retain the best talents may lead to:</p> <ul style="list-style-type: none"> Cost of turnover Loss of women in top potential pipeline Legal issues Company image <p>Opportunity People attraction and retention with equal opportunities for everyone. Reduce discrimination at workplace</p>	<ol style="list-style-type: none"> Target to improve gender diversity. Equal employment policy and practices. Trust line to address any discrimination. Diversity & Inclusion Policy. 	Positive & Negative
9	Talent acquisition, development & retention	Risk & Opportunity	<p>Risk Not attracting, developing, and retaining the best talent in the market especially for critical skills lead to:</p> <ul style="list-style-type: none"> Cost of recruiting and onboarding Gaps in critical skills Less positive brand perception by talent pool <p>Opportunity Recognition as an employer of choice and market leader for talent development for everyone, everywhere, leading to greater talent attractivity</p>	<ol style="list-style-type: none"> Celebrating Global Career Week Target to support the digital upskilling of our employees. Global candidate feedback tool to track recruitment experience. Functional and digital skills program (CoMET) deployed. 	Positive and Negative
10	Healthy and Safe working conditions	Risk & Opportunity	<p>Risk Serious or fatal employee injury or illness could result in:</p> <ul style="list-style-type: none"> Loss of, or impact to employees Property damage Impact to Company image Decreased customer confidence Fines <p>Opportunity Increase confidence of current and prospective employees. Continuous Safety improvement</p>	<ol style="list-style-type: none"> Safety strategy & Global safety directives Serious Incident Investigation Process (SIIP) Globes reporting, Global Safety Alerts Site EHS assessment. Target to decrease the Medical Incident rate. 	Positive & Negative

Sl. No	Material Issue Identified (High priority material issues are listed below)	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Governance					
11	Cybersecurity and data privacy	Risk	Risk of a malicious exploitation or intrusion into the infrastructures of SEIL production and distribution centers <ul style="list-style-type: none"> Impact on productivity, data privacy & operations Financial cost and loss of confidence from stakeholders 	<ol style="list-style-type: none"> Dedicated cybersecurity management with policies focusing on data privacy, Asset management, IT security and Business continuity. Mandatory Cybersecurity & Data Privacy annual training sessions. 	Negative
12	Transparent Governance, Business ethics and Zero corruption	Risk	Corruption and poor business conduct which may occur through own & third parties' activities (partners, suppliers, agents, companies to be acquired) and will cause various impacts for the company: <ul style="list-style-type: none"> Reputational Legal Financial Development of the company Employer brand 	<ol style="list-style-type: none"> Trust Line whistleblowing system. Target to measure the level of confidence of our employees to report unethical conduct. Additional modules as part our anti-corruption e-learning Various policies towards minimizing corruption and bribery. 	Negative

* These material issues were identified as part of material assessment exercise done along with SEIL stakeholders. Out of overall 22 material KPIs above 12 were selected as high priority topics and SEIL ESG plan was developed for the same.




SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and Management Processes										
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes	
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes	
c. Web Link of the Policies, if available	https://infra-in.se.com/en/investor/reports/policies.jsp https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/ https://www.se.com/ww/en/about-us/suppliers/									
2 Whether the entity has translated the policy into procedures. (Yes / No)					Yes					
3 Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes					
4 Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All our sites are certified for ISO 9001, 14001, 45001, 50001 and our products are certified as per BIS and IEC. At group level, we also abide by international agreed sustainability goals such as UN SDGs and are part of organizations such as UNGC, WBCSD, WEF, The Climate Group.									



5 Specific commitments, goals and targets set by the entity with defined timelines, if any.

SEIL Sustainability Action Plan 2025-26

Pillar	Indicator	Actuals (FY 24-25)	Ambition (FY 25-26)
Climate   	1. Electricity sourced from renewables*	20.7%	25%
	2. Energy Efficiency Improvement %	17.8%	15%
	3. Maintain the threshold of SF6 leakage	0.18%	0.19%
	4. Reduce CO ₂ emissions from Indian suppliers' operations (18 Nos)	51%	50%
Resource   	5. Completion of water conservation action plans for all sites	100%	100%
	6. Circuit Breakers upgraded through EcoFit program	10213	10000
Trust   	7. Employees trained yearly on Ethics	95%	100%
	8. Product Safety recalls	0	0
	9. Level of confidence of our employees to report behaviors against our Principles of Trust	90%	84%
	10. Employees trained yearly on Cybersecurity	96%	100%
	11. Strategic suppliers (6Nos) provide decent work to their employees	100%	100%
	12. Lost time Injury frequency rate at Manufacturing sites	0	0.74
Equal   	13. Increase gender diversity.	16.58%	20%
GENERATIONS   	14. Employees undergoing digital upskilling through Digital Citizenship program yearly	24.22%	90%
	15. Training Youth as energy professionals	158	400

The % denoted targeted here is without renewable energy certificates (RECS). With RECS, SEIL has 100% renewable energy usage

6 Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.

SEIL has set up comprehensive & ambitious goals for FY25-26 in various areas like Climate, Resource, Trust, Equal and Generations. These targets have been meticulously followed by the stakeholders & leadership, developing action plans and ensuring quarterly achievements. As mentioned in Q5. we have made significant progress in FY24-25 in most of our targets and is on the way to achieve our FY25-26 ambition.

Governance, Leadership and Oversight

7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.

As an impact company, the foundation of SEIL's sustainability strategy and Impact Company model is the belief that investing in the transition to a more sustainable future i.e. in energy sobriety, low-carbon solutions, and gender equity. Towards this the Company has adopted several concrete commitments to contribute towards sustainable manufacturing processes, ecologically and socially sensitive supply chain, an inclusive workforce and building a symbiotic community.

The Company has defined its sustainability strategy in line with the global ambition of 5 pillars- Climate, Resource, Trust, Equal and Generations, carefully designing meaningful indicators which hold true to the intentions of each pillar.

Through its IMPACTful efforts towards adopting benchmark practices and investing in innovative technologies, SEIL was able to reduce YoY 14% of Scope 1 & 2 emissions, improve 68% in renewable energy use % (YoY), reduce water consumption by 21% and improve the energy efficiency by 12%. We were also able to achieve zero accidents in this financial year and maintain a healthy female representation ratio of 16.6% in our workforce. These improvements are a testimonial to how sustainability is at the core of our business which has also resulted in "Strong" ESG rating for SEIL by reputed agencies.

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

Mr. Udai Singh, Managing Director & Chief Executive Officer (DIN:10311583)

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes. The Company has duly constituted Environmental, Social and Governance & Corporate Social Responsibility (ESG & CSR) Committee, responsible for decision making on Sustainability & ESG related matters.

Please refer to the Corporate Governance Report for details of the composition of ESG & CSR Committee.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes				Quarterly			NA	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes				Quarterly			NA		Quarterly

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	Yes*	No	No	Yes	NA	No	Yes

* External audits of the policies and processes are carried out as per ISO requirements by "Bureau Veritas".



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)	NA	NA	NA	NA	NA	NA	No	NA	NA
The entity is not at a stage where it is able to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	No	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	The Company does not have a policy for Principle 7 as the company does not look to actively influence public & regulatory policy. Whenever the company is asked for inputs/ opinions by regulators or industrial bodies, it participates actively.	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Trust Charter	100
Key Management Personnel	5+	Digital Boost, Cybersecurity 2024, Trust 2024 (Includes Human Rights),POSH, Data	100
Employees other than BODs and KMPs	5+	Fundamentals: Managing Data Risks,Building an Inclusive and Caring Mindset,Anti-	95*
Workers	5+	corruption at Schneider Electric : Season 2	95*

*Indicates the number of people who have attended trust training program where the participation is highest.

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):

Type	NGRBC Principle	Monetary			Has an appeal been preferred? (Yes/No)
		Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	
Penalty/ Fine	No penalty/fines/settlement fees/Compounding fees has been paid by the entity or the directors/KMPs to the regulators/ law enforcement agencies/ judicial institutions, in the financial year 2024-25.				
Settlement					
Compounding fee					

Non-Monetary				
Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	None of the directors/KMPs have been imprisoned or punished by regulators/ law enforcement agencies/ judicial institutions, in the financial year 2024-25.			

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

Not applicable since no monetary or non-monetary actions were taken against the entity or its directors/KMPs in the financial year 2024-25.

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. Schneider Electric Trust Charter & Anti-Corruption Policy comply with the legal requirements of applicable laws and regulations, including anti-bribery, anti-corruption and ethical handling of conflicts of interest. Being part of Schneider Electric group, the said Trust Charter & Anti-Corruption Policy, applies to the Company as well.

At Schneider Electric, we act ethically and responsibly. It is the only way to build an attractive and sustainable company. For this we have developed Anti-Corruption Policy which serves as a handbook which stakeholders may consult when having doubts about appropriate business practices to reassert a zero-tolerance policy toward corruption, bribery, and all other unethical practices.

Anti-corruption Policy include definitions on various types of activities that come under the ambit of corruptive/bribery practices and the key action points to be taken care by the stakeholders during gifting, facilitation payments, corruption with business partners, philanthropy, sponsoring, conflict of interest, M&A and lobbying. It also clearly mentions how to raise the concern on corruption and bribery activities and the actions taken on the impacted employees.

Self-training modules are available for making employees aware on these policies, in addition to conducting virtual trainings.

Weblink: <https://www.se.com/in/en/about-us/sustainability/responsibility-ethics/>

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

There have been no cases involving disciplinary action taken by any law enforcement agency for charges of bribery/ corruption against Directors/ KMP/ employees that have been brought to our attention in financial years i.e 2024-25 and 2023-24

6. Details of complaints about conflict of interest:

SEIL has not received any complaints in relation to conflict of interest on its Directors and KMPs during last 2 years (FY 2024-25 and FY 2023-24).

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 as there were no issues related to fines/penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest during the financial year 2024-25.

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

	Current Financial Year FY 24-25	Previous Financial Year FY 23-24
Number of days of accounts payable	112	121



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:

	Metrics	Current Financial Year FY 24-25	Previous Financial Year FY 23-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2.03%	3.77%
	b. Number of trading houses where purchases are made from	21	19
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	95.82%	97.02%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	19%	19%
	b. Number of dealers / distributors to whom sales are made	107	96
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	47%	49%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	35%	32%
	b. Sales (Sales to related parties / Total Sales)	20%	19%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of value chain partners* covered (by value of business done with such partners) under the awareness programmes
3	ISO26000	3.93%
	The Zero Carbon Project (Supplier decarbonization) & Sustainable sourcing	30.31%
	Decent Work Program	7.82%

*Does not include indirect procurement & Schneider Electric group companies.

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, SEIL has in place a comprehensive Code of Conduct – Trust Charter ('Code') which forms the foundation of its ethics and compliance program, applicable to the Board Members, senior management, and employees of the Company. The Directors, on an annual basis, provide an affirmation that they abide by the Trust Charter/Code of the Company.

Further to these processes in place, to avoid/ manage conflict of interests involving members of the Board, the Independent Directors on the Board are required to comply with certain additional provisions viz., submission of declaration of their independence (i.e. they meet the criteria of independence & that they are not aware of any circumstance or situation, which exist or may be reasonably anticipated, that could impair or impact their ability to discharge his duties with an objective independent judgment & without any external influence). Unless, specifically permitted by the Board, no interested person shall participate in the discussion or vote in the Board's proceedings or participate in any other manner in the conduct or supervision of such dealings.

The Company also undertakes training and awareness sessions on ethical business practices, including sessions to avoid or manage the instances of conflict of interests in an appropriate manner.

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

ESSENTIAL INDICATORS

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

SEIL comes under Global ETO (Engineering to Order) business of Schneider Electric and all the R&D related to the products are being done at Global level and through SEPL (Schneider Electric Private Limited) entity. Hence, we do not have R&D function under SEIL entity. However, ~5% of overall budget is allocated for R&D activities at Global level.

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

Yes.

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

Out of all the direct material spend at SEIL, 30.31%* of the spend was towards sustainable suppliers.

**Does not include indirect procurement and Schneider Electric group companies.*

- 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.**

The Company provides an offer to the customers to take back the products at their end-of-life. However, the Company is majorly engaged in B2B and most of its customers have procedures in place to ensure proper disposal of the product at end-of-life.

The Company also provides an End-of-life instruction document as part of the product manual to ensure the customer is educated about the proper disposal methodology.

- 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.**

Yes. EPR is applicable to SEIL entity. EPR applicability has been evaluated for Plastic waste, Battery waste and E-waste as per regulations. For compliance towards EPR regulations, below actions has been taken by the entity:

Plastic Waste

- Plastic waste generated from domestic suppliers and imports at production facilities is segregated and stored. This waste is then sent to Pollution Control Board-authorized recyclers through the creation of online manifests via the Pollution Control Board portal for compliant end disposal.
- Data has been compiled for all plastics going along with into products during the manufacturing process and throughout the value chain.
- Plastic packaging materials are procured from approved vendors who possess valid EPR compliance.
- An application for Importer EPR authorization has been submitted to the Central Pollution Control Board (CPCB). The authorization is currently pending, and full compliance with the relevant regulations will be achieved upon receipt of the license.

EPR Authorizations

- EPR obligations are being met for brand ownership responsibilities.
- EPR authorization has been obtained for import activities, and related returns are filed on the CPCB portal.
- EPR authorization for battery waste has been obtained.
- An E-waste EPR authorization application has been submitted to the Central Pollution Control Board (CPCB), and the authorization process is underway. Credits are purchased to meet the liability.



LEADERSHIP INDICATORS

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No) If yes, provide the web-link.	Remarks (Need to Enter this product code in search portal)
271	FBX	5.68%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1512004EN)	Yes - https://www.se.com/il/en/download/document/ENVPEP-1512004EN/	FBX-C/CCT1; ENVPEP-1512004EN
271	LOCO	1.6%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1512004EN)	Yes - https://www.se.com/il/en/download/document/ENVPEP-1512004EN/	BRU26885
271	LBS	0.05%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1412027_V2)	Yes - https://www.se.com/in/en/download/document/ENV-PEP1412027_V1/	3730109AU
271	PremSet	0.06%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP110602EN)	Yes - https://www.se.com/ae/en/download/document/ENV-PEP110602EN/	Premset - D02N
271	PIX Roll on Floor	7.93%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1811001EN)	Yes - https://www.se.com/ph/en/download/document/ENV-PEP1811001EN/	PiX RoF
271	PIX 36	1.79%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP2306011_V1)	Yes - https://checkaproduct.se.com/ResultsGP?cskey=213d99c356fb-43469814b96e238c840c	PIX-12-24kV-standard; PIX*
271	PIX - MV AIS	0.81%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP2306011_V1)	Yes - https://checkaproduct.se.com/ResultsGP?cskey=dc0f40a-8f5484639af08293f899fe818	PIX-12-24kV-standard; PIX*
271	GHA (GIS)	4.27%	Cradle to Grave	No - TYPE II - (ENVPEP1311017EN)	Yes - https://www.se.com/us/en/download/document/ENV-PEP1311017/	ENVPEP-1311017EN
271	Minera - Ground Mounted (ODT)	7.24%	Cradle to Grave	No - TYPE II - (ENVPEP1412003EN)	Yes - https://www.se.com/in/en/download/document/ENV-PEP1412003/	ENV-PEP1412003
271	Minera MP	16.48%	Cradle to Grave	No - TYPE II - (ENVPEP1411018_V2)	Yes - https://www.se.com/in/en/download/document/ENV-PEP1411018_V1/	ENV-PEP1411018_V1
271	EasyPact EXE	4.54%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP2102018EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b-419fe877713ef62b77	EasyPact EXE VCB up to 17.5kV
271	Easergy P1 (PowerLogic P1)	0.45%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1907003EN)	Yes - https://checkaproduct.se.com/CheckProduct.aspx?cskey=24cf38ae639d4b-419fe877713ef62b77	REL15000
271	Power Logic P5	0.72%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1901010EN)	Yes - https://download.schneider-electric.com/files?p_enDocType=Environmental+Disclosure&p_DocRef=ENVPEP1901010_V2	REL50453

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No) If yes, provide the web-link.	Remarks (Need to Enter this product code in search portal)
271	POWER LOGIC P3 - Easergy P3-Easergy P3F30		Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1706005EN)	Yes - https://www.se.com/in/en/download/document/ENV-PEP1706005_V1/	P3F30
271	POWER LOGIC P3 - Easergy P3-Easergy P3U30	2.71%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1706006EN)	Yes- https://www.se.com/in/en/download/document/ENV-PEP1706006_V1/	P3U30
271	POWER LOGIC P3 - Easergy P3- PowerLogic P3F60 (C4C offer)		Cradle to Grave	No - TYPE II - PEP (ENVPEP2311003_V1)	Yes – https://www.schneider-electric.cn/zh/download/document/ENVPEP2311003_V1/	REL60002
271	Power Logic P7	0.01%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP2202030_V1)	Yes - https://www.se.com/br/pt/download/document/ENV-PEP2202030_V1/	-
271	MiCOMP20	0.15%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (Old-ENVPEP1404009EN)	Yes - https://www.se.com/eg/en/download/document/ENV-PEP1404009_V1/	ENVPEP-1404009EN
271	MiCOMP30 (24TE & 40TE)		Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1708002EN)	Yes - https://www.se.com/in/en/download/document/ENV-PEP1708002_V1/	ENVPEP-1708002EN
271	MiCOMP30 (84TE)	0.1%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1706017EN)	Yes- https://www.se.com/au/en/download/document/ENV-PEP1706017_V2/	ENVPEP-1706017EN
271	MiCOMP40 (40TE)		Cradle to Grave	No - TYPE II - (Old-ENVPEP1304029EN)	Yes - https://www.se.com/in/en/download/document/ENV-PEP1304029_V1/	-
271	MiCOMP40 (60TE)		Cradle to Grave	No - TYPE II - (Old-ENVPEP130204EN)	Yes - https://www.se.com/in/en/download/document/ENV-PEP130204EN/	P241
271	MiCOMP40 (80TE)	0.9%	Cradle to Grave	No - TYPE II - (Old-ENVPEP130212EN)	Yes - https://www.se.com/us/en/download/document/ENV-PEP130212EN/	P442
271	MiCOMP40 (Input & Output Extension Device)		Cradle to Grave	No - TYPE II - (Old-ENVPEP120504EN)	Yes - https://www.se.com/africa/fr/download/document/ENVPEP120504EN/	P849



NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No) If yes, provide the web-link.	Remarks (Need to Enter this product code in search portal)
271	VAMP Arc - Vamp 321		Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1806004EN)	Yes- https://download.schneider-electric.com/files?p_Doc_Ref=ENV-PEP1806004_V2&p_enDocType=Product+environmental	VAMP 321
271	VAMP Arc - Vamp 221		Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1808006EN)	https://download.schneider-electric.com/files?p_Doc_Ref=ENV-PEP1808006&p_enDocType=Product+environmental	VAMP 221
271	VAMP Arc - Vamp 125 (POWER LOGIC A125)	0.16%	Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1803007EN)	https://download.schneider-electric.com/files?p_Doc_Ref=ENV-PEP1803007_V3&p_enDocType=Product+environmental	POWERLOGIC A125
271	VAMP Arc - VAMP 255		Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP1612006EN)	Yes- https://download.schneider-electric.com/files?p_Doc_Ref=ENV-PEP1612006&p_enDocType=Product+environmental	VAMP 255
271	VAMP Arc - PowerLogic A3		Cradle to Grave	Yes- TYPE III - PEP Ecopassport (ENVPEP2303035EN)	Yes- https://download.schneider-electric.com/files?p_enDocType=Environmental+Disclosure&p_Doc_Ref=ENVPEP2303035_V3	REL52921

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 the product	Description of the risk	Action taken
FBX	Contains SF ₆ Gas & PCBA	
Premset	Contains battery, external electric cables, Printed Circuit Boards	
GHA (GIS)	Contains electronic boards, Batteries, LCDs, capacitors & SF ₆	
LBS kit	Contains SF ₆ Gas, plastic with BFR & PCBA	
PIX Roll on Floor	Contains ceramic, PCBA	
EasyPact EXE	Contains PCBA Plastics with Flame retardant	
POWER LOGIC P3 - Easergy P3-Easergy P3F30	Contains PCBA, LCD screen	End of life instruction Shared in public domain to be used by Recycler or any concerned authority for safe disposal of the concerned components. Efforts to recover and reuse SF ₆ is in place.
POWER LOGIC P3 - Easergy P3-Easergy POWER LOGIC P3 - Easergy P3-PowerLogic P3F60 (C4C offer) P3U30	Contains PCBA, LCD screen	
Power Logic P5	Contains PCBA	
VAMP Arc - Vamp 125 (POWER LOGIC A125)	Contains PCBA	
VAMP Arc - Vamp 221	Contains PCBA	
VAMP Arc - VAMP 255	Contains PCBA	

Name of the product	Description of the risk	Action taken
VAMP Arc - Vamp 321 (POWERLOGIC A5)	Contains PCBA	
VAMP Arc - PowerLogic A3	Contains PCBA	
MiCOMP20	Contains PCBA, LCD screen	
MiCOMP30 (24TE & 40TE)	Contains PCBA, LCD screen	
MiCOMP30 (84TE)	Contains PCBA, LCD screen	
MiCOMP40 (40TE)	Contains PCBA, LCD screen	
MiCOMP40 (60TE) Device)	Contains PCBA, LCD screen	
MiCOMP40 (80TE)	Contains PCBA, LCD screen	
MiCOMP40 (Input & Output Extension)	Contains PCBA, LCD screen	

3. Percentage (input material wise) of recycled or reused input material to total material (by value) used in production/ service for current and previous FY.

Currently the company is not using any recycled or reused input material in our product. However, in alignment with Global policies and best practices, the entity is working towards improving the percentage of recycled/reused input material in its production process.

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

The Company has not received any request from customer to take back products at the end-of-life for current or previous financial year. Hence the entity does not have plastic/e-waste/Hazardous waste/Other waste reclaimed at the end of life of product.

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

The Company has not received any request from customer to take back products at the end-of-life for current or previous financial year.

PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

Category	Total (A)	% of employees covered by									
		Health Insurance ⁶		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Employees											
Male	725	725	100%	725	100%	725 ^{2&4}	100%	725	100%	725 ^{3&5}	100%
Female	198	198	100%	198	100%	198	100%	198 ⁴	100%	198	100%
Total	923¹	923	100%	923	100%	923	100%	923	100%	923	100%
Other than Permanent Employees											
Male	127	127	100%	127	100%	0	0%	0%	0%	127 ^{3&5}	100%
Female	26	26	100%	26	100%	26	100%	NA	NA	26 ^{3&5}	100%
Total	153	153	100%	153	100%	26	100%	0%	0%	153	100%

1. The count of employees only include the employees who are part of the payroll as on Mar 31, 2025. (Dependents of Expired & Separated employees to whom insurance has been extended for a fixed period has not been included)

2. Maternity benefits provided to spouse as part of medical insurance.

3. We have started day care facility for primary caregiver, irrespective of gender from FY 2023-24.

4. As per Schneider policy, Parent (Biological/Adoption/Surrogacy irrespective of gender) who will take responsibility for the care of the new child, but is not the primary parent.

5. Primary parent irrespective of gender can access our in-house creche facility.

6. The health and accident insurance of all of employees of SEIL are covered under SEIL entity or under another SE legal entity as part of group insurance policy.



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

Category	% of workers covered by										
	Total	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
	(A)	No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	432	432	100%	432	100%	432 ^{2&4}	100%	432	100%	432 ^{3&5}	100%
Female	32	32	100%	32	100%	32	100%	32 ^{2&4}	100%	32	100%
Total	464¹	464	100%	464	100%	464	100%	464	100%	464	100%
Other than Permanent Workers											
Male	473	473	100%	473	100%	NA	NA	0	0%	473 ^{3&5}	100%
Female	3	3	100%	3	100%	3	100%	NA	NA	3 ^{3&5}	100%
Total	476	476	100%	476	100%	3	100%	0	0%	476	100%

1. The count of workers only include the employees who are part of the payroll as on Mar 31, 2025. (Dependents of Expired & Separated employees to whom insurance has been extended for a fixed period has not been included)

2. Maternity benefits provided to spouse as part of medical insurance.

3. We have started day care facility for primary caregiver, irrespective of gender from FY 2023-24.

4. As per Schneider policy, Parent (Biological/Adoption/Surrogacy irrespective of gender) who will take responsibility for the care of the new child, but is not the primary parent.

5. Primary parent irrespective of gender can access our in-house creche facility.

C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	Current FY 24-25	Previous FY 23-24
Cost incurred on well-being measures as a % of total revenue of the company	0.34%	0.36%

Insurance data is including GST.

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

Benefits	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	No. of employees covered as a % of total employees*	No. of workers covered as a % of total worker*	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 worker*	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	NA (Employees are not eligible to cover under ESIC*)	1.72%	Y	NA (Employees are not eligible to cover under ESIC*)	NA (Workers are not eligible to cover under ESIC)	NA

*Number of employees and workers decided as per the eligibility based on the pay scale. Only 8 workers eligible for ESI in entity

4. 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. Our Diversity, Equity, Inclusion (DEI) Charter ensures that all SEIL workplaces are accessible and follow Local Government regulations. As of 2023, we have enhanced our Equal Employment Opportunity (EEO) policy and have also drafted a separate EEO policy for PwD calling out the accessibility support and support extended from organization's end to ensure disability inclusion. We have further strengthened our commitment to accessibility and inclusion for Persons with Disabilities (PwD) by curating an in-house comprehensive checklist. This checklist encompasses 21 critical touchpoints, ranging from site entrances to emergency exits, amounting to a total of 200 checkpoints. We have prioritized sites based on the presence of PwD employees, self-declared through our "Count Me In" our voluntary campaign to share disability on the portal, and strategic sites with high headcount.

Our focus also extends to upcoming sites to ensure they meet accessibility standards from the outset. A thorough gap study has been conducted for all prioritized sites, and we are ready to implement the necessary changes. Following the revamp, most of our workforce will have access to fully accessible infrastructure. We continue to work with facility team, liaison officer, HR, and relevant stakeholders in ensuring accessible infrastructure for everyone.

Schneider Electric is dedicated to the inclusion of people with disabilities by raising awareness and breaking stereotypes, both internally and externally. Through our SAKSHAM program, we have made significant strides in Disability Inclusion. We have empowered our employees with disabilities (PwD) by conducting internal infrastructure audits, identifying business and HR sponsors for the PwD and Allies Employee Resource Network (ERN), and appointing a designated liaison officer. We have also established an email channel for sharing any concerns or accessibility requests, ensuring that our workplaces are accessible to all. Under SAKSHAM, we have organized sensitization sessions, hired talent from the PwD community, trained hiring managers on inclusive practices, and engaged industry experts to leverage technology for accessibility.

We are an equal employment opportunity provider, we continue to build more inclusive spaces for people with disabilities by making our workplaces and premises, our policies, HR systems, tools, and processes – including those used in recruitment, written communications, websites, and events accessible. It is a top driven agenda and is a priority for our leadership as well. In October 2023 and 2024, our leaders and employees ran as allies alongside people with disabilities at Vedanta Half Delhi Marathon, in partnership with Adventures Beyond Barriers Foundation (ABBF), breaking down our own barriers, shattering stereotypes and demonstrating empathy.

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

Yes. Equal Employment Opportunity Policy (EEO) and Equal employment Opportunity Policy - People with Disability (EEO PwD) for Greater India Region is available, reinforcing our commitment to create a diverse and inclusive workplace where everyone has equitable opportunities for advancement. The policy ensures that all individuals, regardless of their gender identity, orientation, ethnic and socio-economic backgrounds, generation, and disability, are treated fairly in all aspects of employment. It is in line with our commitment to help prevent discrimination, harassment, and bias, fostering a positive work environment for all employees promoting fairness, equality, and respect within the workplace.

The policy is currently undergoing revision, globally. Hence the policy link cannot be shared. Policy to be uploaded in FY 25-26.

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	68%	NA	NA
Female	100%	50%	NA	NA
Total	100%	67%	NA	NA

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

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	In SEIL, trust is the foundation of business. It serves as a compass, in an ever more complex world and is core to our commitments aligned with our sustainability strategy. Having a Speak Up mindset means having people who feel comfortable to voice doubts. Ensuring a Speak Up mindset means building a system and atmosphere that allows and encourages people to do so.
Other than Permanent Workers	Yes	Trust Line (https://www.se.com/in/en/about-us/sustainability/responsibility-ethics/trustline/) is our single-entry point for all internal & external stakeholders to blow the whistle/ raise a grievance. When an alert is raised, it is subject to a thorough and confidential investigation, protecting all individuals involved. The findings of such investigations are then submitted to the relevant governing committees, who decide on the appropriate action to be taken. Employees and workers also have the option of airing grievances via HR directly or via different employee committees in the Company.
Permanent Employees	Yes	
Other than Permanent Employees	Yes	



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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union* (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Permanent Employees						
Male	725	0	0.00%	674	0	0%
Female	198	0	0.00%	180	0	0%
Total	923	0	0.00%	854	0	0%
Permanent Workers						
Male	432	432	100.00%	408	408	100%
Female	32	32	100.00%	32	32	100%
Total	464	464	100.00%	440	440	100%

*SLW site has internal works committee in which all the operators are a part of and recognized by entity.. In both MVI & TBI sites, we have externally affiliated union.

8. Details of training given to employees & workers

Category	FY 24-25 Current Financial Year					FY 23-24 Previous Financial Year				
	Total (A)	On Health and safety measures*		On Skill upgradation *		Total (D)	On Health and safety measures*		On Skill upgradation*	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	725	697	96%	695	96%	674	653	97%	655	97%
Female	198	182	92%	182	92%	180	170	94%	172	96%
Total	923	879	95%	877	95%	854	823	96%	827	97%
Workers										
Male	432	407	94%	407	94%	408	408	100%	408	100%
Female	32	32	100%	32	100%	32	32	100%	32	100%
Total	464	439	95%	439	95%	440	440	100%	440	100%

* For Health safety, we have considered Trust charter module as training which contains training on Health & Safety.
For Skill upgradation we have considered Data fundamentals module

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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	725	710	98%	674	646	96%
Female	198	192	97%	180	163	91%
Total	923	902	98%*	854	809	95%
Permanent Workers						
Male	For Workers, the performance appraisal will be carried out in May '25 since performance appraisal will be carried out post wage settlement discussion which was concluded in April'25.					
Female						
Total						

*The performance review cycle is between Jan-Dec. Hence there will be a drop in coverage % if there is a recruitment between Dec-Mar of every financial year.

10. Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)</p>	<p>All sites/locations of SEIL have a robust occupational health and safety management system which is aligned with ISO 45001 – Occupational health and safety management system and are regularly audited by external auditors from accredited organizations. Internally, SEIL is driving OHS Management system through Safety & Environment Strategy which cover various pillars like “Technical qualification & self-behaviours”, “Leading as a role model”, “Operational discipline & execution” & “Safe workplace for everyone”. These pillars have five guiding principles and top five hazards. These top 5 hazards are derived from the proactive and reactive indicators which covers driving, falls, machines, electrical and powered industrial trucks. These hazards are addressed with the principles which are “Unsafe-We stop the work”, “We are qualified”, “We report opportunities”, “We resolve & share solutions” and “We care for each other”. The OH&S management system is assessed through EHS Assessment tool every year by internal auditors. EHS Assessment covers plant hazard profile, specific hazards mapping, 16 dedicated safety assessment cards and 6 environment assessment cards.</p>
<p>a.1 What is the coverage of such system?</p>	<p>SEIL has adopted the global approach for assessing the work-related hazards through various processes. This process includes:</p> <ol style="list-style-type: none"> 1. Safety walk-by audit (conducted by various level of employees including the top management of the plant. 2. Specific audit & inspections being carried out for the high-risk activities such as working at height, electrical work, driving, Material Handling Equipment operation, Gas cylinder and chemical handling, hot work etc. <p>The management has also formed an EHS committee which meets every quarter to review the actions and update the plant level risk assessment. Specific risk assessment formats are developed for on job risk assessment and routine assessment for records. The management of change process is in place to ensure that any new modification, changes in the existing systems are pre-assessed & address the risk to safeguard the man, machine, and materials of the plant. The non-routine activities are performed under the work permit system where the on-job risk assessment compliance and tool-box talk are ensured. The various risk assessment is carried out by external expert agency for specific activities like electrical, fire and machines</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>SEIL has multiple system for employees to report the work-related hazards such as, LDS (Lean Digitization system), Safety Enablon App, Eco-online app, DISS – Digitized Idea & Short Interval Meeting (SIM) System, physical reporting formats, EHS Committees, IDEA system, walk-by with employees, monthly communication meetings. These systems are well accessible for all the employees to report the hazards. The action owner for addressing the issue will get alert message and mail on the issue reported so that the actions can be initiated to correct the issue. SIM meeting is conducted in every shift where operators can share the work-related hazard and can get it addressed through cross functional team.</p>
<p>c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)</p>	<p>SEIL has dedicated Occupational Health centres with trained medical staff including Doctor and paramedical staff. Various initiatives are taken for well-being of the employees and to enhance the health awareness like health check-up camps through external health experts, free consultation for employees, spouse & dependent family, Bone mineral density camp & Ortho Consultation, Webinar on topics of Healthy lifestyles, the Holidays as a Risk Factor Annual Health Check Up, Quiz campaign for Skin care, heart care, Free Dental Health Check Up Camp, Preventive Tetanus Vaccination Camp etc. We also provide medical insurance and ESI to our employees and workers to cover the non-occupational medical and healthcare services</p>
<p>d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)</p>	<p>SEIL has dedicated Occupational Health centres with trained medical staff including Doctor and paramedical staff. Various initiatives are taken for well-being of the employees and to enhance the health awareness like health check-up camps through external health experts, free consultation for employees, spouse & dependent family, Bone mineral density camp & Ortho Consultation, Webinar on topics of Healthy lifestyles, the Holidays as a Risk Factor Annual Health Check Up, Quiz campaign for Skin care, heart care, Free Dental Health Check Up Camp, Preventive Tetanus Vaccination Camp etc. We also provide medical insurance and ESI to our employees and workers to cover the non-occupational medical and healthcare services</p>

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

Safety Incident/Number	Category	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.51
	Workers	0	0
Total recordable work-related injuries	Employees*	0	2
	Workers*	0	0
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

*Definition of employees and workers taken as per Factories act to report work related injuries.

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

At SEIL, employee safety is of the utmost priority for our operations. To ensure our employees are working in a safe working environment, we have implemented many robust measures as described below:

1. Advance welding helmet called PAPR – Positive air pressure respiratory system has been provided to all the welders to ensure no contaminated fumes inhale by welders.
2. Panel movement during manufacturing carried out on the sketch design specifically for different type of panels under Ratio project which is risk avoidance of tip over where stability advisory tool gave the specific design of sketch for tall thin & heavy panels
3. Biometric system and boom barriers are installed at various places for authorized entry.
4. Electrical safety audits carried out and actions are performed to ensure electrical safety compliances.
5. Robust Induction and job-specific training program for all the employees and visitors entering the facility of SEIL.
6. Advance technology used to safety guard machine operators by equipping machines with physical guarding, light curtain sensors, occupancy sensors, two hand operation.
7. New safe type of machineries are procured, and obsolete old machines are used for fabrication works.
8. For addressing the ergonomic points, the television screen's camera is attached with the machines like hump bending machines which is ensuring safety and ergonomics of operators.
9. The state-of-the-art technology adopted for CRGO – Cutting machine in SEIL Transformer plant.
10. The positive air pressure respiratory welding helmets are procured to enhance the safety and health of the workmen.
11. The vertical life-line system installed in all the vertical ladders and horizontal life-line system installed for roof top work.
12. To ensure fire-safety, CO₂ gas suppression system was installed in the electrical panels for fire protection, fire wall has been made for the separation of panel room and 2 Hrs. fire-rated coating was applied on the electrical cables. Firefighting system including hydrant system, sprinkler system, capacity enhancement of fire water tanks and fire alarm systems are revamped as per the National Fire Protection Association guidelines which is also complying with the BIS Standards.
13. To ensure safety, the rooftop is equipped with a comprehensive fall protection system featuring a lifeline, sky shed protection, safety railings, and a designated walkway.
14. Welding stations are equipped with fire curtains, and operators use powered air-purifying respirator (PAPR) helmets.

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

No complaints were received from employees and workers of the Company concerning working conditions* or health and safety during current and previous financial year i.e 2024-25 and 2023-24

*We have defined violation of working condition as, violation of human rights and violation of labour laws.

14. Assessments for the year:

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

*Assessment is carried out by both internal audit teams as well external auditor on safety management systems.

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.

SEIL did not have any major non-conformances from the assessments in the financial year (2024-25). However, as a mechanism, at SEIL, all the non-conformances and accidents are reported, and incident investigation is carried out to find out the root cause. The detailed procedure is available for the incident investigation which includes analyzing factors like human element, methods, equipment factor, transportation management, organizational changes, and working environment. Any significant accident that occurs at any entity of Schneider Electric is communicated through Safety Alert system and the action plan of the same is also horizontally deployed at all SEIL sites.

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 term insurance coverage for both employees and Workers.

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

Supply chain partners who are assessed under the supplier vigilance program are required to provide proof of payment of all legally mandated wages and deductions (Tax Deducted at Source, Bonus, ESIC, Provident Fund and Professional Tax). Evidence of the requirement is collected based on the sample population selected for the audit. The sample population includes direct employees, third party employees, support staff, off-site employees and any other functional staff/employees working for the organization. Evidence is also collected for peak, low and medium production periods to have a more uniform understanding of how the wages and deductions are managed through the year. In case, the supplier vigilance team identifies observations at the suppliers, the supplier are given a timeframe within which they are to prepare and execute an acceptable corrective action plan. Escalation will be done to SEIL Procurement management through the Vigilance Team in case a supplier does not take action on a non-conformance in the given timeframe or refuses to close the same. However, there has been no such incidents in financial year 2024-25.

SEIL Vigilance auditor will periodically review the progress on the closure. Final closure of the identified point is carried out through remote evidence submission. In case the auditor feels an onsite verification is required, the same is carried out. The Company has also implemented the "Decent Work Program" where categories of suppliers are sent questionnaires to be answered on a variety of parameters (67 questions across 10 pillars). SEIL works with them to ensure that they have the necessary policies & procedures in place to meet the highest standard on these pillars/ focus areas.

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:

There were no cases of employees / workers having suffered high consequence work related injury / ill-health / fatalities in SEIL during the financial years 2024-25 and 2023-24. Hence, there was no necessity to rehabilitate or place in suitable employment



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

Yes, in-house Transition Assistance programs like 'Career Transition workshop' are available to Employees aged 56 and above. These include sessions on health, financial wellness, social security, holistic wellness, etc.

5. Details on assessment of value chain partners:

In order to understand which of our supply chain partners are at higher risk of not meeting legal and international standards for Health, Safety & working conditions, SEIL leverages our partnership with Responsible Business Alliance (RBA), joined by Elevate, an ESG risk analysis company to annually analyze our direct & indirect suppliers across the world. The assessment marks each supplier on a scale of 10 (1 being the lowest score and 10 being the highest score). If a supplier receives a score equal to or less than 5 then they are classified as a high-risk supplier and need to be assessed onsite as per the RBA standard. If a supplier receives a score equal to or lower than 7.5 and higher than 5 then they are classified as medium risk and are provided with a remote questionnaire which covers core areas of the RBA audit.

In case they do not provide acceptable responses to the remote questionnaire then an on-site audit is triggered.

Topic	% of value chain partners (by value of business done with such partners) that were assessed*
Health and safety practices	100%
Working Conditions	100%

*100% of the suppliers were assessed by Elevate through (Virtual assessment) and 5% by inhouse team (On-site audit).

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.

Assessments of health and safety standards at supply chain partner sites have yielded valuable insights into areas for improvement that partners should address. While the overarching approach revolves around establishing a Plan-Do-Check-Act system within the organization, Supplier Vigilance team collaborates with each individual supplier that has been assessed to tailor corrective actions to align with their specific industry, team, and workforce. The improvement process is determined based on the current level of the program in place and the appropriate delegation of responsibilities. It's often observed that a single individual is tasked with managing the system independently.

Examples of corrective actions that have been put into effect include:

1. Requesting supplier teams to establish a monitoring system for legal requirements, industry best practices, incident management, internal compliance, and related topics.
2. Implementing risk assessments, HAZOP studies, industrial hygiene studies, and PPE needs analysis based on the industry type and level of risk.
3. Planning, monitoring, documenting, and reviewing training programs related to fire safety, PPE use, first aid, safe work practices, and incident reporting for effectiveness.

If the supplier teams lack the necessary competency to implement the system, Supplier Vigilance team devises a plan based on the available resources at the supplier site and implements it over time through multiple training and monitoring sessions with the supplier team.

Upon implementation, the team allows the supplier team time to acclimate to the system and conducts an assessment after 3-6 months to review the effectiveness of the action plan. In the event of a Priority Non-conformance finding, the Vigilance Team will revisit the site after 3 years to ensure long-term implementation.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

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

At SEIL, we consider stakeholder as any Individual, group of individuals, community or an institution which can have an impact on our operations and perception of the brand. SEIL engages with a broad spectrum of stakeholders, to deepen its insights into their needs and expectations, and to develop sustainable strategies for the short, medium, and long term. Stakeholder engagement also helps to manage risks and opportunities in business operations. The key stakeholders are identified in consultation with the company's management, business & functional heads and they majorly include Investors, Shareholders, Customers, Business partners (including suppliers, service providers, distributors), Employees & workers, Regulatory bodies, Trade bodies & other organizations, Local 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 & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Website; newspaper publications, Analyst meetings, investor presentations	Quarterly and annually	Financial performance; Annual Report
Investors	No	Investor Presentations, Meetings & calls, Press releases & E-mails, Factory visits, Websites, Annual reports	Quarterly, Ongoing, Need Based	Strategy and risk management Financial performance Business outlook
Customers	No	Phone calls, Visits, One-one Meetings, Seminars, Conferences & Events, E-Mails, Customer care number, Customer satisfaction surveys, Website, social media	Ongoing, Need Based	New Product availability Relationship management Product quality & effectiveness Product pricing Innovation Customer feedback & grievances Environmental information on products
Business Partners (Suppliers, Dealers/ Distributors/ etc.)	No	Supplier meets & conferences, Face-face meetings, phone calls, Business reviews, Trainings, Events Audits/ assessments	Ongoing, Need Based, Annual	Business continuity and business development Relationship management Business transparency Environment footprint, social accountability Training and development of partners and suppliers Business ethics and transparency
Employees & Workers	No	Internal Surveys Internal communication through E-mails, Yammer group Town halls, Workshops, Events, Meetings & Trainings Internal Website, Notice Boards, Newsletters	Ongoing, Need Based	Professional & Personal Improvement Global & Local Policy changes Company performance Work-life balance Employee engagement Diversity and equal opportunity Learning & development Organization culture / workplace CSR Volunteering



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website)	Frequency (Annually/ Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory Bodies	No	Compliance's filings.	Ongoing	Compliance reporting Disclosures on aspects defined by the government
Trade Bodies & Other Organisations	No	Need basis participation in industry level consultation groups, Participation in forums	Ongoing	Contribution to Innovation inputs on policy Sharing Sustainable best practices
Local Community & Civil Society	Yes	Direct engagement through meetings, Websites, social media, Volunteering, Visits, and camps, CSR projects and engagement	Ongoing	Education & healthcare Environmental protection Social upliftment Company updates & performance Employment opportunities

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.

Besides regular modes of stakeholder engagement mentioned above, we also have a process for engagement of stakeholders for the purpose of materiality assessment. We connect with our priority stakeholders to understand key focus areas for SEIL in Environment, Social, Governance pillars of sustainability. Results of materiality assessment via stakeholder engagement are shared with the board for the review & inputs and the same is being used to develop the ESG roadmap for the company.

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, materiality assessment exercise via stakeholder engagement was carried out. Material topics emerging out of this exercise formed the basis for our ESG strategy & programs.

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

SEIL, through its CSR programs undertaken by its implementation arm, Schneider Electric India Foundation (SEIF), believes that Access to Energy and Digital is the basic human right and is the backbone of sustainable development. Our initiatives are diversified and key thrust areas for supporting beneficiaries are- Youth, Children and Underprivileged Communities.

SEIL periodically evaluates the community needs around the factories. This becomes an input for developing CSR. program strategy for SEIL ensuring utilization of its expertise on energy management in resolving concerns of the communities as well as upholding our belief that Access to Energy is a basic human right. In line with the same philosophy, some of the examples of SEIL addressing concerns of communities are electrification of community health centers in Vadodara and providing solar lamps for areas in unelectrified remote/ tribal areas

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	923	879	95%	854	823	96%
Other than permanent	153	153	100%	139	122	88%
Total Employees	1,076	1,032	96%	993	945	95%
Workers						
Permanent	464	439	95%	440	440	100%
Other than permanent	476	476	100%	317	28	9%
Total Workers	940	915	97%	757	468	62%

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

Category	FY 2024-2025 (Current FY)					FY 2023-2024 (Previous FY)				
	Total Count in Current FY	Number of Employees* Paid Minimum wage	% age of Employees* Paid Minimum wage	Number of Employees* Paid more than Minimum wage	% age of Employees* Paid more than Minimum wage	Total Count in Previous FY	Number of Employees Paid Minimum wage	% age of Employees Paid Minimum wage	Number of Employees Paid more than Minimum wage	% age of Employees Paid more than Minimum wage
Permanent Employees										
Male	725	0	0%	725	100.0%	674	0	0%	674	100%
Female	198	0	0%	198	100.0%	180	0	0%	180	100%
Other than Permanent Employees										
Male	127	0	0	127	100%	119	0	0%	119	100%
Female	26	0	0	26	100%	20	0	0%	20	100%
Workers										
Male	432	0	0%	432	100%	408	0	0%	408	100%
Female	32	0	0%	32	100%	32	0	0%	32	100%
Other than Permanent Workers¹										
Male	473	367	78%	106	22%	316	0	0%	316	100%
Female	3	1	33%	2	67%	1	0	0%	1	100%

*1. Does not include peripheral Contract services (Security, Housekeeping, Garden etc.)

2. Apprentices are excluded for this headcount

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)*	2	11,674,919	-	-
Key Managerial Personnel	2	10,950,229	1	10,909,315
Employees other than BoD and KMP (Permanent Employees)	720	1,513,698	196	1,110,599
Workers	432	855,039	32	797,495

*: Only 2 Board members are on whole-time employment of the company. Independent directors are paid sitting fees and commission for attending Board and committee meetings.



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

	Current FY 24-25	Previous FY 23-24
Gross wages paid to females as % of total wages	15.46%	13.90%

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, anyone can lodge a complaint/ query on any issues covering all the principles through Trust Line (<https://www.se.com/us/en/about-us/sustainability/responsibility-ethics/>) via our website. These are then investigated by compliance/ relevant team and acted upon.

However final decision is as per Zone VP HR – who is the authority for addressing HR related issues.

For any POSH related cases:

Yes, anyone can lodge a complaint/ query on any issues through Trust Line via our website/POSH email ID/reaching out to ICC or HRBP. These are then investigated by relevant committees and acted upon. There is a central ICC Committee and a local ICC Committee. Central team has 5 members and 3 external panelists. All locations have 3-4 local ICC members as well. This committee convenes every quarter to discuss priorities pertaining to POSH.

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

Yes, the Company has in place a Trust Line platform to redress grievances. Trust Line is Schneider Electric’s global helpline for internal & external stakeholders. It is a confidential channel through which anyone can ask questions and raise concerns about ethics, compliance or Schneider Electric’s Trust Charter Schneider Electric’s Code of Conduct and related policies. It also assists management and employees in working together to address fraud, abuse, and other misconduct in the workplace to promote a safe and positive work environment.

The Trust Line can be used by employees and temporary workers of SEIL and is designed for employees to report any violation of laws and regulations or our Code of Conduct - Trust Charter and related policies (e.g., our Anti-Corruption Code of Conduct), resulting from the activities of Schneider Electric and its subsidiaries, as well as the activities of subcontractors and suppliers with whom a business relationship has been maintained.

Any allegation of non-compliance reported either on-line or via telephone through the Trust Line, the Group Compliance Committee is notified of all reports. The Committee forward reports to the appropriate regional Compliance Officers and their investigation teams after a preliminary check of the validity of the report according to the Whistleblowing policy. In accordance with local regulations and the Company practices, an investigation will be conducted. All investigations are conducted in an objective, timely and thorough manner. Reporters may check the status of the investigation by clicking the Follow Up link on the RED website.

The Trust Line makes these reports available only to certain high-level executives, compliance officers, and investigators within the Company who have the responsibility to address concerns reported.

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		1	0	
Discrimination at workplace	4*	1	Pending under investigation	7	1	All complaints related to previous FY is closed.
Child Labor	0	0		0	0	
Forced Labor/Involuntary Labor	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

*All cases for these FY are related to harassment of employees in workplace as registered by employees.

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

	Current FY 24-25	Previous FY 23-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

At SEIL, it is ensured that employees can speak up against discrimination and harassment cases through “Speak Up culture”. All complaints can be made without fear of reprisal and with the assurance that the Company stands with you. Threats, retribution, or retaliation against any person who has in good faith reported a violation or a suspected violation of law, trust charter or other Company policies, or against any person who is assisting in any investigation or process with respect to such a violation is prohibited by the Company.

Investigation teams adhere to the principles of natural justice, confidentiality, sensitivity, non-retaliation and fairness while addressing concerns. The concerns are handled with sensitivity, while delivering timely action and closure. A detailed investigation process ensures fairness for all involved, with an opportunity to present facts and any material evidence.

When anyone chooses to submit a report via the web portal, Schneider Electric Compliance Team ensures a secure and confidential environment for collection, storage, and transmission of the reports

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

Yes. The Company does include human right requirements as part of agreements and contracts for Global Supply Chain Purchasing, Indirect Procurement, Distributor and Channel Partner contracts.

10. Assessments for the year: (CE)

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

*Assessments are conducted by internal audit team.

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

All identified risks/concerns related to human right issues was addressed by respective teams through internal committees.

LEADERSHIP INDICATORS

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

No new business process raised because of addressing human rights complaint.

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

All human right due-diligence of SEIL entity is carried out by third-party- Aparajitha. They conduct monthly compliance checks covering child labor, forced labor, wages, and other relevant areas. Any non-compliance is flagged for action. Aparajitha also performs periodic audits for contractual labor to ensure adherence to these compliance standards. Regarding sexual harassment, matters are handled according to the established POSH policy.

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. All the sites under SEIL entity are compliant for accessible infrastructure as per as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

	% of value chain partners (by value of business done with such partners) that were assessed*
Child Labor	100%
Forced/involuntary Labor	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	NA

*100% of the suppliers were assessed by Elevate through (Virtual assessment) and 5% by inhouse team (On-site audit). Please refer response for indicator "Principle 3- Leadership 5" to understand the process on the assessment of value chain partners

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

If any case of non-conformance is identified, then a timeframe is provided based on the severity of the finding (Priority/Major/Minor) and the supplier team is to prepare and execute an acceptable corrective action plan. Escalation will be done to the SEIL procurement management through the Vigilance Team in case a supplier does not take action on a non-conformance in the given timeframe or refuses to close the same. This however has not happened in FY 24-25. The Schneider Vigilance auditor will periodically review the progress on the closure.

Final closure of the identified point is carried out through an onsite review or by remote evidence submission based on the type and degree of the observation.

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

(All data in this section is pertaining to manufacturing sites only)

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

Parameter	Current FY (24-25)	FY Previous Year (FY23-24)
From Renewable Sources (in GJs)		
Total electricity consumption (A)- GJ	6,014	3392.3
Total fuel consumption (B)- GJ	0	0
Energy consumption through other sources [C]- GJ	0	0
Total energy consumed from renewable sources (A+B+C)	6,014	3392.3
From Non-Renewable Sources- (in GJs)		
Total electricity consumption (D)- GJ	26965.3	26770
Total fuel consumption (E)- GJ	8761.3	9133
Energy consumption through other sources [F]- GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)- GJ	35726.6	35903
Total energy consumed (A+B+C+D+E+F) - GJ	41740.3	39295.3
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/INR Crores)	15.83	17.81
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)- GJ/ Crore USD	327.06	407.37
Energy intensity in terms of physical output- GJ/Product	0.32	0.44
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

*PPP= 20.66 as per IMF as on 2025 (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/>)

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

Yes, Energy audits is being carried out by competent agencies such as Green Flames and by Bureau Veritas as part of ISO 14001 and ISO 50001 certification. We have also carried out data verification and assurance of the BRSR by Nangia Andersen India Pvt. Ltd.

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.

Not applicable as none of the sites of SEIL comes under PAT Scheme.

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

Parameter	Current FY (24-25)	Previous FY (23-24)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	75783	74753
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	75783	74753
Total volume of water consumption (in kiloliters)	63389	74753
Water intensity per rupee of turnover (Water consumed / turnover)	24.04	33.88
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP*)- m ³ / Crore USD	496.69	761.38
Water intensity in terms of physical output	0.48	0.83
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

*PPP= 20.66 as per IMF as on 2025 (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/>)

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

Yes, the management system has been assessed and certified by Bureau Veritas as part of ISO 14001 certification. We have also carried out data verification and assurance of the BRSR data by Nangia Andersen India Pvt. Ltd.

4. Provide the following details related to water discharged:

Parameter	FY Current Financial Year (Apr'24 to Mar'25)	FY Previous Financial Year (Apr'23 to Mar'24)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to Third parties	0	12002
No treatment	0	12002
With treatment – please specify level of treatment	0	0
(v) Others- Resused for Gardening	32714.17	31174
No treatment	0	0
With treatment – please specify level of treatment	32714.17	31174
Total water discharged (in kiloliters)	32714.17	43176

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, Bureau Veritas carryout data verification as part of ISO 14001 certification. We are also carryout independent verification by Nangia Andersen India Pvt. Ltd. as part of BRSR report assurance.



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

Yes. The 2 plants of SEIL, Medium voltage India & Transformer Business India plants located in Vadodara are zero liquid discharge facilities. The only source of wastewater is from domestic purposes since there is no water involved in the manufacturing process and these sites are having sewage treatment plant to treat this domestic wastewater. The treated water of sewage treatment plant is tested as per the defined BIS standard. The treated water is reused for gardening within the plant. SEIL's SLW Plant in Kolkata was having an effluent treatment plant to treat the process wastewater and an initiative has been taken to install the ZLDP – zero liquid discharge plant in the year 2023 for effluent wastewater. Domestic wastewater is being treated at municipal common treatment plant.

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 (Current Financial Year)	FY 2023-24 (Current Financial Year)
NO _x	ppmv	37.39	45.09
SO _x	mg/Nm ³	22.39	50.75
Particulate matter (PM)	mg/Nm ³	41.42	46.70

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

Yes, all the measurements and reporting are being carried out 3rd party agencies approved by respective pollution control boards and as per BIS standards and the data has been verified as part of BRSR report assurance by Nangia Andersen India Pvt. Ltd.

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

Parameter	Unit	Current FY (24-25)		Previous FY (23-24)	
		Total		Total	
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Total	1435.74	Total	1,123.16
		CO ₂	563.26	CO ₂	555.13
		SF ₆	872.48	SF ₆	568.03
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) [#]	Metric tonnes of CO ₂ equivalent		5445.54		5,554.75
Total Scope 1 and Scope 2 Emissions	Metric tonnes of CO ₂ equivalent		6881.28		6,677.91
Total Scope 1 and Scope 2 emission intensity per rupee of turnover. (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)- MT CO ₂ e/ INR Crore			2.61		3.03
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)- MT CO ₂ e/ Crore USD			53.92		68.02
Total Scope 1 and Scope 2 emission intensity in terms of physical output- MT CO ₂ e/Product			0.052		0.074
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			NA		NA

*PPP= 20.66 as per IMF as on 2025 (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/>)

[#]GHG emissions resulting from the use of refrigerants have not been accounted in Scope 1 emissions.

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

Yes. All the BRSR data is verified by an independent verification agency- Nangia Andersen India Pvt. Ltd.

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

SEIL is strategically implementing a phased approach to reduce its greenhouse gas (GHG) emissions. Each site is developing specific decarbonization plans based on their energy consumption. Key Strategies for Reducing Scope 1 & 2 Emissions:

1. Fossil Fuel Reduction & Substitution: Decreasing or replacing fossil fuels, including substituting oil and gas with electrification processes.
2. Energy Efficiency Improvements: Implementing energy audits, digitalization, and optimization techniques to enhance efficiency.
3. Renewable Energy Transition: Commitment to RE100 and ongoing phase-wise installation of solar power, with the entity generating 20% of its power from solar.
4. Electric Vehicle Adoption: Promoting green mobility through the installation of EV charging stations for employees.
5. Fugitive Emission Control (SF₆): Strong monitoring of SF₆ gas processes through detailed assessments, robust filling procedures, advanced leakage detectors, and alarm systems. Inert gas is used for leakage testing.
6. Fuel Switching: Substituting diesel with LPG in autoclave oil heating, resulting in a 50% reduction in CO₂ generation.
7. Operational Optimizations: Implementing measures like optimizing compressed air pressure and arresting leakages, installing occupancy sensors in offices, insulating HVAC chiller pumps and optimizing their usage, and implementing operational controls during non-occupancy hours.
8. Renewable Heating: Utilizing solar heaters for the canteen's water heating.
9. System Segregation & Insulation: Segregating air-conditioned and kitchen exhaust systems and reinsulating cold refrigerant lines.
10. Leakage Detection: Procuring air leakage detection devices for early identification and repair.
11. EMS – Emission monitoring system for SF₆ filling machine is under installation.

To align with science-based targets, SEIL has mapped its carbon footprint across all facilities and conducted detailed energy audits by certified Bureau of Energy Efficiency auditors. The significant CO₂ emission contributors identified are grid electricity, SF₆, LPG, and Diesel. These audits inform the prioritized actions aimed at reducing energy consumption and transitioning to cleaner alternatives.

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

SEIL Waste Data

Parameter	Current Financial Year (24-25)	Previous Financial Year (23-24)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	36	31.97
E-waste (B)	5.67	6.85
Bio-medical waste (C)	0.01	0.01
Construction and demolition waste (D)	0	0
Battery waste (E)	1.44	2.13
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	102.41	46
Used Oil/Scrap Oil ³	99.14	11.23
Oily Soaked Dust scrap	3.27	34.77
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1966.32	1743.82
Insulation Scrap	22.77	7.91
Aluminum scrap	294.84	44.88
Copper scrap	96.32	84.4
Brass scrap	0.06	0
Metal Scrap	378.23	650.43
Waste Carton Paper	487.17	324.81
Waste wood scrap	588.2	450.84
Rubber scrap	2.76	0
Miscellaneous Scrap	35.48	180.55



SEIL Waste Data

Parameter	Current Financial Year (24-25)	Previous Financial Year (23-24)
Garden Waste ²	35.84	0
Food Waste	24.65	0
Total	2111.85	1830.78
Waste intensity per Crore rupee of turnover- MT/Crore INR (Total waste generated / Revenue from operations)	0.80	0.83
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ¹ (Total waste generated / Revenue from operations adjusted for PPP)- MT/Crore USD	16.55	18.98
Waste intensity in terms of physical output- MT/Product	0.016	0.020
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	2098.7	1796
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	3.28	23.32
(ii) Landfilling	0	11.45
(iii) Other disposal operations	0	0
Total	3.28	34.77

¹PPP= 20.66 as per IMF as on 2025 (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/>)

²Since monitoring of Garden waste was started in Dec'24, the data from Apr'24-Nov'24 has been proportionately derived from the average of Dec'24-Mar'25

³We have considered density of used oil as 900 Gm/Ltr on average, rounded of to 1000 Gm/Ltr i.e. 1 Kg/Ltr to convert to tonnes. Source - ([https://ehs.cranesville.com/msds.pdf/MSDS\(U003\).pdf](https://ehs.cranesville.com/msds.pdf/MSDS(U003).pdf))

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency.

Yes, the management system has been assessed and certified by Bureau Veritas as part of ISO 14001 certification. We have also carried out data verification and assurance of the BRSR data by Nangia Andersen India Pvt. Ltd.

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.

SEIL maintains a comprehensive waste management program across all locations, monitoring waste generated from production, logistics, and office activities. Adhering to legal requirements, all hazardous waste is appropriately managed. A strong emphasis is placed on the 3 Rs (Reduce, Reuse, Recycle) for non-hazardous waste, with a target of 99% diversion from landfill. Special category wastes are recycled through Pollution Control Board-authorized vendors, and hazardous waste is treated via incineration or recycling. SEIL is actively driving towards a zero-landfill principle, ensuring no residues are sent to landfills. Key initiatives implemented across sites include:

1. Source Segregation: Utilizing color-coded bins and removing multiple bins to enhance proper separation of waste at the source.
2. Designated Storage: Allocating distinct chambers for waste storage in scrap yards.

3. Monitored Disposal: Implementing weighing provisions before waste is dispatched for recycling to designated facilities.
4. Non-Hazardous Waste Reduction & Reuse: Employing recyclable wooden pallets, reusing carton boxes, transitioning to multi-use plastic containers for transport and storage, and optimizing packaging designs.
5. Eliminating Single-Use Plastics & Packaging Waste: Replacing plastic water bottles with steel alternatives, using compostable plastic bags in bins, adopting reusable metal boxes for busway line materials, redesigning wooden pallets for reduced wood consumption, giving packaging boxes a second life through internal reuse, implementing honeycomb and corrugated packaging as alternatives to wood, and utilizing returnable metal trolleys to eliminate packaging.
6. Metal Frame Implementation: Replacing wooden pallets with metal frame bases for incoming raw materials from vendors.
7. E-waste Recycling: Ensuring electronic waste is recycled through authorized vendors in compliance with e-waste management rules.
8. Food Waste Composting: Monitoring food waste and utilizing it for on-site composting, which is then used for gardening purposes.



Vermicomposting plant in MVI Vadodara

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.**

The entity does not have any operations/offices in ecologically sensitive areas.

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

The Company did not initiate any new projects in FY 2024-25, hence the requirement for Environmental Impact Assessment (EIA) is not applicable.

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

SEIL entity is 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 also other rules governing environment compliances in India.



LEADERSHIP INDICATORS

1. **Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):**
 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:
 None of locations where the sites of SEIL entity is located are classified as over-exploited or critical by CGWB.
2. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**
 Scope 3 emissions are not currently calculated at entity level.
3. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**
 Not applicable since the entity does not have any operations/offices in ecologically sensitive areas.
4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**
 At SEIL, reducing environmental impact of operations is of paramount importance as part of our sustainability strategy. We have identified numerous energy saving, waste recycling, water saving initiatives to reduce the resource consumption. The plants are having building management system for monitoring the HVAC system. The BMS system is effectively used to identify the energy saving actions and efficient usage of HVAC system. The energy meters are connected to the power monitoring system, and we track the energy usage digital and initiating the actions on energy savings. Water meters are installed for the tracking of water usage and mapping the water footprint of the plant. We have also installed renewable energy on-site and usage is also tracked in our in-house Environment IT system- Resource advisor along with energy, water, waste, etc. Treated wastewater is also reused for gardening at MVI and TBI plants in Vadodara.



Rainwater Harvesting Pond at MVI Vadodara



Zero Liquid discharge plant in SLW, Kolkata.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Roof Top Solar- MVI	Roof Top Solar - New Phase-2 installation done with apacity of 640 KWp, Phase 1 was already implemented 360 KWp	475768 KWh Phase 1 653658 KWh Phase 2 Total generation in FY2024-25: 1079028 KWh
2	Sustainable packaging	Global SE Road map implementation for all the product range, 100% recycled cardboard used in 2024 – Honeycomb 100% , Heavy Duty Cardboard – 70%	Sustainable packaging 81%
3	Energy Saving	PME - Power monitoring expert installed for tracking, monitoring, and actions	16% Energy performance Vs Baseline Y19

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Leadership Commitment	Specific Program on Sustainability Ambassador Started with multiple workshops and participation at external knowledge sharing seminars	13 Sustainability ambassadors for different topics
5	EPR	MVI Plant has obtained EPR on Import plastic, Battery, and E-Waste - The data population and liability calculated	EPR Obtained, EPR Liability fulfilled
6	CO ₂ Emission	Emission monitoring system installation for SF ₆ 50,000 Euro	Reduction in SF ₆ Emission target is 0.11 %
7	CO ₂ Emission	Reduction of material by redesign of LV Box (2mm to 1.5mm enclosure) 26250kg/Year	26250kg/ Year
8	Biodiversity	Miyawaki forest developed 1200+ trees, kitchen garden, solar base water pumping system, mango farm 40+tree, compost machine	Improved biodiversity
9	Environment Day celebrations	Earth Hour 330 kwh, water day celebration, Biodiversity day, World Environment Day	Promoting the environment sustainability among employees
10	Water Saving	Water meter installation , covering water meter into the digital water meter	Reduction in water consumption
11	Reuse of Wooden packaging	LV panel Spares-Change from wooden box to cardboard box(box used from scrap of other part), RMU Tank reusable packing, warranty services are reusing the cardboard boxes of Raw material	5.5 tonne CO ₂ avoidance
12	Zero Liquid Discharge plant Installation	Installation of Zero Liquid Discharge plant for recycling of wastewater.	All effluent wastewater recycled & used for further in our processes.
13	Energy Saving	New VFD chiller introduced to adjust with load variation resulting less electricity consumption.	Saving KWH consumption by 12% per VI.
14	Energy Saving	Power factor improved from 0.93 to 0.99	Saving 12 Kilo Euro in electricity bill per year . Payback received in 1 year
15	Sustainability	Introduced electric vehicle for collecting materials from local vendor.	Contributing to a cleaner and greener environment
16	Single use plastics (SUP) Elimination	Introduction of paper bags for LOCO spare material	Single use plastics replaced by paper material
17	Roof Top Solar- TBI	Roof Top Solar -Phase-2 installation done with capacity of 567.54 KWp / 425 KW	447933 KWh Phase 1 529052 KWh Phase 2 976985 KWh Generation Total FY 24-25
18	Sustainable packaging	Wooden packaging of RTCC panel was replaced with cardboard packaging	Sustainable packaging, wood-saving
19	Sustainable packaging	Plastic, foam sheet was replaced with 2-ply cardboard for the packaging of PDT & MPT transformer accessories inside secondary packaging of BOX	Sustainable packaging, wood- saving
20	Sustainable packaging	Wooden packaging of ODT & MPT instrument case was replaced with corrugated board	Sustainable packaging, wood- saving
21	Energy Saving	Old Skylights replaced with new one to get more illumination inside shop and to reduce energy save	Energy Saving
22	Sensor fitting done in admin washroom and admin area occupancy	Installation of occupancy sensors or photocell, programmable switches, time clock, automation etc.	568 Kwh saving
23	Biodiversity	TBI Van Garden Development - Fruit Tree, Canopy Trees, Kitchen Garden - 80 + trees	Biodiversity conservation
24	Leadership Commitment	Plantation by site employees	Biodiversity conservation
25	Sustainability	Bagasse base tissue paper in place of virgin tissue paper	Biodiversity conservation



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

Yes, we do have Business continuity plan which includes disaster management. The management of the business continuity is based on an evaluation of the risks and the business impact to identify critical activities. Therefore, the content of the BCP needs to be adapted for each site following the detailed risk assessment and business impact analysis. The risk assessment matrix is used to identify major risks by assessing probability of occurrence and impact on personnel, real estate, and business. The objective of this document is to describe the actions, roles, and responsibilities within the site to ensure the management of the initial phase following an incident, the business continuity, and the recovery of critical activities. It is focused on industrial activities. The plant business continuity and disaster management is reviewed every year with plant leadership and key stakeholders. The disaster management mock drill is also exercised every six months to ensure the preparedness. The mock drills are also conducted with the external authorities for better coordination in case of real emergency scenario. The details of the emergency preparedness are displayed in the entity at various places which includes emergency numbers and incident scenario. The facilities are equipped with the fire hydrant, fire sprinkler, smoke detection system and fire water storage in adequate quantity. The external experts are engaged for ensuring the adequate fire protection system installation and every two year the audit is performed by these external experts. The internal emergency response team is identified under the fire fighter, first aiders, crisis management team with their roles and responsibility to perform during the emergency scenario. The disaster management is also including the pandemic scenario which supports during the actual emergency like covid19. The emergency preparedness plan is also reviewed by the authority during their inspection and visit to the plant. The NDRF, Fire authorities are consulted for ensuring adequate measures to handle the emergency situations. The fire facility is assessed, and revamped project is initiated to ensure the requirement as per national fire protection association and national building code fire protection guidelines.

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

In the event of any non-conformances identified at a supplier during evaluation, the supplier team is required to submit a corrective action plan detailing their commitment to achieving compliance with both legal and RBA stipulations. They must demonstrate the capability and established systems for the continuous monitoring of their adherence to these requirements. Auditors from SEIL's Supplier Vigilance team engage with supplier personnel to review and validate the implemented corrective actions. While the Supplier Vigilance team provides training and support to supplier teams where necessary, the responsibility for the independent implementation and monitoring of these programs rests with the supplier.

The final resolution of identified non-conformances is achieved through either onsite verification or remote evidence submission, depending on the nature of the issue. Furthermore, a preliminary review is conducted with suppliers regarding the monitoring of Greenhouse Gas emissions (Scope 1 & 2) and the adoption of cost-effective energy efficiency measures as outlined in the RBA standard.

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

100% of our suppliers are assessed for environmental impact. To understand which of our supply chain partners are at higher risk of not meeting legal and international standards for Environmental Practices Schneider Electric leverages our partnership with Responsible Business Alliance (RBA), joined by Elevate, an ESG risk analysis company to annually analyze our direct & indirect suppliers across the world. The assessment marks each supplier on a scale of 10 (1 being the lowest score and 10 being the highest score).

If a supplier receives a score equal to or less than 5 then they are classified as a high-risk supplier and need to be assessed onsite as per the RBA standard. If a supplier receives a score equal to or lower than 7.5 and higher than 5 then they are classified as medium risk and are provided with a remote questionnaire which covers core areas of the RBA audit. In case they do not provide acceptable responses to the remote questionnaire then an on-site audit is triggered.

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

a. By the listed entity

The Company does not generate or procure green credit currently. However, globally Schneider Electric purchases Renewable energy certificates (RECs) which will be allocated annually to the entity as per the requirement to meet internal obligation of 100% renewable electricity.

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners.

The Company is currently not monitoring the generation or purchase of green credit by value chain partners.

PRINCIPLE 7: BUSINESSES WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

1. a) Number of affiliations with trade and industry chambers/ associations: 10

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

S.no	Name of the trade and industry chambers/ associations*	Reach of trade and industry chambers/ associations (State/National)
1	CII	National
2	AEEE	National
3	IEEMA	National
4	BIS	National
5	MoEFC	National
6	BEE	National
7	MHI	National
8	DPIIT	National
9	TERI	National
10	ISHRAE	National

*All association memberships are for Schneider Electric India level and is applicable to all SE entities operating in India.

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.

SEIL entity have not received any adverse order on any issues related to anti-competitive conduct from any regulatory authority in the financial year 2024-25.

LEADERSHIP INDICATORS

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

S.no	Public policy advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other- please specify)	Web Link, if available
1	Energy Conservation & Sustainability Building Code - ECSBC	Shared feedback on the draft policy through ISHRAE. The document is notified now. We will continue regular participation in future to update or strengthen the code further.	Yes	Others - depending upon the next code revision	

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT.

ESSENTIAL INDICATORS

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

Not applicable as none of the projects undertaken by the entity requires SIA by law since there is no acquisition of land, rehabilitation, and resettlement of communities. Projects are carried out in government designated industrial area on rental basis.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

Not applicable since none of the projects undertaken by the entity has acquisition of lands, rehabilitation, and resettlement of communities.

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

SEIL through its implementation arm for CSR projects, Schneider Electric India Foundation (SEIF) works closely with the community in identified areas of education, healthcare, disaster relief, etc. Within its areas of work, SEIF has robust mechanisms to assess the impact of projects on intended beneficiaries. These mechanisms range from one-on-one and group discussions with beneficiaries to impact assessments, among others, and provide ample opportunity to receive and redress grievances of the intended beneficiaries. Additionally, the Trust Line is also available to community members to lodge any grievances.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	Current FY 24-25	Previous FY 23-24
Directly sourced from s/ small producers	35.67%	50%
Directly from within India	90.62%	82%

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	Current FY 24-25*	Previous FY 23-24*
Rural	0	0
Semi-urban	0	0
Urban	1.66%	1.45%
Metropolitan	98.34%	98.55%

*Includes wages of all employees and workers, contractors are excluded in calculation.

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

Not applicable as none of the projects undertaken by the entity requires SIA by law since there is no acquisition of land, rehabilitation, and resettlement of communities. Projects are carried out in government designated industrial area on rental basis.

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

None of the CSR projects were taken up in designated aspirational districts in financial year (2024-25).

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

(b) From which marginalized /vulnerable groups do you procure? - Not applicable

(c) What percentage of total procurement (by value) does it constitute? - Not applicable

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.

All the products of SEIL are based out of electrical and electronics components and does not include any IP from traditional knowledge.

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.

Since our products are not based out of traditional knowledge, we have no adverse order on intellectual related property related disputes.

6. Details of beneficiaries of CSR Projects.

S. no	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Establishment of 4 skill development center supporting 600 youth*	3,000	100%
2	Electrification of 10 Community centers - 6 PHC's & 4 Anganwadi's**	160,000	100%
3	4,400 households supported with portable lighting solutions*	22,000	100%

*Considering family size of 5

**Considering footfall of 2000 patients each month

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

ESSENTIAL INDICATORS

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

At SEIL, we have a dedicated customer service and quality team to respond to all consumer complaints and feedback. Customer reaches to Customer Care Centre (CCC) through Phone, Chat or E-mail. CCC would create a case of the Complaint and ask for relevant information like product name, invoice details to check for the warranty period of the product. If the product is in warranty, CCC will try and resolve the issue through remote trouble shooting. If the issue cannot be resolved over remote, then work order is created for an engineer to visit the site. Once the engineer visits the site, he will confirm if the issue requires replacement of the product/ spare on FOC or by the Customer themselves. Accordingly, the work order and the case gets closed in the system and customer is auto intimated about the closure over a mail.

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

	As a percentage to total turnover
Environment and Social parameters relevant to product	57%
Safe and responsible usage	34%
Recycling and/or safe disposal	32%

3. Number of consumer complaints

	FY24-25 Current Financial Year			FY23-24 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	Not applicable	0	0	Not applicable
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	

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

There were no forced or voluntary recalls of the product in financial year 2024-25.

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

Yes, the Company maintains robust information security and data privacy programs which are consistent with industry standards and applicable legal requirements, designed to protect against unauthorized data disclosures and attacks on our network. Like any other large business organizations, we do experience such incidents from time to time. When an incident happens, we respond quickly to investigate the incident, take remedial action, and provide notification to affected parties where appropriate. As a matter of good security practice, we generally only discuss the details of specific incidents in the context of notification.

<https://www.se.com/in/en/about-us/legal/data-privacy.jsp>

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 has not received any adverse order from any regulatory authority during the financial year 2024-25.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches- 0
- b. Percentage of data breaches involving personally identifiable information of customers- Nil
- c. Impact, if any, of the data breaches- NA



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

- a) <https://www.se.com/in/en> – this is our corporate website, open for all partner/end users/homeowners/students/job seekers.
- b) <https://infra.schneider-electric.co.in/> - this website is meant for our Infrastructure business which is a listed company and caters to our investors, and open for all.
- c) mySchneider web : https://www.se.com/myschneider/?countrycode=in&lang=en_IN – this website is meant only for all our partners and not open to all. It needs registration and login credentials to avail the services/content.
- d) mySchneider App - <https://www.se.com/in/en/work/support/myschneider-app/> - this is the app meant only for all our partners and not open to all. It needs registration and login credentials to avail the services/content.
- e) <https://www.se.com/in/en/work/support/> - all product pages leading to SE.Com/in and hence, all product-related queries are managed by CCC team.
- f) WhatsApp for Business – Got launched in Aug 2023, available for Distributors, Retailers and Electricians as of now.
- g) We also have a call center to service customers as required.

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

We majorly communicate to our customers about safe and responsible usage of products and/or service through:

1. Do's & Don't, Caution notice, and Danger nameplate are fixed on the product.
2. Information/declarations on product catalogs/manuals and end of life documents.
3. Information/declarations on product website.

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

SEIL has established a multi-channel communication strategy to inform customers of service disruptions. For phone inquiries, an IVR message provides immediate notification. Registered customers are updated through notifications on the mySchneider mobile application and the company website. Furthermore, channel partners and the distribution team disseminate relevant information to their respective customer networks.

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 about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. The Company follows IEC/IS labelling standards for all its products.

Yes. There are also 2 types of survey mechanisms:

1. Customer Net Promoter Score (CNPS) survey done annually via phone calls via an independent 3rd party agency which focuses on customer's overall perception of Brand Schneider. CNPS for CY2024 was 51.6%.
2. Net Satisfaction Score (NSS) survey which happens at multiple touch points for every customer transaction. This survey is done via e-mail to get customer satisfaction and feedback. NPS Score for CY2024 was 74%

List of Abbreviations

1. SEIL- Schneider Electric Infrastructure Limited
2. EPC- Engineering, procurement, and construction
3. BRSR- Business Responsibility and Sustainability Report
4. ESG- Environment, Social and Governance
5. UN SDGs- United Nations Sustainable Development Goals
6. SSI- Schneider Sustainability Impact targets
7. SSE- Schneider Sustainability Essentials target
8. POSH- Prevention of Sexual Harassment
9. ERM- Enterprise Risk Management
10. ISO- International Organization of Standardization
11. EPR- Extended Producer Responsibility
12. DEI- Diversity, Equity, and Inclusion
13. EEO- Equal Employment Opportunity
14. PD- Persons with Disability
15. LDS- Lean Digitization System
16. DISS- Digitized Idea & Short Interval Meeting System
17. OHS- Occupational Health and Safety
18. SIM- Short Interval Meetings
19. ICC- Internal Complaints Committee
20. BCP- Business Continuity Plan
21. NDRF- National Disaster Response Force
22. TZCP- Total Zero Carbon Project
23. DWP- Decent work program
24. ESIC- Employees State Insurance Corporation
25. RBA- Responsible Business Alliance
26. CII- Confederation of Indian Industry
27. FICCI- Federation of Indian Chambers of Commerce & Industry
28. IFCCI- Indo-French Chamber of Commerce & Industry
29. IEEMA- Indian Electricals & Electronics Manufacturers Association
30. IGBC- Indian Green Building Council
31. AEEE- Alliance for an Energy Efficient Economy
32. BIS- Bureau of Indian Standards
33. NASSCOM- National Association of Software and Service Companies
34. ISHRAE- Society of Heating, Refrigerating and Air Conditioning Engineers.
35. TERI- The Energy and Resources Institute
36. GBCI- Green Business Certification Inc.
37. ECSBC- Energy Conservation & Sustainability Building Code
38. CCC- Customer Care Centre
39. IVR - Interactive Voice Response
40. CNPS- Customer Net Promoter Score
41. NSS- Net Satisfaction Score