

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

Date: 02/08/2024

<b>National Stock Exchange of India Ltd.</b> Listing Deptt., Exchange Plaza, Bandra Kurla Complex, Bandra (E), Mumbai - 400 051	<b>BSE Ltd.</b> Regd. Office: Floor - 25, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001.
<b>NSE Scrip: UNOMINDA</b>	<b>BSE Scrip: 532539</b>

**Sub: Submission of Business Responsibility and Sustainability Report for FY 2023-24**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2023-24, which forms an integral part of the Annual Report for FY 2023-24.

Thanking you.

Yours faithfully,

**For Uno Minda Limited**

(Formerly known as Minda Industries Limited)



**Tarun Kumar Srivastava**

**Company Secretary & Compliance Officer**

**Mem.No.: A11994**



**Encl: As above**

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION **A** GENERAL DISCLOSURE

### I Details of the Company

1.	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1992PLC050333
2.	Name of the listed entity	Uno Minda Limited (formerly known as 'Minda Industries Limited')
3.	Year of incorporation	16 September, 1992
4.	Registered office address	B-64/1, Wazirpur Industrial Area, Delhi - 110 052
5.	Corporate Address	Village Nawada Fatehpur, P.O. Sikanderpur Badda, Manesar, District. Gurugram-122 004, Haryana
6.	E-mail	<a href="mailto:csmil@unominda.com">csmil@unominda.com</a>
7.	Telephone	0124-2290427/28
8.	Website	<a href="http://www.unominda.com">www.unominda.com</a>
9.	Financial year for which reporting is being done	01 April 2023 to 31 March 2024
10.	Name of the Stock Exchange(s) where shares are listed	NSE (National Stock Exchange of India Limited) and BSE Ltd. (formerly Bombay Stock Exchange)
11.	Paid-up capital	₹ 1,14,81,89,150
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name - Mr. Tarun Kumar Srivastava Designation - Company Secretary & Compliance Officer Tel - 0124-2290427/28 E-mail - <a href="mailto:csmil@unominda.com">csmil@unominda.com</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures under this report are made on a standalone basis and pertain only to Indian operations of the Company.
14.	Name of the assurance provider	The information disclosed in this report is accurate and validated by various internal functions of Uno Minda. However, we have not carried out an external assurance of the Report through a third party.
15.	Type of the assurance obtained	Not Applicable

II

**Product/Services**

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

<p><b>DESCRIPTION OF MAIN ACTIVITY</b></p> <p>Manufacturing of Auto Components</p>	<p><b>% OF TURNOVER OF THE ENTITY</b></p> <p><b>96.28%</b></p>
<p><b>DESCRIPTION OF BUSINESS ACTIVITY</b></p> <p>Auto Component Lighting, Auto Component Switches, Auto Component Casting, Auto Component Seating, Auto Component Alloy Wheel, Auto Component Acoustic, Auto Component Sensor and Auto Component Controller</p>	

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

PRODUCT/SERVICE	NIC Code	% of total turnover contributed
Auto Component Lighting	27400	29.30%
Auto Component Switches	29304	21.49%
Auto Component Casting	29301	10.05%
Auto Component Seating	29303	11.55%
Auto Component Alloy Wheel	29303	7.38%
Auto Component Acoustic	29304	4.54%
Auto Component Sensor	29304	4.03%
Auto Component Controller	29304	4.06%
Others	NA	7.60%

III

**Operations**

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

<p><b>Number of plants</b></p> <p>59 (including warehouses)</p>	<p><b>Number of plants</b></p> <p>NIL</p>
<p><b>Total</b></p> <p><b>64</b></p>	<p><b>Total</b></p> <p><b>02</b></p>
<p><b>Number of offices</b></p> <p>5 (including sales office, research and development centres, corporate office and registered office)</p>	<p><b>Number of offices</b></p> <p>02</p>
<p><b>National</b></p>	<p><b>International</b></p>

## 19. Markets served by the entity:

## a. Number of locations

Locations	Number
National (No. of States/Union Territories)	All States & UT in India
International (No. of Countries)	13

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

The contribution of exports as a percentage of the total turnover of Uno Minda Limited is 6.02%.

## c. A brief on type of customers

We extend our services to automotive sector OEMs, distributors, and wholesalers, located throughout India, while our export direct customers are situated in various international countries.

## IV Employees

## 20. Details as on 31 March 2024:



## a. Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	3,289	3,026	92%	263	8%
2.	Other than permanent (E)	-	-	-	-	-
<b>3.</b>	<b>Total employees (D + E)</b>	<b>3,289</b>	<b>3,026</b>	<b>92%</b>	<b>263</b>	<b>8%</b>
<b>Workers</b>						
4.	Permanent (F)	6,537	5,750	88%	787	12%
5.	Other than permanent (G)	9,679	7,555	78%	2,124	22%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>16,216</b>	<b>13,305</b>	<b>82%</b>	<b>2,911</b>	<b>18%</b>

## b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	2	2	100%	0	0
2.	Other than permanent (E)	0	0	0%	0	0%
<b>3.</b>	<b>Total employees (D + E)</b>	<b>2</b>	<b>2</b>	<b>100%</b>	<b>0</b>	<b>0</b>
<b>Differently Abled Workers</b>						
4.	Permanent (F)	9	8	89%	1	11%
5.	Other than permanent (G)	0	0	0%	0	0%
<b>6.</b>	<b>Total workers (F + G)</b>	<b>9</b>	<b>8</b>	<b>89%</b>	<b>1</b>	<b>11%</b>

## 21. Participation/inclusion/representation of women

	Total (A)	Number of female (B)	Percentage (B/A)
 Board of Directors	9	1	11%
 Key Management Personnel	4	0	0%

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

	Financial year 2023-24			Financial year 2022-23			Financial year 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.2%	15.4%	15.3%	17.7%	20.1%	17.9%	10.4%	16.1%	10.8%
Permanent Workers	2.9%	11.5%	3.8%	2.7%	12.8%	3.9%	2.5%	15.7%	4.0%

## 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 (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Uno Minda Kyoraku Limited	Subsidiary	67.68%	Yes
2	Minda Kosei Aluminum Wheel Private Limited	Subsidiary	100%	Yes
3	SAM Global Pte. Ltd	Subsidiary	100%	Yes
4	PT Minda Asean Automotive (Indonesia)	Subsidiary	100%	Yes
5	Global Mazinkert, S.L.	Subsidiary	100%	Yes
6	Minda Storage Batteries Private Limited	Subsidiary	100%	Yes
7	Uno Minda Katolec Electronics Services Private Limited	Subsidiary	51%	Yes
8	Uno Mindarika Private Limited	Subsidiary	51%	Yes
9	MI Torica India Private Limited	Subsidiary	60%	Yes
10	UnoMinda EV Systems Private Limited	Subsidiary	50.1%	Yes

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
11	Uno Minda Auto Systems Private Limited	Subsidiary	100%	Yes
12	Uno Minda Tachi-S Seating Private Limited	Subsidiary	51%	Yes
13	Uno Minda Buehler Motor Private Limited	Subsidiary	50.1%	Yes
14	Uno Minda Auto Innovations Private Limited	Subsidiary	100%	Yes
15	Uno Minda Auto Technologies Private Limited	Subsidiary	100%	Yes
16	Uno Minda D-Ten India Private Limited	Subsidiary	51%	Yes
17	Minda Industries Vietnam Co Limited	Subsidiary	100%	Yes
18	Uno Minda Europe GmbH	Subsidiary	100%	Yes
19	Uno Minda Systems GmbH	Subsidiary	100%	Yes
20	Creat GmbH	Subsidiary	100%	Yes
21	Minda Korea Co. Ltd	Subsidiary	100%	Yes
22	PT Minda Trading	Subsidiary	100%	Yes
23	Clarton Horn S.A.U., Spain	Subsidiary	100%	Yes
24	Clarton Horn Signalkoustic GmbH, Germany	Subsidiary	100%	Yes
25	Clarton Horn, Mexico S. De R.L. De. C. V., Mexico	Subsidiary	100%	Yes
26	Light & System Technical Centre S.L., Spain	Subsidiary	100%	Yes
27	MITIL Polymer Private Limited	Subsidiary	60%	Yes
28	Strongsun Renewables Private Limited	Associate	28.1%	No
29	CSE Dakshina Solar Private Limited	Associate	27.7%	No
30	Minda Westport Technologies Limited	Joint Venture	49.9%	Yes
31	Roki Uno Minda Co. Private Limited	Joint Venture	49%	Yes
32	Minda TTE Daps Private Limited	Joint Venture	50%	Yes

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
33	Minda Onkyo India Private Limited	Joint Venture	50%	Yes
34	Denso Ten Uno Minda India Private Limited	Joint Venture	49%	No
35	Kosei Minda Mould Private Limited*	Subsidiary	49.9%	Yes
36	Tokai Rika Minda India Private Limited	Joint Venture	30%	No
37	Toyoda Gosei Minda India Private Limited	Joint Venture	47.9%	No
38	Toyoda Gosei South India Private Limited	Joint Venture	45.5%	No
39	Rinder Riduco (Step down JV of Light & System)	Joint Venture	50%	Yes
40	Kosei Minda Aluminum Co Private Limited*	Subsidiary	18.3%	Yes
41	Samaira Engineering (Partnership Firm)	Subsidiary	87.5%	Yes
42	S.M. Auto Industries (Partnership Firm)	Subsidiary	87.5%	Yes
43	YA Auto Industries (Partnership Firm)	Subsidiary	87.5%	Yes
44	Auto Component (Partnership Firm)	Subsidiary	95%	Yes
45	Yogendra Engineering (Partnership Firm)	Subsidiary	55.9%	No
46	UNO Minda Auto Spare Parts and Components Trading L.L.C.	Subsidiary	100%	Yes

\*Uno Minda Limited has control on the management of the companies as defined under Section 2(27) of the Companies Act, 2013. Accordingly, the companies are subsidiaries of Uno Minda Limited.

## VI CSR Details

24. i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): **Yes**

ii) Turnover (in ₹) **₹ 8,983.30 Crores**

iii) Net worth (in ₹) **₹ 3,805.49 Crores**

## VII Transparency and Disclosures Compliances

25. Complaints/grievances on any of the principles (principles 1 to 9) under the national guidelines on responsible business conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	Current financial year 2023-24			Previous financial year 2022-23		
		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
Shareholders	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	1	Nil	All complaints resolved	1	Nil	All complaints resolved
Other stakeholders	Yes <a href="https://www.unominda.com/uploads/Investor/investor-desk/UML_Investors%20Grievance%20Redressal%20Policy.pdf">https://www.unominda.com/uploads/Investor/investor-desk/UML_Investors%20Grievance%20Redressal%20Policy.pdf</a>	1	Nil	All complaints resolved	1	Nil	All complaints resolved
Employees	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	3	Nil	All complaints resolved	1	Nil	All complaints resolved
Workers	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	Nil	Nil	No complaints	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	Current financial year 2023-24			Previous financial year 2022-23		
		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
Contract labourers	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	Nil	Nil	No complaints	Nil	Nil	Nil
Communities	Yes <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	Nil	Nil	NA	Nil	Nil	Nil
Consumers	Toll-free Consumer Complaints No. <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	3,810	Nil	All complaints resolved	5,111*	Nil	All complaints resolved
Customers (distributors, wholesalers, retailer)	CRM Portal The portal primarily handles complaints regarding pricing, schemes, and discrepancies in quantities, whether short or excessive. Customers are required to submit complaints within 20 days from the date of the invoice, and resolutions are to be provided within 30 days from the receipt of the complaints. <a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	4,934	81	The pending complaints are to be resolved at the earliest	5,518*	Nil	All complaints resolved

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

\*The complaints registered under consumers was not reported in the previous year. Additionally, the complaints reported under customers and supply chain for previous FY 2022-23 has been modified due to change in the methodology.

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management and Energy Transition	Opportunities	<ul style="list-style-type: none"> <li>• Reduce operational costs and enhance sustainability.</li> <li>• Capitalise on emerging markets for renewable energy solutions.</li> <li>• Align with global trends towards eco-consciousness and efficiency.</li> <li>• Anticipate energy supply disruptions.</li> </ul>	<ul style="list-style-type: none"> <li>• Transition to renewable energy</li> <li>• Energy optimisation with use of efficient electrical equipment</li> </ul>	<ul style="list-style-type: none"> <li>• Realise substantial cost reductions.</li> <li>• Promote carbon emissions reduction and uphold carbon offset commitments.</li> <li>• Ensure compliance with environmental regulations to avoid regulatory actions.</li> </ul>
2.	GHG Emission Management	Risk	<ul style="list-style-type: none"> <li>• Improve resource efficiency.</li> <li>• Increasing severity of extreme weather events such as cyclones and floods.</li> <li>• Comply with regulatory standards.</li> <li>• Enhance brand reputation.</li> <li>• Access sustainability conscious consumers and investors.</li> </ul>	<ul style="list-style-type: none"> <li>• Achieve national and global emission reduction goals.</li> <li>• Invest into energy efficient electrical equipment.</li> <li>• Track internal targets for energy savings and emissions reductions.</li> </ul>	<ul style="list-style-type: none"> <li>• Decreased revenue due to limited production capacity, sales and output (e.g., logistical challenges, supply chain disruptions)</li> <li>• Heightened expenses resulting from adverse impacts on the workforce (e.g., health issues, safety concerns, increased absenteeism).</li> <li>• Asset depreciation and premature retirement and increased insurance costs (e.g., property and asset damage in areas of vulnerable climate).</li> <li>• Elevated capital expenditures (e.g., facility damage).</li> </ul>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Water Management	Risk	<ul style="list-style-type: none"> <li>• Potential regulatory constraints</li> <li>• Operational disruptions from water scarcity or contamination</li> <li>• Reputational damage in the face of environmental concerns.</li> </ul>	<ul style="list-style-type: none"> <li>• Installation of water meters and implementing plant water balances.</li> <li>• Water consumption reduction target in every FY for each plant with respect to per ₹ Lakh production value.</li> <li>• Increase recycling and reuse of wastewater.</li> </ul>	<ul style="list-style-type: none"> <li>• Operational challenges in water-stressed areas.</li> <li>• Changing laws, regulations, or management practices affecting access to water resources, increasing operational costs, and complicating water use and management.</li> </ul>
4.	Waste Management	Opportunities	<ul style="list-style-type: none"> <li>• Enhance operational efficiency through resource optimisation.</li> <li>• Minimise disposal costs.</li> <li>• Maintain compliance with environmental regulations.</li> <li>• Enhance reputation as a corporate citizen.</li> </ul>	<ul style="list-style-type: none"> <li>• Adhere to the waste management hierarchy: prioritise waste disposal in this order - reduce and reuse, compost, recycle, waste-to-energy incineration, landfill.</li> <li>• Dispose of waste through Pollution Control Board authorised vendors as per Hazardous Waste Management Rules.</li> <li>• Set annual targets for reducing hazardous waste per Lakh units of production value.</li> </ul>	<ul style="list-style-type: none"> <li>• Non-compliance results in legal action against the organisation.</li> <li>• Changes in laws, regulations, or management practices can hinder access to services, raise operational costs, and complicate management.</li> </ul>
5.	Product Life Cycle Assessment	Opportunities	<ul style="list-style-type: none"> <li>• Identify areas for efficiency improvements.</li> <li>• Reduce environmental impact across the supply chain.</li> <li>• Meet demand for eco-friendly solutions by innovation.</li> <li>• Enhance competitiveness and brand value</li> </ul>	NA.	<ul style="list-style-type: none"> <li>• Positive Impact: Enhanced portfolio mix, optimised supply chain efficiency, and accelerated time-to-market for innovation.</li> </ul>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Human Resources Management and Employee Engagement	Opportunities	<ul style="list-style-type: none"> <li>• Opportunity to foster a motivated workforce.</li> <li>• Enhance productivity.</li> <li>• Reduce turnover costs.</li> <li>• Attract top talent</li> </ul>	NA	<ul style="list-style-type: none"> <li>• Enhanced employee engagement leading to overall improved employee experience and satisfaction.</li> </ul>
7.	Occupational Health and Safety (OHS)	Risk	<ul style="list-style-type: none"> <li>• Potential workplace accidents, injuries</li> <li>• Regulatory non-compliance penalties</li> <li>• Increased insurance costs, and reputational damage</li> <li>• Employee well-being and overall business continuity</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritising avoidance and mitigation strategies to foster safe working conditions.</li> <li>• Limiting exposure to hazardous chemicals.</li> <li>• Conducting regular inspections and internal audits to ensure health and safety standards are upheld during operations.</li> </ul>	<ul style="list-style-type: none"> <li>• Downtime caused by fatalities, injuries, and decreased motivation among workers and employees.</li> <li>• Decreased productivity stemming from hazardous working environments, resulting in efficiency losses.</li> </ul>
8.	Human Rights (including Diversity, Equality, & Inclusion)	Opportunities	<ul style="list-style-type: none"> <li>• Attract diverse talent</li> <li>• Foster a positive work culture</li> <li>• Strengthen community relationships</li> </ul>	NA	<ul style="list-style-type: none"> <li>• Enhanced employee productivity potential.</li> <li>• Fresh perspectives and ideas fostering innovation and process improvement.</li> <li>• Access to a broader talent pool of employees.</li> </ul>
9.	Corporate Social Responsibility (CSR)	Opportunities	<ul style="list-style-type: none"> <li>• Build trust with stakeholders.</li> <li>• Foster sustainable development in communities</li> <li>• Improve brand reputation.</li> <li>• Attract socially conscious customers and investors.</li> </ul>	NA	<ul style="list-style-type: none"> <li>• Increased Social Return on Investment (SROI).</li> <li>• Enhanced program quality through qualitative improvements.</li> <li>• Elevated brand visibility and value via community and stakeholder engagement.</li> </ul>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Responsible and Sustainable Supply Chain	Opportunities	<ul style="list-style-type: none"> <li>Brand reputation and cost savings</li> <li>Fostering long-term growth and competitiveness.</li> </ul>	NA	<ul style="list-style-type: none"> <li>UML will receive a higher preference score due to the growing adoption of ESG audits by multiple customers. Additionally, reusing materials such as packaging will lead to cost savings.</li> </ul>
11.	Emerging Technologies	Opportunities	<ul style="list-style-type: none"> <li>Meet evolving consumer demands.</li> <li>Capitalise on new markets.</li> <li>Driving sustainable growth and market leadership</li> </ul>	NA	<ul style="list-style-type: none"> <li>Key advancements include telematics, electrification, advanced driver-assistance systems (ADAS), and cockpit electronics.</li> </ul>
12.	Economic Value Creation	Opportunities	<ul style="list-style-type: none"> <li>Generate profits and drive shareholder returns.</li> <li>Invest in innovation and growth.</li> <li>Job creation and economic development</li> </ul>	NA	<ul style="list-style-type: none"> <li>Leverage economic value creation as an opportunity can drive sustainable growth.</li> <li>Create long-term value for all stakeholders involved.</li> </ul>
13.	Regulatory Compliance	Risk	<ul style="list-style-type: none"> <li>Addressing regulatory compliance is essential to maintain stakeholder trust.</li> <li>Social license to operate.</li> </ul>	<ol style="list-style-type: none"> <li>Automated system to monitor and ensure timely compliances</li> <li>Reviews at senior management, Audit Committee, Board level compliances to all statutes.</li> <li>Review by internal auditors</li> </ol>	<ul style="list-style-type: none"> <li>Proactive compliance management to mitigate potential costs and reputation.</li> <li>Non-compliance can lead to legal penalties.</li> </ul>

## SECTION **B** MANAGEMENT AND PROCESS DISCLOSURES

### Principles of National Guidelines on Responsible Business Conduct

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



P1

P2

P3

P4

P5

P6

P9

P7

P8

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	No	Yes	Yes	No	Yes	Yes	Yes
c. Web Link of the Policies, if available	The policies related to the above-mentioned Principle (P1-P9) are accessible via the following link: <a href="https://www.unominda.com/investor/policies">https://www.unominda.com/investor/policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Truste a) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949	ISO 14001, ISO 45001	ISO 45001	IATF 16949	-	ISO 14001	-	-	IATF 16949
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The share of female employees in our workforce increased to 20% by 2030. Target to meet 40% of our global electricity needs from renewable energy sources by 2030.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	For Uno Minda, we have observed a rise in proportion of female employees in our workforce to 16% as on 31 March 2024. For Uno Minda plants in India, the renewable electricity contributed towards 24% of the total electricity consumption as on 31 March 2024.								

### Governance, leadership, and oversight

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

At Uno Minda, our dedication to advancing societal well-being is unwavering. While navigating a dynamic business environment, we've encountered various ESG challenges head-on. Paramount among these it is the imperative to mitigate our environmental impact by identifying our role in contributing to carbon emissions, waste generation, and resource consumption. Navigating these challenges has been a top priority. Additionally, ensuring the well-being of our workforce, fostering diversity and inclusion, and engaging with local communities remain ongoing commitments. To confront these challenges, we've set ambitious ESG targets. We're committed to reducing our carbon emissions by 30% by 2030, expanding our use of renewable energy sources, and implementing sustainable waste management practices. Additionally, we're striving for water neutrality through comprehensive conservation measures across our operations. In the social sphere, we're dedicated to ensuring the health, safety, and inclusivity of our employees, promoting diversity at all levels of the organisation, and strengthening our community engagement. Finally, we're enhancing transparency, ethics, and accountability in our business practices through governance targets.

We're proud to highlight some significant achievements in the ESG space. Our efforts have led to a 25% reduction in carbon intensity since our baseline year, surpassing our interim target. Solar power installations across several facilities have significantly reduced our reliance on non-renewable energy sources. The share of renewable energy in total energy has increased approximately 5% during current year as compared to FY 2022-23. In terms of social responsibility, our robust occupational health and safety programs, which have significantly contributed to a decrease in workplace accidents, bringing the LTIFR coming down to 0.05. We've also strengthened our corporate governance practices, fostering a culture of integrity and accountability within the Company.

Looking ahead, our commitment to our ESG agenda remains steadfast. Sustainable growth fuels our every move and we're dedicated to integrating ESG considerations into every aspect of our business. We extend our gratitude to our stakeholders for their continued support and urge continued collaboration as we forge a sustainable future together.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Mr. Ravi Mehra Designation: Deputy Managing Director Telephone Number: 0124-2290427/28 Email id: <a href="mailto:investor@unominda.com">investor@unominda.com</a>								
<b>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.</b>	The Steering Committee comprising key management executives, reviews and oversees the implementation of the sustainability-related issues. The Company has also formulated an advisory committee comprising the functional heads of EHS, HR, CSR, and finance departments to provide additional support to the steering committee in tracking the implementation and the progress of the sustainability initiatives.  The Committee members conduct monthly meetings for review of the material issues and the evolving sustainability trends and regulations. The progress on the sustainability targets is also reviewed periodically with the advisory team. The Committee further provides the progress report on the sustainability initiatives to the board members every quarter.								

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

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.									
	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Uno Minda conducts third-party assessments of the business units periodically by the help of the TUV SUD agency to assess the compliance with all the statutory and regulatory requirements/norms. The corrective actions recommended in these assessments are implemented on priority by the Deviation Management System. In addition, annual Environment, Health, and Safety (EHS) performance assessments are carried out for continuous improvement in our processes and procedures.  Our processes are in accordance with the ISO 14001 (Environmental Management System) and OHSAS 18001 (Occupational Health and Safety System), as most of our facilities in India are certified with these standards.									
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Not Applicable									

# Principle

## 01

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
<b>Board of Directors</b> 	3	<p>During the year, directors made site visits of various plants to further enhance their knowledge around the Company's policies, process, products and also took note of the technologies involved, safe working conditions, handling materials, among others.</p> <p>During the course of Board meetings held, they have been informed about the key changes in regulations, and the corresponding changes that have been introduced to the policies.</p>	100%
<b>Key Managerial Personnel</b> 	1	Uno Minda Way Training for all CXOs, including Managing Director (MD) and Deputy Managing Director (DMD) to enhance their knowledge around company policies, processes, and procedures.	100%
<b>Employees other than BoDs and KMPs</b> 	414	<p>The Company has provided following trainings to the employees to enhance skill development and employee engagement.</p> <ul style="list-style-type: none"> <li>• Transfor-M Intervention for middle management employees (Level VII to IX)</li> <li>• First Time Managers (FTM) Intervention for first line leadership (Level V to VI)</li> <li>• SETU Intervention for PMS-based trainings</li> <li>• Minda Way, Culture Building Program</li> <li>• Technical Skills Upgradation Programs</li> <li>• Need Based Programs/Interventions</li> <li>• Functional Skills Development Programs</li> <li>• D-GEMs Programs for newly joined campus recruits.</li> <li>• Intervention for developing</li> </ul>	100%
<b>Workers</b> 	248	<p>The Company has provided following trainings to the workers to enhance skill development and worker engagement.</p> <p>Functional skill trainings - Department-wise on the topics like work culture and quality systems, functional, technical, and behavioural aspects along with trainings on problem solving techniques and PE &amp; Maintenance.</p>	79%

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:

Monetary					
	NGRBC Principle	Name of the Regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred? (yes/No)
<b>Penalty/Fine</b>					
<b>Settlement</b>					
Nil					
<b>Compounding Fee</b>					
Non-Monetary					
	NGRBC Principle	Name of the Regulatory/enforcement agencies/judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred? (yes/No)
<b>Imprisonment</b>					
<b>Punishment</b>					
Nil					

3. Of the instances disclosed in question 2 above, details of the appeal/revision preferred in cases where monetary or non-monetary action has been appealed:

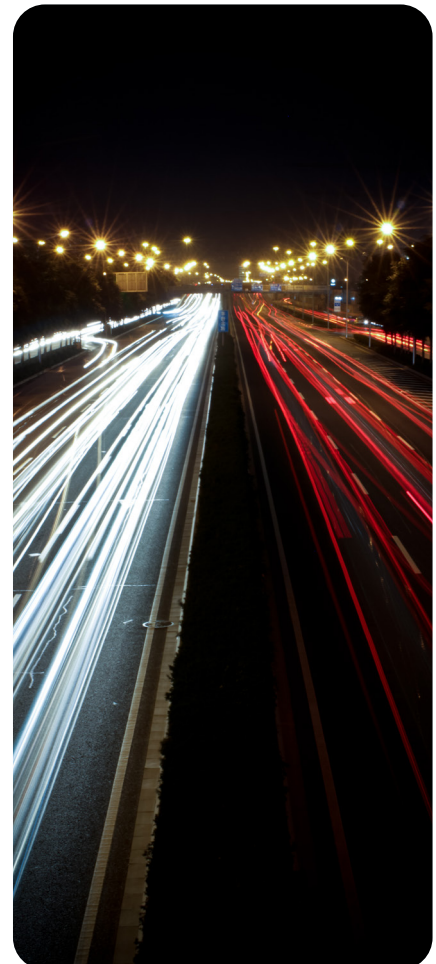
Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:

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

The said Code of Conduct can be accessed on the Company's corporate website at: <https://www.unominda.com/uploads/investor/policies/Code%20of%20Conduct.PDF>

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



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

	Current financial year 2023- 24	Previous financial year 2022- 23
Directors	Nil	Nil
Key Managerial Personnel (KMPs)	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	Current financial year 2023-24		Previous financial year 2022- 23	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

**8. Number of days of accounts payables ((Accounts payable \*365)/Cost of goods/services procured)**



## 9. Openness of business:

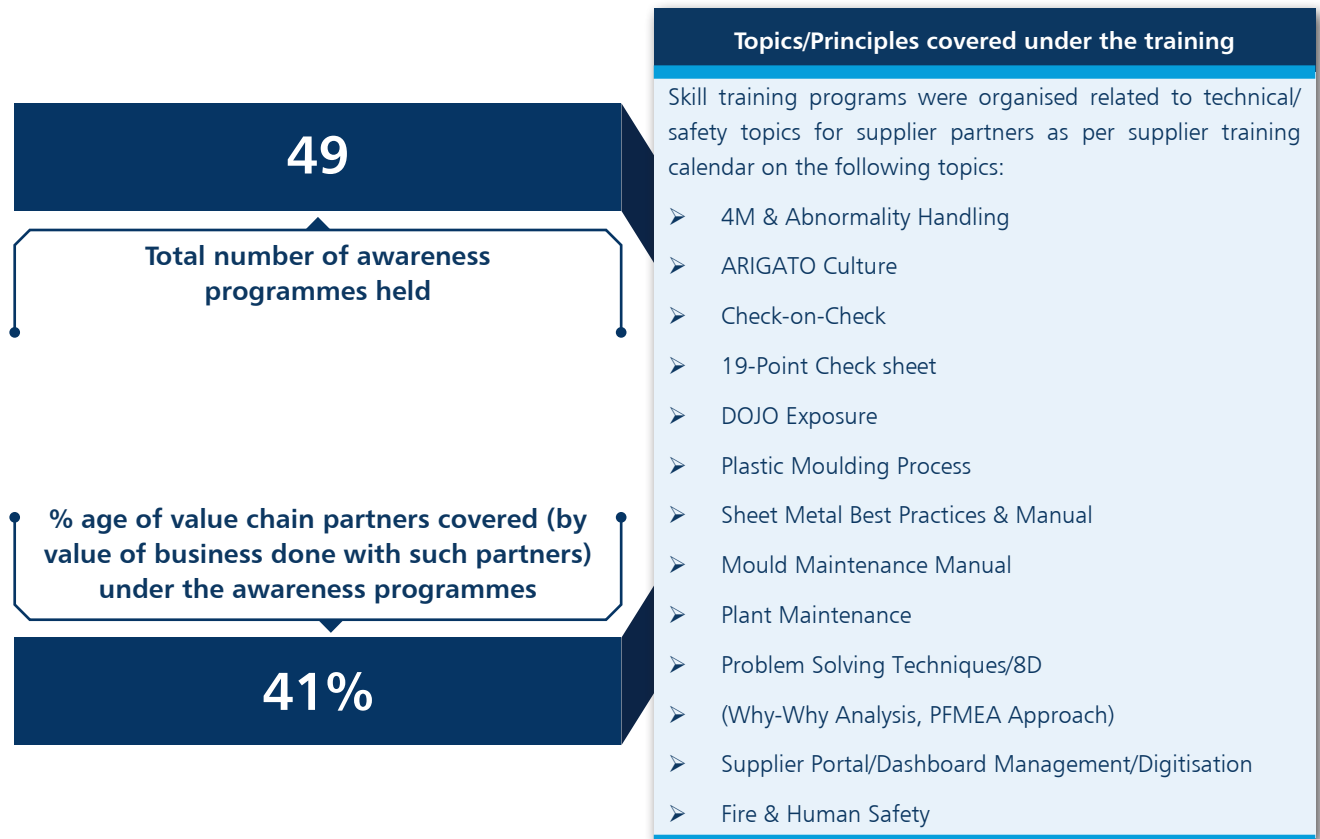
Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties

Parameter	Metrics	Current financial year 2023-24	Previous financial year 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	12.71%	15.27%
	b. Number of dealers/distributors to whom sales are made	1,857	1,911
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	8.81%	8.23%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	23.60%	28.92%
	b. Sales (Sales to related parties/Total Sales)	2.51%	10.81%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties/Total Investments made)	2.88%	14.30%



**LEADERSHIP INDICATORS**

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



**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, Uno Minda has formulated a Code of Conduct which ensures that the Board members, Directors, Senior Management, and employees avoids situations in which their personal interests could conflict with the interests of the Company. In case of any conflict or potential conflict between the employees, it is disclosed to the Managing Director for guidance and action as appropriate. Further, in case the conflict of interest involves Directors, Independent Directors, and Senior Management, it is disclosed to the Board Members.





# Principle

## 02

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

**ESSENTIAL INDICATORS**

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

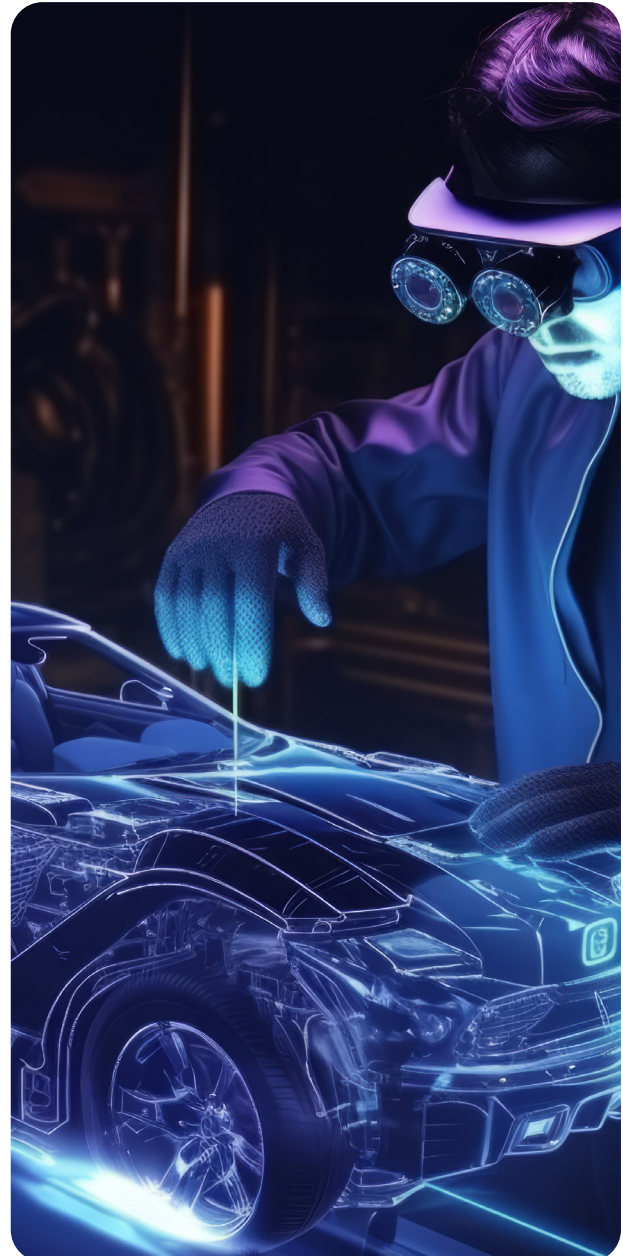
	Current financial year 2023-24	Previous financial year 2022-23	Details of improvements in environmental and social impacts
 <b>R&amp;D</b>	23%	18%	R&D expense towards product development of EV components
 <b>Capex Expenditure</b>	2%	2%	Establishment of a laboratory for the design validation of EV components under development at the central R&D

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

Uno Minda's procurement process involves various types of items categorised into Direct Items, In-Direct Items, and Services, each with specific sub-categories such as either local or imported goods. Our sustainable procurement process includes reviewing and validating documents and necessary certificates, taxes paid, and business documents/disclosures. Additionally, we also corroborate with further checks and balances such as self-assessment reports, process audits which may be mandatory or optional on a case basis. The standard operating procedure (SOPs) in place outlines the process for Selecting New Supplier Audits, encompassing Supplier Visits and Supplier System Audits. These audits cover social parameters such as Ethical Business Practices, Human Rights and Labour Codes, Environmental Sustainability, Conflict Mineral Code, Health and Safety, Corruption and Bribery, Confidential Information, Data Security and Intellectual Property Rights (IPR), Fair Competition and Anti-Trust Practices, Conflict of Interest, Counterfeit Products, Export Control and Economic Sanction, Freedom of Association and Collective Bargaining, Use of Private and Public Security Forces, Child Labour, Women's Rights, and Minimum Wages, in accordance with prescribed check sheets and standards such as ISO/IATF 16949, Coating Norms, and Documentation requirements.

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

100%



**3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for:**

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

- (a) Plastics (including packaging) - The waste is disposed of to an authorised agency.
- (b) E-waste - The waste is disposed of to an authorised agency.
- (c) Hazardous waste - The waste is disposed of to an authorised agency.
- (d) Other Waste - The waste is disposed of to an authorised agency.

**4. Whether extended producer responsibility (EPR) is applicable to the entity's activities (yes/no). If yes, whether the waste collection plan is in line with the extended producer responsibility (epr) plan submitted to pollution control boards? If not, provide steps taken to address the same.**

Eligibility towards EPR compliances is being ascertained and registration through appropriate authorities is under process.

**LEADERSHIP INDICATORS**

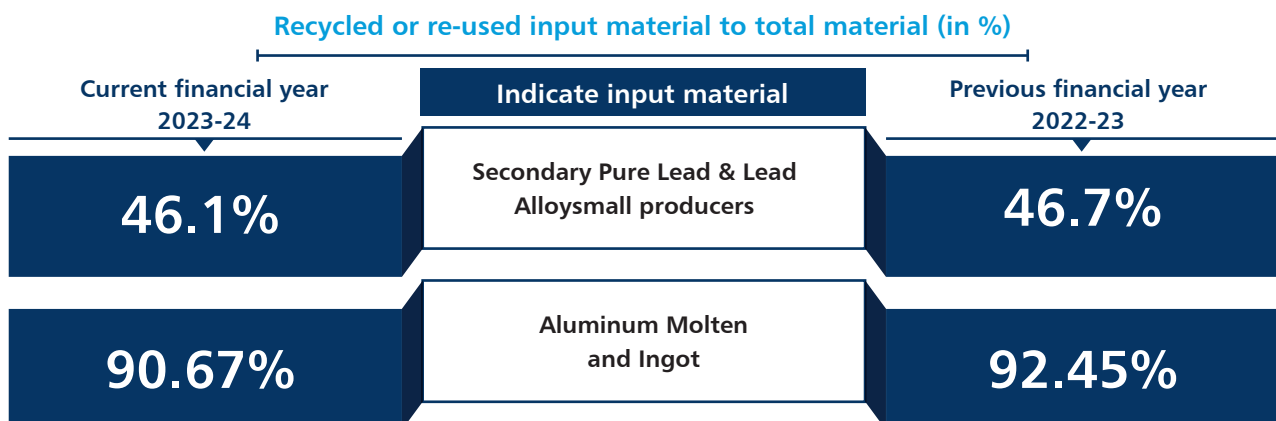
**1. Has the entity conducted life cycle perspective/assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of product/service	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.
In the current reporting year, Uno Minda has not conducted LCA for any of its products.					

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

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

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



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:

	Current financial year 2023-24			Previous financial year 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	In the current and previous FY, Uno Minda has not reclaimed any product and its packaging material.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
In the current and previous FY, Uno Minda has not reclaimed any product and its packaging material.	

# Principle

## 03

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

## ESSENTIAL INDICATORS

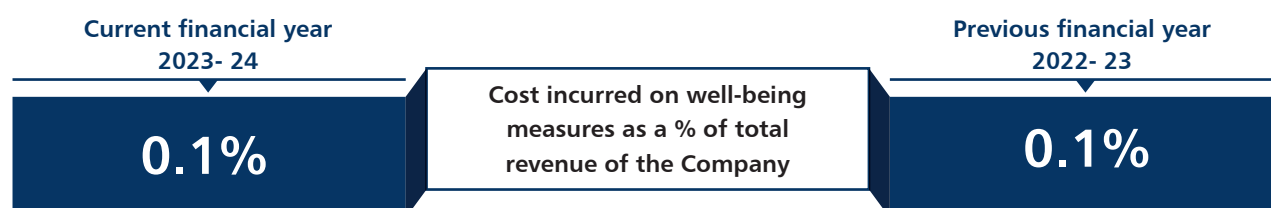
## 1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	3,026	2,935	97%	3,026	100%	NA	NA	3,026	100%	3,026	100%
Female	263	252	96%	263	100%	263	100%	NA	NA	263	100%
<b>Total</b>	<b>3,289</b>	<b>3,187</b>	<b>97%</b>	<b>3,289</b>	<b>100%</b>	<b>263</b>	<b>8%</b>	<b>3,026</b>	<b>92%</b>	<b>3,289</b>	<b>100%</b>
<b>Other than permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

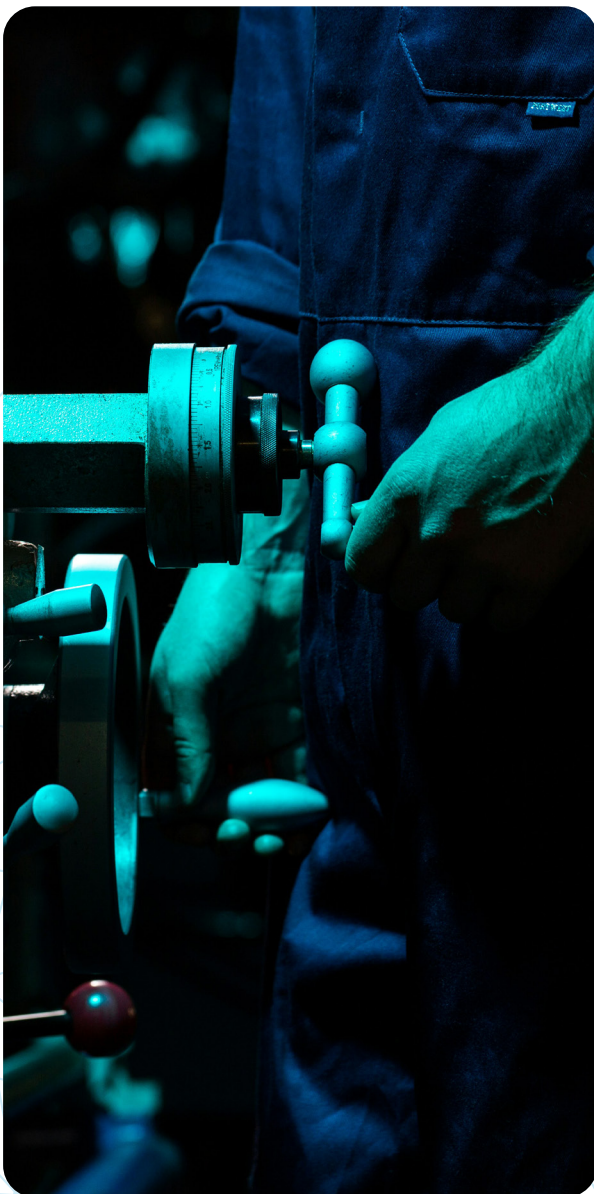
Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	5,750	2,185	38%	5,750	100%	NA	NA	5,750	100%	5,750	100%
Female	787	125	16%	787	100%	787	100%	NA	NA	787	100%
<b>Total</b>	<b>6,537</b>	<b>2,310</b>	<b>35%</b>	<b>6,537</b>	<b>100%</b>	<b>787</b>	<b>12%</b>	<b>5,750</b>	<b>88%</b>	<b>6,537</b>	<b>100%</b>
<b>Other than permanent workers</b>											
Male	7,555	2,266	30%	7,555	100%	NA	NA	NA	NA	NA	NA
Female	2,124	998	47%	2,124	100%	NA	NA	NA	NA	NA	NA
<b>Total</b>	<b>9,679</b>	<b>3,264</b>	<b>34%</b>	<b>9,679</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>

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



2. Details of retirement benefits, for current financial year and previous financial year.

Benefits	Current financial year 2023-24			Previous financial year 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	3%	66%	Yes	5%	72%	Yes



3. Accessibility of workplaces- are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the rights of persons with disabilities act, 2016? If not, whether any steps are being taken by the entity in this regard.

In its dedication to promote diversity, Uno Minda prioritises representation and inclusion of individuals with disabilities and individuals from diverse backgrounds. The provisions of the Rights of Persons with Disabilities Act, 2016 have been adhered to for newly established facilities, while updation is in progress for existing establishments as required. Additionally, the Company ensures that offices in multi-storey buildings are equipped with ramps and elevators for smooth navigation of individuals with disabilities.

4 Does the entity have an equal opportunity policy as per the rights of persons with disabilities act, 2016? If so, provide a web-link to the policy.

Yes, the Company has a policy commitment as part of its Code of Conduct, which clearly articulates its emphasis on equal opportunity. The Company provides and maintains equal opportunities during the recruitment as well as course of employment irrespective of their race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, or disability.

The above-mentioned code is available on the Company's website and can be accessed at the link: <https://www.unominda.com/uploads/investor/policies/Code%20of%20Conduct.PDF>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	76%	73%	69%	92%
Female	78%	71%	65%	90%
Total	78%	71%	67%	92%

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

Yes/No (If yes, then give details of the mechanism in brief)	
<b>Permanent workers</b>	Yes, it includes regular meetings scheduled at weekly, monthly, and quarterly intervals. These meetings involve unit addresses, group leader/line leader gatherings at the plant/unit level, and discussions on the Whistleblower Policy, all coordinated centrally.
<b>Other than permanent workers</b>	The concerns of other than permanent workers (contract/NEEM/Trade Apprentice) are raised to the representative of the respective workplace, particularly the Line Leader. These concerns are then addressed through bottom-up communication channels, where the Line Leader takes them up to management during Unit Address and Group Leader/Line Leader Meetings, which are coordinated centrally.
<b>Permanent employees</b>	To ensure a supportive work environment, we've established HR Help Desks in each of our plants. These desks serve as dedicated spaces for addressing employee concerns and grievances promptly and effectively.  Minda Sparsh, an online platform designed to facilitate bottom-up communication. Through Minda Sparsh, employees can easily voice their concerns and suggestions, allowing us to address their needs more efficiently and comprehensively. Together, these initiatives underscore our commitment to fostering a workplace culture that prioritises open communication, support, and continuous improvement.
<b>Other than permanent employees</b>	Not applicable

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

Category	Current financial year 2023-24			Previous financial year 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total permanent employee</b>						
Male	3,026	0	0	2,506	0	0
Female	263	0	0	174	0	0
<b>Total permanent workers</b>						
Male	5,750	542	9.4%	3,889	335	9%
Female	787	4	0.5%	524	3	1%

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

Category	Current financial year 2023-24					Previous financial year 2022-23				
	Total (A)	On Health and Safety Measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	3,026	3,026	100%	2,602	86%	2,506	2,055	82%	2,080	83%
Female	263	263	100%	218	83%	174	131	75%	136	78%
<b>Total</b>	<b>3,289</b>	<b>3,289</b>	<b>100%</b>	<b>2,796</b>	<b>85%</b>	<b>2,680</b>	<b>2,186</b>	<b>82%</b>	<b>2,216</b>	<b>83%</b>
<b>Workers</b>										
Male	13,305	13,305	100%	10,245	77%	10,819	8,222	76%	8,114	75%
Female	2,911	2,911	100%	2,387	82%	2,268	1,950	86%	1,928	85%
<b>Total</b>	<b>16,216</b>	<b>16,216</b>	<b>100%</b>	<b>12,973</b>	<b>80%</b>	<b>13,087</b>	<b>10,172</b>	<b>78%</b>	<b>10,042</b>	<b>77%</b>

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

Category	Current financial year 2023-24			Previous financial year 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	3,026	3,026	100%	2,506	2,506	100%
Female	263	263	100%	174	174	100%
<b>Total</b>	<b>3,289</b>	<b>3,289</b>	<b>100%</b>	<b>2,680</b>	<b>2,680</b>	<b>100%</b>
<b>Workers</b>						
Male	13,305	13,305	100%	10,819	10,819	100%
Female	2,911	2,911	100%	2,268	2,268	100%
<b>Total</b>	<b>16,216</b>	<b>16,216</b>	<b>100%</b>	<b>13,087</b>	<b>13,087</b>	<b>100%</b>

## 10. Health and safety management system:

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

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

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

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

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

The Company has adequate systems and mechanisms in place to ensure that workers safety is never compromised. Employees and workers are actively encouraged to discuss any work-related hazards or health concerns they may encounter. We actively promote open communication about safety issues thereby prioritising the safety and well-being of our employees. The workers can also report potential hazards observed at the workplace promptly via appropriate reporting mechanisms. By actively encouraging hazard reporting, we aim to instill a culture of proactive identification and resolution of safety risks throughout our organisation. This collective effort ensures that every member of our team plays a role in maintaining a safe and secure work environment.

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

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



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

Safety Incidents/Number	Category	Current financial year 2023-24	Previous financial year 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.05	0.22
Total recordable work-related injuries	Employees	0	23
	Workers	2	33
Number of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

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

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

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

	Current financial year 2023-24			Previous financial year 2022-23		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working conditions	Nil	Nil	NA	Nil	Nil	NA
Health and safety	Nil	Nil	NA	Nil	Nil	NA

**14. Assessments for the year:**

**% of your plants and offices that were assessed (by entity or statutory authorities or third parties)**



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

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

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

**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).**

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

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

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

**Group Personal Accident (GPA) Benefits**

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

**Adarsh Nidhi Policy: Supporting Families**

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

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

The Company conducts regular audits of value chain partners to ensure timely deduction and depositing of statutory dues. Management audits utilise a 19-Point check sheet to evaluate Supplier Quality Management Systems (QMS), covering statutory regulations and financial performance metrics such as Return on Capital Employed (ROCE), Debt to Equity Ratio (D/E Ratio), and Annual Turnover.

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

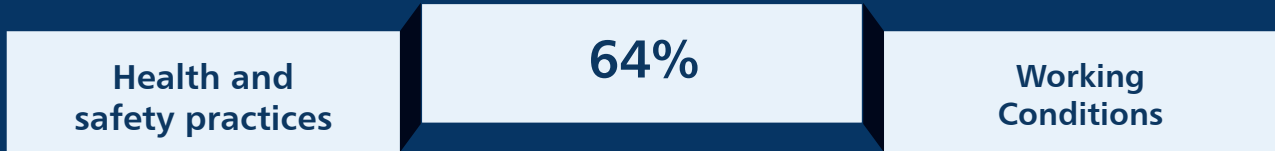
	Total number of affected employees/workers		No. of employees/workers that are rehabilitated or whose family member have been placed in suitable employment	
	Financial year 2023-24	Financial year 2022-23	Financial year 2023-24	Financial year 2022-23
Employees	0	0	0	0
Workers	0	0	0	0

**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)**

Through its various skill training programs and sessions, the Company indirectly builds capacity of all its employees which goes a long way even for employees on the verge of retirement. Additionally, the Company has a provision for hiring retired employees as members of the advisory board.

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed



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.

During the assessment, the following key Fire Safety risks were identified:

- Fire Hydrant & Hose Reel
- Smoke Detector
- Compartmentalisation
- LT Panel Fireball
- Fire Alarm System

Additionally, human safety risk areas such as double switch button, cam guard, door sensor, and guards on moving parts are assessed by the Uno Minda Team at our value chain partners. Whenever a supplier presents significant safety risks, we mandate the implementation of necessary measures and verify the outcomes through before-and-after evidence. This verification process is part of our Fire & Human Safety audits conducted with dedicated check sheets.

Basic hygiene under safety aspects is comprehensively outlined in UNO Minda's SQAM (Supplier Quality Assurance Manual) and is regularly taught by our EHS team every quarter. The usage of Personal Protective Equipment (PPE) and safety practices at Tier-II are reinforced through mock drills and ongoing education sessions, particularly for new hires through our DOJO training program. UNO Minda Team is tasked with guiding and training to address the identified gaps and ensure their closure.



# Principle

## 04

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

Key stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions. Uno Minda defines its key stakeholders as those who are significantly impacted by the Company's operations, or those who can significantly impact the Company's operations and activities. Regular engagement with these stakeholders helps the Company in understanding their expectations, review the same internally and imbibe these in developing strategies, plans & business activities. We engage with all our internal and external stakeholders frequently. Our Stakeholders' Relationship Committee regularly updates the list of issues raised by specific stakeholder groups and strives to establish effective feedback channels through which their concerns and issues are addressed.

### 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 & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Training, Conferences, Engagement Surveys, Workshops, Employees involvement in Organisation CSR Activities, Town Hall, Open Houses, Digital Bulletin Board, Cabinless Offices, and Capturing Voice through Survey	Continuous	<p>An Uno Minda, we actively engage with our workforce to seek their feedback on the strategic goals and decisions to enhance overall organisational effectiveness.</p> <p>We employ various channels to facilitate this inclusive communication and engagement:</p> <ul style="list-style-type: none"> <li>Town Hall Meetings with the CMD conducted via virtual platforms, where employees at all levels participate. These sessions cover the organisation's vision, goals, achievements, future plans, and strategies. Employees have the opportunity to provide suggestions, ask questions to the senior leadership team, and offer feedback through the chatbox feature.</li> <li>Open Houses organised by every plant's management team, involving both blue-collar and white-collar employees. These sessions allow employees to freely share their thoughts and concerns. All raised concerns are duly assigned to the respective functions with designated timelines for resolution. The status of raised points is transparently communicated and updated on notice boards.</li> <li>Feedback Surveys conducted through structured mechanisms such as Trainee Feedback surveys, HR Services surveys, PR Services surveys, and Employee Engagement surveys. These surveys provide valuable insights that aid in inclusive decision-making and ensure that the organisation strategizes in the best interest of its people.</li> </ul>

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Conferences, customer meets, plant visits and surveys	Continuous	The purpose of the engagement is to enhance our products and services by periodically gathering feedback from our customers to better understand their preferences.
Suppliers (Tier 2 Supplier Partner)	No	Supplier communication meeting, supplier satisfaction survey, annual supplier conference, supplier portal – mindaconnect. Com, gemba visit	Daily basis, quarterly, monthly, yearly	Regular Gemba visits are conducted to review and sustain safety, system performance, and resolution of bottom-up concerns, focusing on Supplier Growth/3G Performance and expectation. Additionally, surveys on QCDDR are conducted to capture the voice of suppliers, and supplier appreciation meetings are held to improve bonding. Suppliers are onboarded on Minda Connect for daily scheduling, dispatch, and monitoring of their QCDD performance.
Technical Collaborators	No	Steering committee, meetings and plant visits	Continuous	The purpose is to leverage their technological expertise alongside our manufacturing processes and fostering strong customer relationships, to deliver top tier products and solutions on a global scale.
Communities	Yes	CSR activities, meetings and briefings, official communication channels, including emails, advertisements, publications, websites, and social media and notice board	Twice a month	We conduct needs assessment studies to identify the requirements of surrounding communities and tailor CSR programs accordingly. By implementing community initiatives, we strive to improve their standard of living. Additionally, we also encourage the communities for increased participation through regular communication.
Investors	No	Training, conferences, annual report, notices, e-mail, investor meetings, general meetings, corporate announcements, newspaper advertisements, press release, investor presentation, quarterly & annual results, corporate website at <a href="https://www.unominda.com/investor/disclosures-under-regulation-46-of-the-lodr">https://www.unominda.com/investor/disclosures-under-regulation-46-of-the-lodr</a>	Quarterly and as per the requirement of companies act, 2013 and sebi (listing obligations and disclosure requirements) regulations, 2015	The purpose of the engagement to know the expectation of the investors, their concerns and to take actions accordingly.  The company operates a sustainable business model that aligns with long-term viability and aims to meet the expectations of its shareholders.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and regulatory authorities	No	Official communication channels, regulatory audits/inspections, environmental compliance, policy, intervention, good governance, statutory corporate filings	As per the statutory requirements	The purpose of the engagement is to obtain permissions, licenses, clarifications, waivers, business development approvals, as per the legal and regulatory requirements.

## 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.**

At Uno Minda, regular consultations with various stakeholders typically occur through the core management team of the Company. These interactions are an integral part of engaging with stakeholders, and the management keeps the board informed about important issues and discussions held with stakeholders periodically.

Additionally, the group functional committee members coordinates the board member and senior management visits to various CSR centers. During these visits, stakeholders have the opportunity to interact directly with the Chair and board members to share their experiences and the benefits they receive from these centers, as well as provide recommendations for improvement. The feedback and testimonials gathered are then shared with the functional committee, which implements necessary changes within specified timelines.

- 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.**

Uno Minda acknowledges that an effective stakeholder engagement process is essential in realising its sustainability objective of fostering inclusive growth. The Company has established systems and procedures to identify, prioritise, and address the needs and concerns of its stakeholders across various businesses and units. These processes are continuous, consistent, and systematic. Additionally, the Company has implemented mechanisms to facilitate effective dialogues with all stakeholders, identify material concerns, and resolve them in an equitable and transparent manner. Community members and Panchayati Raj Institution (PRI) representatives frequently engage in dialogue to initiate community-centric projects for their villages. In response to identified needs, we conduct thorough assessments to gain insight into the village's realities, enabling us to tailor programs accordingly.

Furthermore, we assessed our material topics by considering input from the relevant internal stakeholders. The materiality assessment has helped us in defining the Environment, Social and Governance are that are most material to our business operations and stakeholders. Based on the materiality assessment and our regular engagement with the stakeholders, necessary changes have been adopted in regard to the policies and the procedures.

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

At Uno Minda, our commitment to fostering community involvement and environmental efforts is achieved through clearly defined sustainability objectives, against which all outcomes are evaluated. They are clearly demonstrated in the Company's CSR Policy at: <https://www.unominda.com/uploads/investor/policies/UML%20CSR%20policy.pdf> and environment policy <https://www.unominda.com/uploads/investor/policies/Environment%20Policy.pdf>

The details provided below outlines some of our actions in this direction.

**Skill Development:** Through our flagship project, Samarth-Jyoti, we've actively empowered marginalised segments of society, particularly women, through vocational training in cutting & tailoring and beauty culture. This initiative has enabled numerous women to achieve self-reliance and secure decent livelihoods. Post-training, these women have embarked on independent work-from-home opportunities, secured employment, and participated in self-help groups. Many of these women are part of migrant populations who relocated with their husbands in search of livelihood opportunities. We have launched vocational training programs to empower women, adolescent girls, and marginalised populations across various locations in India. These programs, focusing on Cutting & Tailoring, Beauty Culture, and IT Literacy, have elevated their learning levels and employability skills, enabling them to earn a decent livelihood.

**Self-Help Groups** - Our Self-Help Groups (SHGs) provide vital financial support to community women. During the lockdown, we ensured that our trained and skilled community members received various assignments tailored to their needs. These SHGs were consistently engaged in producing a wide range of products, including masks, hospital aprons, bedsheets, pillow covers, and earrings, catering to local industries and vendors.

**Preventive and Curative Health Care:** We have established a multi-specialty hospital equipped with modern facilities and specialised medical professionals to cater to the healthcare needs of rural communities.

Please refer to the following link for information about the Company's community engagement initiatives: <https://www.unominda.com/corporate-social-responsibility>

# Principle

## 05

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	Current financial year 2023-24			Previous financial year 2022-23		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	3,289	3,289	100%	2,680	2,680	100%
Other than permanent	0	0	0%	0	0	0%
Total employees	3,289	3289	100%	2,680	2,680	100%
<b>Workers</b>						
Permanent	6,537	6,537	100%	4,413	4,413	100%
Other than permanent	9,679	9,679	100%	8,674	8,674	100%
Total employees	16,216	16,216	100%	13,087	13,087	100%

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

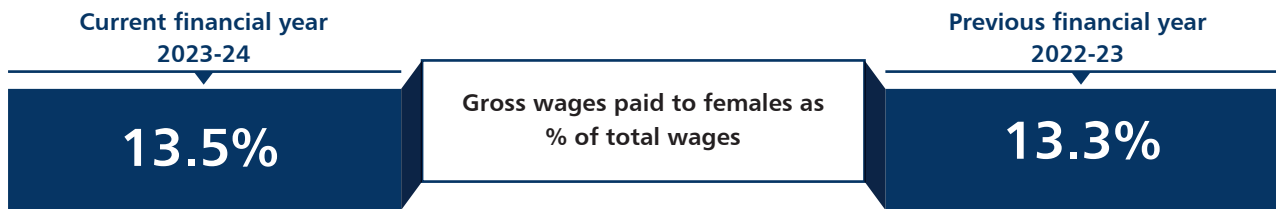
Category	Current financial year 2023-24					Previous financial year 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	3,026	0	0%	3,026	100%	2,506	0	0%	2,506	100%
Female	263	0	0%	263	100%	174	0	0%	174	100%
<b>Other than permanent</b>										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
<b>Permanent</b>										
Male	5,750	0	0%	5,750	100%	3,889	0	0%	3,889	100%
Female	787	0	0%	787	100%	524	0	0%	524	100%
<b>Other than permanent</b>										
Male	7,555	0	0%	7,555	100%	6,930	0	0%	6,930	100%
Female	2,124	0	0%	2,124	100%	1,744	0	0%	1,744	100%

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹/annum)	Number	Median remuneration/ salary/wages of respective category (₹/year)
Board of Directors (BoD)*	8	NA	1	NA
Key Managerial Personnel	4	5.74Crores	0	NA
Employees other than BoD and KMP	3,022	780195	263	550184
Workers	13,305	219462	2,911	219528

\*The Chairman & Managing Director and Deputy Managing Director receive remuneration, which is mentioned in the KMP Row.

3. b Gross wages paid to females as % of total wages paid by the entity



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

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

The Company is dedicated to upholding the utmost standards of ethical, moral, and legal conduct in all its business operations. Our goal is to cultivate a workplace environment that encourages the reporting of suspected misconduct and any violations of Company policies and relevant laws. Uno Minda's Whistleblower Policy ensures a fair and impartial process, free from discrimination or harassment, for addressing grievances. Furthermore, the Company has implemented various policies including:

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

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

	Current financial year 2023-24			Previous financial year 2022-23		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual harassment	4	1	Out of total 4 complaints, 3 resolved & 1 under review	2	Nil	Complaints resolved with utmost due diligence
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child labour	Nil	Nil	NA	Nil	Nil	NA
Forced labour/involuntary labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

	Current financial year 2023- 24	Previous financial year 2022- 23
Total complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	2
Complaints on POSH as a % of female employees/workers	0.13%	0.081%
Complaints on POSH upheld	4	2

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

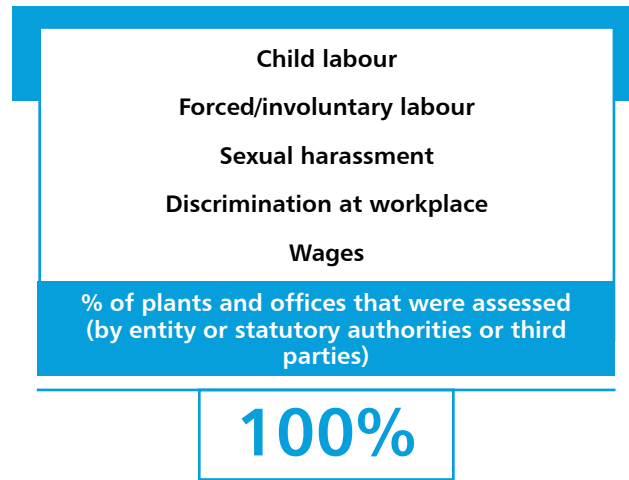
The Company has stringent measures in place to safeguard complainants from any adverse repercussions or retaliation, as outlined in our Prevention of Sexual Harassment at Workplace (POSH) Policy. In instances where the sensitivity of a case warrants it, the complainant may be granted paid leave to alleviate any pressure experienced during the investigation process.

Our Policy emphasises the Company's unwavering commitment to ensuring that no employee who raises a harassment concern faces any form of reprisal. Any act of reprisal will result in disciplinary action. Moreover, we guarantee that both the complainant and witnesses are shielded from retaliation, victimisation, or discrimination while addressing complaints of sexual harassment.

However, it's important to note that misuse of the procedure, such as making false allegations with malicious intent, will also be met with disciplinary measures. If the respondent engages in victimisation or discrimination against the complainant and/or witnesses, they are required to report it to the Internal Committee (IC). The IC will then recommend appropriate disciplinary action which is to be taken by the employer against the respondent.

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

Yes, the expectations outlined for human rights requirement in our Code of Conduct (COC) are further elaborated upon in our Supplier Quality Assurance Manual (SQAM) and is communicated to all business partners during the onboarding process.



Note: Regular evaluations of aforementioned parameters are conducted internally across all our facilities, with assistance from CAST (Central Assessment and Support Team) and the Environment Health and Safety team.

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

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

**LEADERSHIP INDICATORS**

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

The Company ratifies the fundamental human rights principles across all its operations and it is a commitment that is ingrained in the organisation’s codes and policies. Identifying the need for a dedicated Human Rights policy, the Company is in the process of formulating one that underscores its pledge to uphold human rights, abstain from involvement in any human rights violations, and proactively identify, assess, and mitigate potential negative impacts through rigorous due diligence and issue management. Moreover, we are dedicated to swiftly and effectively resolving grievances from affected stakeholders.

To reinforce this ethos throughout the organisation, we have implemented a variety of training and awareness programs to educate employees on our Code of Conduct, Human Rights standards, and the importance of Freedom to Form Associations. Additionally, as part of our contractual agreements, we are ensuring that many of our customers are informed of these compliance measures. Through these comprehensive efforts, the Company is committed to fostering a culture where human rights are not only respected but also actively promoted and safeguarded.

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

At all Uno Minda facilities, we ensure full compliance with statutory provisions, maintaining a 100% record of adherence. To uphold this standard, we conduct regular internal and external inspections, ensuring thorough due diligence in safeguarding human rights across all aspects of our operations.

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

As a legacy company, we are diligently aligned with the provisions outlined in the Disability Act of 2016. While newer buildings are constructed in full compliance with these regulations, we are systematically rectifying any discrepancies in older structures, ensuring accessibility and inclusivity across all our facilities.

4. Details on assessment of value chain partners:

Child labour  
Forced/involuntary labour  
Sexual harassment  
Discrimination at workplace  
Wages

% of value chain partners (by value of business done with such partners) that were assessed

64%

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

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

# Principle

## 06

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

## ESSENTIAL INDICATORS

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

Parameter	Current Financial Year 2023- 24	Previous Financial Year 2022- 23
<b>From 'renewable sources' (in Giga Joule)</b>		
Total electricity consumption (A)	1,18,738	87,247
Total fuel consumption (B)	20,539	8,219
Energy consumption through other sources (C)	0	0
Total energy consumption from renewable sources (A+B+C)	1,39,276	95,465
<b>From 'non-renewable sources' (in Giga Joule)</b>		
Total electricity consumption (D)	3,83,010	3,41,193
Total fuel consumption (E)	4,12,995	5,56,061
Energy consumption through other sources (F)	0	0
Total energy consumption from non-renewable sources (D+E+F)	7,96,005	8,97,254
Energy intensity per million rupee of turnover (GJ/million ₹) (Total energy consumption/million ₹ turnover in rupees)	10.41	13.81*
Energy intensity per rupee of turnover adjusted for purchasing power parity (GJ/million US\$) (Total energy consumed (GJ)/revenue from operations adjusted for ppp (million US\$))	233.22	306.18
Energy intensity in terms of physical output (total energy consumed in GJ/ count of products manufactured during the fy) (GJ/product)		
Energy intensity (optional)- the relevant metric may be selected by the entity (total energy consumed in GJ/count of products manufactured during the FY) (GJ/product)	0.003	0.003

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency - No

\*As a result of the turnover adjustment for FY 2022-23, the energy intensity per rupee turnover value for the preceding year has been modified. Please refer to the [link](#) to see the revised turnover figures.

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.

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

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

Parameter	Current financial year 2023-24	Previous financial year 2022-23
<b>Water withdrawal by source (in kilo litres)</b>		
(i) Surface water	70	-
(ii) Groundwater	2,48,453	3,05,654
(iii) Third party water	2,72,650	2,27,993
(iv) Seawater/esalinated water	-	2,196
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	5,21,173	5,35,843
Total volume of water consumption (in kilolitres)	4,45,598	3,83,917
Water intensity per Million rupee of turnover (Water consumed/Million ₹ turnover) (KL per Million ₹)	6.20	5.34*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/Million US\$) (Total water consumption/Revenue from operations adjusted for PPP (KL/Million US\$))	111.12	118.41
Water intensity in terms of physical output (Total water consumption in KL/Count of products manufactured during the year) (KL/product)	0.001	0.001
Water intensity (optional) – the relevant metric may be selected by the entity (Total water consumption in KL/Count of products manufactured during the year) (KL/product)	0.001	0.001

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No

\*As a result of the turnover adjustment for FY 2022-23, the water intensity per rupee turnover value for the preceding year has been modified. Please refer to the [link](#) to see the revised turnover figures.

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

Parameter	Current Financial Year 2023-24	Previous Financial Year 2022-23
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
<b>(i). To surface water</b>		
No treatment	0	0
With treatment- please specify level of treatment	0	0
<b>(ii). To ground water</b>		
No treatment	0	0
With treatment- please specify level of treatment*	71,354	73,740
<b>(iii). To seawater</b>		
No treatment	0	0
With treatment- please specify level of treatment	0	0
<b>(iv). Sent to third parties</b>		
No treatment	4,222	2,472
With treatment- please specify level of treatment	0	0
<b>(v). Others</b>		
No treatment	0	0
With treatment- please specify level of treatment	0	0
<b>Total water discharged (in kilo-litres)</b>	<b>75,576</b>	<b>76,212</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency. - No

\*The discharged water undergoes tertiary level of treatment.

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

At Uno Minda, we have successfully implemented Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) in all our units, complying with consent conditions across the board. These efforts are evident in the seven plants where ETP and STP facilities are fully aligned with regulatory requirements.

Upon proper treatment of wastewater to meet pollution control board standards, we utilise 100% of the effluent water across most of our units for irrigation or industrial processes, effectively maximizing resource efficiency. Additionally, wastewater is repurposed for gardening purposes across all units.

In our pursuit of Zero Liquid Discharge, we have invested in ETP, STP, Multi-Effect Evaporator, Ultrafiltration, and Softener plants, in accordance with the State Pollution Control Board's consent thus ensuring no discharge of hazardous liquids to the environment. Furthermore, all outlet water from STP and ETP is utilised for in-house gardening, demonstrating our commitment to sustainable water management practices.

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

Parameter	Please specify unit	Current financial year 2023-24	Previous financial year 2022-23
NOx	tonnes	2.5	3.7
SOx	tonnes	0.6	8.7
Particulate matter (PM) (PPM)	tonnes	1.2	8.5
Persistent organic pollutants (POP)	tonnes	0.0	0.0
Volatile organic compounds (VOC)	tonnes	0.0	0.0
Hazardous air pollutants (HAP)	tonnes	0.0	0.0
Others – ODS	tonnes	3.0	0.3

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 - No

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Please specify unit	Current financial year 2023- 24	Previous financial year 2022- 23
Total Scope 1 Emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	27,621	36,206
Total Scope 2 Emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	76,176	67,859*
Total Scope 1 and Scope 2 emissions intensity per Million rupees of turnover	Metric tonnes of CO <sub>2</sub> equivalent per Million ₹	1.16	1.45*
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 emissions/Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent per Million US\$	25.90	32.10
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 & 2 emissions/Count of products manufactured during the FY)	Metric tonnes of CO <sub>2</sub> equivalent per product	0.00034	0.00035
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant metric may be selected by the entity (Total Scope 1 & 2 emissions/Count of products manufactured during the FY)	Metric tonnes of CO <sub>2</sub> equivalent per product		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency- No

\*Please note that the reported value for total scope 2 emissions and emission intensity in the financial year 2022-23 has been modified due to a change in methodology and emission factor. In addition, as a result of the turnover adjustment for FY 2022-23, the energy intensity per rupee turnover value for the preceding year has been modified. Please refer to the [link](#) to see the revised turnover figures.

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

We are dedicated to sustainability and actively implementing measures to reduce our environmental impact:

**1. Transitioning to Cleaner Energy:** Solar panel installation is underway to shift towards cleaner energy sources, aligning with our goal to minimise our carbon footprint and promote renewable energy usage.

**2. Installation of Energy Efficient Motors:** Upgrading to Energy Efficient motors has enhanced our energy conservation efforts and optimised power usage across operations.

**3. Switching to Cleaner Fuels:** Replacing High-Speed Diesel (HSD), Liquefied Petroleum Gas (LPG), and Furnace Oil (FO) with Piped Natural Gas (PNG) has resulted in reduced emissions and improved air quality.

**4. CO<sub>2</sub> Net Zero Plan:** Actively developing a CO<sub>2</sub> Net Zero Plan aims at achieving carbon neutrality and minimising greenhouse gas (GHG) emissions.

Additionally, energy-saving projects at the plant level directly target greenhouse gas emissions reduction:

- **Third-Party Open Access Solar Power:** We have leveraged third-party open access solar power diversifying our renewable energy sources and reducing our reliance on conventional grids.
- **Variable Frequency Drive (VFD) Motors:** Installation of VFD motors has optimised energy usage and improved efficiency.
- **Opex Module for Solar Power:** Implemented Opex module for solar power generation that has enabled cost-effective renewable energy production.

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

Parameter	Current financial year 2023- 24	Previous financial year 2022- 23
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	1,807	1,181
E-Waste (B)	386	1
Bio-medical waste (C)	0	0.00
Construction and demolition waste (C&D) (D)	0	0.00
Battery waste (E)	0	0.00
Radioactive waste (F)	0	0.00
Other hazardous waste generated (G) (please specify, if any)	1,985	820
Other non-hazardous waste generated (H) (Please specify, if any)	6,170	3,183
Total waste generated (A+B+C+D+E+F+G+H)	10,348	5,184
Waste intensity per million rupees of turnover (MT/Million ₹) (Total waste generated per million rupee of turnover)	0.12	0.07

Parameter	Current financial year	Previous financial year
	2023- 24	2022- 23
Waste intensity per rupee of turnover adjusted for purchasing power Parity (PPP) (MT/Million US\$) (Total waste generated (MT)/revenue from operations adjusted for PPP (Million US\$))	2.58	1.60
Waste intensity in terms of physical output (total waste generated/count of products manufactured during the FY) (MT/product)		
Waste intensity (optional)- the relevant metric may be selected by the entity (total waste generated/count of products manufactured during the FY) (MT/product)	0.000034	0.000018
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category waste : hazardous and non-hazardous		
(i). Recycled	4,153	2,262
(ii). Re-used	176	23
(iii). Other recovery operations	1,202	76
<b>Total</b>	<b>5,531</b>	<b>2,360</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category waste : hazardous and non-hazardous		
(i). Incineration	411	314
(ii). Landfilling	151	353
(iii). Other disposal operations	4,254	2,140
<b>Total</b>	<b>4,816</b>	<b>2,807</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency - No

**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.**

The generation of hazardous waste stems from various sources, encompassing industrial manufacturing byproducts, batteries, and manifesting in diverse forms such as liquids, solids, and sludges. The main processes contributing to hazardous waste generation include the paint shop, used oil resulting from machine repairs, transformer oil, sludge from water treatment, oily cotton waste from equipment cleaning, chemical drums, and the generation of e-waste from various machinery and office systems. We operate as per consent obtained from Pollution Control Boards in the respective territories at our plant locations, ensuring adherence to local and national regulatory frameworks. As part of our overarching strategic vision, a spectrum of recycling solutions has been diligently explored and internally integrated to divert hazardous materials away from landfills and incinerators, underscoring our unwavering dedication to sustainability.

The Company has implemented comprehensive waste management protocols to effectively handle and store both hazardous and non-hazardous waste resulting from its operations. Adhering to local regulations, all generated waste is meticulously processed through authorised vendors and recyclers. Detailed records are maintained, documenting the types and quantities of waste generated, and the amounts recovered and disposed of, as outlined in the preceding question. As part of our strategic initiative, a range of recycling solutions has been explored and integrated internally to divert hazardous materials from landfills and incineration, aligning with our commitment to sustainability.

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

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

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

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web-link
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None of the projects implemented during the year required environmental impact assessment (EIA).

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

Uno Minda complies with all the applicable environmental laws and regulations pertaining to water, air and the environment.

S. No.	Specify the law/regulation/guidelines which is not compliant	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
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During the reporting period no legal notices were issued.

## LEADERSHIP INDICATORS

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

Each facility/plant located in areas of water stress, provide the following information:

#### i Name of area

1. UML-Switch Division, Manesar
2. UML Lighting 2W, Bahadurgarh 1
3. UML Lighting 2W, Bahadurgarh 2
4. UML Lighting 2W, Sonipat
5. UML-Lighting Division, Manesar
6. UML-Acoustic Division (DTA), Manesar
7. UML-Fuel Cap Division, Manesar
8. UML - Aftermarket

#### ii Nature of operations: Water consumption

Water withdrawal, consumption, and discharge in the following format:

Parameter	Current financial year 2023-24	Previous financial year 2022-23
<b>Water withdrawal by source (in kilo litres)</b>		
(i). Surface water	0	0
(ii). Ground water	1,15,733	1,22,674
(iii). Third party water	19,807	14,585
(iv). Seawater/desalinated water	0	0
(v). Others	0	0
Total volume of water withdrawal (in KL)	1,35,540	1,37,259
Total volume of water consumption (in KL)	1,35,540	1,37,259
Water intensity per million rupee of turnover (KL/Million ₹) (water consumed (KL)/turnover rupee (Million ₹))	1.51	1.91
Water intensity (optional) – the relevant metric may be selected by the entity (KL/product) (Total water consumption in KL in areas of water stress/ count of products manufactured during the FY)	0.00045	0.00046
<b>Water discharge by destination and level of treatment (in Kilo litres)</b>		
(i). To surface water		
No treatment	0	0
With treatment- please specify level of treatment	0	0
(ii). To ground water		
No treatment	0	0
With treatment- please specify level of treatment	0	0
(iii). Sent to third party water		
No treatment	0	0
With treatment- please specify level of treatment	0	0

Parameter	Current financial year 2023-24	Previous financial year 2022-23
(iv). Into seawater		
No treatment	0	0
With treatment- please specify level of treatment	0	0
(v). Others		
No treatment	0	0
With treatment- please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency - No

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

Parameter	Please specify unit	Current financial year 2023- 24	Previous financial year 2022- 23
Total Scope 3 Emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent		
Total Scope 3 emissions per rupee of turnover		Currently, the Company is not undertaking estimations on Scope 3 emissions.	
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency - No

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

Not Applicable

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

S. No.	Initiative undertaken financial year 2023-24	Details of the initiative (web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	STP installation and upgradation at Bawal	In FY 2023-24, we commissioned a new EV system plant in Farrukhnagar. Additionally, we have installed STP in accordance with consent requirements, while the remaining units have ETP/STP systems in place, also meeting consent requirements.	During FY 2023-24, we established a new EV system plant in Farrukhnagar. Moreover, we installed an STP as per consent requirements, and the other units have ETP/STP systems that also comply with these requirements.
2.	STP upgradation	The Sewage Treatment Plants (STPs) at Uno Minda's Casting Hosur, UML Casting Bawal and Minda Kosai Bawal were upgraded during the reporting period.	During the reporting period, the Sewage Treatment Plants (STPs) at UML Casting Hosur, UML Casting Bawal, and Minda Kosai Bawal were upgraded.
3.	100% PNG-based GG, DFK & RECD Installation in existing DG	Natural gas is a more efficient fuel compared to diesel, offering higher energy content. The switch to PNG not only reduces fuel consumption but also minimises maintenance requirements and enhances the longevity of furnace equipment, resulting in long-term cost savings for the organisation.	Reduction in greenhouse gas emissions and air pollutants. Enhanced operational efficiency and cost-effectiveness.
4.	HSD to PNG conversion for furnace	The conversion process involves retrofitting existing furnace systems to accommodate PNG as the primary fuel source. This initiative represents a strategic shift towards cleaner and more sustainable energy sources in industrial operations. The decision to convert furnaces from HSD to Piped Natural Gas (PNG) signifies a proactive approach to mitigate environmental impact and enhance operational efficiency.	PNG is a cleaner-burning fuel compared to HSD, resulting in lower emissions of pollutants such as sulfur dioxide, nitrogen oxides, and particulate matter. It also promotes energy efficiency and cost savings by lowering operational costs
5.	Re- use of water with water treatment (water softener & Industrial RO)	The water softening process involves the removal of hardness-causing minerals such as calcium and magnesium, thereby improving the quality of water and preventing scale formation in equipment and pipelines, thereby increasing lifespan of industrial assets, reducing maintenance costs and downtime.  Complementing the water softening system is the Industrial RO technology, which employs a semi-permeable membrane to remove impurities, contaminants, and dissolved solids from water, producing high-quality permeate that meets stringent quality standards.	By implementing water re-use systems, we aim to minimise our water footprint and maximise the utilisation of available resources.
6.	Scrubber, ETP & STP available at Hosur	Our Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) are instrumental in treating wastewater generated from our industrial processes and facilities.  The scrubber plays a crucial role in mitigating air pollution by removing harmful pollutants and particulate matter from industrial exhaust gases, ensuring that our emissions comply with stringent environmental regulations.	Prevention of air and water pollution.

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

Uno Minda emphasises the significance of Business Continuity Planning (BCP) as outlined in its Risk Management policy (refer to: <https://www.unominda.com/uploads/investor/policies/risk%20management%20policy.pdf>). Recognising the critical role BCP plays in maintaining seamless business operations, especially during difficult periods, the Company prioritises business continuity for sustainability and the well-being of all stakeholders. The risk mitigation strategy includes measures to safeguard uninterrupted business operations. A business continuity and disaster management plan is available for all the manufacturing sites.

**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.**

Uno Minda has not observed any adverse impact to the environment, arising from the value chain activities.

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

64% of the value chain partners were assessed for environmental impacts based on audit checklist for environmental impacts.

# Principle

## 07

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.

Seven

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

Name of the trade and industry chambers/associations	Name of the trade and industry chambers/associations	National	Reach of trade and industry chambers/associations (State/National)
	Confederation of Indian Industry (CII)		
	FICCI (Federation of Indian Chambers of Commerce & Industry)		
	ASSOCHAM (Associated Chambers of Commerce and Industry of India)		
	PHD Chamber of Commerce		
	ACMA (Automotive Component Manufacturers Association of India)		
	SMEV (Society of Manufacturers of Electric Vehicle)		
	Electronic Industries Association of India (ELCINA)		

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

Name of authority	Brief of the case	Corrective action taken
Nil		

**LEADERSHIP INDICATORS**

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
Nil					

# Principle

## 08

Businesses should promote inclusive growth and equitable development.

**ESSENTIAL INDICATORS**

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

Name and brief detail of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web-link
None of the projects undertaken by Uno Minda required Social Impact Assessment (SIA) as per the regulatory requirements.					

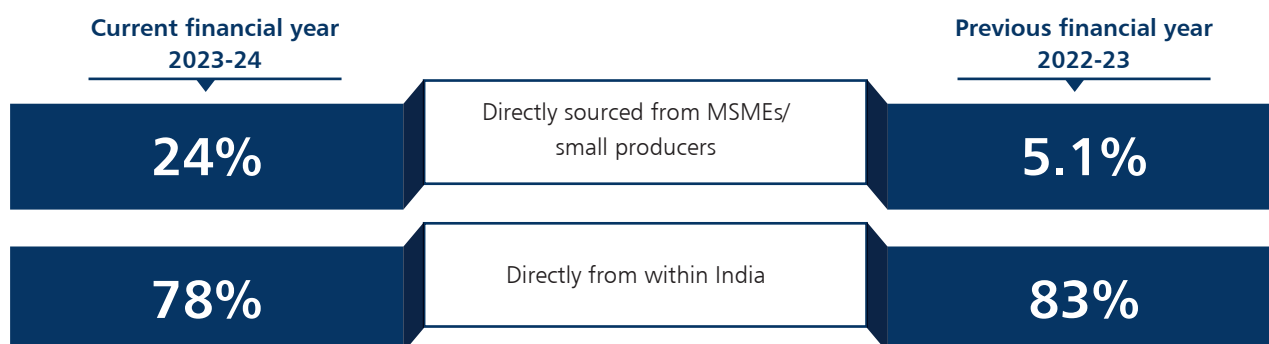
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	%of PAFs covered by R&R	Amounts paid to PAFs in the financial year (in ₹)
Not Applicable						

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

The resolution of grievances occurs through regular engagement with villagers, community members, and PRI (Panchayati Raj Institutions) members. The frequency of these meetings and interactions has facilitated the immediate resolution of local issues.

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



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

Current financial year 2023-24	Location	Previous financial year 2022-23
5.33%	Rural	4.42%
5.86%	Semi-Urban	5.37%
22.80%	Urban	23.17%
66.01%	Metropolitan	67.04%

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

## LEADERSHIP INDICATORS

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

Corrective action taken
Not Applicable

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

<b>Uttarakhand</b>	<b>Udham Singh Nagar</b>	<b>₹ 18 Lakhs (as of december 2023)</b>
State	Aspirational District	Amount spent (in lakh)

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

Uno Minda has implemented a standard operating procedure for managing long-term strategic suppliers (LTS). While there aren't explicit guidelines for procurement from marginalised or vulnerable groups at Uno Minda the Company does engage with small and medium enterprises, which could potentially include representation from these groups.

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

Not Ascertained

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

Not Ascertained

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

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
Not Applicable				



5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
Samarth-Jyoti Vocational Training Program	929	90%
Suman Nirmal Minda School, Education	838	70%
Samarth-Jyoti Education Program	808	90%
Samarth-Jyoti IT literacy program	963	80%
Samarth-Jyoti collaborative Projects (Special Projects)	16,869	70%



# Principle

## 09

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

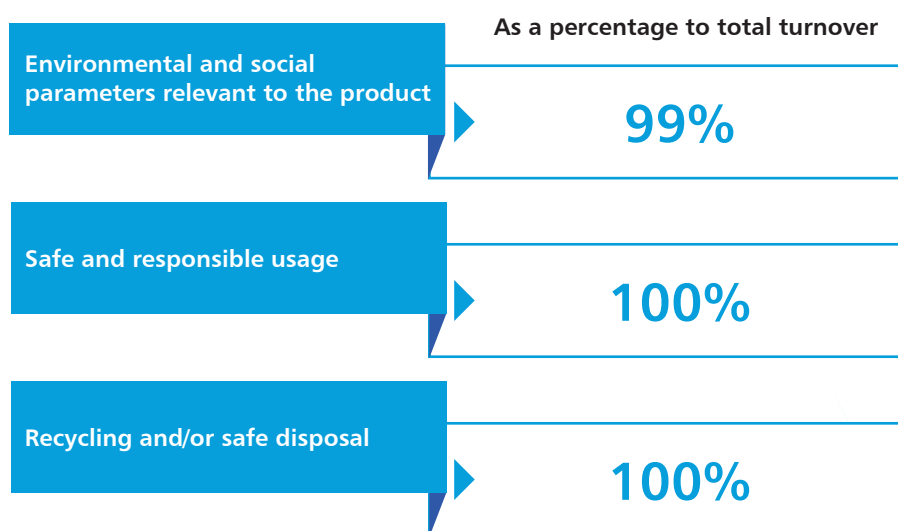


**ESSENTIAL INDICATORS**

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

Uno Minda has a well-defined and robust mechanism to receive and respond to the customer’s complaints efficiently in a timely and transparent manner. The consumers are provided with the toll-free number and the marketing e-mail id via which they can register their complaints. The Company has enlisted a third party to handle the reception of the complaints. Based on the nature of the complaints received, the third party redirects inquiries to the appropriate sales team. The sales team then engages with consumers to discuss and resolve the issues. Concerning matters involving direct Original Equipment Manufacturers (OEMs) customers, Key Account Managers uphold daily communication with the respective OEM clients.

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



Note: The Company ensures that the products manufactured meet the stringent OEM Standards.

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

	Current financial year 2023-24		Remarks	Previous financial year 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

Uno Minda is dedicated to employing a structured and methodical approach to risk management throughout the entire organisation, following prevailing industry standards and best practices. The Company has developed a policy on cybersecurity and risk related to data privacy, which can be accessed via the link- <https://www.unominda.com/uploads/Investor/2023/UML%20privacy%20policy.pdf>

Uno Minda and its subsidiaries have implemented an Information Security Management System (ISMS) in line with the specifications outlined in ISO/IEC 27001:2013 and the best practices detailed in ISO/IEC 27002:2013. This framework serves as the foundation for achieving our information security objectives. To ensure compliance with the Digital Personal Data Protection Act, we are conducting a thorough gap assessment and the Company has also obtained Privacy Information Management Systems Certification for our Group R&D division. Internal audits are periodically conducted to identify any shortcomings in the implementation of our ISMS framework within the Company and corrective action is immediately undertaken to bridge the identified gap, if any.

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

There are no complaints reported on the aforementioned parameters, therefore, no corrective actions were undertaken. However, the Company has identified robust mechanism to identify the issues faced by the consumers and the timely resolution of the same.

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

- a. Number of instances of data breaches:** There are no instances of data breach reported in FY 2023-24.
- b. Percentage of data breaches involving personally identifiable information of customers:** Nil
- c. Impact, if any, of the data breaches:** Not Applicable, as no cases were reported.

**LEADERSHIP INDICATORS**

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

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

Uno Minda Corporate Website	▶ <a href="https://www.unominda.com/">https://www.unominda.com/</a>
Uno Minda Kart	▶ <a href="https://www.unomindakart.com/">https://www.unomindakart.com/</a>
Uno Minda Instagram	▶ <a href="https://www.instagram.com/unominda?igsh=MTZ6bTVsM311Nnc2bg==">https://www.instagram.com/unominda?igsh=MTZ6bTVsM311Nnc2bg==</a>
Uno Minda Facebook	▶ <a href="https://www.facebook.com/UnoMindaGroup?mibextid=LQQJ4d">https://www.facebook.com/UnoMindaGroup?mibextid=LQQJ4d</a>

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

Uno Minda acknowledges its duty to care for its customers, and the Company is dedicated to consistently delivering high levels of service. It is our strong belief that our customers are the focal point of our efforts, and it is our responsibility to disseminate relevant information to our customers. In most instances, the Company's products are directly supplied to OEMs, who subsequently assemble and distribute the end products to consumers; Uno Minda has a limited opportunity to directly inform and educate end users about the safe and responsible usage of its products. However, the instance where we directly supply the products to the end users, we ensure that the product declarations required by the regulations are printed on the packaging box. Additionally, product fitment and usage guidelines are provided on the packaging, including disposal instructions for batteries to ensure safe use and responsible disposal.

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

Uno Minda Limited acknowledges the significance of Business Continuity Planning (BCP) under its Risk Management policy, which is available on the corporate website <https://www.unominda.com/uploads/investor/policies/risk%20management%20policy.pdf>. BCP is crucial for maintaining seamless business operations, especially during challenging periods and unforeseen circumstances. The Company prioritises business continuity from the standpoint of sustainability and considers the well-being of all stakeholders. The risk mitigation plan encompasses measures to ensure uninterrupted business continuity.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, in the instances where the products are supplied directed to the OEMs, the Company displays product requirements on packaging as per requirements of OEM and consistent with applicable laws whereas when the products are directly supplied to the end-users, we ensure that the product packaging consist of the important product and safety related information in adherence with the regulations.

Customer centricity has been intrinsic to our culture, therefore regular customer satisfaction surveys are conducted, and the rating scores have been satisfactory thus far. Typically, feedback is gathered on product supply and delivery, product management, commercial aspects, people, and communication.