

## ANNEXURE K



# **Business Responsibility and 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 - 110052  |
| 5. Corporate Address  | Village Nawada Fatehpur, P.O. Sikanderpur Badda, Manesar, District. Gurugram-122004, Haryana  |
| 6. E-mail   | csmil@unominda.com  |
| 7. Telephone  | 0124-2290427/28   |
| 8. Website  | www.unominda.com  |
| 9. Financial year for which reporting is being done   | 1 April, 2022 to 31 March, 2023   |
| 10. Name of the Stock Exchange(s) where shares are listed   | NSE (National Stock Exchange of India Limited) and BSE Limited (formerly Bombay Stock Exchange)   |
| 11. Paid-up Capital   | ₹ 114,60,27,428   |
| 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<br>Designation- Company Secretary & Compliance Officer<br>Tel: 0124-2290427/28<br>Email Id- csmil@unominda.com |
| 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together) | Disclosures made in this report are on a standalone basis and pertains only to India operations of the Company.                                 |

ii.

Product/ Services

14. DETAILS OF BUSINESS ACTIVITIES (ACCOUNTING FOR 90% OF THE TURNOVER):

**Manufacturing**

Description of main activity

**Auto Components**

Description of business activity

**95.90%**

% of turnover of the entity

15. 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	31.65%
Auto Component Switches	29304	24.58%
Auto Component Casting	29301	11.13%
Auto Component Seating	29303	8.06%
Auto Component Alloy Wheel	29303	7.76%
Auto Component Acoustic	29304	6.06%
Auto Component Sensor	29304	5.00%
Others	NA	5.76%

iii.

Operations

16. NUMBER OF LOCATIONS WHERE PLANTS AND/OR OPERATIONS/OFFICES OF THE ENTITY ARE SITUATED:

Location	Number of plants	Number of offices	Total
National	35	5(includes sales office, R & D Centres, Corporate Office and Registered Office)	40
International	Nil	2(Sales office)	2

## 17. MARKETS SERVED BY THE ENTITY:

### a. Number of locations

Locations	Number
National (No. of States/ Union Territories)	31
International (No. of Countries)	11

### 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 5.95 %.



### c. A brief on type of customers

UNO Minda Limited caters all major automotive sector OEMs and supplies its products directly to end users through after market team.

## iv. Employees



## 18. DETAILS AS ON 31 MARCH 2023:

### a. Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
 Employees						
1.	Permanent employees (D)	2680	2506	94%	174	6%
2.	Other than permanent employees (E)	0	0	0	0	0
3.	Total employees (D+E)	2680	2506	94%	174	6%
 Workers						
4.	Permanent workers (F)	4413	3889	88%	524	12%
5.	Other than permanent workers (G)	8674	6930	80%	1744	20%
6.	Total Workers (F+G)	13087	10819	83%	2268	17%











b. Differently abled Employees and workers:

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

19. PARTICIPATION/ INCLUSION/ REPRESENTATION OF WOMEN

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	9	2	22%
Key Management Personnel	5	1	20%

20. TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS (DISCLOSE TRENDS FOR THE PAST 3 YEARS)

	FY 2022-23			FY 2021-22			FY 2020-21		
			+			+			+
	Male	Female	Total	Male	Female	Total	Male	Female	Total
 Permanent employees	17.7%	20.1%	17.9%	10.4%	16.1%	10.8%	10.45%	19.3%	10.7%
 Permanent workers	2.7%	12.8%	3.9%	2.5%	15.7%	4.01%	3.8%	16.1%	5.3%

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

### 21. 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	67.67%	Yes
2	Minda Kosei Aluminum Wheel Private Limited	Subsidiary	100.00%	Yes
3	SAM Global Pte. Ltd	Subsidiary	100.00%	Yes
4	PT Minda Asean Automotive (Indonesia)	Subsidiary	100.00%	Yes
5	Global Mazinkert, S.L.	Subsidiary	100.00%	Yes
6	Minda Storage Batteries Private Limited	Subsidiary	100.00%	Yes
7	Uno Minda Katolec Electronics Services Private Limited	Subsidiary	51.00%	Yes
8	Mindarika Private Limited	Subsidiary	51.00%	Yes
9	MI Torica India Private Limited	Subsidiary	60.00%	Yes
10	Harita Fehrer Limited	Subsidiary	100.00%	Yes
11	UnoMinda EV Systems Private Limited	Subsidiary	50.10%	Yes
12	Uno Minda Auto systems Private Limited	Subsidiary	100.00%	Yes
13	Uno Minda Tachi-S Seating Private Limited	Subsidiary	51.00%	Yes
14	Uno Minda Buehler Motor Private Limited	Subsidiary	100.00%	Yes
15	Uno Minda Auto Technologies Private Limited	Subsidiary	100.00%	Yes
16	Minda D-Ten India Private Limited	Subsidiary	51.00%	No
17	Minda Industries Vietnam Co Limited	Step Down Subsidiary	100.00%	Yes
18	Uno Minda Europe GMBH	Step Down Subsidiary	96.19%	Yes
19	Uno Minda Systems GMBH	Step Down Subsidiary	100.00%	Yes
20	Creat GMBH	Step Down Subsidiary	100.00%	Yes
21	Minda Korea Co.	Step Down Subsidiary	100.00%	Yes
22	PT Minda Trading	Step Down Subsidiary	100.00%	Yes
23	Clarton Horn, Spain	Step Down Subsidiary	100.00%	Yes
24	Clarton Horn Maroco SRL, Morocco	Step Down Subsidiary	100.00%	Yes
25	Clarton Horn Signalkoustic Gmbh	Step Down Subsidiary	100.00%	Yes
26	Clarton Horn, Mexico S. De R.L. De. C. V., Mexico	Step Down Subsidiary	100.00%	Yes
27.	Light & System Technical Centre S.L., Parque	Step Down Subsidiary	100.00%	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)
28	MITIL Polymer Private Limited	Step Down Subsidiary	100.00%	Yes
29	Strongsun Renewables Private Limited	Associate	28.10%	No
30	CSE Dakshina Solar Private Limited	Associate	27.71%	No
31	Minda NexGenTech Limited*	Associate	26.00%	Yes
32	Minda Westport Technologies Limited	Joint Venture	50.00%	Yes
33	Minda TG Rubber Private Limited	Joint Venture	49.90%	Yes
34	Roki Minda Co. Private Limited	Joint Venture	49.00%	Yes
35	Minda TTE Daps Private Limited <sup>§</sup>	Joint Venture	50.00%	Yes
36	Minda Onkyo India Private Limited	Joint Venture	50.00%	Yes
37	Denso Ten Minda India Private Limited	Joint Venture	49.00%	No
38	Kosei Minda Mould Private Limited	Subsidiary	49.90%	No
39	Tokai Rika Minda India Private Limited	Joint Venture	30.00%	No
40	Toyoda Gosei Minda India Private Limited	Joint Venture	47.80%	Yes
41	Rinder Riduco (Step down JV of Light & System)	Joint Venture	50.00%	Yes
42	Kosei Minda Aluminum Co Private Limited	Subsidiary	18.31%	Yes
43	Samaira Engineering (Partnership Firm)	Subsidiary	87.50%	Yes
44	S.M. Auto Industries (Partnership Firm)	Subsidiary	87.50%	Yes
45	YA Auto Industries (Partnership Firm)	Subsidiary	87.50%	Yes
46	Auto Component (Partnership Firm)	Subsidiary	95.00%	Yes
47	Yogendra Engineering (Partnership Firm)	Associate	48.90%	No

\*Asset held for sale

<sup>§</sup>Under Liquidation w.e.f. 31 March, 2023





## vi. CSR Details

22.

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

Yes

(ii) Turnover (in ₹) ₹ 6,657.96 Crores

(iii) Net worth (in ₹) ₹ 3,018.35 Crores

## vii. Transparency and Disclosures Compliances




### 23. 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 FY 2022-23			Previous FY 2021-22		
		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/uploads/Investor/investor-desk/UML_Investors'%20Grivance%20Redressal%20Policy.pdf">https://www.unominda.com/uploads/Investor/investor-desk/UML_Investors'%20Grivance%20Redressal%20Policy.pdf</a>	1	0	Complaint Resolved	13	0	Complaint Resolved
Others Stakeholders	<a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	1	0	Complaint Resolved	9	0	Complaint Resolved
Employees	<a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	1	0	Complaint Resolved	0	0	Complaint Resolved
Workers	<a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	0	0	Nil	0	0	Nil
Contract Labourers	<a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	0	0	Nil	0	0	Nil
Communities	<a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	0	0	Nil	0	0	Nil
Value Chain Partners/Suppliers	<a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	0	0	Nil	0	0	Nil
Customers	<a href="https://www.unominda.com/contact-us">https://www.unominda.com/contact-us</a>	325	0	Complaint Resolved	255	0	Complaint Resolved













**24. 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	Opportunity 	<ul style="list-style-type: none"> <li>Growing energy costs by improving efficiency.</li> <li>Anticipate disruptions to energy supply.</li> <li>Enable participation in demand-response programs.</li> <li>Reduce carbon foot print.</li> </ul>	<ul style="list-style-type: none"> <li>Optimisation of consumption of electric energy with efficient Energy Equipment</li> <li>Reduction in Energy Consumption with a Target Fixing in Each FY</li> <li>Move to renewable Energy (Solar or Wind Power)</li> </ul>	<ul style="list-style-type: none"> <li>Achieve significant cost savings</li> <li>Drive carbon emissions reduction and maintain carbon offset</li> <li>Support compliance with environmental regulations and prevent the organisation from any Regulatory actions</li> <li>Enhance an organisation's reputation and environmental credentials which will provide More Business</li> <li>Provide a potential stepping-stone to other sustainability initiatives</li> </ul>
2	GHG Emission Management	Opportunity 	<ul style="list-style-type: none"> <li>Increased severity of extreme weather events such as cyclones and floods</li> <li>Changes in precipitation patterns and extreme variability in weather patterns</li> <li>Rising mean temperatures</li> <li>Increased pricing of GHG emissions</li> <li>Resource Efficiency</li> </ul>	<ul style="list-style-type: none"> <li>Low emission alternatives such as wind, solar, wave, tidal, hydro, geothermal, nuclear, biofuels, and carbon capture and storage to meet global emission-reduction goals</li> <li>Energy Efficient Electrical Equipment</li> <li>Yearly Internal Targets to Save the Energy and CO2 Foot Reduction</li> </ul>	<ul style="list-style-type: none"> <li>Reduced revenue from decreased production capacity (e.g., transport difficulties, supply chain interruptions)</li> <li>Reduced revenue and higher costs from negative impacts on workforce (e.g., health, safety, absenteeism)</li> <li>Write-offs and early retirement of existing assets (e.g., damage to property and assets in "high-risk" locations)</li> <li>Increased capital costs (e.g., damage to facilities)</li> <li>Reduced revenues from lower sales/output</li> <li>Increased insurance premiums and potential for reduced availability of insurance on assets in "high-risk" locations</li> </ul>
3	Water Management	Risk 	<ul style="list-style-type: none"> <li>Inadequate water supplies or services to effectively manage a company's operations.</li> <li>Regulatory risks manifest- Stricter regulatory requirements</li> <li>Reputational risks (i.e., consumers, investors, local communities, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Water metre installation and plant water balancing</li> <li>Water Consumption Reduction Target in every FY for Each plant wrt. / Lac ₹ Production Value</li> <li>Focus on Recycling &amp; Reuse of waste water</li> </ul>	<ul style="list-style-type: none"> <li>Problem for companies with water-intensive operations in water-scarce regions, Difficulties in running the Business</li> <li>Change laws or regulations or management practices in ways that alter companies' access to water supplies/ services, increase the costs of operation, or otherwise make corporate water use and management more challenging to run the Business</li> <li>Decreased brand value or consumer loyalty or changes in regulatory posture, and can ultimately threaten a company's legal and social license to operate.</li> </ul>

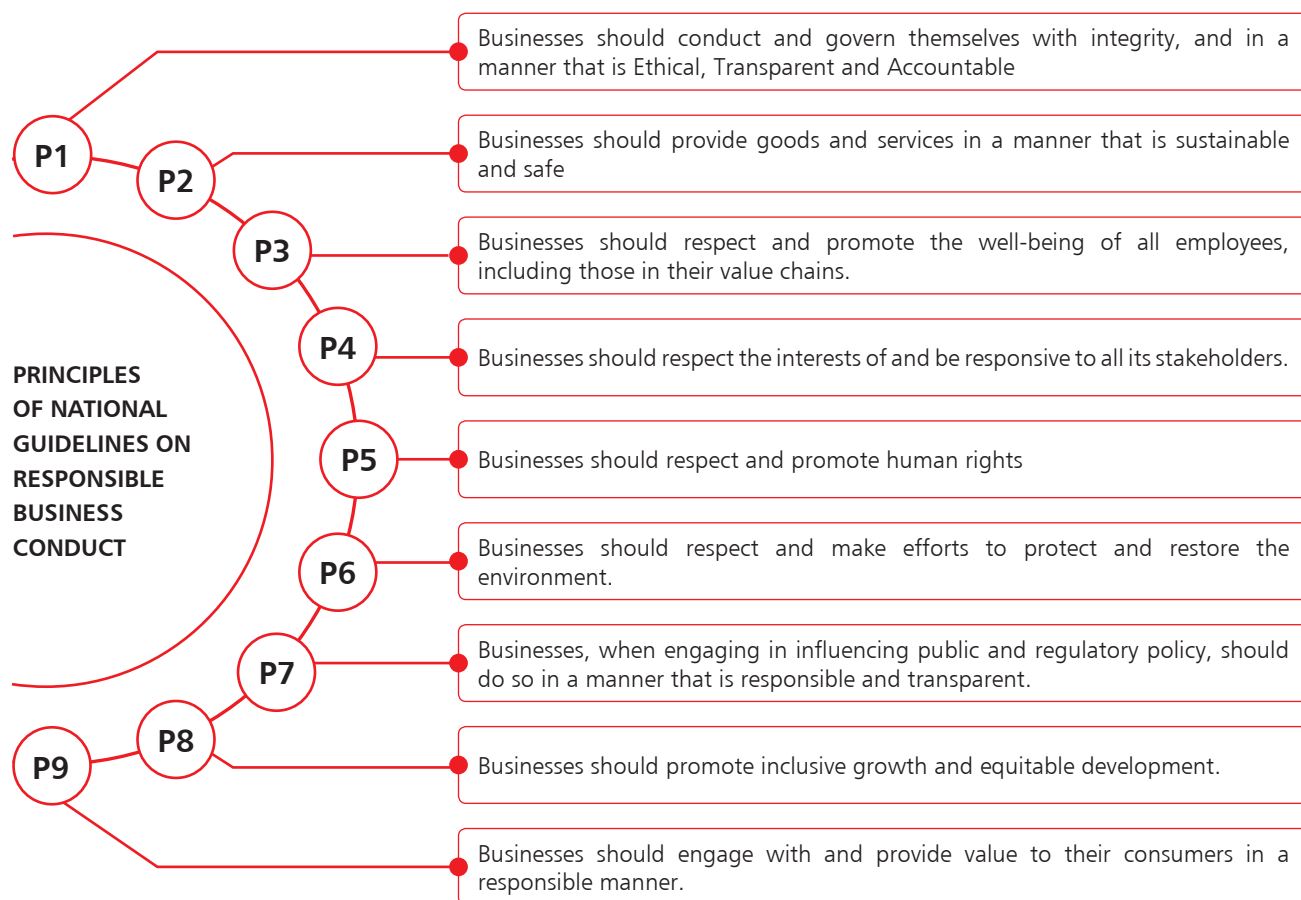


S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Waste Management	Opportunity 	<ul style="list-style-type: none"> <li>Ineffective disposal -causes air pollution, water and soil contamination</li> </ul>	<ul style="list-style-type: none"> <li>Follow the Waste Management hierarchy priority list for disposal of waste in the following order - reduce and reuse, compost, recycle, waste to energy incineration, landfill.</li> <li>Disposal to Pollution control Board Authorised vendor as per HWM Rules</li> <li>Target for Reduction of Hazardous waste in each FY wrt. To Per Lac ₹ / Prod. Value</li> </ul>	<ul style="list-style-type: none"> <li>Non- Compliance attracts Legal action on Organisation</li> <li>Change laws or regulations or management practices in ways that alter companies' access to services, increase the costs of operation, and management more challenging.</li> <li>Decreased brand value or consumer loyalty or changes in regulatory posture, and can ultimately threaten a company's legal and social license to operate.</li> </ul>
5	Product Life Cycle Assessment	Opportunity 	<ul style="list-style-type: none"> <li>Comprehensive portfolio planning aligned with market needs and ORG resources</li> </ul>	NA	<ul style="list-style-type: none"> <li>Positive Impact (Improved portfolio mix, improved supply chain efficiency, better time to market for innovation)</li> </ul>
6	Human Resource Management and Employee Engagement	Opportunity 	<ul style="list-style-type: none"> <li>Improvement in employee engagement.</li> <li>-Overall increased employee experience/ satisfaction.</li> </ul>	NA	<ul style="list-style-type: none"> <li>Improved retention rate of the employees</li> <li>- Improvement in upskilling and reskilling of employees covering skill based requirement in the Plants , thus improving productivity.</li> </ul>
7	Occupational Health and Safety (OHS)	Risk 	<ul style="list-style-type: none"> <li>Non-compliance with safety measures by employees and Workers</li> <li>Non-awareness of hazardous nature of materials used</li> <li>Risk of loss of lives</li> </ul>	<ul style="list-style-type: none"> <li>Strict adherence with OHS policy</li> <li>Focus on avoidance and mitigation measures to create safe working environments</li> <li>Minimising exposure to hazardous chemical usage</li> <li>Regular inspections and internal audits for health and safety during operations</li> </ul>	<ul style="list-style-type: none"> <li>Loss of working hours due to loss of lives, working abilities and motivation to work for workers and employees</li> <li>Loss of productivity due to unsafe working conditions leading to reduced efficiency</li> </ul>
8	Human Rights (including Diversity, Equality, & Inclusion)	Opportunity 	<ul style="list-style-type: none"> <li>Diverse &amp; inclusive workforce creating an environment for innovation and better performance</li> </ul>	NA	<p>Increased potential for employee productivity.</p> <ul style="list-style-type: none"> <li>- Newer perspective, ideas creating new and improved process.</li> <li>- Wider Talent Pool of employees.</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)
9	Corporate Social Responsibility (CSR)	Opportunity 	<ul style="list-style-type: none"> <li>Increased Community Connect.</li> <li>Providing continuing education and other structured programmatic support and its acceptance.</li> <li>Need based support for the community.</li> <li>Capacity building of Community, staff and students.</li> <li>Visibility of all programmes and increased participation of stakeholders.</li> </ul>	NA	<ul style="list-style-type: none"> <li>Increased (SROI) Social return on investment.</li> <li>Qualitative improvement of programs</li> <li>Increase brand visibility &amp; Value through community &amp; stakeholder engagement</li> </ul>
10	Responsible and Sustainable Supply Chain	Opportunity 	<ul style="list-style-type: none"> <li>Brand differentiation and cost saving</li> </ul>	NA	UML will get higher preference score as ESG audit is increasingly getting adopted by multiple customers. Reusability of material (like packaging) will result in cost saving.
11	Emerging Technologies	Opportunity 	<ul style="list-style-type: none"> <li>New markets for UML</li> </ul>	NA	Telematics, Electrification, Advanced driver-assistance systems (ADAS), Cockpit electronics are important advancements



## SECTION B MANAGEMENT AND PROCESS DISCLOSURES



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	N	N	Y	Y	N	Y	Y	Y
	c. Web Link of the Policies, if available	Policies on above principles are available on below links: <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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001 (Environmental Management System), ISO 45001:2018 (Occupational health and safety management systems) and IATF 16949:2016 (International Standard for Automotive Quality Management Systems)								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Increase the share of female employees in our workforce to 20% by 2025.					Target of meeting 40% of our energy needs from renewable energy by 2025.			
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Increased the share of female employees in our workforce to 7% as on 31 March 2023					The renewable energy sources contributed towards 18% of energy supply as on 31 March 2023			

### 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, we remain committed to making significant strides towards making a world a better place. Operating in a dynamic business landscape, we have faced numerous ESG challenges. First and foremost, we recognise the urgent need to mitigate our environmental impact. Our operations, particularly in the manufacturing sector, contribute to carbon emissions, waste generation, and resource consumption. Addressing these challenges has been a top priority for us. Additionally, ensuring the health and safety of our workforce, promoting diversity and inclusion, and fostering community development are ongoing challenges that we are committed to overcoming.

To tackle these challenges head-on, we have set ambitious ESG targets. In terms of environmental responsibility, we have committed to reducing our carbon emissions by 30% by 2030, increasing the use of renewable energy sources, and implementing sustainable waste management practices. Furthermore, we aim to achieve a water-neutral status by implementing water conservation measures across our operations. In the social sphere, we are dedicated to ensuring the health, safety, and well-being of our employees, promoting diversity and inclusion at all levels of the organisation, and enhancing our engagement with local communities. Finally, we have set governance targets to enhance transparency, ethics, and accountability in our business practices.

We are delighted to share some of our notable achievements in the ESG space. In the environmental domain, we have successfully reduced our carbon intensity by 24% since our baseline year, exceeding our interim target. We have also installed solar power systems at several of our facilities, significantly reducing our reliance on non-renewable energy sources. Moreover, we have implemented waste management initiatives that have led to about 5% reduction in total waste generated.

In terms of social responsibility, we have made significant strides in ensuring the safety and well-being of our employees. We have implemented robust occupational health and safety programmes, resulting in a 30% reduction in workplace accidents. In the governance realm, we have strengthened our corporate governance practices, ensuring transparency and accountability across all levels. We have also implemented mechanisms to address and prevent unethical behavior, fostering a culture of integrity within the Company.

As we move forward, we remain committed to our ESG agenda, continuously striving to overcome challenges and achieve our targets. We understand that sustainable growth is the only way forward, and we are dedicated to integrating ESG considerations into all aspects of our business. We thank our stakeholders for their support and encourage their active engagement as we collectively work towards building a more sustainable and responsible future.

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

Mr. Rajiv Kapoor  
Designation : Group CHRO  
Telephone Number: 0124-2290427/28  
Email-ID: investor@unominda.com



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

No, the entity doesn't have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues. However, a Steering Committee has been instituted, comprising key management executives, is responsible for the sustainability strategy of the Company. The Committee is supported by an advisory committee which includes functional leads from EHS, HR, CSR, and Finance. The Steering Committee convenes every month to review the sustainability strategy and performance of the Company and engages with the Board every quarter to apprise them of the same.

**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	Yes, the Board review the performance against the policies and take necessarily follow up actions from time to time									Quarterly/ Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all legal responsibilities that are relevant to the principles, and in case of any non-compliances, the Board looks into and rectifies the issues									Quarterly/ 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
Y	Y	Y	Y	Y	Y	Y	Y	Y

Yes. Most of the locations in India are certified for requirements under ISO 14001 (Environmental Management System) and OHSAS 18001 (Occupational Health and Safety System), Audits by independent auditors are carried out to check the level of compliance. Deviation management system ensures that the corrective actions are closed looped and issues are addressed within a reasonable time frame. Environment, Health and Safety (EHS) performance assessment is carried out annually to review the situation and identify the areas for improvement. TUV SUD is the agency that carries out these assessments.

**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

Note: NA- Not Applicable

## SECTION B PRINCIPAL WISE PERFORMANCE DISCLOSURE





### PRINCIPLE

1

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

### ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors 	10	The Board Members are aware that business should: P1 - conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable P2 - provide goods and services in a manner that is sustainable and safe P3 - respect and promote the well-being of all employees, including those in value chains. P4 - respect the interests of and be responsive to all its stakeholders. P5 - respect and promote human rights P6 - respect and make efforts to protect and restore the environment. P7 - when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent. P8 - promote inclusive growth and equitable development. P9 - engage with and provide value to their consumers in a responsible manner.	100%
Key Managerial Personnel 	1	Uno Minda Way Training for all CXOs including MD and DMD	100%
Employees other than BoDs and KMPs 	404	<ul style="list-style-type: none"> <li>Transfor-M Intervention for middle management employees (Level VII to IX)</li> <li>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%
Workers 	241	Functional skill trainings - Department wise	78%

**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:**

Kindly refer Corporate Governance Report paragraph 6(V)

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

Not Applicable

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

Uno Minda Limited has a Code of Conduct which is applicable to all Directors, Independent Directors, Senior Management, and all employees. The Code of Conduct specifies that employee:

- shall not resort to bribery or corruption in conducting the Company's business.
- shall not offer or provide either directly or indirectly any undue pecuniary or other advantages for the purpose of obtaining, retaining, directing or securing any business advantage for the Company.

The Code of Conduct is a testament to Uno Minda's commitment to conducting business with the utmost honesty and responsibility. The policy is available on the website of the Company at: [https://www.unominda.com/uploads/investor/policies/UML\\_Code%20of%20Conduct.PDF](https://www.unominda.com/uploads/investor/policies/UML_Code%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:**

NIL

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

	Current FY 2022-23		Previous FY 2021- 22	
	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 incide / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:**

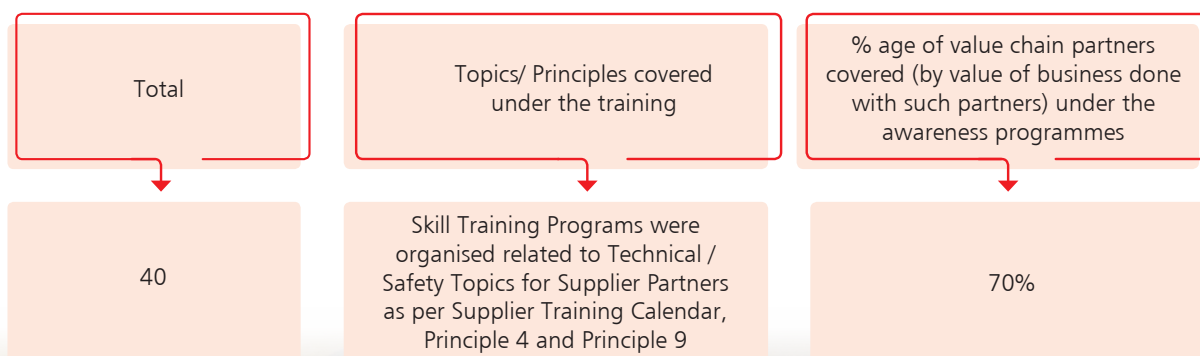
NIL





## 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 Limited has adopted a Code of Conduct in place to avoid/ manage conflict of interests involving members of the Board. It specifies employees (core, contract, retainer, consultant or any other category) must avoid any conflicts of interest between themselves and the Company. Any situation that involves, or may reasonably be expected to involve, a conflict of interest with the Company, should be disclosed promptly to the Managing Director and in case of conflict of interest by Directors, Independent Directors and senior management should be disclosed to the Board.





## PRINCIPLE

2

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

## ESSENTIAL INDICATORS

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

	Current FY 2022-2023	Previous FY 2021-2022	Details of improvements in environmental and social impacts
R&D	0	0	R&D does envisage environmental and social impacts during the design and utilization processes, however the impact is being ascertained.
Capex Expenditure	0	0	The impact of Capex expenditure to improve environment social aspects, is being ascertained

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

Yes, Uno Minda has formulated standard operating procedures (SOP) for selecting new Supplier & sustainable sourcing. Parallely, the entity has system to evaluate Supplier Quality Management Systems (QMS) on yearly basis including their Safety aspects with respect to Fire and Safety check sheet and same is define in Supplier Quality Assurance Manual (SQAM) as well.

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

60% of inputs categorized under green sourcing which are certified through fire, human safety and other checks.

100% long term strategic supplier were sourced sustainably

Most of the strategic suppliers are certified by ISO 14001 & OHSAS 18001 Sources are green

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

- (a) **Plastics (including packaging)**- Disposed to authorised agency for recycling
- (b) **E-waste**- Disposed to authorised agency for recycling
- (c) **Hazardous waste**- Disposed to Hazardous Waste Treatment, Storage, and Disposal Facilities (TSDFs)
- (d) **other waste**- Not Applicable

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same

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.
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In FY 2022- 23, the Company has not conducted any life cycle assessment 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).

In FY 2022- 23, the Company has not reused or recycled any of its input materials.

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:



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
	Not Applicable

### PRINCIPLE

3

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

### ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2506	2381	95%	2506	100%	NA	NA	41	2%	0	0
Female	174	164	94%	174	100%	4	2%	NA	NA	0	0
Total	2680	2546	95%	2680	100%	4	0%	41	2%	0	0
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

#### 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)
Permanent workers											
Male	3889	1182	30%	3889	100%	NA	NA	NA	NA	NA	NA
Female	524	53	10%	524	100%	53	10%	NA	NA	NA	NA
Total	4413	1235	34%	4413	100%	53	1%	NA	NA	NA	NA
Other than Permanent workers											
Male	6930	1238	18%	6930	100%	NA	NA	NA	NA	NA	NA
Female	1744	428	25%	1744	100%	NA	NA	NA	NA	NA	NA
Total	8674	1666	19%	8674	100%	NA	NA	NA	NA	NA	NA



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

Benefits	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	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	5%	72%	Yes	6%	81%	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.

The provisions of act have been complied with for new establishments, while revamping process is underway for required establishments.

### 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.

Uno Minda Limited is committed to provide equal opportunities in employment and creating an inclusive workplace in which all employees are treated with respect and dignity. Our Code of Conduct [https://www.unominda.com/uploads/Investor/2023/UML\\_Code%20of%20Conduct.PDF](https://www.unominda.com/uploads/Investor/2023/UML_Code%20of%20Conduct.PDF)

ensures that we shall provide equal opportunities to all of our employees and all Qualified applicants for employment without regard to their race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin or disability.

We are cognizant of providing equal opportunities to the specially-abled employees without any discrimination and thus we are creating a standalone equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

## 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	100%	88%	NA	NA
Female	63%	94%	60%	87%
Total	95%	89%	60%	87%

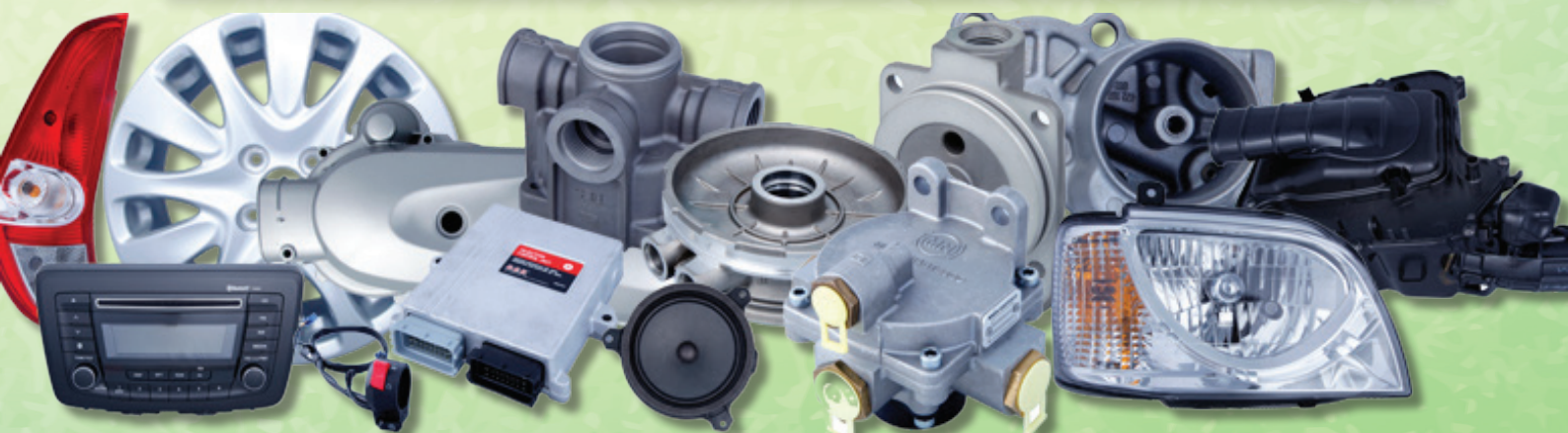


**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes- Weekly/Monthly/Quarterly intervals of Birthday Meeting, Unit Address, Group Leader/Line Leader meeting at Plant/Unit Level and Whistle Blower Policy centrally
Other than Permanent Workers	The concerns of Other than permanent workers (contract/NEEM/Trade Apprentice) are raised to the representative of the respective workplace particularly the Line Leader which takes up these bottom-up concerns to management through Unit Address and Group Leader/Line Leader Meeting
Permanent Employees	HR Help Desk setup in every Plant for addressing employees' issues and grievances, Birthday meetings to address one on one concerns, the employees can address their Bottom-up concerns through MindaSparsh (Online web)
Other than Permanent Employees	NA

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

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	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	0	0	0	0	0	0
Female	0	0	0	0	0	0
<b>Total Permanent Workers</b>						
Male	2506	335	13%	2233	336	15%
Female	174	3	2%	123	3	2%



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

Category	Current Financial Year 2022-23					Previous Financial Year 2021-22				
	Total (A)	On Health and safety measures		On Skill Upgradation		Total (D)	On Health and safety measures		On Skill Upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	2506	2055	82%	2080	83%	2233	1786	80%	1809	81%
Female	174	131	75%	136	78%	123	89	72%	93	76%
Total	2680	2186	82%	2216	83%	2356	1875	80%	1902	81%
Workers										
Male	10819	8222	76%	8114	75%	11056	8071	73%	8181	74%
Female	2268	1950	86%	1928	85%	1900	1615	85%	1577	83%
Total	13087	10172	78%	10042	77%	12956	9686	75%	9758	75%

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

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2506	2506	100%	2233	2233	100%
Female	174	174	100%	123	123	100%
Total	2680	2680	100%	2356	2356	100%
<b>Workers</b>						
Male	10819	10819	100%	11056	11056	100%
Female	2268	2268	100%	1900	1900	100%
Total	13087	13087	100%	12956	12956	100%

## 10. Health and safety management system:

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

We are committed to providing a safe work environment for our employees and other stakeholders. Our organisational commitment to ensuring the health and safety of our stakeholders, is documented in our EHS policy which is publicly available. Majority of our facilities have been certified for requirements under ISO 45001 (Occupational Health and Safety System).

- 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 established processes like HIRA, hazard reporting, incident reporting and near miss reporting to identify work related hazards and assess risks. Periodic safety risk assessments and audits are carried out at our plants for hazard identification and risk analysis. As a governance measure, monthly safety committee meetings are conducted to review the performance of each plant and devise corrective actions. To foster a safer working environment, safety training is imparted to all employees on a regular basis.



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

Yes. The Company has necessary systems in place to ensure employee's safety is not compromised and they are encouraged to discuss any work related hazards and health issues.

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

Yes, all the employees and workers have access to non-occupational medical and healthcare services.

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

Safety Incidents/ Number	Category	Current FY 2022-23	Previous FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees Workers	0.00 0.22	0.40 5.19
Total recordable work-related injuries	Employees Workers	23.00 33.00	22.00 7.00
Number of fatalities	Employees Workers	0.00 1.00	0.00 0.00
High consequence work-related injury or ill-health (excluding fatalities)	Employees Workers	0.00 0.00	0.00 0.00

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

We have created a well-defined EHS policy as part of our endeavor to ensure a safe and healthy workplace for our employees. Our systematic approach towards the management of health and safety risks involves identifying hazards and evaluating any associated risks within a workplace, then implementing reasonable control measures to remove or reduce them. Proactive hazard identification techniques, include inputs from HIRA, Job Safety Analysis, checklists, hazard surveys, workplace inspections and audits. Safety issues are recorded and reported through dedicated online portal and offline methods. A dedicated EHS Person is also deputed on site to ensure EHS compliance, worker safety, meet regulatory requirements, and minimize operational risks. As part of our commitment to continuous improvements, we ensure an effective and regular communication about safety and health aspects from top management to shop floor workers. Training and awareness sessions are also conducted on different topics. DOJO Training to new hires will help in learning while working.

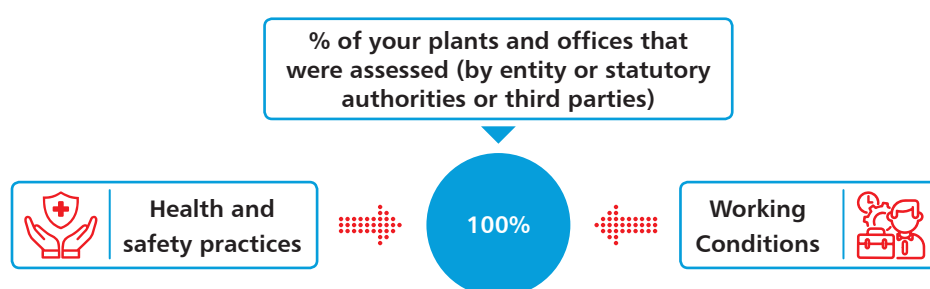


### 13. Number of Complaints on the following made by employees and workers:

No complaints have been filed by employees or workers pertaining to working condition and Health & Safety during the FY 2022-23 and FY 2021-22.

	Current FY 2022-23			Previous FY 2020- 21		
	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:



### 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.

Nil

## LEADERSHIP INDICATORS

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

Yes, For Employees and Workers

- Employees Deposit Linked Insurance Scheme (EDLI) benefits & GPA benefits in the event of Death
- Adarsh Nidhi policy where a sum of ₹ 25/- is contributed by every Associate and is given to the deceased Associates family members in the event of death.

### 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 that statutory dues have been deducted and deposited in a timely manner. A 19-point check sheet has been prepared under Management audit which is used for to evaluate Supplier Quality Management Systems (QMS). The check sheet consists of standards where statutory regulations are well described. Financial aspects such as ROCE, D/E Ratio, Annual turnover etc. are scrutinized during 19-Point check audit.

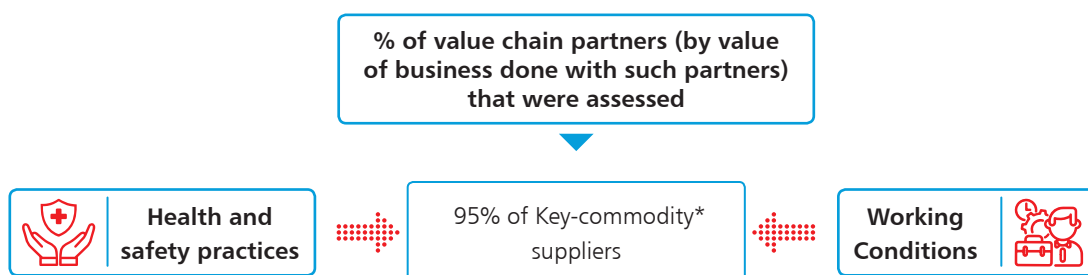
3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2022-23	FY 2020- 21	FY 2022-23	FY 2020- 21
Employees	0	0	0	0
Workers	0	0	0	0

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

No

5. Details on assessment of value chain partners:



\*Key-commodity refers to Plastic, Sheet Metal, Rubber, Die Casting, Springs, Turned, Hardware, Sub- Assy., Wire Harness

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.

- Fire & Human Safety audits are conducted w.r.t dedicated check sheets. An Annual Fire Safety and Human Safety Assessment Audit is also organised for Long term Strategic (LTS) Supplier as per UNO Minda Prescribe Check sheet.
- Quarterly training sessions conducted by EHS team on basic hygiene under safety aspects which is well described in Supplier Quality Assurance Manual (SQAM).
- DOJO center at Uno Minda has played host to several Tier 2 suppliers. PPE's usage & Safety aspects at Tier-II is well practiced in Mock drills & educate them when operator join in the Organisation through DOJO.

## PRINCIPLE

4

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

## ESSENTIAL INDICATORS

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







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 Stakeholder 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), please specify 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>At UNO MINDA we follow inclusive leadership style and involve every member of the organisation through Speaking about all the Strategic Goals and Decision and Listening feedback to improve overall Organisation effectiveness through;</p> <ul style="list-style-type: none"> <li>Town Hall with CMD through virtual platform where all employees irrespective of levels participate and Organisation Vision, Goals, Purpose, Achievements, Future Plans, Strategy communicated to all employees. During this session, employees get the opportunity to give suggestions, ask clarifying questions to the senior leadership team, Post feedback through Chatbox.</li> <li>Open Houses: - Every Plants management team conduct 2 open houses with all employees covering blue-collar and white-collar employees. Employees are free to share their thoughts and all the raised concerns and points are assigned to the respective function with timelines of closure. All status of raised points is pasted and updated on notice boards.</li> <li>Capturing Voice through Survey- Many Feedback is captured through structured survey mechanisms like Trainee Feedback survey, HR Services Survey, PR Services Survey, Employee Engagement Survey, etc. These are the inputs that help to keep people involved in strategising what is best for the people in the organisation.</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	We continuously strive to improve our products and services by understanding our customers preferences via feedback at periodic intervals
 Suppliers (Tier-2 Supplier Partner)	No	Supplier Communication Meeting, Supplier Satisfaction Survey, Annual Supplier conference, Supplier Portal – Mindconnect.com, Gemba Visit	Daily Basis, Quarterly, Monthly, Yearly	<ul style="list-style-type: none"> <li>Supplier Growth/3G Performance and Expectation</li> <li>Conducting the Survey on QCDDR for Capture Voice of Suppliers</li> <li>Supplier Growth/3G Performance, Appreciation and meeting with them to improve Bonding</li> <li>Supplier Onboarded on Mind connect to daily scheduling and dispatch and monitoring of their QCDD Performance</li> <li>Daily/Monthly Gemba visit to Review and Sustenance of Safety/System and Performance and resolution of their Bottom -Up Concern.</li> </ul>
 Technical Collaborators	No	Steering Committee Meetings and Plant Visits	Continuous	We combine their technological strength and our manufacturing process along with our strong customer relationship to offer world-class products and solutions
 Communities	No	CSR activities, Meetings and briefings, Official communication channels, including emails, advertisements, Publications, Websites, and social media and Notice Board	Continuous	<p>We conduct need assessment studies to identify the needs of the surroundings Communities and develop CSR Programmes accordingly</p> <p>Implementing community initiatives and helping them to attain a better standard of living.</p>
 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 (LODR) Regulations, 2015	We focus on managing our financial capital prudently to drive sustained economic value generation, operate a business model that is viable for the long term and satisfy the expectations of our shareholders
 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	Report and compliances on Legal and Regulatory Requirements.



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.**

The consultation with various stakeholders usually happens through the core management team of the Company. These consultations are part of regular interactions with these stakeholders and the management apprised to the board about the important issues and discussion done with stakeholders from time to time.

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

Yes. The Company conducted materiality assessment incorporating the views of relevant internal stakeholders. The material issues were identified from global standards such as Global Reporting Initiative (GRI) and Sustainability Accounting Standards (SASB) on ESG criteria and peer analysis.

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

We have engaged marginalised sections of society through our flagship project Samarth-Jyoti. Our vocational training in cutting & tailoring & beauty culture has supported many women to be self-reliant to earn a decent livelihood. After the completion of the course, these women were involved in independent work at home, jobs, and involved in Self-help groups.

Self-Help Group (SHGs) where community women are provided with the opportunity to gain financial support. During the lockdown, all our community members who are trained and skilled workers were provided with various need-based assignments. The Self-Help Groups are given regular opportunities for producing products ranging from masks, hospital aprons, bedsheets, pillow covers, earrings, etc. for the local industries or vendors. Along with this, during the COVID pandemic, the operational plants procured all the masks from these local members. Its a worth noting point here is that we have given them the platform where they get the orders for the products as per the local industries' requirements, helping them to have stable and constant economic gains.

There are different initiatives taken to engage and empower underprivileged people through Education, Vocational Trainings and Healthcare programmes, as elaborated in Principal No. 8. Please refer to the following link for information about the Company's community engagement initiatives: <https://www.unominda.com/investor/csr>.



5

PRINCIPLE

Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2680	2680	100%	2356	2356	100%
Other than permanent	0	0	0	0	0	0
Total Employees	2680	2680	100%	2356	2356	100%
<b>Workers</b>						
Permanent	4413	4413	100%	4543	4543	100%
Other than permanent	8674	8674	100%	8413	8413	100%
Total Employees	13087	13087	100%	12956	12956	100%

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

Category	FY 2022-23 Current Financial Year						FY 2021-22 Previous Financial Year			
	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)
Employees										
Permanent										
Male	2506	0	0%	2506	100%	2233	0	0%	2233	100%
Female	174	0	0%	174	100%	123	0	0%	123	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	3889	0	0%	3889	100%	4057	0	0%	4057	100%
Female	524	0	0%	524	100%	486	0	0%	486	100%
Other than Permanent										
Male	6930	0	0%	6930	100%	6999	0	0%	6999	100%
Female	1744	0	0%	1744	100%	1414	0	0%	1414	100%

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

Male			Female	
Number	Median remuneration/salary/ wages of respective category		Number	Median remuneration/salary/ wages of respective category
5	NA	<div> <div>Board of Directors (BoD)*</div> <div>Key Managerial Personnel</div> <div>Employees other than BoD and KMP</div> <div>Workers</div> </div>	1	NA
4	7.75 Crore		1	0.87 Crore
2461	54933		159	46397
3889	21950		524	22005

\*Details mentioned are for Non-Executive Directors, where they were paid only sitting fees

#### 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, Plant level, Regional level and Central level Committees are there for addressing human rights impacts or issues.

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

The Company is committed to adhere to the highest standards of ethical, moral and legal conduct of business operations and aims to foster a workplace facilitating the reporting of suspected misconduct, potential and existing violations of the Company policies and applicable laws. Uno Minda's whistle blower policy <https://www.unominda.com/uploads/investor/policies/WhistleBlower%20Policy.pdf> ensures there is no discrimination or harassment in the workplace and appropriate grievance mechanism is in place. In addition to this, the Company has policies such as:

- 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 FY 2022-23			Previous FY 2021-22		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	2	NIL	Resolved	2	Nil	NA
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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The Company take measures to protect the complainant from adverse consequences or any form of retaliation which is mentioned in the Prevention of Sexual Harassment at Workplace Policy. Depending upon the sensitiveness of the cases the complainant may be granted Paid Leave if there are any adverse pressure on the complainant during the course of enquiry.

As mentioned in the Policy 'Company is committed to ensuring that no employee who brings forward a harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action. Company will ensure that the Complainant and Witnesses do not suffer retaliation or victimisation or discrimination while dealing with Complaints of sexual harassment.

However, anyone who abuses the procedure (for example, by maliciously putting an allegation knowing it to be untrue) will be subject to disciplinary action.

In the event the Respondent indulges in any victimisation or discrimination against the Complainant and/or the Witnesses, they will inform the IC. The IC will recommend to the Employer to take appropriate disciplinary action against such Respondent.'

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

Yes

**9. Assessments for the year:**

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

Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

Not Applicable





## LEADERSHIP INDICATORS

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

In all of its operations, the Corporation aims to maintain core human rights values. This is consistent with the organisation's codes and policies. We aim to create a dedicated Human Rights policy also that will include our commitment to respect human rights and avoid involvement in human rights abuses, as well as identifying, assessing, and mitigating potential negative impacts through due diligence and issue management, and effectively resolving grievances from affected stakeholders. With numerous training and awareness initiatives, the corporation constantly sensitises employees on the Code of Conduct, Human Rights, and Freedom to Form Associations. As part of the contract, the Company is also informing many of its customers of these compliances.

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

All locations maintain 100% compliance of statutory provisions. The due diligence for the same is also regulated through the periodic internal and external inspections.

### 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?

The provisions of act have been complied with for new establishments, while revamping process is underway for required establishments.

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

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



### 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 arising from the assessments.



## PRINCIPLE

6

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

## ESSENTIAL INDICATORS

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

(in Gigajoules (GJ))

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	341,192.67	297,005.80
Total fuel consumption (B)	556,061.49	404,373.54
Energy consumption through other sources (C)	95,465.32	44,119.86
Total energy consumption (A+B+C)	992,719.48	745,499.20
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	149.10	150.31

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.

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

Not Applicable



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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilo litres)</b>		
(i) Surface water	-	-
(ii) Groundwater	305,654	284,533
(iii) Third party water	227,993	193,287
(iv) Seawater / desalinated water	2,196	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	535,843	477,820
Total volume of water consumption (in kilolitres)	383,917	336,502
Water intensity per rupee of turnover (Water consumed / turnover) (KL per rupee)	58	68

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

Yes, we have a water softening plant and an ETP/STP plant. We are using it in process and gardening after suitable treatment in accordance with CTO's approved parameters.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	tons	3.70	7.53
SOx	tons	8.67	5.34
Particulate matter (PM) (PPM)	tons	8.48	6.65
Persistent organic pollutants (POP)	tons	0.00	0.00
Volatile organic compounds (VOC)	tons	0.00	0.00
Hazardous air pollutants (HAP)	tons	0.00	0.00
Others – ODS	tons	0.33	0.23

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.



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

Parameter	Please specify unit	Current FY 2022-23	Previous FY 2021-22
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)	Tonnes of CO <sub>2</sub> equivalent	36,206.27	27,668.00
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)	Tonnes of CO <sub>2</sub> equivalent	10,491.63	42,89.91
Total Scope 1 and Scope 2 emissions	Tonnes of CO <sub>2</sub> equivalent/ Rupee	46,697.90	31,957.91
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	Tonnes of CO <sub>2</sub> equivalent/Rupee	7.01	6.44

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

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

Yes

1. We are installing solar panels and moving for a Cleaner energy
2. Installation of Energy efficient Motors
3. HSD / LPG / FO replaced with PNG
4. Working on Co<sub>2</sub> emission abatement Zero Plan

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

Parameter	Current FY 2022-23	Previous FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1181	1118
E-waste (B)	1	10
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	820	623
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3183	3028
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>5184</b>	<b>4778</b>

Parameter	Current FY 2022-23	Previous FY 2021-22
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste (Add columns, if necessary)		
(i) Recycled	2261.93	2085.81
(ii) Re-used	22.69	20.86
(iii) Other recovery operations	75.53	47.76
<b>Total</b>	<b>2360.14</b>	<b>2154.43</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste (Add columns, if necessary)		
(i) Incineration	314.10	164.06
(ii) Landfilling	352.90	298.84
(iii) Other disposal operations	2139.61	2307.75
<b>Total</b>	<b>2806.61</b>	<b>2770.65</b>

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

**9. 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 Company has robust waste management practices for the efficient handling and storage of both the hazardous and non-hazardous waste generated from the operations. We manage all the waste that we generate in compliance with local regulations and by processing it through authorised vendors and recyclers. The Company is maintaining a record on the type and amount of the waste generated and the amount recovered and disposed, details of which are given under previous question. A variety of recycling alternatives have been investigated and implemented within the firm as part of our strategy drive to redirect hazardous materials away from landfill and incineration.

**10. 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:**

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.
		NIL

**11. 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
NIL					

**12. 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 Limited is compliant with all the applicable environmental laws.

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
NIL			

**LEADERSHIP INDICATORS**

**1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:**

Parameter	Current FY 2022-23	Previous FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	87,246.79	19,066.28
Total fuel consumption (B)	8,218.53	25,053.57
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	95,465.32	44,119.86
<b>From non-renewable sources</b>		
Total electricity consumption (D)	341,192.67	297,005.80
Total fuel consumption (E)	556,061.49	404,373.54
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	897,254.16	701,379.34

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.

## 2. Provide the following details related to water discharged:

Parameter	Current FY 2022-23	Previous FY 2021-22
<b>Water discharge by destination and level of treatment (in kilo-litres)</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	73740	62142
<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	2,472	3,607
- 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>76212</b>	<b>65749</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.

## 3. 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



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

Parameter	Current FY 2022-23	Previous FY 2021-22
<b>Water withdrawal by source (in kilo litres)</b>		
(i). Surface Water	0	0
(ii). Ground Water	121496.	85255
(iii). Third Party Water	14585	0
(iv). Seawater/ Desalinated Water	0	0
(v). Others	0	0
Total volume of water withdrawal (in KL)	136081	85255
Total volume of water consumption (in KL)	137259	85255
Water intensity per ₹ of turnover (water consumed/ turnover)	21	17
<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
(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

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

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

At present, the Company is not estimating greenhouse gas emissions.

**5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

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

Initiative undertaken FY 2022-23	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative Energy Saved (kWh)
Initiative 1	Energy conservation through technology upgradation like installation of IFC controller for compressor demand management, Electronic commutable fans in AHU's, AC Energy Saver, BLDC fans, Hydromax Nanotechnology in Chillers, Thyristor based Power Factor panel, servo motors, replacement of hydraulic machine to all electric, FRP fans in Cooling Tower etc.	1,411,816
Initiative 2	Energy Conservation through process upgradation like machine commonisation, Chiller temperature optimisation at chiller, In-house developed induction base Mould Temperature Controller in moulding machines etc.	415,534
Initiative 3	Energy Conservation through Utility upgradation like installation of Variable frequency drives, Oven modification to eliminate heat loss, IR heaters in ovens. installation of IE 3 & IE 4 class motors, Solenoid valve installation to eliminate compressed air leakages etc.	1,621,145

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

Under its Risk Management policy <https://www.unominda.com/uploads/Investor/2023/risk%20management%20policy.pdf> , Uno Minda Limited has recognised the importance of Business Continuity Planning (BCP) for the smooth running of business particularly during challenging times. The Company focuses on business continuity, both from a business operations sustainability viewpoint as well as from perspective of all stakeholders. The risk mitigation plan shall inter-alia ensure business continuity.

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

No adverse impact by Tier 2 suppliers

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

95%.

## PRINCIPLE

7

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

## ESSENTIAL INDICATORS

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

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

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)

Reach of trade  
and industry chambers/  
associations  
(State/National)

National

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

None

Name of authority	Brief of the Case	Corrective action taken
NA	NA	NA

## LEADERSHIP INDICATORS

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

None

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
-	-	-	-	-

## PRINCIPLE

8

Businesses should promote inclusive growth and equitable development

## ESSENTIAL INDICATORS

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

Not Applicable

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

Not Applicable

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

We address the redress grievances of the community through meetings and dialogue with community stakeholders and also see to resolve them.

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

Current FY 2022-23

Previous FY 2021-22

5.11%

Directly sourced from MSMEs/  
small producers

4.76%

45.01%

Sourced directly from within the  
district and neighboring districts

46.87%

## LEADERSHIP INDICATORS

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

Not Applicable.

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

State

Aspirational District

Amount spent (In Lakhs)

Uttarakhand

Pantnagar

24 Lakhs



**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 established a standard operating procedure for long term strategic supplier (LTS). There are no specific guidelines for procurement from marginalised or vulnerable groups at Uno Minda Limited, however the company does procure from small and medium enterprises which might represent the marginal and vulnerable 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:**

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.**

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	89	95%
Samarth-Jyoti Education Program	35	95%
Samarth-Jyoti IT literacy program	40	90%
Samarth-Jyoti Ki Rasoi – Special project	2040	95%
Total Impacted beneficiaries	2204	94%



## PRINCIPLE

9

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

## ESSENTIAL INDICATORS

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

The Company treats customer complaints with utmost importance and believe that the response needs to be agile, transparent and solution-oriented to resolve the complaints efficiently and satisfactorily. Key Account Managers coordinate with respective customers (OEMs) on daily basis.

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

As a percentage to total turnover

Environmental and social parameters relevant to the product

▶ The product manufactured are as per OEM norms. The factors aren't relevant for the same

Safe and responsible usage

▶ Only applicable for Battery where the same are shared on the packaging (Battery sales is 128.30 Crores Out of total sales of ₹ 1027. 97 i.e. 12.48% of total sales)

Recycling and/or safe disposal

▶ The product manufactured are as per OEM norms. The factors aren't relevant for the same

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

	Current FY 2022-23		Remarks	Previous FY 2021-22		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:

Public policy advocated	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced recalls	Nil	-



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

Yes, the Company has a policy on cyber security and risk related to data privacy, which is available on the Company's website at <https://www.unominda.com/uploads/Investor/2023/UML%20privacy%20policy.pdf>.

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

On the aforementioned factors, no regulatory action has been taken.

## LEADERSHIP INDICATORS

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

Product related information can be accessed through <https://www.unominda.com/products>.

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end products to the general customer, Uno Minda has limited scope for informing and educating the end user about the safe and responsible usage of its products.

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

Under its Risk Management policy <https://www.unominda.com/uploads/Investor/2023/risk%20management%20policy.pdf>, Uno Minda Limited has recognised the importance of Business Continuity Planning (BCP) for the smooth running of business particularly during challenging times. The Company focuses on business continuity, both from a business operations sustainability viewpoint as well as from perspective of all stakeholders. The risk mitigation plan shall inter-alia ensure 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, Since the Company's product are OEM specific and as per OEM requirements, the Company displays product requirements on packaging as per requirements of OEM and consistent with applicable laws. Typical information displayed on product includes details of manufacturer, process no., dispatch no., part no. etc. Yes, Customer response and customer satisfaction are one of the most important factors for Uno Minda. The Company engages with its customers at various platforms to understand their expectations.

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

**a. Number of instances of data breaches along-with impact**

No Instances identified pertaining to data breach.

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

No data breaches identified related to personally identifiable information of customers.