

July 05, 2023

The Officer-In-Charge (Listing) Listing Department National Stock Exchange of India Ltd., Exchange Plaza, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051 Symbol: MINDACORP	Head - Listing Operations, BSE Limited, P.J. Towers, Dalal Street, Fort, Mumbai – 400 001 Scrip Code: 538962
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Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Dear Sir,

Please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

The Business Responsibility and Sustainability Report for the Financial Year 2022-23 is also available on Company's website www.sparkminda.com

Thanking you,

Yours faithfully,

For Minda Corporation Limited

PARDEE Digitally signed
by PARDEEP
MANN
P MANN Date: 2023.07.05
17:42:02 +05'30'

Pardeep Mann
Company Secretary
Membership No A13371

Encl: As Above

MINDA CORPORATION LIMITED (GROUP CORPORATE OFFICE)

CIN: L74899DL1985PLC020401A

D-6-11, Sector 59, Noida – 201301, U.P., India

Tel. : +91-120-4787100

Fax : +91-120-4787201

Registered office: A-15, Ashok Vihar, Phase-I, Delhi-110052

Website: www.sparkminda.com

Business Responsibility and Sustainability Report FY 2022-23

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S. No.	Details of Listed Entity	
1	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1985PLC020401
2	Name of the Listed Entity	Minda Corporation Limited
3	Year of incorporation	1985
4	Registered office address	A-15, Ashok Vihar, Phase-I, Delhi - 110052
5	Corporate Address	D6-11, Sector 59, Noida 201301, Uttar Pradesh, India
6	E-mail	investor@mindacorporation.com
7	Telephone	+911204723300
8	Website	www.sparkminda.com
9	Financial year for which reporting is being done	FY 2022-23
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) and National Stock Exchange of India Ltd. (NSE)
11	Paid-up Capital	₹ 47,81,58,856 (Rupees Four Hundred Seventy-Eight Million One Hundred Fifty-Eight Thousand and Eight Hundred Fifty-Six Only) divided into 239,079,428/- (Two Hundred Thirty-Nine Million Seventy-Nine Thousand Four Hundred Twenty-Eight Only) Equity Share of ₹ 2/- each
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Pardeep Mann (Company Secretary) Tel no: +91 9871127014 Email ID: pmann@mindacorporation.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).	Standalone

II. List of Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% Of Turnover of the entity
1	Manufacturing	Automotive Components	100%

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

S. No.	Product/Service	NIC Code	% Of total Turnover contributed
1	Lock Kits & Lock Sets for Automobiles, Wiring harness & components for Automobiles, Starter Motor & Alternator	25934, 27320, 2710 & 29304	83%
2	Casting of non-ferrous metals	24320	17%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	21	7	28
International	0	2	2

4. Markets served by the entity:

a. Number of locations

Locations	Number
National (Nos. of States and UTs)	35
International (Markets Served)	23

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

9.6%

c. A brief on types of customers

The Company serves a diversified customer base including Indian and global OEMs and Tier-1 customers for all its products. Revenues of the Company are largely based on a Business to Business (B2B) model to OEM customers as a tier 1 supplier, or to other tier 1 suppliers in the interest of supply chain optimization (as requested by the OEMs). The Company also serves an aftermarket segment in India through a strong network of more than 450 dealers.

IV. Employees

5. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES					
1. Permanent (D)	1,566	1,428	91%	138	9%
2. Other than Permanent (E)	101	79	78%	22	22%
3. Total employees (D + E)	1,667	1,507	90%	160	10%
WORKERS					
4. Permanent (F)	1,377	1,269	92%	108	8%
5. Other than Permanent (G)	13,926	9,577	69%	4,349	31%
6. Total workers (F+G)	15,303	10,846	71%	4,457	29%

Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	4	4	100%	0	0%
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D + E)	4	4	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	8	8	100%	0	0%
5.	Other than permanent (G)	365	323	88%	42	12%
6.	Total differently abled workers (F + G)	373	331	89%	42	11%

6. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	3	0	0

7. Turnover rate for permanent employees and workers (Disclose for past 3 years)

	FY 2022-23			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	35%	30%	34%	36%	41%	39%	28%	22%	25%
Permanent Workers	16%	27%	22%	18%	18%	18%	20%	29%	25%

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

8. (a) 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	ALMIGHTY INTERNATIONAL PTE. LIMITED	Subsidiary	100%	Yes
2	MINDA EUROPE B.V	Subsidiary	100%	Yes
3	MINDA INSTRUMENTS LIMITED	Subsidiary	100%	Yes
4	SPARK MINDA GREEN MOBILITY PVT LTD	Subsidiary	100%	Yes
5	SPARK MINDA FOUNDATION	Subsidiary	100%	Yes
6	MINDA INFAC PVT LTD	Joint Venture	51%	Yes
7	FURUKAWA MINDA ELECTRIC PRIVATE LIMITED	Joint Venture	25%	Yes
8	MINDA VAST ACCESS SYSTEMS PRIVATE LTD	Joint Venture	50%	Yes

V. CSR Details

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

(ii) Turnover (in ₹): 34,924.2 million

(iii) Net worth (in ₹): 13,841.9 million

VI. Transparency and Disclosures Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for the grievance redressal policy)	FY 2022-23			FY 2021-22		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	
Investors	https://sparkminda.com/wp-content/uploads/2023/01/Investor_Grievance_Redressal_Policy.pdf	0	0	NIL	0	0	NIL
Shareholders	https://sparkminda.com/wp-content/uploads/2023/01/Investor_Grievance_Redressal_Policy.pdf	2	0	NIL	0	0	NIL
Employees and workers	https://sparkminda.com/wp-content/uploads/2023/06/Grievance-Redressal-Policy.pdf	102	7	Mechanism has been created, and the same will be resolved in the coming year	79	0	Compliant resolution was passed on to next year
Customers	https://sparkminda.com/wp-content/uploads/2023/06/Grievance-Redressal-Policy.pdf	46	0	Grievances were addressed as per the mechanism defined in the policy	30	0	Grievances were addressed as per the mechanism defined in the policy
Communities	Yes, through stakeholder meetings	0	0	NA	0	0	NA
Value Chain Partners	No	0	0	NA	0	0	NA

11. 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	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 (positive or negative implications)
1	Energy Management	Risk	To combat climate change, corporates such as Minda Corporation have to lead decarbonization efforts through a reduction in energy intensity, dependency on fossil fuels, and investments in renewable energy. To effectuate a low-carbon transition, MCL has been working towards creating effective energy management through conservation and lowering fossil-fuel based energy consumption. Globally, investors and stakeholders are consistently looking to foster sustainable partnerships and not investing in such mechanisms may pose potential risks.	Further integration of energy management within our corporate ESG strategy is a must and we are working towards lowering our carbon footprint and enabling efficient energy use. MCL has invested in renewable energy i.e., solar power, and will continue to look at ways to reduce dependence on fossil fuels	Negative
2	Materials Efficiency	Opportunity	Sustainable sourcing and assessing impacts – environmental and social – of products and materials is a must in today's global milieu. The world is moving towards identifying ways and means to reduce the usage of materials through measures of circularity and reuse. MCL needs to leverage this opportunity and work towards materials efficiency.	Materials efficiency poses an opportunity for MCL to reduce its spending on a multitude of products which would reduce if materials are reused efficiently	Positive
3	Waste Management	Risk	Waste generated through MCL's operations presents/requires transformation to reuse and reclaim to enable circularity. Poor waste management practices in terms of ineffective disposal methods cause air pollution, water pollution, and land degradation. This further contaminates groundwater levels, transmitting disease. MCL, currently only manages its waste by an authorized waste vendor for all hazardous and non-hazardous waste types.	It is imperative that MCL identifies ways to reduce waste to landfill, and waste incineration, among other non-conductive ways to protect our planet. MCL is looking towards measures of circularity to reclaim and reuse the wastes produced, and will be investing in efficient technologies, reduce use of hazardous waste, and wastage of materials.	Negative

S. No.	Material issue identified	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 (positive or negative implications)
4	Product Quality & Safety	Risk and Opportunity	Product quality and safety is important for manufacturing enterprises such as MCL. We recognize that failure to meet quality and safety standards can lead to negative consequences including reduced positive customer experiences, loss of supply chains, value chains and might result in legal actions or fines leading to significant financial losses for the company.	MCL consistently ensures that the product quality and safety of all its products is at par with global best-practices. However, MCL will be investing in management systems to ensure product safety, monitoring non-compliances and ensuring best products and safe use along with top-quality. Investing in these measures will increase customer trust, and build a robust value chain.	Positive and Negative
5	Occupational Health & Safety	Risk	MCL believes that our employees and workers are our most valuable assets. Their health and safety is paramount and hence, we have created a robust OHS system in place to ensure risks are identified timely, mitigated and provides a safe working environment for all. This has created high retention rates at our organization, across our plants.	MCL conducts regular internal and external safety audits and has committees in place to ensure safety and health of workers and employees in all its plants. MCL also has appropriate and requisite safety certifications	Negative
6	Business Ethics	Risk	Business ethics are a cornerstone of ensuring transparent and sustainable corporate governance framework. In this context, MCL has an effective business ethics environment across our plants. We uphold policies and good-governance measures in high regard and believe it is essential to ensuring an effective and top-down approach to ESG. Our ESG strategies are integrated in our governance and policy frameworks which supports us in creating a conducive and well-integrated governance structure, upholding business ethics. We regularly monitor the changing regulatory landscape in the country and all the laws and	MCL has a robust and comprehensive internal governance mechanism. With policies such as Whistleblower Policy, Prevention of Insider Trading, Related Party Transactions and Grievance Redressal across stakeholders, among others, MCL ensures an ethical work environment. The MCL Code of Conduct for employees and board of directors upholds transparency and business ethics.	Negative

S. No.	Material issue identified	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 (positive or negative implications)
			<p>changing regulatory landscape in the country and all the laws and mandates (union and federal) which have the potential, or do impact us positively and negatively. It is through these systems that we able to comply and create good governance measures.</p>		
7	Supply Chain Management	Risk	<p>Supply chain management affects product and service quality, delivery, costs, customer experience, and ultimately, profitability. In the globalized world, supply chains are not only the backbone of manufacturing companies like ours, but also where maximum disruptions take place. Supply chains have faced disruptions at the hands of the pandemic, the Russia-Ukraine conflict and with the evolving regulatory landscape with CBAM, and others, trade and supply chains are consistently getting disrupted. Physical risks posed by climate change are effecting raw material sourcing negatively and thus, MCL aims to create a robust and effective management of supply chain so as to not let its supply chain effect business continuity.</p>	<p>To ensure business continuity despite supply chain disruptions, MCL is working towards creating agile and resilient supply chain management systems. This involves identifying critical suppliers as Tier 1, 2, and Tier 3. This would help identify where most of our raw material comes from, and the value chain our products are sent to. Not managing the supply chain will create loss of business, and reduced revenues. We are looking to conduct a vulnerability assessment as well, to ensure that supply chain preparedness is upheld to enable and ensure business continuity even if disruptions occur.</p>	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Principle 1: **Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.**

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

Principle 3: **Businesses should respect and promote the well-being of all employees, including those in their value chain.**

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

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

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

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

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

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web link of the policies, if available	The requisite policies are available on Minda Corporation's Website under Corporate Governance. https://sparkminda.com/corporate-governance-policies/								
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	OHSAS 45001:2018 (Safety Management System Certification), ISO 14001: 2015 (Environment Management System Certification) and International Automotive Taskforce 16949: 2016 (QMS Certification for Automotive Parts) certifications								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	In the ongoing year, we are setting commitments, goals and targets for environment, social and governance parameters								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	NA								

Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)
 We have established CSR & Sustainability Committee at the Board level which oversees and guides the Sustainability initiatives of the organization. We are in the process to develop the long-term goals and targets for the company. Once the goals and targets are formalized, the same will be updated on appropriate communication mediums and to various stakeholders and the progress will be monitored on a regular basis by the Sustainable Committee.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies
 CSR & Sustainability Committee
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). Provide details.
 Yes, Minda Corporation Limited has a Sustainability Committee led by Ms. Pratima Ram – Independent Director with members Mr Avinash Gandhi - Independent Director and Mr. Ashok Minda - Director, Minda Corporation Limited
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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		Y	Y	Y	Y	Y	Y	Y	Y	Y								
	Y	Y	Y	Y	Y	Y	Y	Y	Y									
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.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										No	No	No	No	No	No	No	No	No

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

Questions

The entity does not consider the principles material to its business (Yes/No)

The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)

The entity does not have the financial or/human and technical resources available for the task (Yes/No)

It is planned to be done in the next financial year (Yes/No)

Any other reason (please specify)

The entity considers all NGRBC Principles material to its business. For some of the policies, we have Internationally recognized Management Systems which are audited by the agencies from time to time. For the remaining principles, it has been planned to conduct reviews in the next financial year.

SECTION C: PRINCIPLE WISE DISCLOSURES

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% Of persons in respective category covered by the awareness programmes
Board of Directors	7	Capacity Building Session on Sustainability & ESG, Effective Feedback, Goal Management System, Prevention of Harassments at the workplace, Vision Mission Values and Code of Conduct at Spark Minda, Visioning 2030 Workshop, Whistle Blower Module	56%
Key Managerial Personnel	4	Goal Management System, Prevention of Harassments at the Workplace, Vision Mission Values and Code of Conduct at Spark Minda, Whistle Blower Module	83%
Employees other than BoD & KMPs	476	Negotiation Skills, SAP, DWM, POSH, TPM, FMEA, SPC, MSA, PNEUMATICS & ELECTROPNEUMATIC, IATF, ZOHO, Hazard & Risk, Safety, First Aid, Fire Fighting, MS Office, Lean Manufacturing, Communication & Presentation Skills, DOE, Interpersonal Skills, Finance for non-finance, JH, VSM, Team Building, Emotional Intelligence, Mission vision code of conduct, Policy Awareness (Whistle Blower), Problem Solving, Cyber Security Awareness, MDP	71%
Workers	1,179	5S, KAIZEN, 3M, TPM, MSDS, Chemical Handling, MS Office, JH, First Aid, Fire Fighting, Interpersonal Skills, Spoken English, CT/ TT, OLE, OEE, SAP, POSH, 4M, 7 QC Tools, BBS, Industrial & electrical safety, Poka Yoke, SMED, 5 Axis, Process Sheet, WI Sheet, Tool History Card, 16 Losses, PLC, Single piece flow, Costing & Negotiation, CTQ, Product knowledge, VA/VE, 3C, FIFO, 3G, Communication Skills, Safety awareness, On Job Trainings for skill upgradation	72%

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

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

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

Case Details	Name of regulatory/enforcement agencies/judicial institutions
NIL	NIL

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the policy. Yes. Minda Corporation Limited as a comprehensive anti-bribery and anti-corruption policy. The same can be found here [Anti-Bribery Anti-Corruption Policy](#)
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022-23	FY 2021-22
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regards to conflict of interest:

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
No. of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

Not Applicable

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered under the awareness programmes
12	Human Rights, Safety, Inclusive Growth	40% of Major Suppliers

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, Minda Corporation Limited has an approach to avoiding/managing conflict of interests involving members of the Board which is also embodied within our Code of Conduct. We assess all the activities for potential conflicts and ensure that any actual, potential, or perceivable conflicts are declared and resolved before the initiation of any task or project. The code of conduct accessed at the <https://sparkminda.com/wp-content/uploads/2020/05/Code-of-Conduct-of-Employees.pdf>

Further, the Board of Directors sign off on the Code of Conduct on an annual basis and an affirmation declaration is obtained from the Board of Directors. Further, the Board confirms that there were no materially significant related party transactions made with the Promoters, Directors or Key Managerial Personnel which may have a potential conflict of interest with the company at large.

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.**

	FY 2022-23	FY 2021-22	Details of improvements in the environment and social impacts
R&D	9.3%	7.16%	ADAS for two-wheelers, rain light censor, Rear seatbelt reminder and electric vehicle advance engineering, human capital cost
Capex	8.8%	19%	Investments in Solar, Wastewater Management, Energy Efficiency etc.

2.

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

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

Not Applicable

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

Waste Type	Processes to reclaim through reuse, recycle, disposal at end of life
Plastics	At the end of the lifecycle, plastics are given to the authorized waste vendor where some quantities of the plastics are reused.
E-Waste	At the end of the lifecycle, e-waste is given to the authorized waste vendor where the e-waste is disposed.
Hazardous Waste	At the end of the lifecycle, hazardous waste is given to the authorized waste vendor where the hazardous waste is disposed
Other Waste	At the end of the lifecycle, all other waste is given to the authorized waste vendor and carton boxes are reused while the rest is given to the authorized waste vendor for recycling and reclamation.

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

Yes. MCL has submitted its waste collection plan in line with EPR Rules and is submitted to pollution control boards.

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?

S.N	NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
NIL						

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
NIL		

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

Indicate input material	Recycled or re-used input material to total material	
	Current Financial Year	Previous Financial Year
	Does not record and will do so in future	

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			Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Does not record and will do so in future			Does not record and will do so in future		
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
NA	NIL

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No.(E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	1,428	1,428	100%	1,428	100%	0	0%	0	0%	0	0%
Female	138	138	100%	138	100%	138	100%	0	0%	16	12%
Total	1,566	1,566	100%	1,566	100%	138	9%	0	0%	16	1%
Other than Permanent employees											
Male	79	79	100%	79	100%	0	0%	0	0%	0	0%
Female	22	22	100%	22	100%	22	100%	0	0%	3	14%
Total	101	101	100%	101	100%	22	22%	0	0%	3	3%

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. C	% (C / A)	No. (D)	% (D / A)	No.(E)	% (E / A)	No. (F)	% (F / A)
Permanent Workers											
Male	1,269	1,269	100%	1,269	100%	0	0%	0	0%	0	0%
Female	108	108	100%	108	100%	108	100%	0	0%	42	39%
Total	1,377	1,377	100%	1,377	100%	108	8%	0	0%	42	3%
Other than Permanent Workers											
Male	9,577	9,577	100%	9,577	100%	0	0%	0	0%	0	0%
Female	4,349	4,349	100%	4,349	100%	4,349	100%	0	0%	101	2%
Total	13,926	13,926	100%	13,926	100%	4,349	31%	0	0%	101	1%

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

Benefits	FY 2022-23			FY 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% (wherever applicable as per law)	100% (wherever applicable as per law)	Y	100% (wherever applicable as per law)	100% (wherever applicable as per law)	Y
Gratuity	100% (wherever applicable as per law)	100% (wherever applicable as per law)	Y	100% (wherever applicable as per law)	100% (wherever applicable as per law)	Y
ESI	100%(wherever applicable as per law)	100% (wherever applicable as per law)	Y	100% (wherever applicable as per law)	100% (wherever applicable as per law)	Y

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.

MCL has taken steps towards creating facilities and amenities provided to the persons with disabilities enabling them to effectively discharge their duties in our workplace. We also conduct assessment matrices to ensure a list of posts identified suitable for persons with disabilities at MCL. We are an [equal opportunity employer](#) and uphold creating a conducive environment for persons with disabilities, striving to create an inclusive workplace for all.

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

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention Rate
Male	NA	NA	NA	NA
Female	50%	50%	NA	NA
Total	50%	50%	NA	NA

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, MCL has established a Grievance Redressal Policy and committee to cater to any grievances of employees (permanent and other than permanent)
Other than Permanent Workers	Yes. MCL has a Works Committee established across all plants to redressal and record any complaints and grievances of workers (permanent and other than permanent)

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes, MCL has established a Grievance Redressal Policy and committee to cater to any grievances of employees (permanent and other than permanent)
Other than Permanent Employees	Yes. MCL has a Works Committee established across all plants to redressal and record any complaints and grievances of workers (permanent and other than permanent)

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Unions (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Unions (D)	% (D / C)
Total Permanent Employees	1,566	0	0%	1,436	0	0
Male	1,428	0	0%	1,331	0	0%
Female	138	0	0%	105	0	0%
Total Permanent Workers	1,377	774	56%	1,463	776	53%
Male	1,269	705	56%	1,336	700	52%
Female	108	69	64%	127	76	60%

8. Details of training given to employees and workers

Category	FY 2022-23					FY 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)
Permanent Employees										
Male	1,808	1,070	59%	1,014	56%	1,016	929	91%	768	76%
Female	160	83	52%	105	66%	48	44	92%	34	71%
Total	1,968	1,153	59%	1,119	57%	1,064	973	91%	802	75%
Permanent Workers										
Male	1,269	957	75%	910	71%	1,411	1,209	85%	1,101	78%
Female	108	87	80.5%	73	67%	123	83	67%	69	56%
Total	1,377	1,044	76%	983	71%	1,534	1,292	84%	1,170	76%

Category	FY 2022-23					FY 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)
Other Than Permanent Workers										
Male	13,947	8,095	58%	6,727	48%	8,064	5,999	74%	4,957	61%
Female	7,920	4,117	52%	3,677	46%	4,048	3,773	93%	3,521	87%
Total	21,867	12,212	56%	10,404	48%	12,112	9,772	81%	8,478	70%
Other Than Permanent Employees										
Male	91	79	86%	54	59%	83	73	88%	45	54%
Female	27	22	81%	17	63%	15	11	73%	7	46%
Total	118	101	85%	71	60%	98	84	85%	52	53%

9. Details of performance and career development reviews of employees and workers

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,277	1,259	99%	850	829	98%
Female	98	96	98%	123	120	98%
Total	1,375	1,355	99%	973	949	98%
Workers						
Male	9,577	1381	14%	4,897	1,784	36%
Female	4,349	90	2%	3,843	333	9%
Total	13,926	1471	11%	8,740	2,117	24%

10. Health and safety management system

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

Yes, All manufactruing units/locations

- 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 MCL Health and Safety committee identifies hazards consistently on a routine and non-routine basis. Basis the hazards identified, if at all, MCL ensures that mitigation actions are undertaken to combat the identified risks and hazards.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.81	0.62
	Workers	0.081	0
Total recordable work-related injuries	Employees	3	2
	Workers	3	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Yes. All of MCL's facilities confirm to international standards of safety and are certified with ISO 45001. MCL also has an Occupational Health and Safety Assessment Series (OHSAS) certification as a step to ensure wellbeing, all formal agreements cover health and safety parameters. Incident & accidents at all plant sites are recorded and monitored. To further instill the safety culture, a safety committee is functional at all manufacturing plants and is powered by equal participation from management and worker representative

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	71	7	Mechanism has been created, and the same will be resolved in the coming year	53	0	NA
Health & Safety	30	0	NA	26	0	NA

14. Assessments for the year

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

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

Minda Corporation actively assess all its manufacturing facilities for any health and safety risks. All our manufacturing units are OHSAS 45001:2018 certified and where we identify and health and safety hazard and actively address them by taking appropriate actions. We have formed Health and Safety Committee at each of our manufacturing locations to address such risks. Overall reduction in health and safety incidences can be attributed to the strong commitment of both management, workers and our value chain partners to ensure safe working conditions by adhering to the Company's policies, processes and values.

Leadership Indicators

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

Yes, Minda Corporation provides desired and agreed support in case of death or permanent disability to the affected person/family and also has accidental insurance policies in place.

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 takes great pride and responsibility in ensuring that all statutory dues are paid not only within the company but also by its partners in its value chain. It is part of our Code of Conduct for suppliers and also forms a part of our supplier assessment while awarding any new contract.

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:

Gender	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
Employees			NIL	
Workers			NIL	

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

Yes, as a desirable employer, Minda Corporation Ltd. strongly believes in preparing its human capital for future challenges and future skill ready. As such, we invest heavily into training programs for our employees and workers alike to ensure that they are ready for any opportunity in the market in case of any employment termination or voluntary retirement besides monetary benefits.

5. Details on assessment of value chain partners:

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

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.

In compliance with the Supplier Code of Conduct of MCL, suppliers are audited and monitored on a variety of topics related to statutory compliances and also sustainability. Health and Safety form one of the high priority areas when selecting a supplier.

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.

- The first step of MCL’s stakeholder identification and engagement involves mapping and prioritizing key stakeholders based on their role and influence on the company and by the company.
- Based on this metric, stakeholders are identified and prioritized, after which we establish engagement channels for each stakeholder.
- Internal Stakeholders of MCL include employees, workers, senior leadership and Board of Directors.
- External stakeholders of MCL include shareholders, investors, customers, suppliers, communities, government, and media.
- The stakeholder engagement exercise has helped MCL in identifying our ESG focus areas in line with our underlying philosophy and goals towards sustainability and is crucial for our ESG strategy.

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	Channels of communication	Frequency of Engagement	Purpose and scope of engagement
Investor	No	Investor calls, conference and meets Annual General Meetings	4 Earnings Conference call (post every quarter result) and 1 business update conference call for Investors and analysts (8 – 10 conferences in a year wherein we do multiple group and one on one meetings. Apart from that we also keep meeting our investors via one on one and group meetings. We also do ~1 - 2 plant visits in a year.	To discuss with investors about the performance of the company, to update them about the latest development in the company and industry and to address their queries. Plant visits are conducted to show our manufacturing capabilities.
Employees	No	Employee engagement initiatives Training programmes	We have defined the plan in the calendar. There are activities which are done on daily basis and monthly basis. We have defined the plan in the calendar. There are activities which are done on daily basis and monthly basis.	This led to build positive culture environment for work and also to increase the productivity by motivating them 1. Overall capability development 2. Skill Building 3. Future readiness of the organization

Stakeholder Group	Whether identified as Vulnerable	Channels of communication	Frequency of Engagement	Purpose and scope of engagement
		Performance appraisal reviews	It has been divided into two parts: 1. Half yearly Review 2. Final Review	<ol style="list-style-type: none"> 1. To measure the individual performance 2. Achieve mission and vision of the organization. 3. Linked with Pay for performance 4. Identify areas of improvement
		Grievance mechanisms	<p>For Associates: We have "Help Desk" in each unit, where once week grievances are noted and addressed in the stipulated tact time.</p> <p>For Staff: We have developed "Help Desk" in the Human Resource Information System (HRIS), where grievances are addressed.</p>	<ol style="list-style-type: none"> 1. It helps to build an organizational climate based on openness and trust. 2. It encourages employees to raise concerns without fear of reprisal. 3. It provides a fair and speedy means of dealing with complaints 4. It prevents minor disagreements developing into more serious disputes
Suppliers	No	<p>Vendor assessments and reviews</p> <p>Signed contracts</p> <p>Vendor Meet</p>	<p>Supplier Quality Management System (QMS) Audit Frequency- Once in Year</p> <p>Raw Materials Suppliers- Beginning of the Year (Once in Year)</p> <p>Components Suppliers during new Business Award & Any New Supplier during On-boarding Process</p> <p>Once in Year</p>	<p>Supplier Continues Improvement & Control on Quality, Cost, Design, Delivery, Service Parameters</p> <p>Transparency & establish the stipulations of the working relationship between both the parties</p> <p>SRM-Supplier Relationship Management-Better Engagement,</p> <p>to Share MCL Long term Goals to align their strategies to meet MCL Long-Term Strategy (LTS), Create Long-Term Relationships, etc.</p>
		Signed contracts	<p>Raw Materials Suppliers- Once in an year</p> <p>Components Suppliers during new Business Award & Any New Supplier during On-boarding Process</p>	<p>Transparency and establish the stipulations of the working relationship between both the parties</p>
		Vendor meets	Once in a year	<p>SRM- Supplier Relationship Management- Better Engagement, to share MCL Long term Goals to align their strategies to meet MCL LTS, Create Long term relationship etc</p>

Stakeholder Group	Whether identified as Vulnerable	Channels of communication	Frequency of Engagement	Purpose and scope of engagement
Customers	No	Customer feedback	Daily/ Monthly	Evaluate own's performance as compared to customer's expectations
		Digital and social media connect	Posts via social and digital media- twice a week	To promote Spark Minda in the B2C category and spread awareness in the segment
		Exhibitions and events	Annual Tech Shows	To show customer Spark Minda product capability & future plan in one go
		Brochures and catalogues	Key Account Managers (KAMs) carry all the time	Ensure product range on Spark Minda Standard catalogue be available with customer to offer solution as required
Local Communities	Yes	Training workshops Regular meetings	Workshops- 3, Meetings- 9	To engage with the community regularly to ensure harmony and participation in the community projects carried out through CSR
		Needs Assessments and reviews	Needs Assessment Exercise was carried out in Hosur (Tamil Nadu) and Noida (Uttar Pradesh)	Assessment was carried out to understand the need of a skill training centre offering specific programmes in the community under Aakarshan programme
		Surveys	Needs Assessment was carried out through in-person Surveys in Hosur and Noida	Door-to-door and in-person engagement with the community to understand their requirements and experiences better
		CSR Reports	CSR Annual Report 21-22 released in August 2022, 6 project reports	To showcase the work and activities done under CSR
Government	No	Meetings, presentation, reports and networking in different forums organised by regulatory authorities	NIL	NIL
Media	No	12 Press releases		
		976 Publishing articles and news		
		14 meetings and interviews		

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.

MCL has established a CSR & Sustainability Committee at the Board Level. The Committee is responsible for keeping the Board informed about various Sustainability related developments and seeking inputs from the directors at appropriate times. We also have an Industry Relation function along with CSR & Sustainability at each plant which takes feedback from the stakeholders from time to time and provides input to form a coherent long-term plan.

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 the policies and activities of the entity.

Yes, MCL has a robust consultation process in place to identify and priorities key environmental and social topics. The materiality assessment for instance has involved internal and external stakeholder perspective to arrive at the issues most important to MCL and its ESG strategy. MCL's CSR activities also include a Spirit of Giving across its employees of all levels to ensure social welfare and inclusion.

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

While no concerns arose during the reporting period, MCL has a stringent Grievance Redressal Mechanism and process governed by our Grievance Redressal Policy which extends to all our internal and external stakeholders.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employee/workers covered (B)	% (B / A)	Total (C)	No of employees/workers covered (B)	% (D / C)
Employees						
Permanent	1,566	1,566	100%	1,408	1,408	100%
Other than permanent	101	101	100%	161	161	100%
Total Employees	1,667	1,667	100%	1,569	1,569	100%
Workers						
Permanent	1,377	1,377	100%	1,244	1,244	100%
Other than Permanent	13,926	13,926	100%	14,582	14,582	100%
Total Workers	15,303	15,303	100%	15,826	15,826	100%

2. Details of remuneration/ salary/ wages (including differently abled):

Category	FY 2022-23					FY 2021-22				
	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	1,428	0	0%	1,428	100%	1,321	0	0%	1,321	100%
Female	138	0	0%	138	100%	87	0	0%	87	100%
Other than Permanent										
Male	79	0	0%	79	100%	156	0	0%	156	100%
Female	22	0	0.00%	22	100%	5	0	0%	5	100%
Workers										
Permanent										
Male	1,269	0	0%	1,269	100%	1,592	650	41%	953	60%
Female	108	0	0%	108	100%	317	262	83%	101	32%
Other than Permanent										
Male	9,577	9577	100%	0	-	10,043	10,043	100%	0	-
Female	4,349	4349	100%	0	-	4,539	4,539	100%	0	-

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

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	₹ 15,70,000	1	₹ 12,70,000
Key Managerial Personnel	3	₹ 1,05,72,744	0	NA
Employees other than BoD and KMP	1506	₹ 7,08,252	151	₹ 6,11,556
Workers	1,737	₹ 2,18,400	156	₹ 1,90,446

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

MCL ensures anonymity, confidentiality, and sensitivity to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

6. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced or Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%

7. 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.

8. Describe the internal mechanisms in place to redress grievances related to human rights issues. MCL has a comprehensive human rights policy implemented across the organization's offices and plants to ensure timely recording and redressal of human rights issues. The policy ensures the CAG creates timely and effective recourse for all complainants.

9. Number of complaints made by employees and workers

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Total	1	0	All complaints have been resolved	0	0	No complaints received
Sexual Harassment	1	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other Human Rights related issues	0	0		0	0	

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

No risks were observed despite rigorous assessments. Thus, no corrective actions have been required.

Leadership Indicators

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

NIL

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

NIL

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NIL
Discrimination at workplace	NIL
Child Labour	NIL

	% of value chain partners (by value of business done with such partners) that were assessed
Forced Labour/Involuntary Labour	NIL
Wages	NIL
Others – please specify	NIL

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

NIL

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:

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
Total electricity consumption (A)	GJ	1,94,769	1,60,758
Total fuel consumption (B)	GJ	32,522	29,083
Energy consumption through other sources (C)	GJ	0	0
Total energy consumption (A+B+C)	GJ	2,27,291	1,89,841
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	GJ/INR	6.64*10-6	7.08*10-6

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

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

No

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in m3)		
(i) Surface water	2,30,302	195,757
(ii) Groundwater	1,49,482	1,28,482
(iii) Third party water	61,358	45,534
(iv) Seawater / desalinated water	0	0
(v) Others	22,720	19,301
Total volume of water withdrawal (i + ii + iii + iv + v)	4,63,862	389,074
Total volume of water consumption (in KL)	4,63,169	389,074
Water intensity per rupee of turnover (Water consumed / turnover)	1.35*10-5	1.45*10-5

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

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

Yes, Minda Corporation Limited has implemented Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs) which is used internally for landscape, gardening, washroom facilities etc.

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	mg/Nm ³	235	NA
Sox	mg/Nm ³	126	NA
Particulate matter (PM)	mg/Nm ³	435	NA
Persistent organic pollutants (POP)	mg/Nm ³	NA	NA
Volatile organic compounds (VOC)	mg/Nm ³	NA	NA
Hazardous air pollutants (HAP)	mg/Nm ³	NA	NA
Others- Please Specify	mg/Nm ³	NA	NA

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

No

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

Parameter	Unit	FY 2022 – 23	FY 2021 - 22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonne of CO ₂ equivalent	2078.70	1299.64
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonne of CO ₂ equivalent	40562.3	31606.8
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tonne of CO ₂ equivalent	1.24*10 ⁻⁶	1.22*10 ⁻⁶

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

As a responsible corporate citizen, Minda Corporation Ltd. understands its role in actively reducing the Greenhouse Gas Emissions. We have considerable portion of electricity coming from renewable sources of energy such as solar as a part of our energy mix. We have rooftop solar installed on all our facilities. We have been carrying out plantation drives across all our manufacturing and non-manufacturing locations and have planted over 25,000+ plants over the last ten years. We also conduct energy efficiency drives across all our offices and manufacturing plants throughout the year to replace old and high energy consuming equipment with low energy consuming and energy efficient devices.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in m3)		
Plastic waste (A)	332.88	209.21
E-waste (B)	1.04	0.64
Bio-medical waste (C)	3.65	7.24
Construction and demolition waste (D)	0	0
Battery waste (E)	0.59	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	12,278.91	9,197.08
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) (Food Waste)	655.872	316.25
Total (A+B + C + D + E + F + G + H)	13,272.94	9,730.433
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	286.84	302.01
(ii) Re-used	78.06	62.01
(iii) Other recovery operations	0	0
Total	364.9	364.02
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	0	NIL
(ii) Landfilling	0	NIL
(iii) Other disposal operations	0	NIL
Total	0	NIL

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

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.

To contribute to the creation of a recycling-oriented society, the entity conducts several 3R initiatives (3R = Reduce, Reuse, Recycle). We monitor both hazardous and non-hazardous waste generated at our plants

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:

S. No.	Location	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			NA

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA					

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
MCL is in compliance with all laws, regulations and guidelines and no non-compliance has been issued or reported in the FY 2022-23				

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	Unit	FY 2022 – 23	FY 2021 - 22
From renewable sources			
Total electricity consumption	GJ	16,689.88	21995.56
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	16,689.88	21995.56
From non-renewable sources			
Total electricity consumption (D)	GJ	178078.71	138761.92
Total fuel consumption (E)	GJ	32521.83	29083.34
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	210600.54	167845.26

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

2. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

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

Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022 - 23	FY 2021 - 22
Water withdrawal by source (in kiloliters)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

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

Parameter	Unit	FY 2022 - 23	FY 2021 - 22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Does not record. Will do so in future	Does not record. Will do so in future
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	Does not record. Will do so in future	Does not record. Will do so in future
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent	Does not record. Will do so in future	Does not record. Will do so in future

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. NA

4. 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

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		NIL	

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

Minda corporation has plants operating in diverse geographic locations across India and in case of any disruption in production due to any natural or unnatural calamity at any one location, MCL can quickly manage and mitigate by ramping up production at other locations, therefore ensuring continuous supply of materials to our customers. All of MCL's critical information is backed at decentralized servers and cloud storage which prevents loss of any information or any unforeseen cyber security and data privacy threats.

7. 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. MCL does not record the impacts and will do so in future.

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

Not applicable

Principle 7: Businesses when engaging in influencing public and regulatory bodies, should do so in a transparent and responsible manner

Essential Indicators

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

- Confederation of Indian Industries
- The Society of Indian Automobiles Manufacturers (SIAM)
- Automotive Component Manufacturing Association (ACMA)

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Confederation of Indian Industries	National
2	Society of Indian Automobiles Manufacturers (SIAM)	National
3	Automotive Component Manufacturing Association (ACMA)	National

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

Name of Authority	Brief of the Case	Corrective Action Taken
NIL	NIL	NIL

Leadership Indicators

1. Public policy positions advocated by the entity

Minda Corporation is part of the various Industry and Trade Associations advocating on various Business, Environmental, Social and Governance agenda such as EV related subsidy, EV related manufacturing subsidy, Production Linked Incentives etc.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
			Does not have		

Principle 8: All 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 of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Y/N)	Results communicated in public domain (Y/N)	Relevant Web Link
NIL	NIL	NIL	NIL	NIL	NIL

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.N	Name of project for which R&R is ongoing	Date of notification	State	District	No. of Project Affected Families	% PAFs covered by R&R	Amount paid to PAFs
							Not Applicable

3. Describe the mechanisms to receive grievances of the local community

Through MCL's Corporate Social Responsibility programs, company representatives frequently meets community stakeholders and key persons to understand the need of the communities the organization impacts and plans to execute requisite community development programs which emerge from the interactions. The said representative also collects the grievances of local communities and resolved them through adequate mechanisms.

4. Percentage of inputs directly sourced from MSMEs / small producer

	FY 2022-23 Current financial year	FY 2021-22 Previous financial year
Directly sourced from MSMEs/Small Producers	33%	40%
Sourced directly from within the district and neighboring districts	NA	NA

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):

Details of negative social impact identified	Corrective action taken
	Does not assess

2. Provide the following details on CSR projects in aspirational districts

S. No.	State	Aspirational District	Amount
		NIL	

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

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

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

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

S. No.	Intellectually Property based on traditional knowledge	Owned/Acquired	Benefit Shared	Basis of calculating
				NIL

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
		NIL

6. Details of CSR projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Aakarshan- Skilling and Education Livelihood	1,407	100%
3	Saksham-Empowering people with disability	5112	100%

Principle 9: Business should engage with and provide value to their customers in a responsible manner

Essential Indicators

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

Customer Satisfaction Surveys are conducted basis of which the entity tracks internal complaints received on the customer relationship management (CRM) portal. The entity actively engages with its customers through E-mail / Phones / F2F Meeting / Customer Visits @ Plants and understand feedback as well. Regular communications around our products are also provided to customers. For instance, a CRM Portal & Mobile App for the registering of all complaints by the Business Partners. A Call Centre Toll-free number for the users of MCL products (9 to 5) is also available. Regional CRM executives for handling and resolving all complaints for Business Partners and IT helpdesk available for portal-related issues by Business Partners. MCL also shares and ensures customer care Email & numbers on the Minda Corporation's website & All Product labels for Complaints by the users of MCL products

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

As a percentage to total turnover

Environmental and social parameters relevant to the product	Not applicable as no such mechanism exists
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls		NIL
Forced recalls		

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, Minda Corporation Limited has a framework on cyber security and data privacy. The same can be found on the following link <https://sparkminda.com/privacy-policy>

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

The following corrective actions taken or underway relating to cyber security and data privacy are:

- Privacy impact assessment along with critical data flow identification is in process.
- Data privacy session for HR and Finance has been conducted.
- Privacy day was celebrated along with required communications and sessions conducted.
- Employee communications are held on a regular basis.

Leadership Indicators

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

The entity has information on products and solutions on the webpage <https://sparkminda.com/#> Social Media Platform: LinkedIn, Instagram, Facebook, YouTube. E-mail / Phones / F2F Meeting / Customer Visits @ Plants are also used as mediums to connect with customers.

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

The product information, including the MRP label stating the price, part quantity, description, and date of manufacture, is displayed on the product label as per Legal Metrology Packaged Commodities Guideline.

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

The entity informs its customers about the disruption or discontinuation of essential services.

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) No

5. Provide the following information relating to data breaches:

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

NIL

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

Not applicable