

# Business Responsibility and Sustainability Report FY 2023-24

## 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	<a href="mailto:investor@mindacorporation.com">investor@mindacorporation.com</a>
7	Telephone	+911204723300
8	Website	<a href="http://www.sparkminda.com">www.sparkminda.com</a>
9	Financial year for which reporting is being done	2023-24
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	INR 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 INR 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: <a href="mailto:pmann@mindacorporation.com">pmann@mindacorporation.com</a>
13	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14	Name of assurance provider	Not applicable
15	Type of assurance obtained	Not applicable

### 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	78%
2	Casting of non-ferrous metals	24320	22%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	20	7	27
International	0	2	2

## 2. 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?

8.9%

## c. A brief on types of customers

The Company caters to a wide range of customers, both from India and around the world, including original equipment manufacturers (OEMs) and Tier-1 customers. The majority of the Company's revenue comes from a Business to Business (B2B) model, where it serves as a tier 1 supplier to OEM customers or other tier 1 suppliers, in order to optimize the supply chain as per the OEMs' requirements. Additionally, the Company has a strong presence in the Indian aftermarket segment, with a network of over 700+ dealers.

## IV. Employees

## 1. Details as at the end of Financial Year:

## a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	1,827	1,639	90%	188	10%
2.	Other than Permanent (E)	19	12	63%	07	37%
3.	<b>Total employees (D + E)</b>	<b>1,846</b>	<b>1,651</b>	<b>89%</b>	<b>195</b>	<b>10%</b>
<b>WORKERS</b>						
4.	Permanent (F)	1,517	1,404	92%	113	7%
5.	Other than Permanent (G)	15,249	10,303	67%	4,946	32%
6.	<b>Total workers (F+G)</b>	<b>16,766</b>	<b>11,707</b>	<b>70%</b>	<b>5,059</b>	<b>30%</b>

## b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100%</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	10	10	100%	0	0%
5.	Other than permanent (G)	525	466	88%	59	11%
6.	<b>Total differently abled workers (F + G)</b>	<b>535</b>	<b>476</b>	<b>89%</b>	<b>59</b>	<b>11%</b>

## 2. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel	3	0	0

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

	FY 2023-24			FY 2022-2023			FY 2021-2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26%	26%	26%	35%	30%	34%	36%	41%	39%
Permanent Workers	12%	18%	15%	16%	27%	22%	18%	18%	18%

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

## 1. 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 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	PT Minda Automotive Indonesia	Step- Subsidiary	100%	Yes
7	PT Minda Automotive Trading, Indonesia	Step- Subsidiary	100%	Yes
8	MindaVietnamAutomotiveCo.Ltd,Vietnam	Step- Subsidiary	100%	Yes
9	Minda Infac Private Limited	Joint Venture	51%	Yes
10	Minda Vast Access Systems Private Ltd	Joint Venture	50%	Yes
11	Furukawa Minda Electric Limited	Associate	25%	Yes
12	EVQ Point Solutions Private Limited	Associate	29.5%	Yes

\*Minda Europe B.V voluntarily closed with effect from August 24, 2023 (Copy of Trade Register Extract from Chamber of Commerce, Netherlands received on August 29, 2023)

## VI. CSR Details

1. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
- (ii) Turnover (in `): 38,445 Million
- (iii) Net worth (in `): 17,382 Million

## VII. Transparency and Disclosures Compliances

## 1. 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 weblink for the grievance redress policy)	FY 2023-24			FY 2022-23		
		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	Remarks
Investors	Yes, <a href="#">Investor Grievance Redressal Policy</a>	0	0	NIL	0	0	NIL
Employees and Workers	Yes, <a href="#">Grievance Redressal Policy</a>	1	0	All complaints resolved	102	7	-

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide weblink for the grievance redress policy)	FY 2023-24			FY 2022-23		
		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	Remarks
Customers	No	36	0	Grievances were addressed as per the mechanism defined in the policy	46	0	Grievances were addressed as per the mechanism defined in the policy
Community	Yes, <a href="#">Grievance Redressal Policy</a>	0	0		0	0	0
Suppliers	No	0	0		0	0	NA
Government and Regulatory Bodies	No	0	0		-	-	-
Media	No	0	0		-	-	-
Others (Shareholders)	Yes <a href="#">Investor Grievance Redressal Policy</a>	2	0	Shareholders' grievances are being resolved by RTA and Company jointly.	2	0	Shareholders' grievances are being resolved by RTA and Company jointly.

## 2. 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	In order to address the issue of climate change, companies like Minda Corporation have a crucial role to play in spearheading decarbonization initiatives. This entails reducing energy intensity, minimizing dependence on fossil fuels, and investing in renewable energy sources. MCL has been actively working towards achieving a transition to low-carbon practices by implementing efficient energy management strategies and reducing the use of fossil fuel based energy. It is crucial to acknowledge that at a global level, investors and stakeholders are increasingly seeking sustainable collaborations. Neglecting to invest in such measures could potentially expose companies to risks.	MCL has made substantial investments in renewable energy, specifically solar power, and remains committed to exploring avenues to decrease reliance on fossil fuels. It is crucial to improve the integration of energy management into our corporate ESG strategy, and we are actively working towards reducing our carbon footprint and encouraging efficient energy usage.	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)
2	Materials Efficiency	Opportunity	The international community is increasingly focused on finding ways to minimize material consumption by promoting circularity and reuse. MCL looks to seize this chance and strive for enhanced materials efficiency. It is fundamental, in the current global landscape, to participate in sustainable sourcing and assess the ecological and societal impacts of goods and materials.	Enhancing materials efficiency presents MCL with a chance to decrease its expenses on various products, leading to cost reduction through effective material reuse.	Positive
3	Waste Management	Risk	MCL's operations generate waste that must be converted for reuse and recovery to support circularity. Poor waste management practices, like ineffective disposal methods, lead to air and water pollution, as well as land degradation. This, in turn, pollutes groundwater levels and facilitates the spread of diseases. MCL presently entrusts the management of both hazardous and non-hazardous waste to an approved waste vendor.	MCL must prioritize finding solutions to minimize waste going to landfills and incineration, as these methods are harmful to the environment. MCL is exploring circularity strategies to recycle and repurpose waste, while also committing to investing in advanced technologies, decreasing hazardous waste usage, and minimizing material wastage.	Negative
4	Product Quality & Safety	Opportunity	Ensuring the quality and safety of our products is of utmost importance to manufacturing enterprises like MCL. We understand that failing to meet these standards can have detrimental effects, such as diminished customer satisfaction, disrupted supply and value chains, and potential legal repercussions or fines, ultimately resulting in substantial financial losses for the company.	MCL is dedicated to upholding the utmost quality and safety standards of its products, aligning with the best practices worldwide. Furthermore, MCL intends to improve its management systems to ensure product safety, effectively address any non-compliance concerns, and ensure the provision of premium products for secure utilization. These investments will not only boost customer confidence but also strengthen the overall value chain.	Positive

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)
5	Occupational Health & Safety	Risk	MCL recognizes the immense value of our employees and workers. We prioritize their wellbeing and safety above all else, which is why we have implemented a strong occupational health and safety system. This system ensures that risks are promptly identified, mitigated, and guarantees a secure working environment for everyone. As a result, our organization has achieved remarkable employee retention rates across all our plants.	MCL conducts regular safety inspections internally and externally, and upholds specialized committees to ensure the welfare and protection of its staff and employees at all its sites. Additionally, MCL possesses the necessary safety certifications such as ISO 45001:2018 that are essential for maintaining a safe working environment.	Negative
6	Business Ethics	Risk	Business ethics are of utmost importance in creating a transparent and sustainable corporate governance framework. At MCL, we have successfully implemented a strong business ethics environment across all our facilities. We place great emphasis on policies and actions that promote good governance, recognizing the significance of a comprehensive and top-down approach to Environmental, Social, and Governance (ESG) practices. Our ESG strategies are seamlessly integrated into our governance and policy frameworks, allowing us to establish a well-structured governance system that upholds business ethics. We consistently monitor the changing regulatory landscape in the country to ensure compliance with all relevant laws and regulations, both at the union and federal levels. This enables us to effectively navigate and implement good governance measures.	MCL prides itself on having a robust and comprehensive internal governance structure. By implementing initiatives such as the Whistleblower Policy, Prevention of Insider Trading, Related Party Transactions, and Grievance Redressal for all stakeholders, MCL ensures a workplace culture that is grounded in ethical principles. The MCL Code of Conduct for employees and board members upholds transparency and ethical standards in all business dealings.	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)
7	Supply Chain Management	Risk	Supply chain management plays a crucial role in influencing different aspects such as the quality of products and services, delivery efficiency, costs, customer satisfaction, and ultimately, the profitability of a business. In today's interconnected world, supply chains not only form the backbone of manufacturing firms like ours but are also vulnerable to various disruptions. These disruptions can stem from a range of factors, including the ongoing pandemic, geopolitical conflicts such as the Russia-Ukraine conflict, and the constantly evolving regulatory environment with initiatives like CBAM. Consequently, trade and supply chains face continuous interruptions. Moreover, the tangible risks linked to climate change are impacting the sourcing of raw materials in a negative manner. To ensure uninterrupted business operations, MCL is dedicated to establishing a resilient and efficient supply chain management system capable of withstanding these challenges and averting any detrimental effects on our activities.	MCL is presently enhancing agile and robust supply chain management systems to ensure uninterrupted business operations despite potential disruptions in the supply chain. This involves identifying key suppliers at Tier 1, 2, and Tier 3 levels to understand the origins of our raw materials and the overall value chain of our products. Inadequate supply chain management could lead to financial setbacks and reduced profits. Additionally, we plan to conduct a vulnerability assessment to confirm that our supply chain is adequately equipped to sustain business activities during unforeseen disruptions.	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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	No
c. Web link of the policies, if available	MCL has an overarching <a href="#">Business Responsibility Policy</a> which governs the organization's environmental, social and governance footprint in line with National Guidelines for Responsible Business Conduct. All the NGRBC aligned policies can also individually be found on our website: <a href="https://sparkminda.com/investor-relations/corporate-governance-policies">https://sparkminda.com/investor-relations/corporate-governance-policies</a>								
	Anti Fraud and corruption	No	Equal Opportunity	Stakeholder Engagement	Human Rights	Sustainability	No	Corporate Social Responsibility	No
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	No	Yes	Yes	Yes	No	No	Yes	No
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	Yes	Yes	Yes	Yes	No	Yes	No
4. Name of the national and international codes/certifications/ labels/standards	<ul style="list-style-type: none"> <li>OHSAS 45001:2018 (Safety Management System Certification),</li> <li>Quality Management System in accordance with ISO 9001:2015;</li> <li>ISO 14001: 2015 (Environment Management System Certification) and</li> <li>International Automotive Taskforce 16949:2016 (QMS Certification for Automotive Parts) certifications</li> <li>ISO 50001:2011 (Energy Management System)</li> </ul>								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> <li>MCL is in the process of undertaking Greenhouse Gas reduction targets in line with the Science Based Targets Initiatives (SBTi)</li> <li>MCL is also undertaking water stewardship initiatives and targets to ensure sustainable water practices across major plants of the company.</li> <li>MCL has also made investments in renewable energy to ensure a mix of renewables sources of energy in our overall energy mix</li> </ul>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met. Governance, leadership, and	<ul style="list-style-type: none"> <li>MCL has institutionalized its GHG inventory for Scope 1, 2 and 3.</li> <li>MCL has identified FY 2022-23 as the baseline year for SBTi reduction target.</li> <li>MCL is in process of conducting a water analysis to identify water conservation measures and implementing stewardship programs</li> </ul>								
<b>Governance, leadership, and oversight</b>									

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 Sustainability & CSR Committee at the Board level which oversees and guides the Sustainability initiatives of the organization.

The organization has formulated both immediate and enduring objectives and benchmarks under sustainability domain. The goals and target are formalized and subsequent steps are taken accordingly by the sustainability team of the Company. Year on year progress is being reviewed by the said committee and presented to the Board. The Group actively implements initiatives aimed at fostering sustainability across social, environmental, and economic dimensions.

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). Provided details.

Yes, Minda Corporation Limited has a CSR Committee led by Ms. Pratima Ram – Independent Director with members Mr. Avinash P. Gandhi - Independent Director\* and Mr. Ashok Minda - Director, Minda Corporation Limited

\*Mr. Avinash P. Gandhi has ceased to be a director of the Company w.e.f. closure of business hours on March 31, 2024 and in his place Mr. Gajanan V. Gandhe, Independent Director has been nominated as a member of the CSR & Sustainability Committee w.e.f. April 22, 2024.

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	Y	Y	Y	Y	Y	Y	N	Y	N										Half-yearly
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	N	Y	N										Half-yearly
11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9	No

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)										The Company considers all NGBRC Principles material to its business. For some of the policies, we have standard management practices in place to review these policies periodically and for some of the policies discussions are in progress with respective departments for formation of desired policies and their effective implementation.
The entity does not have the financial or/human and technical resources available for the task (Yes/No)										
It is planned to be done in the next financial year (Yes/No)										
Any other reason (please specify)										

## SECTION C: PRINCIPLE WISE 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	8	Principle 1: Vision Mission values and COC Principle 1: Whistle Blower Mechanism Principle 3: Goal Management system Principle 5: Prevention of harassment at workplace Principle 9: Cyber security	60%
Key Managerial Personnel	4	Principle 1: Vision Mission values and COC Principle 1: Whistle Blower Mechanism Principle 3: Goal Management system Principle 5: Prevention of harassment at workplace Principle 9: Cyber security	90%
Employees other than BoD & KMPs	565	Principle 1: Vision Mission values and COC Principle 1: Whistle Blower Mechanism Principle 3: Skill upgradation trainings Principle 5: Prevention of harassment at workplace Principle 9: Cyber security	76%
Workers	1370	Principle 3: Safety and wellbeing Principle 3: Skill upgradation Principle 5: Prevention of harassment at workplace	75%

#### 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 based on 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 INR)	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 has a comprehensive anti-fraud and anti-corruption policy. It aims to establish a robust system for preventing and detecting fraudulent activities, including corruption. It emphasizes ethical behavior and zero tolerance towards fraud. The policy applies to all individuals and entities associated with the company, including employees, contractors, vendors, and outside agencies. It outlines guidelines for reporting suspected fraud, handling fraud-related concerns, and approving expenses related to entertainment, gifts, and travel. The policy underscores the importance of adhering to legal and ethical standards in all business interactions and emphasizes the need to avoid even the appearance of improper conduct, especially with government officials and commercial parties. The link for the policy can be found here [Anti-Fraud & AntiCorruption 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 2023-24	FY 2022-23
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2023-24		FY 2022-23	
	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.

No corrective actions required since no issues or fines/ penalties/ actions by regulators, law enforcement agencies or judicial institutions have been levied or undertaken on cases of corruption and conflicts of interest.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	72	79

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along- with loans and advances & investments, with related parties related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	16.89	15.19
	b. Number of trading houses where purchases are made from	139 nos.	189 nos.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	65.16	48.40
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	13.07	15

Parameter	Metrics	FY 2023-24	FY 2022-23
	b. Number of dealers / distributors to whom sales are made	703	664
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	13%	13%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	3%	3%
	b. Sales (Sales to related parties / Total Sales)	2%	2.29
	c. Loans&advances (Loans&advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	51%	43%

### Leadership Indicators

1. Awareness programmes conducted for value chain partners Do 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
11	Human Rights, Safety, Inclusive Growth	43%

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.

Minda Corporation Limited implements a strategy to prevent or manage conflicts of interest among Board members, as detailed in our Code of Conduct. We carefully review all activities for potential conflicts and guarantee that any actual, potential, or perceived conflicts are disclosed and resolved before commencing 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>

Additionally, the Board of Directors approves the Code of Conduct annually and secures an affirmation declaration from the Board of Directors. Moreover, the Board verifies that there were no significant related party transactions with the Promoters, Directors, or Key Managerial Personnel that could pose a conflict of interest with the company as a whole.

### 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 2023-24	FY 2022-23	Details of improvements in the environment and social impacts
R&D	6.4%	9.3%	MCL has made substantial R&D investments that have greatly enhanced the environmental and social impact through the incorporation of Advanced Driver Assistance Systems (ADAS) for motorcycles, rain light sensors, rear seat belt reminders for added safety precautions, advanced electric engineering, and human capital expenses
Capex	11.6%	8.8%	MCL's contributions to Capital Expenditure investments have led to significant improvements in environmental and social costs through investments in technologies such as solar power, wastewater management, and energy efficiency measures.

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

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

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.

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.

Yes. EPR is applicable to MCL, and a plan has been submitted to the Pollution Control Board.

#### 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.No	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	
	FY 2023-24	FY 2022-23
Does not record 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:

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Does not record will do so in future			Does not record 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
Not Available	

### 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)
<b>Permanent employees</b>											
Male	1,639	1,639	100%	1,639	100%	0	0%	0	0%	0	0%
Female	188	188	100%	188	100%	188	100%	0	0%	10	5.32%
<b>Total</b>	<b>1,827</b>	<b>1,827</b>	<b>100%</b>	<b>1,827</b>	<b>100%</b>	<b>188</b>	<b>10%</b>	<b>0</b>	<b>0%</b>	<b>10</b>	<b>0.5%</b>
<b>Other than Permanent employees</b>											
Male	12	12	100%	12	100%	0	0	0	0	0	0
Female	07	07	100%	07	100%	07	100%	0	0	2	28.57%
<b>Total</b>	<b>19</b>	<b>19</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	<b>07</b>	<b>37%</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>10.53%</b>

##### 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)
<b>Permanent Workers</b>											
Male	1404	1404	100%	1404	100%	0	0%	0	0%	0	0%
Female	113	113	100%	113	100%	113	100%	0	0%	38	33%
<b>Total</b>	<b>1517</b>	<b>1517</b>	<b>100%</b>	<b>1517</b>	<b>100%</b>	<b>113</b>	<b>7%</b>	<b>0</b>	<b>0%</b>	<b>38</b>	<b>2.5%</b>
<b>Other than Permanent Workers</b>											
Male	10303	10303	100%	10303	100%	0	0%	0	0%	0	0%
Female	4946	4946	100%	4946	100%	4946	100%	0	0%	119	2%
<b>Total</b>	<b>15249</b>	<b>15249</b>	<b>100%</b>	<b>15249</b>	<b>100%</b>	<b>4946</b>	<b>32%</b>	<b>0</b>	<b>0%</b>	<b>119</b>	<b>0.7%</b>

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.10	0.10

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	As per Rule	As per Rule	As per Rule	As per Rule	As per Rule	As per Rule

3. Accessibility of workplaces

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

In accordance with the [Equal Opportunity Policy](#), MCL is committed to fostering an inclusive work environment that is safe, flexible, and respectful for all employees and workers. The company guarantees that necessary facilities and amenities are accessible to differently abled workforce. MCL has appointed HR unit heads to supervise the provision of these essential resources. Moreover, MCL is dedicated to promoting diversity and inclusion in the workplace by implementing supportive work-life policies and cultivating a strong sense of belonging within the organization.

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 [https://sparkminda.com/Uploads/prospectus/290pdctfile\\_Equal-Opportunity-Policy.pdf](https://sparkminda.com/Uploads/prospectus/290pdctfile_Equal-Opportunity-Policy.pdf)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention Rate
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	50%	50%	Not available	Not available
<b>Total</b>	<b>50%</b>	<b>50%</b>	<b>Not available</b>	<b>Not available</b>

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 a Grievance Redressal Policy and committee
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 Employees	MCL has established a Grievance Redressal Policy to address complaints received through emails and web-based portals. The HR department records and documents employees' grievances, which are then shared with the Group Chief HRO. A designated individual or team appointed by the Head HR will thoroughly investigate the complaint. MCL is committed to ensuring that employees are safeguarded against harassment, retaliation, and victimization. Following the investigation, the appointed person/team will submit a final report to a cross-functional committee for review. The committee will provide recommendations and determine necessary actions. Subsequently, the GCHRO will implement appropriate measures based on the committee's decision.
Other than Permanent Employees	Yes. MCL has a Works Committee established across all plants to redressal and record any complaints and grievances of workers MCL has established a Grievance Redressal Policy to address complaints received through emails and web-based portals. The HR department records and documents employees' grievances, which are then shared with the Group Chief HRO. A designated individual or team appointed by the Head HR will thoroughly investigate the complaint. MCL is committed to ensuring that employees are safeguarded against harassment, retaliation, and victimization. Following the investigation, the appointed person/team will submit a final report to a cross functional committee for review. The committee will provide recommendations and determine necessary actions. Subsequently, the GCHRO will implement appropriate measures based on the committee's decision.

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

Category	FY 2023-24			FY 2022-23		
	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)
<b>Total Permanent Employees</b>	1827	0	0%	1,566	0	0
Male	1639	0	0%	1,428	0	0
Female	188	0	0%	138	0	0
<b>Total Permanent Workers</b>	1517	585	39%	1,377	774	56%
Male	1404	510	36%	1,269	705	56%
Female	113	75	66%	108	69	64%

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Permanent Employees</b>										
Male	1,639	965	59%	850	51%	1,808	1,070	59%	1,014	56%
Female	188	100	53%	78	41%	160	83	52%	105	66%
<b>Total</b>	<b>1,827</b>	<b>1,065</b>	<b>58%</b>	<b>928</b>	<b>50%</b>	<b>1,968</b>	<b>1,153</b>	<b>59%</b>	<b>1,119</b>	<b>57%</b>
<b>Permanent Workers</b>										
Male	1,404	1,169	83%	1,081	76%	1,269	957	75%	910	71%
Female	113	99	88%	83	73%	108	87	80.5%	73	67%
<b>Total</b>	<b>1,517</b>	<b>1,268</b>	<b>83%</b>	<b>1,164</b>	<b>76%</b>	<b>1,377</b>	<b>1,044</b>	<b>76%</b>	<b>983</b>	<b>71%</b>
<b>Other Than Permanent Workers</b>										
Male	10,303	6,181	60%	5,460	52%	13,947	8,095	58%	6,727	48%
Female	4,946	2,720	54%	2,423	48%	7,920	4,117	52%	3,677	46%
<b>Total</b>	<b>15,249</b>	<b>8,901</b>	<b>58%</b>	<b>7,883</b>	<b>51%</b>	<b>21,867</b>	<b>12,212</b>	<b>56%</b>	<b>10,404</b>	<b>48%</b>
<b>Other Than Permanent Employees</b>										
Male	12	10	83%	06	50%	91	79	86%	54	61%
Female	07	06	85%	05	71%	27	22	81%	17	67%
<b>Total</b>	<b>19</b>	<b>16</b>	<b>89%</b>	<b>11</b>	<b>63%</b>	<b>118</b>	<b>101</b>	<b>85%</b>	<b>71</b>	<b>62%</b>

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1,639	1,639	100%	1,277	1,259	99%
Female	188	188	100%	98	96	98%
<b>Total</b>	<b>1,827</b>	<b>1,827</b>	<b>100%</b>	<b>1,375</b>	<b>1,355</b>	<b>99%</b>

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Workers</b>						
Male	11,707	1,917	16%	9,577	1,381	14%
Female	5,059	150	3%	4,349	90	2%
<b>Total</b>	<b>16,766</b>	<b>2,067</b>	<b>12%</b>	<b>13,926</b>	<b>1,471</b>	<b>11%</b>

#### 10. Health and safety management system

a. Whether an occupational health and safety management system been implemented by the entity? (Yes/ No)

Yes

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 through Hazard Identification and Risk Assessments (HIRAs) 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. MCL employs software tools such as Near Miss QR Code reporting for real-time reporting of hazards and safety issues. Additionally, safety audits and safety Gemba walks are regularly performed to address potential safety issues in a timely manner.

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 2023-24	FY 2022-23
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.19	0.81
	Workers	0.11	0.081
Total recordable work-related injuries	Employees	1	3
	Workers	6	3
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. MCL's facilities adhere to international safety standards and possess ISO 45001 certification. Furthermore, MCL has obtained an Occupational Health and Safety Assessment Series (OHSAS) certification to prioritize the well-being of its employees. All formal agreements encompass health and safety parameters, and incidents and accidents at plant sites are meticulously documented and monitored. To foster a safety oriented environment, a safety committee operates at each manufacturing plant, with both management and worker representatives actively involved. Additionally, monthly reporting and cross-plant audits are conducted to guarantee ongoing enhancement and compliance with safety protocols across all facilities.

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

	FY 2023-24			FY 2022-23		
	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	42	2	-	71	7	-
Health & Safety	19	0	-	30	0	-

## 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 &amp; safety practices and working conditions.

MCL persistently evaluates all of its manufacturing facilities to identify any potential health and safety hazards. Our manufacturing units hold OHSAS 45001:2018 certification, and we promptly take necessary actions to address any hazards we discover. To effectively manage these risks, we have established Health and Safety Committees at each manufacturing location. The significant decrease in health and safety incidents can be attributed to the unwavering dedication of our management, workers, and value chain partners in upholding the Company's policies, processes, and values to ensure a secure working environment.

## 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.

## 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 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 / illhealth / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2023-24	2022-23	2023-24	2022-23
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	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)

No.

## 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.

MCL recognizes the significance of interacting with stakeholders as a fundamental part of our business activities. We adhere to the principles of openness, attentive listening, and equitable treatment, which encourage a consultative and cooperative approach to engaging with all stakeholders. This is accomplished through efficient and timely communication, nurturing trust, and establishing enduring relationships. At MCL, we cultivate a climate of continual engagement with every stakeholder group, proactively seeking their input by:

- i. Clearly defining the purpose and frequency of engagement and utilizing appropriate methods.
- ii. Encouraging stakeholders to share feedback and actively engage in our business endeavors.
- iii. Evaluating potential risks linked to stakeholder engagement and formulating strategies to mitigate them.
- iv. Addressing stakeholder concerns in a just, impartial, and prompt manner.

#### 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
Investors	No	Shareholder meeting Investor presentations Investor conferences Press-releases and newsletters	Annually and quarterly	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 newsletters Intranet portal Cultural events Trainings and awareness programs Performance management systems Functional and crossfunctional committees E-Mails, written communication	Daily, weekly, monthly, quarterly, halfyearly and annually	Build positive culture environment for work and also to increase the productivity by motivating workforce
Customers	No	Customer satisfaction surveys Complainthandlingandfeedback Marketing and advertising Electronic communication	Need-based and monthly	Brand building and awareness among customers, awareness of our product portfolio, evolving brand building, etc.
Suppliers	No	Contractor and supplier meets and conferences. Supplier audits Regular interactions through phone, email and in- person	Frequently	To ensure engagement with supplier network and mitigating any disruptions/negative impacts arising in supply chains. Ensuring business continuity.
Community	No	Awareness camps Community events Development programs Community consultations and surveys CSR interventions and initiatives	Frequently	To engage with the community regularly to ensure harmony and participation in the community projects carried out through CSR
Government	No	Annual Reports Communication with regulatory bodies Formal dialogues In-person meetings Through chambers and associations	Annually, monthly, half yearly	To engage with regulators and government members to ensure license to operate and advocacy through ethical business building
Media	No	Written communication Audio-visual communication Articles, news Press conferences	Frequently	Brand building and creating awareness among stakeholders

### 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 2023-24			FY 2022-23		
	Total (A)	No. of employee/ workers covered (B)	% (B / A)	Total (C)	No of employees/ workers covered (B)	% (D / C)
<b>Employees</b>						
Permanent	1,827	1,827	100%	1,566	1,566	100%
Other than Permanent	19	19	100%	101	101	100%
<b>Total Employees</b>	<b>1,846</b>	<b>1,846</b>	<b>100%</b>	<b>1,667</b>	<b>1,667</b>	<b>100%</b>
<b>Workers</b>						
Permanent	1,517	1,517	100%	1,377	1,377	100%
Other than Permanent	15,249	15,249	100%	13,926	13,926	100%
<b>Total Workers</b>	<b>16,766</b>	<b>16,766</b>	<b>100%</b>	<b>15,303</b>	<b>15,303</b>	<b>100%</b>

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees Permanent</b>										
Male	1,639	0	0%	1,639	100%	1,428	0	0%	1,428	100%
Female	188	0	0%	188	100%	138	0	0%	138	100%
<b>Other than Permanent</b>										
Male	12	0	0%	12	100%	79	0	0%	79	100%
Female	7	0	0%	7	100%	22	0	0.00%	22	100%

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers Permanent</b>										
Male	1,404	0	0%	1404	100%	1,269	0	0%	1,269	100%
Female	113	0	0%	113	100%	108	0	0%	108	100%
<b>Other than Permanent</b>										
Male	10,303	10,303	100%	0	0%	9,577	9577	100%	0	-
Female	4,946	4,946	100%	0	0%	4,349	4349	100%	0	-

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

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs in Lakh)	Number	Median remuneration/ salary/ wages of respective category (Rs in Lakh)
Board of Directors (BoD)	8	20,20,000	1	19,15,000
Key Managerial Personnel	3	1,24,61,388	0	-
Employees other than BoD and KMP	1,633	7,70,784	188	5,85,162
Workers	1,404	2,69,724	113	2,45,796

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

	2023-24	2022-23
Gross wages paid to females as % of total wages	28%	21%

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, the Cross-Functional committee comprising of the Head HR of Business Verticals, GM – Corporate HR, Group CHRO, and Head CAG are responsible for resolving any human rights issues or violations reported. The Committee is responsible to assess the policies and accordingly resolve cases with appropriate action.

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

MCL has an extensive human rights policy in place throughout its offices and facilities to guarantee prompt documentation and resolution of human rights concerns. The policy ensures the CAG creates timely and effective recourse for all complainants. All internal and external stakeholders of MCL may report any violations.

Cases of human rights violation can be reported through the following means:

Email: [wbp@mindacorporation.com](mailto:wbp@mindacorporation.com)

Contact number: +91 85271 77000

Mailing address:

Head – Corporate Audit & Governance (CAG) Group Corporate Office  
D-6 11, Sector 59, Noida Uttar Pradesh-201301, India

## 6. Number of complaints made by employees and workers:

Complaints	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Total</b>	1	0	Resolved	1	0	Resolved
Sexual Harassment	1	0				
Discrimination at workplace	0	0				
Child Labour	0	0				
Forced Labour/Involuntary Labour	0	0				
Wages	0	0				
Other Human Rights related issues	0	0				

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

	2023-24	2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.00019%	0.00021%
Complaints on POSH upheld	1	1

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

MCL has implemented the [Human Rights Policy](#) in FY 2023-24 entailing details of its stance on discriminatory practices at the workplace. MCL does not tolerate any kind of discrimination based on race, colour, gender, caste, religion, age, national origin, disability or any such attributes as protected by the law. Additionally, the [Equal Opportunity Policy](#) elicits the Company's stance on bullying and harassment and promises to provide a safe, healthy and harmonious work environment for all employees.

MCL has established a mechanism by creating appropriate channels to report any issues, grievances or violations on discrimination and harassment. All violations can be on discrimination can be reported to the Head Corporate Audit & Governance (CAG) and Group Chief Human Resource Officer (GCHRO). The Head CAG and GCHRO are required to conduct investigations, based on which they are expected to present a Final Investigation Report. The Report is then presented to a cross-functional Committee consisting of the Head Group IR, respective business vertical HR Head and business vertical COO, who thoroughly reviews the finding of the incidents and provides recommendations on the course of action to be taken. Based on this, the Head CAG and GCHRO are expected to implement the appropriate measures and corrective actions if required. Cases of discrimination can be reported through the following means:

Email: [wbp@mindacorporation.com](mailto:wbp@mindacorporation.com)

Contact number: +91 85271 77000

Mailing address:

Head – Corporate Audit & Governance (CAG) Group Corporate Office

D-6 11, Sector 59, Noida Uttar Pradesh-201301, India

Cases of bullying and harassment can be reported through the following means:

Email: [Grievances@mindacorporation.com](mailto:Grievances@mindacorporation.com) Mailing address:

GCHRO

Group Corporate Office D-6 11, Sector 59, Noida

Uttar Pradesh-201301, India

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

Yes, MCL has effectively rolled-out its Human Rights Policy requiring all business partners such as suppliers and vendors to comply with the requirements of the Policy. The business partners are expected to comply with this Policy in the pre-contracting stage as part of business agreements and contracts.

## 10. Assessments for the year:

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

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

Since no risks were identified during assessments, no corrective actions were required to be undertaken.

## 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.

MCL envisages to carry out human rights due diligence in its operations and for its suppliers in the future.

## 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. Our Equal Opportunity Policy aligns with our commitment to ensuring our premises are accessible to differently abled visitors.

## 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
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	2023-24	2022-23
From renewable sources			
Total electricity consumption (A)	GJ	67,045.21	36,553.87*
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>67,045.21</b>	<b>36,553.87*</b>

Parameter	Unit	2023-24	2022-23
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	1,96,777.98	1,55,003.75
Total fuel consumption (E)	GJ	1,33,525.58	1,24,617.04
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non- renewable sources (D+E+F)	GJ	3,30,303.56	2,79,620.79
<b>A Total energy consumed (A+B+C+D+E+F)</b>	GJ	<b>3,97,348.77</b>	<b>3,16,174.67*</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ	10.33*10 <sup>-6</sup>	9.05*10 <sup>-6</sup>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	GJ	235.65	206.41
<b>Energy intensity in terms of physical output</b>	GJ	NA	NA

Note – Roof Top and open access solarization were done in energy intensive factories in 23-24 hence consumption of renewable energy multiplied.

\*Last year data restated

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

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

Parameter	2023-24	2022-23
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	0	0*
(ii) Groundwater	1,40,004.35	1,49,482
(iii) Third party water	1,41,038.92	2,91,660*
(iv) Seawater / desalinated water	0	0
(v) Others	3,537	22,720
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>2,84,580.27</b>	<b>4,63,862</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>2,10,867.001</b>	<b>4,63,169</b>
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	5.48*10 <sup>-6</sup>	13.26*10 <sup>-6</sup>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	125.06	302.38
<b>Water intensity in terms of physical output</b>	Not Available	Not Available

Note – Water reuse and recycle initiative has been applied and implement across the group resulting to lesser consumption of water in 23-24.

\*Last year data restated

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. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	34,741	Last year, MCL did not report numbers on water discharge considering this was a leadership indicator.
- No treatment	-	
- With treatment – please specify level of treatment	34,741	
(ii) To Groundwater	27,478	
- No treatment	-	
- With treatment – please specify level of treatment	27,478	
(iii) To Seawater	0	
- No treatment	0	
- With treatment – please specify level of treatment	0	
(iv) Sent to third parties	11,494	
- No treatment	2,802	
- With treatment – please specify level of treatment	8,692	
(v) Others	0	
- No treatment	0	
- With treatment – please specify level of treatment	0	
<b>Total water discharged (in kiloliters)</b>	<b>73,713</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. No

## 5. 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 a Zero Liquid Discharge (ZLD) Policy at most of its locations.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Mg/Nm <sup>3</sup>	27.69	235
Sox	Mg/Nm <sup>3</sup>	25.39	126
Particulate matter (PM)	Mg/Nm <sup>3</sup>	42.95	435
Persistent organic pollutants (POP)	Mg/Nm <sup>3</sup>	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	Mg/Nm <sup>3</sup>	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	Mg/Nm <sup>3</sup>	Not Applicable	Not Applicable
Others- Please Specify	Mg/Nm <sup>3</sup>	Not Applicable	Not Applicable

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

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

Parameter	Unit	FY 2023 – 24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric Tonne of CO <sub>2</sub> equivalent	8,731	18,243.85*
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric Tonne of CO <sub>2</sub> equivalent	36,948	39,577.21*
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonne of CO <sub>2</sub> equivalent	1.19*10 <sup>-6</sup>	1.65*10 <sup>-6</sup>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric Tonne of CO <sub>2</sub> equivalent	27.09	37.75
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Metric Tonne of CO <sub>2</sub> equivalent	NA	NA

Parameter	Unit	FY 2023 – 24	FY 2022-23
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	Metric Tonne of CO2 equivalent	NA	NA

Note: More categories are added in FY 23-24 for scope calculations

\*Last year data restated

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

**8. 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 and we have been carrying out plantation drives across all our manufacturing and non-manufacturing locations. 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. We are also undertaking the right set of targets to achieve GHG reduction through a well-defined strategy.

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

Parameter	FY 2023 – 24	FY 2022 – 23
<b>Total Waste Generated (in metric tons)</b>		
Plastic waste (A)	289.56	332.88
E-waste (B)	0.45	1.04
Bio-medical waste (C)	0.3	3.65
Construction and demolition waste (D)	0	0
Battery waste (E)	0.507	0.59
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) (Used Oil)	52.45	57.14*
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1209.92	655.87
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,553.19</b>	<b>1,051.17*</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.04*10 <sup>-06</sup>	0.03*10 <sup>-06</sup>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)</b>	<b>0.92</b>	<b>0.69</b>
<b>Waste intensity in terms of physical output</b>	<b>NA</b>	<b>NA</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	78.22	364.9
(ii) Re-used	5.77	Not available
(iii) Other recovery operations	0	0
<b>Total</b>	<b>83.99</b>	<b>364.9</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
<b>Category of Waste</b>		
(i) Incineration	813.19	Not available
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>	<b>813.19</b>	<b>-</b>

Note – Plastic waste reduced post EPR Compliances

\*Last year data restated

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

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

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. All hazardous waste is disposed through State Pollution Control Board authorized waste recycling vendors for plastic and e-waste.

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

S. No.	Location	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.
Not applicable			

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

Name and brief 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
Not applicable					

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

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 2023-24				

**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
- a) Confederation of Indian Industries (CII)
  - b) The Society of Indian Automobiles Manufacturers (SIAM)
  - c) 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.

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
Minda Corporation is affiliated with several Industry and Trade Associations that support a range of Business, Environmental, Social, and Governance initiatives, including subsidies for electric vehicles (EVs), manufacturing incentives for EVs, and Production Linked Incentives.					

## 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
Not applicable as no SIAs were required to be undertaken					

### 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 as no Rehabilitation and Resettlement programs/ projects were required to be undertaken							

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

MCL's Corporate Social Responsibility initiatives involve regular engagement with stakeholders from the communities we work with and key individuals to gain insights into the needs of the communities affected by the organization. These interactions help in identifying and implementing appropriate community development programs and mitigate any negative impact which may be caused or perceived to be caused in future.

Additionally, our representatives actively address and resolve any grievances raised by the local communities. To facilitate this process, we have established complaint registration systems at all our CSR Centers, categorized into different levels. Level 1 comprises suggestion boxes, Level 2 includes local email IDs, Level 3 involves the use of the official CSR email ID, and Level 4 utilizes MCL's official Grievance Redressal Email ID. The mechanism is easily implemented and monitored to ensure our communities are well heard and have smooth access to welfare.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/Small Producers	30%	33%
Directly from within India	85%	75%

### 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2023-24	FY 2022-23
Rural	20.42	30.07
Semi-Urban	11.98	12.66
Urban	35.53	31.30
Metropolitan	32.07	25.97

## 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
No negative social impacts have been identified and therefore no SIAs were conducted in the reporting period	

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

S. No.	State	Aspirational District	Amount (INR)
1.	Uttarakhand	Udham Singh Nagar	83,74,297

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 Available  
 (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.	Intellectual Property based on traditional knowledge		Owned/Acquired	Benefit Shared	Basis of calculating
	Application No.	Title of invention			
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 beneficiaries of CSR projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Saksham - Empowerment of People with Disabilities	5,021	100%
2	Aakarshan Skill Development Programme	1,636	50%

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

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

Customer Satisfaction Surveys are utilized to monitor internal complaints received through the customer relationship management (CRM) portal. The company actively interacts with customers via Email, Phone, Face-to-Face Meetings, and Plant Visits to gather feedback. In addition, regular updates about our products are shared with customers. For example, a CRM Portal and Mobile App are provided for Business Partners to register complaints. A call centre tollfree number is also available for MCL product users from 9 a.m. to 5 p.m. Regional CRM executives handle and resolve complaints for business partners, while an IT helpdesk assists with portal-related issues. MCL ensures customer care email and contact numbers are shared on the Minda Corporation's website and all product labels for complaints from MCL product users.

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	

	FY 2021- 22			FY 2022-23		
	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
	<b>Number</b>			<b>Reasons for recall</b>		
Voluntary recalls				NIL		
Forced recalls						

3. 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>

- Number of consumer complaints in respect of the following:
- Details of instances of product recalls on account of safety issues

4. 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.

No such cases or issues pertaining to advertising, delivery of essential services, cyber security and data privacy among others arose in the reporting period.

5. Provide the following information relating to data breaches:

- Number of instances of data breaches: NIL.
- Percentage of data breaches involving personally identifiable information of customers: NIL
- Impact, if any, of the data breaches: Not applicable as no data breaches were reported.

#### Leadership Indicators

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

The organization possesses details regarding products and services available on the website <https://sparkminda.com/#>. Various social media platforms such as LinkedIn, Instagram, Facebook, and YouTube are utilized for communication. Additionally, communication through email, phone calls, face-to-face meetings, and customer visits at plants are also employed to engage 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.

During the period under review, there were no such incident of disruption / discontinuation of essential services. However, there is mechanisms in place to inform customer about the disruption or discontinuation of essential services,

- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) : No
- 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) Not applicable