

Minda Corporation Limited
Business Responsibility and Sustainability Report FY 2021-22

SECTION A: GENERAL DISCLOSURES

I. Details of the 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:** 1988
4. **Registered office address:** A-15, Ashok Vihar, Phase-I, Delhi-110052
5. **Corporate address:** Plot no 2D/1, Udhog Kendra, Ecotech-III, Greater Noida -201306, Greater Noida, Uttar Pradesh, India
6. **E-mail:** investor@mindacorporation.com
7. **Telephone:** +91-120-4723300
8. **Website:** www.sparkminda.com
9. **Financial year for which reporting is being done** 1st April 2021 to 31st March 2022
10. **Name of the Stock Exchange(s) where shares are listed:** The shares of the Company are listed and traded on the National Stock Exchange of India Limited (NSE) and Bombay Stock Exchange India Limited (BSE) in India.
11. **Paid-up Capital:** ₹ 478 million
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. Pradeep Mann (Company Secretary))
Tel no: +91 9871127014
Email ID: pmamm@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). Consolidated

II. List of Products/Services

14. **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	Automotive Component Manufacturing	Key manufacturers in Wiring Harness, Lock Kits, & Lock Sets and Casting of non-ferrous metals	100%

15. **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	25934	90%
2	Wiring harness	27320	
3	Starter Motor & Alternator	2710 & 29304	
5	Door handles for four wheelers	24320	

III. Operations

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

Location	Number of plants	Number of offices	Total
National	20	01	21
International	2	0	2

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	8
International (No. of Countries)	2

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

7.8% i.e., INR 2,128 million

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. The Company also serves an aftermarket segment in India through a strong dealer distributorship of about 450 dealers.

IV. Employees

18. 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)					
2.	Other than Permanent (E)					
3.	Total employees (D + E)					
WORKERS^						
4.	Permanent (F)					
5.	Other than Permanent (G)					
6.	Total workers (E+G)					

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)					
2.	Other than					

	Permanent (E)					
3.	Total differently abled employees (D + E)	419				
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. 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	NIL	NA

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

	FY 2020-2021			FY 2019-2020			FY 2018-2019		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees									
Permanent Workers									

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

21. (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	Associate	100%	Yes
2	Minda Europe B.V	Associate	100%	Yes
3	Minda Instruments Limited	Associate	100%	Yes
4	Spark Minda Green Mobility	Associate	100%	Yes
5	Spark Minda Foundation	Associate	100%	Yes
6	Minda Infac Pvt Ltd	Joint Venture	50%	Yes
7	Furukawa Minda Electric Limited	Joint Venture	25%	Yes

V. CSR Details

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

(ii) Turnover (in Rs.): 27,348 million

(iii) Net worth (in Rs.): 13,301 million

VI. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22			FY 2020-21		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	No	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)	Yes	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders	Yes	NIL	NIL	NIL	NIL	NIL	NIL
Employees and workers	Yes	NIL	NIL	NIL	NIL	NIL	NIL
Customers	Yes	NIL	NIL	NIL	NIL	NIL	NIL
Value Chain Partners	Yes	NIL	NIL	NIL	NIL	NIL	NIL

23. 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 (Indicate positive or negative implications)
1	Regulatory Compliance	Risk			
2	Economic Performance	Opportunity			
3	Business Ethics	Opportunity			
4	Anti-Competitive Behavior	Opportunity			
5	Materials Management	Opportunity			
6	Energy Management	Risk			
7	GHG Emissions Reduction	Risk			
8	Water and Effluents Management	Opportunity			
9	Waste Management	Opportunity			
10	Innovative Product and Lifecycle Management	Opportunity			
11	Sustainable and Local Sourcing	Risk			
12	Occupational Health and Safety	Risk			
13	Diversity and Equal Opportunity	Risk			
14	Labor Management/ Relations	Risk			
15	Human Rights	Risk			
16	Training and Education	Opportunity			
17	Local Communities/ CSR Programmes	Opportunity			
18	Customer Satisfaction	Risk			
19	Product Quality and Safety	Risk			
20	Marketing and Labelling	Risk			

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 NGRBC Principles and Core Elements.

The National Guidelines for Responsible Business Conduct (NGRBC) has brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

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

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	No	Yes	No	No	Yes	No	Yes	No
b. Has the policy been approved by the Board? (Yes/No)	Yes		Yes			Yes		Yes	
c. Web link of the policies, if available									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Certified ISO 45001 for Occupational Health and Safety with the goal of minimizing injuries and diseases while promoting mental and physical wellbeing								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No								
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 director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr Naresh Kumar Modi, Executive Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr Naresh Kumar Modi, Executive Director								

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

[illegible]

Questions	P 5
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)	

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	%age of persons in respective category covered by the awareness programmes
Board of Directors		Marketing Development Program Young Engineers Development Program Personal Effectiveness Course Effective Feedback Course Managerial Effectiveness Course Emotional Intelligence Course	
Key Managerial Personnel			
Employees other than BoD & KMPs			
Workers			

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 INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	0	0	0	0	0
Settlement	0	0	0	0	0
Compounding Fee	0	0	0	0	0
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	0	0		0	0
Punishment	0	0		0	0

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
0	0

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.

While the entity does not have a specific anti-corruption and anti-bribery policy, its coverage is present in the Code of Conduct for board members, as well as Code of Conduct for employees. [Web Link to Code of Conduct](#)

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 2021-22	FY 2020-21
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of the Directors	0			
No. of complaints received in relation to issues of Conflict of Interest of the KMPs	1			

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.

To ensure corrective actions and deter misconduct, the entity provides periodic emails pertinent to insider trading, and code of conduct while also making the same available on the company's website. The entity's Code of Conduct for Insider Trading: [Code-of-Conduct-under-Insider-Trading.pdf \(sparkminda.com\)](#) is also circulated to all designated persons on a quarterly basis. The entity also has an automated software, for maintenance of digital database as required under the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015;

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 (by value of business done with such partners) under the awareness programmes
0		

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. Code of conduct for BoD and KMPs is adopted by the entity: [Code-of-Conduct.pdf \(sparkminda.com\)](#)

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	1.3% of the revenue	1.37% of the revenue	Investments in energy conservation avenues across plants
Capex	INR 13 million	INR 28 million	<ul style="list-style-type: none"> • Installation of VFD operated air compressor • Installation of VRV type air conditioner for Keihin Shop • Equity infusion in Solar power • Installation of IOT -Industry • Infra development for energy saving projects development cost for energy saving with solar when grid supply not available • Energy efficient compressor installation • Equity infusion in Solar power plant Equity infusion in Solar power plant

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?
0
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. NA
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.
EPR is applicable but no plan is submitted to CPCB.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicate in public domain (Yes/No) If yes, provide the web-link.
0					

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
0	0	

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).

	Recycled or re-used input material to total material	
	FY 2021 - 22	FY 2020 - 21
	0	0
	0	0

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 2021 - 22			FY 2020 - 21		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0			0		
E-waste						
Hazardous waste						
Other waste						

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
	0

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

% of employees covered by											
Category	Total (A)	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											
Female											
Total											
Other than Permanent employees											
Male											
Female											
Total											

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

% of workers covered by											
Category	Total (A)	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											
Female											
Total											
Other than Permanent Workers											
Male											
Female											
Total											

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

Benefits	FY 2021-22			FY 2020-21		
	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						
Gratuity						INR 23 million
ESI						-
Others (Please specify)						-

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. [Only in some premises, and not in all. \(Ramps, Accessible Washrooms, Brails outside Lifts, Walk Railings, Accessible Websites, Lifts, Wheelchairs\)](#)

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

No

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male				
Female				
Total				

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	
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

	FY 2021-22			FY 2020-21		
Category	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						
Male						
Female						
Total Permanent Workers						
Male						
Female						

8. Details of training given to employees and workers

	FY 2021-22			FY 2020-21		
Category	Total (A)	On Health and safety measures	On Skill upgradation	Total (D)	On Health and safety measures	On Skill upgradation

		FY 2021-22				FY 2020-21				
		No. (B)	% (B / A)	No (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Permanent Employees										
Male	2401									
Female	190					96%				
Total	2591					95%				
Permanent Workers										
Male	8428									
Female	4314									
Total	12742									
Other Than Permanent Workers										
Male										
Female										
Total						85%				

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

		FY 2021-22			FY 2020-21		
Category		Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees							
Male	2401				1463		
Female	190				132		
Total	2591				1595		
Workers							
Male	8428			NA	3616		
Female	4314			NA	1875		
Total	12742			NA	5491		

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 of the entity's Safety Security Divisions (SSD) facilities confirm to the international standards of safety and are certified with ISO 45001. As a step to ensure wellbeing, all formal agreements cover health and safety parameters. Incident & accidents at plant site are recorded and maintained as per regulatory requirements. All manufacturing locations monitor both reportable and nonreportable injuries. 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.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? **None**

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N) **No**

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

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

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
------------------------	----------	------------	------------

Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)			46
Total recordable work-related injuries			398
No. of fatalities			0
High consequence work-related injury or ill-health (excluding fatalities)			N/A

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

Yes. All of the entity's Safety Security Divisions (SSD) facilities confirm to the international standards of safety and are certified with ISO 45001. As a step to ensure wellbeing, all formal agreements cover health and safety parameters. Incident & accidents at plant site are recorded and maintained as per regulatory requirements. All manufacturing locations monitor both reportable and nonreportable injuries. 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:

	FY 2021-22			FY 2020-21		
	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				N/A	N/A	
Health & Safety				N/A	N/A	

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	
Working Conditions	

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.

Leadership Indicators

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

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

	Total 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	
	FY 2021-22	FY2020-21	FY 2021-22	FY2020-21
Employees		4 (Lost Time Injuries)		N/A
Workers		42 (Lost Time Injuries)		N/A

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)

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	
Working Conditions	

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.

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 entity has identified stakeholders who are impacted by our company based on prior experiences, peer review, internal expertise, surveys, and influence on the organization to enhance decision-making and accountability. The entity places a great value on continuing contact with our stakeholders and strive to establish effective feedback channels so that their concerns and issues may be factored into our business planning and execution strategy. Through these communication channels, the entity maintains frequent contact with our stakeholders, and these vital exchanges aid in the continuous improvement of products and operations.

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
Shareholders		<ul style="list-style-type: none">• Board meetings• Annual reports and Websites		
Investor		<ul style="list-style-type: none">• Investor calls, conference and meets• Annual General Meetings		
Employees		<ul style="list-style-type: none">• Employee engagement initiatives• Training programmes• Performance appraisal reviews• Grievance mechanisms		
Suppliers		<ul style="list-style-type: none">• Vendor assessments and reviews• Signed contracts, Vendor meets		
Customers		<ul style="list-style-type: none">• Customer feedback• Digital and social media connect• Exhibitions and events• Brochures and catalogues		
Creditors		<ul style="list-style-type: none">• Customer feedback• Digital and social media connect• Exhibitions and events• Brochures and catalogues		
Local Communities		<ul style="list-style-type: none">• Training workshops• Regular meetings• Need assessments and reviews• Surveys• CSR reports		
Government		<ul style="list-style-type: none">• Meetings, presentation, reports and networking in different forums organised by regulatory authorities		
Media		<ul style="list-style-type: none">• Press release• Publishing articles and news• 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

Consultations from stakeholders are taken on fair practices, good governance, fair trade, growth opportunities, community engagement across ESG practices and ethics. Feedback is taken regularly through meetings, interviews and points of views to collect corrective mechanisms and way forwards.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**
3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

Yes, the entity has identified people with disabilities (PWDs), as one of the most systematically disadvantaged groups in society, with less job opportunities due to lack of inclusive practices, opportunities, and agency. We understand that inclusivity is paramount to a responsible business and collective growth of disadvantaged sections of society. Taking this into account, we have taken initiatives in the field of skilling, healthcare, artificial limb fitment and facilitating employment for PWDs. Women and children are also our key stakeholders as they lack agency, opportunities, and autonomy in everyday life. We run skill centres in five states of India to facilitate trainings in essential soft, behavioral, and technical skills that help in the overall growth of individuals. Regular health camps, menstrual health and family planning awareness workshops are also organized within the communities to strengthen overall health, hygiene, and wellbeing.

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 2021-22			FY 2020-21		
	Total (A)	No. of employee/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (B)	% (D / C)
Employee						
Permanent				N/A	N/A	N/A
Other than permanent				N/A	N/A	N/A
Total Employees	2591			N/A	N/A	N/A
Workers						
Permanent				N/A	N/A	N/A
Other than permanent				N/A	N/A	N/A
Total Workers	12742			N/A	N/A	N/A

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

Details of Remuneration/ Salary/ Wages (including amenity/allowance):										
Category	FY 2021-22					FY 2020-21				
	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 N/A										
Male										
Female										
Other than Permanent										
Male										
Female										
Workers										
Permanent N/A										
Male										
Female										
Other than Permanent										
Male										
Female										

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

Category	2022		2021	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category

Board of Directors (BoD)	202663			
Key Managerial Personnel				
Employees other than BoD and KMP	44181			
Workers	9587			

4. Mechanisms 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)

6. Assessments for the year:

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

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)

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

Complaints	FY 2021-22			FY 2020-21		
	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				NIL	NIL	No complaints reported in the year 2021-22
Sexual Harassment				NIL	NIL	
Discrimination at workplace				NIL	NIL	
Child Labour				NIL	NIL	
Forced Labour/Involuntary Labour	NIL	NIL				
Wages	NIL	NIL				
Other Human Rights related issues	NIL	NIL				

9. Number of complaints made by employees and workers

Opening Balance as on 01-04-2021	Received during the year 2021-22	Resolved during the year 2021-22	Closing balance as on 31-03-2022
	Nil		Nil

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

Leadership Indicators

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

2. Details of the scope and coverage of any Human rights due-diligence conducted.
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?
4. Details on assessment of value chain partners:

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

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

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 2021 - 22	FY 2020 - 21
Total electricity consumption (A)	GJ (Gigajoules)	91304.37	133139.46
Total fuel consumption (B)	GJ (Gigajoules)	20274.69	159441.40
Energy consumption through other sources (C)	GJ (Gigajoules)	32485.25	N/A
Total energy consumption (A+B+C)	GJ (Gigajoules)	144064.31	292580.86
Energy intensity per rupee of turnover (<i>Total energy consumption/turnover in rupees</i>)			
Energy intensity (<i>optional</i>) – the relevant metric may be selected by the entity			

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

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

No

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

Parameter	FY 2021-22	FY 2020-21
Water withdrawal by source (in m3)		
(i) Surface water	92207	4296
(ii) Groundwater	138783	129704.88
(iii) Third party water		194327.2
(iv) Seawater / desalinated water		
(v) Others	81468	2995.5
Total volume of water withdrawal (i + ii + iii + iv + v)	312458	331323.58
Total volume of water consumption (in KL)		305264.09
Water intensity per rupee of turnover (<i>Water consumed / turnover</i>)		
Water intensity (<i>optional</i>) – the relevant metric may be selected by the entity		

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

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

No

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

Parameter	Please specify unit	FY 2021 - 22	FY 2020 - 21
NOx	µg/m ³	N/A	N/A
SOx	µg/m ³	N/A	N/A
Particulate matter (PM)	µg/m ³	N/A	N/A
Persistent organic pollutants (POP)		N/A	N/A
Volatile organic compounds (VOC)		N/A	N/A
Hazardous air pollutants (HAP)	µg/m ³	N/A	N/A
Others – please specify		N/A	N/A

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

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

Parameter	Unit	FY 2021 - 22	FY 2020-21
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)	Tons of CO ₂ Equivalent	715.98	N/A
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)	Tons of CO ₂ Equivalent	31983.92	N/A
Total Scope 1 and Scope 2 emissions per rupee of turnover			N/A
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			N/A

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

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

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

Parameter	FY 2021 - 22	FY 2020 - 21
Total Waste Generated (in metric tonnes)		

Plastic waste (A)		N/A
E-waste (B)	3.62	N/A
Bio-medical waste (C)		N/A
Construction and demolition waste (D)		N/A
Battery waste (E)		N/A
Radioactive waste (F)		N/A
Other Hazardous waste. Please specify, if any. (G)		N/A
Solid Waste		N/A
Iron Scrap + Garbage (Empty drums, boxes etc)		N/A
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Food Waste)		N/A
Total (A+B + C + D + E + F + G + H)		N/A
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		N/A
(ii) Re-used		N/A
(iii) Other recovery operations		N/A
Total		N/A
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		N/A
(ii) Landfilling		N/A
(iii) Other disposal operations		N/A
Total		N/A

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

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

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

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

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

1. 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
NIL					

2. 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:

Yes

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
NA				

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 2021 - 22	FY 2020 - 21
From renewable sources			
Total electricity consumption	GJ (Gigajoules)	21995.56	10466.73
Total fuel consumption (B)		N/A	N/A
Energy consumption through other sources (C)		N/A	N/A
Total energy consumed from renewable sources (A+B+C)	GJ (Gigajoules)	21995.56	10466.73
From non-renewable sources			
Total electricity consumption (D)	GJ (Gigajoules)	91304.37	4499.46(Diesel Generator + Oil based power plant)
Total fuel consumption (E)	GJ (Gigajoules)	20274.69	159441.40
Energy consumption through other sources (F)	GJ (Gigajoules)	10489.69	23.89
Total energy consumed from non-renewable sources (D+E+F)	GJ (Gigajoules)	122068.75	163964.75

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

2. Provide the following details related to water discharged:

Parameter	FY 2021 - 22	FY 2020 - 21
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		N/A
- No treatment		N/A
- With treatment – please specify level of treatment		N/A
(ii) To Groundwater		N/A
- No treatment		N/A
- With treatment – please specify level of treatment		N/A
(iii) To Seawater		N/A
- No treatment		N/A
- With treatment – please specify level of treatment		N/A
(iv) Sent to third-parties		N/A
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		N/A
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		N/A

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.

3. 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:

- Name of the area :
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2021 - 22	FY 2020 - 21
Water withdrawal by source (in kiloliters)		
(i) Surface water		N/A
(ii) Groundwater		N/A
(iii) Third party water		N/A
(iv) Seawater / desalinated water		N/A
(v) Others		N/A
Total volume of water withdrawal (in kilolitres)		N/A
Total volume of water consumption (in kilolitres)		N/A
Water intensity per rupee of turnover (Water consumed / turnover)		N/A
Water intensity (optional) – the relevant metric may be selected by the entity		N/A
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		N/A

- 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.

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

Parameter	Unit	FY 2021 - 22	FY 2020 - 21
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	NIL	NIL
Total Scope 3 emissions per rupee of turnover	NIL	NIL	NIL
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NIL	NIL	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.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.
Not Applicable
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:
No, the entity has not taken any such initiatives

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



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5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link. [No](#)
- 6.
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.
[NIL](#)
8. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
[NIL](#)
-

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
- b) The Society of Indian Automobiles Manufacturers (SIAM)
- c) 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 (State/National)
1	Confederation of Indian Industries	National
2	SIAM	National
3	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. Details of public policy positions advocated by the entity

S.No.	Policy advocated	Method for such advocacy	Whether information is in public domain (Y/N)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link if Available
			NIL		

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					

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

No R&R programs were undertaken as no rehabilitation or resettlement activities were conducted by the entity.

3. Describe the mechanisms to receive grievances of the local community
The entity does not have a grievance redressal mechanism for local communities

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

	FY____ Current financial year	FY____ Previous financial year
Directly sourced from MSMEs/Small Producers	NIL	NIL
Sourced directly from within the district and neighboring districts	NIL	NIL

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NIL	

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

The entity does not have CSR projects in Aspirational Districts

- 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? NA

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

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

S.No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes or No)	Benefit shared (Yes or No)	Basis of calculating benefit share
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 the authority	Corrective Action Taken
NIL		

6. Details of CSR projects

SN	Name of the Project	No. of people benefited from programs	% Beneficiaries from vulnerable or marginalized groups
1.	Aakarshan- Skilling and Education Livelihood		
2.	Saksham-Empowering people with disability		
3.	Admin Exp		

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 Survey was conducted in the reporting period basis which the entity tracks internal complaints received on CRM portal. The entity actively engages with its customers through E-mail / Phones / F2F Meeting / Customer Visits @ Plants / SMIT and understand feedback, as well.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2021- 22		Remarks	FY 2020-21		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	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.

No

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.**
NA

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 solution on the webpage <https://sparkminda.com/#>
Social Media Platform: LinkedIn, Instagram, Facebook, YouTube. E-mail / Phones / F2F Meeting / Customer Visits @ Plants / SMIT 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. Advanced Driver Assistance Systems (ADAS) help to reduce most of the on-road vehicle accidents which are caused by human error (fatigue, distracted, speeding, other causes).
3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
The entity informs it's customers about 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 regards 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.** NIL

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