

# Business Responsibility & Sustainability Report

Greaves Cotton Limited (**"Greaves or the Company"**) is one of the leading diversified engineering companies with presence in Automotive, Non-Automotive, Aftermarket, Retail, Electric mobility solutions, Technology & Finance. With 163 + years of rich legacy & trust, Greaves continues to innovate leveraging technology at forefront & finding new avenues of providing affordable & reliable solutions for progressive world.

At Greaves, we are committed to doing our business in an ethical and transparent manner taking into consideration the impact of operations on environment, community, employees, customers, investors and other stakeholders.

This Business Responsibility and Sustainability Report (BRSR) is an attempt to disclose our performance against the nine principles of the 'National Guidelines on Responsible Business Conduct' (NGRBCs). The BRSR targets investors and other stakeholders seeking responsible and sustainable businesses in value creation journey. Each principle of BRSR is further divided into Essential Indicators and Leadership Indicators. Essential Indicators must be reported on a mandatory basis, while the reporting of Leadership Indicators is voluntary. As this is our first year, we have opted to disclose Essential Indicators and a few Leadership indicators, with a commitment to disclose Leadership Indicators in the future. The format of BRSR further allows us to make disclosures on standalone or consolidated basis. Considering that we have only one Material Subsidiary i.e., Greaves Electric Mobility Private Limited, we included only Greaves Electric Mobility Private Limited for purpose of consolidated disclosures. We continue to enhance our disclosures and are in process of developing of systems to capture data for other subsidiaries as well.

## Sustainable Development Goals (SDGs) mapped against NGRBC principles

SDG Goals	Goals description	Goals mapped with NGRBC principles
Goal 1	No poverty	P3, P4, P8
Goal 2	Zero hunger	P2, P6, P7, P8, P9
Goal 3	Good health and well-being	P3, P6, P8
Goal 4	Quality education	P3, P8, P9
Goal 5	Gender equality	P3, P4, P5, P8
Goal 6	Clean water and sanitation	P2, P6, P8
Goal 7	Affordable and clean energy	P2, P6, P7
Goal 8	Decent work and economic growth	P2, P3, P5, P8
Goal 9	Industry, innovation and infrastructure	P3, P4, P8
Goal 10	Reduced inequalities	P2, P6, P7
Goal 11	Sustainable cities and communities	P3, P4, P7, P8
Goal 12	Responsible consumption and production	P2, P6, P9
Goal 13	Climate action	P2, P6, P7, P8
Goal 14	Life below water	P2, P6, P7, P8, P9
Goal 15	Life on land	P2, P6, P7, P8, P9
Goal 16	Peace, justice and strong institutions	P1, P3, P4, P5, P8
Goal 17	Partnership for the goals	P1, P7, P8

## SECTION A: GENERAL DISCLOSURES

## I. Details of the listed entity

1. Corporate Identity Number (CIN)	L99999MH1922PLC000987
2. Name of the Listed Entity	Greaves Cotton Limited
3. Year of incorporation	1922
4. Registered office address	J-2, MIDC Industrial Area, Chikalthana, Aurangabad-431210, Maharashtra, India
5. Corporate address	Unit No. 1A, 5 <sup>th</sup> Floor, Tower 3, Equinox Business Park, LBS Marg, Kurla West, Mumbai- 400 070, Maharashtra, India
6. E-mail	<a href="mailto:investorservices@greavescotton.com">investorservices@greavescotton.com</a>
7. Telephone	022-41711700
8. Website	<a href="https://www.greavescotton.com/">https://www.greavescotton.com/</a>
9. Financial year for which reporting is being done	1 <sup>st</sup> April 2022 to 31 <sup>st</sup> March 2023
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) & National Stock Exchange of India Ltd (NSE)
11. Paid-up Capital	₹ 46.32 crore.
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. Atindra Basu Telephone: 022-41711700 Email: <a href="mailto:investorservices@greavescotton.com">investorservices@greavescotton.com</a>
13. Reporting boundary	This report covers the period from 1 <sup>st</sup> April 2022 to 31 <sup>st</sup> March 2023 and includes all the financial and non-financial information of Greaves Cotton Limited ('GCL') and Greaves Electric Mobility Private Limited ('GEMPL')- a subsidiary of GCL. Appropriate notes have been added wherever there is an exception.

## II. 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.	Manufacturing	Electrical equipment, General purpose and special purpose machinery & equipment and transport equipment.	92%

## 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	Diesel, CNG & Petrol Engines	2910	26%
2	Gensets	2710	23%
3	Own and Multi brand Spares Parts	2930	31%
4	Non-Auto Engines	2811	7%
5	Industrial Engines	2812	6%

## 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	5	10	15
International	-	-	-

**17. Markets served by the entity:****a. Number of locations**

Locations	Number
National (No. of States and Union Territories)	28 states and 8 Union territories
International (No. of Countries)	34

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

The contribution of exports as a percentage of the total turnover of Greaves is 3.22%

**c. A brief on types of customers**

Greaves has presence across Automotive, Non-Automotive, Aftermarket, Retail, Electric mobility solutions, Technology & Finance. Greaves customers include automotive manufacturing companies, farmers, builders and retail customers who purchase engines, generators, electric scooters, electric three-wheelers, spare parts and accessories.

**IV. Employees****18. Details as at the end of the Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	955	889	93%	66	7%
2.	Other than Permanent (E)	63	59	94%	4	6%
3.	Total employees (D + E)	1,018	948	93%	70	7%
Workers						
4.	Permanent (F)	342	337	99%	5	1%
5.	Other than Permanent (G)	1,618	1,358	84%	260	16%
6.	Total workers (F + G)	1,960	1,695	86%	265	14%

**b. 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)	955	1	~0%	1	~0%
2.	Other than Permanent (E)	63	1	2%	-	-
3.	<b>Total differently abled employees (D + E)</b>	<b>1,018</b>	<b>2</b>	<b>~0%</b>	<b>1</b>	<b>~0%</b>
Differently abled workers						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	<b>Total differently abled workers (F + G)</b>					

We do not have any differently abled workers.

**19. Participation/Inclusion/Representation of women**

	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors*	8	1	12%
Key Management Personnel*	3	-	-

\*As there was a change in Directors and Key Management Personnel post 31<sup>st</sup> March 2023, the above data is as of 12<sup>th</sup> May 2023. For more details, please refer Corporate Governance Report.

**20. Turnover rate for permanent employees and workers**

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	2%	26%	28%	4%	32%	19%	4%	23%
Permanent Workers	28%	4%	32%	26%	1%	27%	50%	0%	50%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Karun Carpets Private Limited	Holding	55.74%	No
2	Greaves Finance Limited	Subsidiary	100%	No
3	Greaves Technologies Limited	Subsidiary	100%	No
4	Greaves Electric Mobility Private Limited	Subsidiary	62.85%	Yes
5	Bestway Agencies Private Limited	Subsidiary	100%	No
6	Greaves Technologies Inc.	Subsidiary	100%	No
7	MLR Auto Limited	Associate	26%	No

**VI. CSR Details:****22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)**

Yes, CSR is applicable as per Section 135 of Companies Act, 2013.

**(ii) Turnover (in Rs.)-** Rs. 1,177.59 crore

**(iii) Net worth (in Rs.) -** Rs. 921.16 crore (As on 31/03/2022)

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)*	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes		N.A.			N.A.	
Shareholders	Yes	4	-	-	3	-	-
Employees and workers	Yes	35	-	-	-	-	-
Customers	Yes	26,755	26	-	6,090	10	-
Value Chain Partners	Yes		Nil			Nil	
Other (please specify)		-	-	-	-	-	-

\* While there are different policies and mechanisms available for various stakeholders which includes reaching out to Company through emails, phone calls etc., however, the vigil mechanism provides a detailed process for raising concerns or complaints by all the stakeholders. Vigil mechanism is explained in detail in the Corporate Governance Report. The Stakeholders Relationship & Share Transfer Committee, Compliance Officer and Registrar and Transfer Agent of Company, KFin Technologies Limited are responsible for resolving grievances of shareholders/investors. The Whistle Blower Policy and the contact details for resolving investor grievance are available on the website of the Company at <https://greavescotton.com/wp-content/uploads/2023/06/Whistle-Blower-Policy-for-website-upload.pdf> and <https://greavescotton.com/investor-relations/> respectively.

### 24. Overview of the entity's material responsible business conduct issues

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Safety and Quality	Risk	Product quality, sustainability and safety are essential to drive customer satisfaction, attract environmentally conscious consumers, protect consumers' well-being, differentiate organizations, enhance reputation and ensure regulatory compliance and long-term success.	We employ stringent quality control methods in all of our production processes, as well as formal testing process for any new products. Quality management systems such as ISO 9001: 2015 is implemented that provides a strong foundation for ensuring consistency in product quality and safety.	Negative
2	Sustainable Supply Chain	Risk	A sustainable supply chain encompassing vendors minimizes environmental impact, promotes social responsibility, improves efficiency and ensures competitiveness. It reduces resource consumption, reduces costs and mitigates risks. Any disruption in supply chain due to environmental issues, increase in cost, regulatory issues can lead to business disruption.	Greaves has developed various processes and systems to avoid any disruption in supply chain, which includes implementation of Supplier Code of Conduct, comprehensive due diligence of suppliers at the time of on-boarding, trainings and awareness programs. For more details refer disclosures under Principles 2, 3 and 5 of this report.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Environment Sustainability	Opportunity	<p>Environmental sustainability is an opportunity for us as it focuses on minimizing environmental impact and improving operational efficiency. Greaves focuses on waste management through recycling and adopting eco-friendly technologies.</p> <p>Environmental sustainability ensures long term viability, enhanced brand reputation and reduced operational and environmental risks</p> <p>It enhances brand reputation and competitiveness while ensuring long-term viability by meeting future regulatory requirements and minimizing risks.</p>	N.A.	Positive
4	Protection of Human Rights	Risk	Protection of Human Rights aligns with fundamental ethical responsibilities, demonstrating a commitment to fairness, dignity and equality. Additionally, promoting human rights helps mitigate legal, operational and reputational risks, avoiding potential consequences such as legal actions, supply chain disruptions and negative publicity.	As a commitment towards protection of Human Rights, we formulated Human Rights Policy and also conducted assessment of our operations on Human Rights aspects. For more details, please refer disclosure under Principle 5 of this report.	Negative
5	Customer Engagement and Satisfaction	Opportunity	Customer Engagement is crucial to understand expectations of the customers and manage risks. By aligning with customers needs, organization can aim to achieve positive outcomes and long-term success.	N.A.	Positive
6	Occupational Health and Safety	Risk	Ensuring employee health and safety is paramount to us as this is our moral responsibility and it helps in cost reduction, legal compliance and improved performance. It protects employees' well-being, fosters a positive work environment and promotes satisfaction.	We have a well-developed occupational health and safety management system which ensures safety of workers and effective monitoring of occupational risks. Additionally, we also conduct various training and awareness programmes to ensure health and safety of employees. For more details, please refer disclosures in Principle 3 and 5 of this report.	Negative
7	Human Resource Development	Opportunity	Human resource development is vital for us as it enables skill acquisition, boosts employee engagement and satisfaction, cultivates leadership potential, enhances organizational flexibility and competitiveness and contributes to improved performance and long-term growth.	N.A.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Diversity and Inclusion	Opportunity	Diversity and inclusion are crucial for us as it drives innovation, improves customer service, boost employee engagement and retention, enhance reputation, attracts top talent and foster a culture of equality and fairness.	N.A.	Positive
9	Community Welfare	Opportunity	By actively participating in the local community, we contribute to the betterment of the society in which our business operates, allowing us to give back and create a positive impact.	N.A.	Positive
10	Cyber Security and Data Privacy	Risk	Data privacy and cybersecurity help us in protecting sensitive information, maintain trust and avoid legal consequences. Strong cybersecurity measures prevent unauthorized access and data breaches, preserving privacy and reputation.	Greaves has developed strong systems, processes and policies which ensures data privacy and protects us from Cyber Security Risks. Additionally, we have also prepared a business continuity plan in case of any cyber-security attacks.	Negative
11	Innovation and New Technology	Opportunity	To remain at the forefront, it is crucial for us to embrace emerging technologies and drive innovation, as the technology and regulatory landscape in both the automotive and non-automotive sectors is evolving rapidly. By staying ahead of the curve, we can proactively adapt to changes, leverage new opportunities and maintain a competitive edge in the market.	N.A.	Positive
12	Corporate Governance and Regulatory Compliance	Risk	Corporate governance or regulatory issues can negatively impact the investor confidence, long-term business continuity and value creation.	We have taken various measures to enhance our governance practices and ensuring regulatory compliances. Please refer the disclosures under Principle 1 of this report along with Corporate Governance Report.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Greaves is guided by a comprehensive set of policies that cover NGRBC (National Guidelines on Responsible Business Conduct) principles and their underlying core elements. This foundation provides a clear framework for decision-making, governance, and operations within the Company. It ensures that responsible practices are embedded throughout the organization, promotes ethical behaviour, sustainable business practices and stakeholder engagement.

These policies promote transparency and encourage all stakeholders to ensure ethical business conduct. These policies are readily available on the Company's website at <https://greavescotton.com/investors/policies>

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No) *	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Please refer the table below.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.	<ul style="list-style-type: none"> <li>P2, P3 &amp; P6: Occupational Health and Safety Management Systems (ISO 45001:2018)</li> <li>P6: Environmental Management System (14001:2015)</li> <li>P1, P2 &amp; P9: Quality Management System (ISO 9001:2015)</li> <li>P2 &amp; P9, International Automotive Task Force (IATF) 16949: 2016</li> <li>P1 to P9: United Nations Sustainable Development Goals (SDGs)</li> <li>P1 to P9: National Guidelines on Responsible Business Conduct</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Greaves is in the process of setting up its goal and targets towards the nine principles of BRSR.								
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The performance of Greaves on Environment, Social and Governance measures are provided in the respective principles of this report.								

\* Policies are approved by the Board, respective board committees, respective department heads, wherever applicable



## Governance, leadership, and oversight

### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements

Greaves is pleased to present its Business Responsibility and Sustainability Report, outlining our commitment to sustainable growth and responsible business conduct. We believe in creating a positive impact on the environment and the society through various initiatives focussing on environmental friendly manufacturing, adopting sustainable goods, emphasising on green energy solutions and implementing the same across our operations.

We understand our responsibility towards shaping our business with a focus on Environmental, Social and Governance ('ESG') factors and will continue to enhance our focus on green and eco-friendly technology, diversity and inclusion, health and safety and ethical and transparent business conduct.

We promote and ensure adherence towards good governance through our "Pancha Tatva" approach, comprising of 5 values Transparency, Integrity, Responsibility, Passion for Excellence and Respect, towards all our stakeholders which strengthens our business practices and ensures adherence to the best industry practices and ethical standards, contributing to long term value creation for all stakeholders.

We are committed towards serving our communities and ensuring betterment of the society by creating a meaningful and positive impact. The Company has undertaken several initiatives towards better healthcare, education, and reskilling with support from various civil society organizations, NGOs, and government authorities.

Going forward, we will continue to be committed towards sustainability and value creation for all our stakeholders through business performance and other initiatives. We will remain transparent in our reporting and will provide updates on the progress, achievements and areas of focus on ESG factors - Dr. Arup Basu, Managing Director.

### 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies

Dr. Arup Basu

Designation: Managing Director

(DIN: 02325890)

Telephone: 022- 41711700

Email ID: [investorservices@greavescotton.com](mailto:investorservices@greavescotton.com)

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

Yes

Dr. Arup Basu

Designation: Managing Director

(DIN: 02325890)

Telephone: 022- 41711700

Email ID: [investorservices@greavescotton.com](mailto:investorservices@greavescotton.com)

## 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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action and frequency of review for performance against above policies and follow up action	<p>Policies have been approved by the Board, Board committees, Senior management of Greaves to comply with the regulatory requirements. Division and department leaders frequently evaluate our policies or, if necessary, undertake urgent evaluations. During this review, the efficacy of the policies is assessed and any necessary modifications to the policies and procedures are implemented.</p> <p><b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b></p> <p>The policies are reviewed internally on a periodic basis.</p>								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances and frequency of review	<p><b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b></p> <p>Greaves complies all applicable laws and regulations which is reviewed by the Board.</p> <p><b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b></p> <p>The Board of Directors reviews the status of compliance of all the applicable laws on a quarterly basis.</p>								
<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
	Yes	No	Yes	No	Yes	Yes	No	No	No
Yes, the effectiveness of policies relating to Human Rights and a few governance related policies was reviewed by SGG & Associates, Company Secretaries and the effectiveness of other ESG related policies are reviewed on a periodic or need basis as a part of internal audit plan through external agencies if required.									

Name of Policy/ Code	Linkage to principles	Web-link
Code of Conduct for employees and Code of Conduct for Board Members and Senior Management	P1, P2, P3, P4, P5, P6, P7, P8, P9	<a href="https://greavescotton.com/wp-content/uploads/2023/06/Code-of-Conduct-BoardSeniormanagement-website-upload.pdf">https://greavescotton.com/wp-content/uploads/2023/06/Code-of-Conduct-BoardSeniormanagement-website-upload.pdf</a> <a href="https://greavescotton.com/wp-content/uploads/2023/06/Code-of-Conduct-for-employees-for-website-upload.pdf">https://greavescotton.com/wp-content/uploads/2023/06/Code-of-Conduct-for-employees-for-website-upload.pdf</a>
Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	P1	<a href="https://greavescotton.com/wp-content/uploads/2023/04/Code_Fair_Disclosure_UPSI.pdf">https://greavescotton.com/wp-content/uploads/2023/04/Code_Fair_Disclosure_UPSI.pdf</a>
Health and Safety Policy	P2, P3, P6	<a href="https://greavescotton.com/wp-content/uploads/2023/06/Health-and-Safety-Policy-cleanandfinal-website-upload.pdf">https://greavescotton.com/wp-content/uploads/2023/06/Health-and-Safety-Policy-cleanandfinal-website-upload.pdf</a>
Environment Policy	P2, P6	<a href="https://greavescotton.com/wp-content/uploads/2023/05/Environment-Policy-Final-for-website-upload.pdf">https://greavescotton.com/wp-content/uploads/2023/05/Environment-Policy-Final-for-website-upload.pdf</a>
Quality Policy	P2, P9	<a href="https://greavescotton.com/wp-content/uploads/2023/04/QA-POLICY.pdf">https://greavescotton.com/wp-content/uploads/2023/04/QA-POLICY.pdf</a>
Human Rights Policy	P3, P5, P8, P9	<a href="https://greavescotton.com/wp-content/uploads/2023/06/Greaves-Cotton-Limited-Human-Rights-Policy-website-upload.pdf">https://greavescotton.com/wp-content/uploads/2023/06/Greaves-Cotton-Limited-Human-Rights-Policy-website-upload.pdf</a>
Supplier Code of Conduct	P1, P2, P3, P4, P5, P6, P7, P8, P9	<a href="https://greavescotton.com/wp-content/uploads/2023/06/GCL-Supplier-Code-of-Conduct-websiteupload.docx.pdf">https://greavescotton.com/wp-content/uploads/2023/06/GCL-Supplier-Code-of-Conduct-websiteupload.docx.pdf</a>
CSR Policy	P8	<a href="https://greavescotton.com/wp-content/uploads/2023/04/GCL-CSR-Policy_04.05.2021.pdf">https://greavescotton.com/wp-content/uploads/2023/04/GCL-CSR-Policy_04.05.2021.pdf</a>
Equal Opportunity Policy	P3, P5	<a href="https://greavescotton.com/wp-content/uploads/2023/06/Equal-Opportunity-Policy-for-website-upload.pdf">https://greavescotton.com/wp-content/uploads/2023/06/Equal-Opportunity-Policy-for-website-upload.pdf</a>
Privacy Policy	P9	<a href="https://greavescotton.com/privacy-policy/">https://greavescotton.com/privacy-policy/</a>

**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 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)									

Not applicable as all principles are covered by respective policies

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****Principle 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable****Essential Indicators****1. Percentage coverage by training and awareness programs on any of the principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact*	% of persons in respective category covered by the awareness programs
Board of Directors	5	<ul style="list-style-type: none"> <li>Update on regulatory requirements</li> <li>Strategy update</li> <li>Industry outlook and changes</li> <li>Consumer outlook</li> <li>Business update</li> <li>Code of Conduct</li> </ul>	100%
Key Managerial Personnel	5	<ul style="list-style-type: none"> <li>Update on regulatory requirements</li> <li>Strategy update</li> <li>Industry outlook and changes</li> <li>Consumer outlook</li> <li>Business update</li> <li>Code of Conduct</li> </ul>	100%
Employees other than BoD and KMPs and workers**	49	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Leadership trainings</li> <li>Skill development trainings</li> <li>Safety Trainings</li> </ul>	43%

\* The training programs helps the Board, senior management, employees and workers of Greaves to stay agile and stay ahead of the curve.

\*\*Greaves conducts various SOPs and shop-floor trainings for employees and workers which are not tracked currently.

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 Settlement Compounding fee	There were no instances that required disclosure based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.			
Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment Punishment	There were no instances that required disclosure based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.			

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.

N.A.

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, the Code of Conduct highlights Greaves commitment towards fostering a culture of transparency, trust and accountability through ethical conduct and non-tolerance towards activities involving bribery and corruption. We ensure that all employees and senior management adhere to the principles and ethical standards of the code as a commitment towards good governance.

We also have a Supplier Code of Conduct in place which ensures that all suppliers and their employees adhere to all applicable laws pertaining to anti-corruption and money laundering and do not engage in any misconduct. The suppliers are also required to perform all business operations with transparency.

The web link of the Code of Conduct and Supplier Code of Conduct are as follows:

<https://greavescotton.com/wp-content/uploads/2023/06/Code-of-Conduct-BoardSeniormanagement-website-upload.pdf>

<https://greavescotton.com/wp-content/uploads/2023/06/Code-of-Conduct-for-employees-for-website-upload.pdf>

<https://greavescotton.com/wp-content/uploads/2023/06/GCL-Supplier-Code-of-Conduct-websiteupload.docx.pdf>

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

NIL

**6. Details of complaints about conflict of interest:**

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.**

N.A.

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

Greaves conducts various trainings for its value chain partners which includes update on product trainings, compliance requirements and skill-based trainings wherever required. We are in process of developing a mechanism to track the trainings provided to value chain partners.

**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, Greaves has a 'Code of Conduct for Board of Directors and Senior Management' ('Code') and Related Party Transaction Policy ('RPT') that outlines clear guidelines to address potential conflicts of interest. The Code and RPT ensures that the personal interests of Board members and senior management do not conflict with the interests of the Company. It emphasizes the importance of avoiding situations where personal interests could clash with the interests of the Company. The Board of Directors, Audit Committee or officer designated for this purpose are required to be informed about all relevant facts and circumstances of conflict of interest or potential conflict of interest to ensure transparency and allows the Board to make informed decisions regarding potential conflicts.

**Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	72%	76%	Overall R&D and capex expenditure was focused on reducing energy, reducing waste including waste water and new technologies for better product performance
Capex	4%	8%	

**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)****b. If yes, what percentage of inputs were sourced sustainably?**

Yes, Greaves has developed a comprehensive Supplier Code of Conduct which also provides for Greaves to evaluate the new and/or current value chain partners on Environmental, Social and Governance parameters and take appropriate actions for compliance with Supplier Code of Conduct. The suppliers are expected to pro-actively reduce carbon emissions, water consumption and minimize waste generation. Further, we also endeavor to maintain a high standard of human rights and fair labor practices in our supply chain. This helps us to procure goods and services on sustainable basis.

**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.**

Greaves does not have process for reclaiming the products at the end of their life. However, Greaves continues to reduce the waste by adopting the following process:

- Engines are sent to clients utilising recyclable pallets rather than corrugated boxes. We estimate a savings of ~ 220 tonnes of waste corrugated boxes annually with this switch to recyclable pallets.
- In our electric mobility production site, we re-use the carton boxes for purpose of packaging.
- Raw material sent by vendors in polythene covers are sent back to vendors which leads to saving of ~ 200 tonnes of plastic waste every year.
- The e-wastes such as batteries, computers and laptops are disposed of through authorised vendors.
- Hazardous and other non-hazardous wastes are disposed of as per environmental norms.

**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.**

No. EPR is not applicable to the Company.

#### Leadership Indicators

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)?**

No, we acknowledge the need for a comprehensive LCA, as it provides valuable insights into the environmental footprint of products throughout their lifecycle, including raw material extraction, manufacturing, use, and disposal.

We have taken proactive steps to minimize our environmental impact. The implementation of measures to reduce energy consumption, water usage and waste generation are few of the Company's commitment to sustainable practices.

**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.**

N.A.

**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).**

Customer safety is of utmost importance to Greaves. Considering the critical products manufactured by Greaves, we do not recycle or reuse the input material in production. However, we do reuse/recycle packaging material to the extent possible. For more details, please refer answer to question number 3 of essential indicators in Principle 2.

**4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed of.**

Greaves has not claimed the products back at the end of life. However, we do reuse/recycle packaging material to extent possible. We reuse steel pallets for engine transfer to OEMs (Original Equipment Manufacturers), thus minimizing waste generation. Instead of using disposable or single-use pallets, the practice of reusing steel pallets reduces the need for additional resources and promotes sustainability.

We also extract oil from scrap coolant through a chip winger which allows the reuse of the coolant. This process helps recover valuable oil while separating it from the coolant. We not only reduce waste but also maximize the utility of resources and promoting environmental efficiency by reusing the coolant.

For more details, please refer answer to question number 3 of essential indicators in Principle 2.

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

N.A.

**Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains****Essential Indicators****1. a. Details of measures for the well-being of employees.**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent employees											
Male	889	889	100%	889	100%	-	-	889	100%	363	41%
Female	66	66	100%	66	100%	66	100%	-	-	40	61%
Total	955	955	100%	955	100%	66	100%	889	100%	403	42%
Other than Permanent employees*											
Male	59	59	100%	59	100%	-	-	59	100%	-	-
Female	4	4	100%	4	100%	4	100%	-	-	-	-
Total	63	63	100%	63	100%	4	100%	59	100%	-	-

\*The third-party employees are governed by their respective employment terms.

**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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	337	337	100%	337	100%	-	-	337	100%	5	1%
Female	5	5	100%	5	100%	5	100%	-	-	1	20%
Total	342	342	100%	342	100%	5	100%	337	100%	6	2%
Other than Permanent workers*											
Male	1,358	1,358	100%	1,358	100%	-	-	1,358	100%	287	21%
Female	260	260	100%	260	100%	260	100%	-	-	234	90%
Total	1,618	1,618	100%	1,618	100%	260	100%	1,358	100%	521	32%

\*The third-party workers are governed by their respective employment terms.

**2. Details of retirement benefits.**

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI*	3%	83%	Y	5%	80%	Y
Others:	Apart from above, GCL also provides leave encashment and super annuation benefits.					

\* It includes only those employees and workers who are eligible for ESI.

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.**

Greaves recognizes the importance of an inclusive workplace environment and is committed to ensure that its premises and offices are accessible to everyone, including differently abled employees and workers in accordance with the requirements of the Rights of Persons with Disabilities Act 2016. Wherever required, ergonomic changes are made to meet the requirements of Rights of Persons with Disabilities Act 2016.

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

Yes, we have an equal opportunity policy as per Rights of Persons with Disabilities Act, 2016. Greaves believes that diversity and inclusion is an important tool for societal advancement and economic success. We are dedicated to provide a stimulating work environment with equal employment opportunities, free from discrimination based on age, caste, gender, sex, religion, nationality, colour or sexual orientation. Equal Opportunity Policy can be accessed at <https://greavescotton.com/wp-content/uploads/2023/06/Equal-Opportunity-Policy-for-website-upload.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	100%	58%	100%	72%
Female	50%	-	-	-
<b>Total</b>	<b>90%</b>	<b>58%</b>	<b>100%</b>	<b>72%</b>

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

Yes/ No (If yes, then give details of the mechanism in brief)	
Permanent Workers	At Greaves, we follow “Pancha Tatva” comprising of five values: Transparency, Integrity, Responsibility, Passion for Excellence and Respect, towards all our stakeholders. Greaves has developed various mechanisms for grievance redressal which is available for all employees and workers and gives them the opportunity to address and report any complaints or concerns. ‘SAMVAAD’ is one such mechanism where employees and workers collaborate and connect with each other for cooperation and better understanding.
Other than Permanent Workers	
Permanent Employees	We also conduct periodic welfare meeting, safety committee meeting, ‘Happy to Help’ activity for effective grievance redressal and ensuring a healthy workplace environment. Unit meetings are periodically held for both contractual and non-contractual workers and employees to discuss any concerns or grievances.  We also have a robust ‘Whistle Blower Policy’ in place which acts as a mechanism for employees, workers and senior management to approach the Compliance Officer or the Chairman of the Audit Committee in situations of misconduct or breach of code of conduct and any other grievances which hamper the functioning of the organization. This policy ensures responsible whistle blowing through efficient redressal and disciplinary action.  We strive to ensure transparency and effective redressal through open communication and access for all employees and workers to voice their concerns to the senior management.  Besides the above we also have a Prevention of Sexual Harassment (POSH) Policy to ensure a safe and secure working environment which can be accessed at <a href="https://greavescotton.com/wp-content/uploads/2023/06/POSH-Policy.pdf">https://greavescotton.com/wp-content/uploads/2023/06/POSH-Policy.pdf</a>
Other than Permanent Employees	



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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) of Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) of Union (D)	% (D/C)
<b>Total Permanent Employees</b>	<b>955</b>	<b>-</b>	<b>-</b>	<b>740</b>	<b>-</b>	<b>-</b>
- Male	889	-	-	695	-	-
- Female	66	-	-	45	-	-
<b>Total Permanent Workers</b>	<b>342</b>	<b>24</b>	<b>7%</b>	<b>391</b>	<b>36</b>	<b>9%</b>
- Male	337	24	7%	385	36	9%
- Female	5	-	-	6	-	-

8. Details of training given to employees and workers:

Category	FY 2022-23*					FY 2021-22*				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	948	203	21%	363	38%	769	95	12%	50	7%
Female	70	9	13%	22	31%	47	4	9%	0	0%
Total	1,018	212	21%	385	38%	816	99	12%	50	6%
Workers										
Male	1,695	258	15%	197	12%	1,488	169	11%	63	4%
Female	265	185	70%	179	68%	258	218	84%	57	22%
Total	1,960	443	23%	376	19%	1,746	387	22%	120	7%

\*Greaves conducts various SOPs and shop-floor trainings for employees and workers which are not tracked currently.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	889	813	91%	695	641	92%
Female	66	60	91%	45	42	93%
<b>Total</b>	<b>955</b>	<b>873</b>	<b>91%</b>	<b>740</b>	<b>683</b>	<b>92%</b>
<b>Workers</b>						
Male	337	313	93%	385	349	91%
Female	5	5	100%	6	6	100%
<b>Total</b>	<b>342</b>	<b>318</b>	<b>93%</b>	<b>391</b>	<b>355</b>	<b>91%</b>

**10. Health and safety management system:**

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

Yes, Greaves has developed a robust occupational health and safety management system across all its locations and a few of them are ISO 45001 certified. We also have in place a Health and Safety Policy which demonstrates our commitment of ensuring safety of our employees and workers by conducting training programs, allowing them to raise concern about health and safety, monitoring of health and safety risks and taking corrective actions.

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

Greaves has developed an in-house system to identify work-related hazards. The system allows employees and workers to spot any hazards and dangers while they are working and once identified, a record of these hazards and risks is maintained and further discussed with respective unit heads on a weekly/fortnightly basis to explore scope of improvement to eliminate/mitigate the hazard.

The risk management process to identify work-related hazards comprises of 5 phases: Identification, Assessment, Mitigation, Monitoring, and Reporting, which ensures reduced risk of environmental health and safety in commercial operations. The risk management approach involves the participation of all pertinent stakeholders, including members of the EHS team.

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

Yes. Greaves has rolled out various measures for employees and workers to identify and report work related hazards to ensure occupational health and safety. The employees and workers are provided regular training and awareness sessions on how to report any hazards or risks identified at the workplace. The management representatives conduct inspections of the manufacturing facilities to identify the hazards and take necessary corrective actions for the same.

Additionally, Greaves has also formulated a local safety committee which oversees the workplace hazard and safety through initiatives such as mapping of noise levels, oil mist fumes, employee health check-up, tracking of employee health along with gap identification counselling and ergonomics and medical facilities. This holistic perspective allows us to make well informed proactive decisions to mitigate or prevent any risks.

- d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

Yes, as per the requirement of Factories Act, 1948, Greaves plants are equipped with Occupational Health Centres (OHC) which can be accessed by employees and workers for non-occupational or occupational health problems. Greaves also has medical insurances for its employees and workers which helps them to claim their medical bills as per the medical insurance policy.

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

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

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

The International Standard for Occupational Health and Safety or ISO 45001:2018 guidelines, serves as the foundation for the health and safety management system. Greaves carefully considers regulatory requirements for a safe and healthy workplace in accordance with appropriate Indian and International standards while designing / acquiring its plants, facilities and industrial machinery. Greaves continuously strives to maintain employee health and safety by investing in technology and procedures to ensure effective functioning of operations and incorporate engineering controls that will reduce production risks. For more details, please refer answer to question no. 10 of essential indicator of Principle 3 above.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	5	-	-	Nil		
Health & Safety	30	-	-			

All the above complaints were non-critical and routine in nature. Appropriate corrective actions were taken to resolve the complaints.

**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	60%
Working Conditions	60%

\*Covers only plant locations of Greaves Cotton Limited and Greaves Electric Mobility Private Limited

**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.**

There were no significant, health and safety risk identified during Financial Year 2022-23. Therefore, this is not applicable.

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

Yes, permanent employees and workers are covered under group life insurance of the Company.

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

Greaves is committed to ensure that all its value chain partners comply with applicable laws and regulations regarding the deduction and deposit of statutory dues. It takes its legal and ethical obligations seriously and expects its value chain partners to adhere to the same. Before processing invoice payments to contract labour supply agencies, we ensure that the agencies comply with their statutory compliance obligations, such as timely remitting payments for Provident Fund, ESI/ Workman Compensation Insurance, Professional Tax and Labour Welfare Fund, if applicable. To facilitate compliance, the Company withholds the agency's invoice payment until they have paid the relevant statutory compliance dues in accordance with the appropriate regulations. This procedure ensures that value chain partners meet their legal requirements before receiving their payments, demonstrating our commitment of ensuring fulfilment of statutory payment requirements.

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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	N.A.		N.A.	
Workers				

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)

All employees are given a platform through variety of learning interventions, such as functional training and behavioural training through instructor-led workshops and self-paced programmes. These continuing interventions provide employees the chance to upskill, which improves performance at work and provides them ability to earn even after their retirement.

5. Details on assessment of value chain partners:

Greaves has a Supplier Code of Conduct in place, which sets expectations for ethical business conduct and emphasizes the importance of health and safety measures to ensure employee well-being. The Code mandates that value chain partners, who are contractual partners of Greaves, comply with applicable laws and regulations.

In the event of any breach of these obligations, the value chain partners are required to report back to Greaves. However, during the reporting period, none of the suppliers reported any non-compliance, indicating a positive adherence to the contractual obligations.

Additionally, Greaves is in the process of developing a procedure to assess the compliance of value chain partners thoroughly.

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.

N.A.

#### 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.

Greaves believes that stakeholders form an integral part of the business operations and considers their opinions and viewpoints for effective decision making through an effective engagement system.

We strive to create an inclusive environment for all and believe in upholding strong and meaningful connections with our stakeholders through the principles of transparency and trust.

We have identified and prioritized our internal and external stakeholder groups through internal discussions and by understanding how they impact and influence our operations or are affected by our operations and have been identified by us through discussion with Greaves leadership team. The key stakeholders identified include employees, shareholders/investors, suppliers, regulatory bodies, community and customers.

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 & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<b>Employees</b>	No	<ul style="list-style-type: none"> <li>Employee Engagement Survey</li> <li>Town-halls</li> <li>Awards and Recognition</li> <li>Appraisals</li> <li>Skip level meetings</li> <li>Emails</li> </ul>	Event Based	To understand their needs, communicate performance of the Company and recognize them for their performance.
<b>Communities</b>	Yes	<ul style="list-style-type: none"> <li>Non-Governmental Organizations/ implementation partner</li> </ul>	Event based	To understand the needs of community around business eco system and support the marginalized and vulnerable groups as per Greaves CSR Policy
<b>Suppliers/Service Providers</b>	No	<ul style="list-style-type: none"> <li>E-mail</li> <li>Telephone calls</li> <li>SMS</li> <li>Quality Audits</li> <li>Supplier Meetings</li> </ul>	Periodic and Event Based	Conduct audits / assessment to ensure they are meeting standards set out by Greaves and to understand their concerns
<b>Government/ Regulatory Bodies</b>	No	<ul style="list-style-type: none"> <li>One to One or group meetings</li> </ul>	Event Based	To represent Greaves directly or through industry associations on various matters.
<b>Shareholders and Investors</b>	No	<ul style="list-style-type: none"> <li>Quarterly financial results through stock exchanges</li> <li>Analyst meetings</li> <li>General Meetings</li> <li>Emails</li> <li>Newspaper advertisements</li> <li>Notices</li> <li>Annual Report</li> <li>Website</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly</li> <li>Annual</li> <li>Event Based</li> </ul>	To communicate the business performance of Greaves and understand their expectations from the Company.
<b>Customers</b>	No	<ul style="list-style-type: none"> <li>Face to Face interactions</li> <li>Social media platforms</li> <li>Sales representatives</li> <li>Demo's</li> <li>Surveys</li> </ul>	Daily and Event Based	To receive inputs, comprehend customer requirements, and prioritize customer satisfaction.

### 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.

Greaves believes in order to improve its performance and strategy, it must communicate with its key stakeholders consistently. Stakeholder consultations are normally carried out by the executives and functional heads of Greaves who seek feedback frequently through various platforms. The feedback and suggestions of the stakeholders are periodically presented to the Board of Directors and its Committees, wherever applicable in summarized form and after deliberation, changes in the strategies and policies are carried out so as to meet expectations and achieve long-term value creation for all the stakeholders in line with objectives of Greaves.

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

Yes, as provided in answer to question number 1 of leadership indicators in Principle, 4, the management regularly interacts with our stakeholders to identify the environmental and social topics. As part of materiality assessment, the management and Board of Directors of Greaves basis the feedback of the internal stakeholders, industry benchmark and global standards identified key material environmental, social and governance topics. Greaves constantly endeavours to make changes in our policies, strategies, business practices, operations basis the feedback and suggestions of the stakeholders. These practices are covered in disclosures under the heads of different principles.

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

Greaves continues its effort towards engaging and addressing the concerns of vulnerable/marginalised stakeholder group. As a part of our CSR activity, Greaves engages with non-governmental organisations to understand the needs of community and develops its CSR strategy basis the discussions with these non-governmental organisations.

**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:**

Committed to zero tolerance towards discrimination, better working conditions and other human rights aspects, Greaves has a robust Code of Conduct and grievance mechanism through Whistle Blower Policy which allows employees or workers to raise their concerns. Greaves also conducts various awareness sessions on Human Rights related issue through informal channels. It has also rolled out Human Rights Policy with an endeavour to create a focused and formal channel of conducting awareness on various Human Rights aspects. However, it is yet to develop a mechanism to track the coverage of employees on awareness/training programs on Human Rights aspects.

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent Employees										
Male	889	-	-	889	100%	695	-	-	695	100%
Female	66	-	-	66	100%	45	-	-	45	100%
Other than Permanent Employees										
Male	59	52	88%	7	12%	74	58	78%	16	22%
Female	4	4	100%	0	0	2	2	100%	-	-
Permanent Workers										
Male	337	-	-	337	100%	385	-	-	385	100%
Female	5	-	-	5	100%	6	-	-	6	100%
Other than Permanent Workers										
Male	1,358	1,280	94%	78	6%	1,103	1,035	94%	68	6%
Female	260	259	~100%	1	~0.00%	252	251	~100%	1	~0%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respec- tive category (in INR crs)	Number	Median remuneration/ salary/ wages of respective category (in INR crs)
Board of Directors (BoD)	9	0.22	1	0.20
Key Managerial Personnel	5	2.39	-	-
Employees other than BoD and KMP	720	0.08	56	0.03
Workers	389	0.04	7	0.03

\*This data is specifically for GCL. It includes persons who have resigned during the Financial Year 2022-23.

**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, Compliance Officer and the Chairman of the Audit Committee of Greaves are responsible for addressing Human Rights impact/ issue caused or contributed by the business. Any person who has any concerns relating to Human Rights can raise the concerns as per the detailed mechanism provided in the Whistle Blower Policy of the Company without fear of being retaliated or discriminated at the dedicated email id provided in the policy.

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

Greaves has developed comprehensive mechanism to redress the grievances related to Human Rights issues. Any person who is aggrieved by or has any concerns relating to Human Rights can directly reach out to Compliance Officer or the Chairman of the Audit Committee on the dedicated email ids provided in the Whistle Blower Policy. The Compliance Officer/ Chairman of Audit Committee is required to investigate in the matter and provide its report to Managing Director within 30 days. If need be, they are also authorised to take help from third party to investigate on the matter. The Managing Director and Compliance Officer/Chairman of the Audit Committee are then required to deliberate and finalise the action points based on the findings. Throughout the whole process the person raising concern is protected from any retaliation or discrimination.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

Greaves is committed towards creating a workplace which is safe and free of discrimination and harassment including sexual harassment. It believes in zero tolerance towards sexual harassment and supports the reporting of any such instances. To ensure effective redressal of complaints regarding sexual harassment, Greaves has formulated a POSH Policy which comprises of Internal Complaints Committee which investigates the matter and takes appropriate measures to ensure prompt resolution of complaints.

The Whistle Blower Policy also encourages employees and workers to disclose any improper actions, unethical behaviour, discrimination or non-compliance of the Code of Conduct, or other policies of Greaves.

Both Code of Conduct and POSH Policy includes stringent action against the person found guilty which includes disciplinary action, suspension from official duties, severance from employment / services etc.

To ensure that employees, workers and management are informed and aware about the Code of Conduct and POSH Policy, Greaves ensure regular communication, through formal and informal channels, about its commitment to zero tolerance towards any unethical behaviour including discrimination or sexual harassment. For Financial Year 2022-23, Greaves also conducted Human Rights due diligence at a few plant sites to ensure proactive steps can be taken to identify and prevent potential Human Rights related issue including discrimination and harassment.

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

Yes, Greaves commercial agreements include provisions related to compliance of labour laws which also focuses on Human Rights related compliance. Our commitment to human rights is detailed in the Supplier Code of Conduct and Human Rights policy, which is applicable to business partners across the value chain.

#### 9. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties) *
Child labour	60%
Forced/involuntary labour	60%
Sexual harassment	60%
Discrimination at workplace	60%
Wages	60%
Others – please specify Freedom of Association	60%
Others – please specify Working Condition	60%

\*Covers only plant locations of Greaves Cotton Limited and Greaves Electric Mobility Private Limited

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

Not Applicable, as there were no significant risks or concerns arising from assessments in question 9 above.

#### Leadership Indicators

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

Not Applicable, as there were no Human Rights related complaints during FY 2022-23.

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

The human rights due diligence was conducted for our two plant locations located at Aurangabad and Ranipet on areas such as child labour, discrimination, forced labour, sexual harassment, freedom of association, wages and working conditions.



**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?**

Greaves is committed to ensure that its premises and offices are accessible to everyone including visitors as per the requirement of Rights of Person with Disabilities Act, 2016. Wherever required, temporary or permanent ergonomic changes are made to ensure differently abled visitors do not face any challenge while accessing the Company's premises.

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

Greaves has a Supplier Code of Conduct in place, which sets expectations for ethical business conduct and emphasizes the importance of human rights aspects to ensure their employee well-being. The Code mandates that value chain partners, who are contractual partners of Greaves, comply with applicable laws and regulations.

In the event of any breach of these obligations, the value chain partners are required to report back to Greaves. However, during the reporting period, none of the suppliers reported any non-compliance, indicating a positive adherence to the contractual obligations.

Additionally, Greaves is in the process of developing a procedure to assess the compliance of value chain partners thoroughly.

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

N.A.

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

**Essential Indicators**

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total electricity consumption (A)	GJ	30,291.17	22,286.06
Total fuel consumption (B) (Self generation)	GJ	770.04	718.51
Energy consumption through other sources (C)	GJ	14,379.34	11,696.29
<b>Total energy consumption (A+B+C)</b>	<b>GJ</b>	<b>45,440.55</b>	<b>34,700.86</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	KJ/INR	1.74	2.17

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency- No

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

Not Applicable, as we do not fall under the categories mandated in the PAT scheme.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water: KIADB Water supply	-	-
(ii) Groundwater	-	-
(iii) Third party water (Municipal water supplies and tanker water)	1,03,446.37	81,285
(iv) Seawater / desalinated water	-	-
(v) Others (Recycled)	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) (KL)</b>	<b>1,03,446.37</b>	<b>81,285</b>
<b>Total volume of water consumption (in kilolitres) (KL)</b>	<b>1,03,446.37</b>	<b>81,285</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover) KL/Lakh	0.40	0.51

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency- No

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

Greaves recognizes the importance of water as a resource and has implemented several initiatives to optimize its water consumption. All the plants of Greaves at Aurangabad and Ranipet plant of Greaves Electric Mobility Private Limited are Zero Liquid Discharge plants. Greaves plant at Talegaon is located in a shared facility and the waste water generated at Talegaon plant is sent to common treatment plant within the same facility. The treated water is then used for gardening purpose, which not only helps in reducing water consumption but also aids in maintaining a healthy environment. As a proactive measure, we have also created a pond for harvesting rainwater at the onset of the monsoon season which is then used throughout the year for various activities including production activities. This initiative not only reduces the dependence on freshwater but also helps in reducing the strain on the local water resources.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	KG	1,090.81	811.66
SOx	KG	1,554.99	1,074.22
Particulate Matter (PM)		-	-
Persistent Organic Pollutants (POP)		-	-
Volatile organic Compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others- please specify		-	-

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency- No

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

Parameter	Unit	FY 2022-23	FY 2021-22
<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)	Tco <sub>2</sub> eq/MwH	126.30	117.85
<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)	Tco <sub>2</sub> eq/MwH	6,815.51	4,890.55
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Tco <sub>2</sub> eq/MwH/Lakh	0.03	0.03

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency- No

**7. Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.**

Yes, Greaves understands the significance of reducing its carbon emissions and minimize the environmental impact of its operations. It has adopted the Miyawaki Method, a Japanese technique of tree plantation, through which it endeavours to ensure building of native forests and restoration of natural vegetation on degraded land at in and around the sites. Through this method, we have reduced our carbon footprint, increased the green cover and have built a forest with a wide variety of species. We continue to move towards renewable energy and adopt energy efficient techniques to reduce the overall GHG emissions. A few initiatives include installation of energy efficient compressors, air dryers, cooling pumps, variable frequency pumps etc. Additionally, we have installed solar plant at our sites in Maharashtra, which will help us to move towards consumption of renewable sources and reduce GHG emissions.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	41.84	24.76
E-waste (B)	5.07	2.41
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	29.53	36.16
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1,390.16	828.35
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,466.60</b>	<b>891.68</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	-	-
(ii) Re-used	140	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>140</b>	<b>-</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	1326.60	891.68
<b>Total</b>	<b>1,466.60</b>	<b>891.68</b>

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency- No

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

Greaves understands its responsibility towards the environment and adheres to all applicable environmental laws and regulations. To ensure responsible waste management, we have undertaken several initiatives such as: reuse of steel pallets for engine transfer to OEMs to reduce waste generation, reuse of coolant from scrap by extracting oil through a chip winger and reuse of oil from testing engines through filtration process, which enhances its end-of-life.

We have also implemented several initiatives to decrease the use of harmful and hazardous chemicals in our operations and products. One of the methods is to shorten the engine testing cycle time, which has decreased the amount of diesel consumed. We have further combined the Heat Treatment (HT) cell, which resulted in shorter shifts and decreased energy use. We also recognize the importance of recycling the wastewater by reusing the treated wastewater generated from Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) for gardening purposes.

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

S.No.	Location 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.
The entity does not have any offices or plants in ecologically sensitive areas			

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

N.A.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
We are fully compliant with all relevant environmental legislations and there were no significant instances of non-compliance reported by the regulatory authorities.				

## 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	FY 2022-23	FY 2021-22
<b>From renewable sources (UoM: GJ)</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	14,379.34	11,696.29
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>14,379.34</b>	<b>11,696.29</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	30,291.17	22,286.06
Total fuel consumption (E)	770.04	718.51
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>31,061.21</b>	<b>23,004.57</b>

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency- No

2. Provide details related to water discharged:

All the plants of Greaves at Aurangabad and Ranipet plant of Greaves Electric Mobility Private Limited are Zero Liquid Discharge plants. Greaves plant at Talegaon is located in a shared facility and the waste water generated at Talegaon plant is sent to common treatment plant within the same facility. The treated water is utilised for gardening purpose. Therefore, there is no discharge from any of the facilities.

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

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

N.A.

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 3 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)	-	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	-	-	-
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

\*The Company has not yet conducted a baseline assessment for Scope 3 emissions. However, the process is underway to identify the hotspots related to Green House Gas emissions that contributes to the Company's overall carbon footprint.

Indicate if any independent assessment / evaluation / assurance has been carried out by any external agency- No

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

Not Applicable, as our business operations are located in industrial zones earmarked by the respective state governments and are not adjacent to ecologically sensitive areas.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy Management	<ol style="list-style-type: none"> <li>Installation of pumps with low energy consumption for engine testing.</li> <li>Conversion of shop floor lighting to an energy-efficient lighting system, by adopting LED lights</li> <li>Power savings achieved at LEU-I and LEU-V with the Condition Base Monitoring (CBM) instrument.</li> <li>Setting up of a variable frequency drive (VFD).</li> <li>Lower wattage blower motors were used in place of higher power ones.</li> <li>For the BSVI Diesel model, Greaves has started purchasing HPDC crankcases rather than LPDC</li> <li>Rooftop solar panels have been installed at Aurangabad and Bangalore.</li> </ol>	<p>Energy efficiency and conservation.</p> <p>Reduced cycle time and machining of stocks.</p>
2	Water conservation	<ol style="list-style-type: none"> <li>Rainwater harvesting through development of farm lakes</li> <li>Reuse of ETP &amp; STP treated water for gardening purpose</li> <li>Development of ETP plant for 100% recycling of treated water</li> </ol>	Responsible consumption and conservation of water
3	Waste Management	<ol style="list-style-type: none"> <li>Use of recyclable pallets for engine transportation to customers</li> <li>Use of plastic bins for transportation instead of corrugated boxes</li> <li>Reuse of engine oil for the purpose of engine testing</li> </ol>	Efficient management of waste through recycling

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

Greaves has an 'On-Site Emergency Plan', which focuses on the use of the internal resource of the Company with minimum dependence on the outside agencies for the following –

- Containing & minimizing the consequences or mitigation its effects on people, property and environment.
- Protecting the life of personnel not directly affected by emergency.
- Initially containing and ultimately bringing the incident under control.
- Quick assessment of the number of people affected and arranging prompt medical treatment for them.
- Ensure that there is no further fall out of the incident and that it is safe for personnel to re-enter the premises and later restore normalcy.
- Preserving all relevant records and evidence for subsequent inquiry and investigation for ascertaining the underlying cause of the emergency.
- Ensuring that safety and security is restored within the shortest possible time.

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

No significant adverse impact has been observed from the value chain, pertaining to environment.

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

The value chain partners are contractually obligated to comply with the environmental laws and are required to report to us in case of any non-compliance of such laws. None of the value chain partners have reported any non-compliance to us during Financial Year 2022-23. We are developing a process to assess the value chain partners on the environmental impacts.

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

**Essential Indicators**

1. a. **Number of affiliations with trade and industry chambers/ associations:** Two
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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 Industry	National
2	Society of Indian Automobile Manufacturers	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.**

N.A.

**Leadership Indicators**

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

Greaves participates on different platforms (viz. Industry associations and regulatory bodies) to present its views on various public policies focusing on automotive and non-automotive industry.

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

**Essential Indicators**

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

N.A.

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

N.A.

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

Greaves has developed a systematic mechanism to receive and address grievances effectively. Our collaboration with an NGO partner for CSR activities enables us to gather feedback and suggestions from the community in and around our operational areas. The Company carefully analyses the feedback and recommendations from our NGO partners to identify suitable areas for CSR projects. These recommendations are then presented to the CSR Committee and the Board for their approval. Additionally, we have implemented a whistle-blower mechanism as part of our Code of Conduct and other policies. This mechanism allows community members to raise concerns and provides them with direct access to the Chairman of the Audit Committee.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	37%	30%
Sourced directly from within the district and neighbouring districts*	11%	8%

\*This data is available only for GEMPL, our subsidiary

**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):**

N.A.

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

In Financial Year 2022-23, we have undertaken our CSR projects in Aurangabad, Maharashtra which doesn't fall under the list of aspirational districts identified by government bodies

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

**(b) From which marginalized /vulnerable groups do you procure?**

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

Greaves produces specialized automotive and non-automotive products. As they are critical and especially mechanized products required for production, the procurement is from licensed and verified suppliers with minimum scope to procure from marginalised/vulnerable groups. However, we endeavor to purchase from marginalized / vulnerable groups, wherever possible.

**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:**

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.**

N.A.



**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1.	DEEP Upskilling Program	81	100%

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

We have a robust mechanism to receive and respond to consumer complaints and feedback. We have developed both formal and informal channel where the consumer can share the feedback or raise complaints. The formal channel includes dedicated helpline number, email and customer feedback forms and the informal channel include interaction with sales representatives and social media platforms. Once the feedback/complaint is received by us through any of the channels, the same is routed to internal teams based on the type of complaint with a defined turnaround timeline. Depending on the level of the complaint/feedback an investigation is carried out and corrective and preventive actions are put in place. This helps us ensure customer satisfaction.

**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	40%
Safe and responsible usage	100%*
Recycling and/or safe disposal	-

\*All the products carry information about safe and responsible use except for B2B products.

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	15	14	Pending Litigation	8	8	Pending Litigation

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

	Number	Reasons for recall
Voluntary recalls		NIL
Forced recalls		NIL

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

Yes, Greaves has a comprehensive policy on cybersecurity and risks related to data privacy. This policy outlines our commitment to protect the confidentiality, integrity, availability of information assets, and to comply with all applicable laws, regulations, and industry standards. We have established an information security management system that governs the management of information assets, including the identification, assessment, and management of cybersecurity risks. We have also implemented measures to protect the confidentiality, integrity, and availability of data. There are set procedures for the collection, storage, and use of personal data, in compliance with all applicable data protection laws and regulations and for incident management, there are protocols set to detect, respond to, and recover from any cybersecurity incidents in a timely and effective manner.

The Policy is available on our intranet which is accessible internally to our employees.

**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 consumers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

N.A.

### Leadership Indicators

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

<https://greavescotton.com/our-businesses/>

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

Greaves strategically identifies the necessary steps to inform and educate consumers on safe and responsible usage of its products and/or services. As a process, the sales representatives ensures that the dealers/consumers are provided with demo of the product which includes, installation, usage instructions and dos and don'ts. Apart from the above practice we also use various social media platforms and website to inform about the safe usage of products. For e-mobility we have taken significant steps to prioritize customer education to ensure a deeper understanding of our products. The recent launch of KYA - #KnowYourAmpere demonstrates a strong commitment to build a long-term relationships with customers. This is a critical step in ensuring that customers are aware of the safe and responsible usage of products and services.

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

Greaves has a robust mechanism to ensure that consumers are informed of any potential risks of disruption or discontinuation of its essential services. There has been no instance of discontinuation or disruption in any of the services during this year. However, we will ensure that the consumers/dealers are informed about potential discontinuation/disruption well in advance through various channels which shall include press release, stock exchange intimation and utilising all other channel of communication. To ensure that the consumers/dealers are well aware of the discontinuation, we will ensure that the discontinuation of any of the products/services are done strategically to ensure there is least disruption or impact.

**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 about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, Greaves ensures that it complies with requirement of law and wherever required does make a few disclosures which it considers essential for consumers to know like a complete manual on how to use the e-scooters. GEMPL has conducted a survey related to consumer satisfaction for major products/services at significant locations of operation with the help of Net Promoter Score information.

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

- a. Number of instances of data breaches along-with impact.**
- b. Percentage of data breaches involving personally identifiable information of consumers**

No such instances of data breach were reported during the year.