

SML/SEC/2023-057
22nd August, 2023

Dy. General Manager- Corporate Relationship Department BSE Limited P.J Towers, Dalal Street Fort, Mumbai-400 001	The Secretary, National Stock Exchange of India Ltd. Exchange Plaza, 5th Floor, Plot no. C/1, G Block Bandra- Kurla Complex Bandra (E), Mumbai – 400 051
Scrip Code: 505192	Scrip Code: SMLISUZU

Sub: Business Responsibility and Sustainability Report (BRSR) 2023

Dear Sir,

We are pleased to enclose herewith a copy of Business Responsibility and Sustainability Report 2023 of SML ISUZU LIMITED for the financial year ended 31st March, 2023.

As informed earlier, vide our communication dated 4th August, 2023, 39th AGM of the Company is scheduled on Friday, **15th September, 2023** at 11:30 AM through Video Conferencing / Other Audio Visual Means.

This is for your information and record please.

Thanking you,

Yours faithfully,

For SML ISUZU LIMITED

(PARVESH MADAN)
Company Secretary & Compliance Officer
ACS-31266
pmadan@smlisuzu.com

ANNEXURE F TO DIRECTORS' REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FOR FINANCIAL YEAR 2022-23

[Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India
(Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L50101PB1983PLC005516
2.	Name of the Company	SML ISUZU LIMITED (SMLI)
3.	Year of Incorporation	26th July, 1983
4.	Registered office address	Village Asron, Distt. Shahid Bhagat Singh Nagar (Nawanshahr), Punjab - 144533
5.	Corporate address	SCO 204-205, Sector 34-A, Chandigarh - 160022
6.	E-mail id	investors@smlisuzu.com
7.	Telephone	+91 172 2647700-02
8.	Website	www.smlisuzu.com
9.	Financial Year reported	1st April 2022 to 31st March 2023
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	Rs. 14.47 crores
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. Parvesh Madan Company Secretary Tel: 0172-2647700-02 pmadan@smlisuzu.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

II. 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 & Sale of Commercial vehicles	Manufacturing and Sale of Trucks & Buses	93%

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	Cargo Vehicles (Trucks)	29102	26%
2	Passenger Vehicles (Buses)	29109	67%

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	1	10	11
International	-	-	-

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

Locations	Number
National (No. of States)	28
International (No. of Countries)	7

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

1.83%

c. A brief on types of customers:

The Company is in the business of manufacturing & sale of Commercial Vehicles such as Buses, Trucks & Special Application vehicles. The users of these vehicles, including fleet owners, educational institutions, offices, transporters, Government agencies, etc., are our customers. The Company caters to a variety of customers both in India and abroad.

IV. Employees
18. Details as at the end of Financial Year: as on 31.03.2023
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)	591	575	97.3%	16	2.7%
2.	Other than Permanent (E)	112	106	94.6%	6	5.4%
3.	Total employees (D+E)	703	681	96.9%	22	3.1%

S.No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
WORKERS						
1.	Permanent (F)	291	291	100%	-	-
2.	Other than Permanent (G)	1660	1660	100%	-	-
3.	Total employees (F+G)	1951	1951	100%	-	-

b. Differently abled Employees and workers:

S.No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<u>DIFFERENTLY ABLED EMPLOYEES</u>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	-	-	-	-	-
<u>DIFFERENTLY ABLED WORKERS</u>						
4.	Permanent (F)	4	4	100%	-	-
5.	Other than Permanent(G)	4	4	100%	-	-
6.	Total differently abled workers (F+G)	8	8	100%	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11%
Key Management Personnel (including MD & CEO)	3	-	-

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	10%	7%	10%	8%	17%	8%	5%	29%	5%
Permanent Workers	8%	-	8%	2%	-	2%	4%	-	4%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary / associate companies / joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	NA	NA	NA	NA

Note: Sumitomo Corporation, Japan, a body corporate, is the Promoter of the Company and holds 43.96% shareholding of the Company. In terms of the provisions of Section 2(76) the Companies Act, the Company is an Associate Company of Sumitomo Corporation. However, the Company does not have any Subsidiary, Joint Venture or Associate Company.

Sumitomo Corporation, Japan, does not participate in the BRSR initiatives of the Company.

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover - Rs. 1,82,159 Lakhs
- (iii) Net worth - Rs. 17,795 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23			FY2021-22		
		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	1	-	-	-	-	-
Shareholders	Yes	4	-	-	5	-	-
Employees and workers	Yes	1	-	-	1	-	-
Customers	Yes	87	-	-	58	-	-

* The Grievances Redressal Policy of the Company is available at the following link : <https://smlisuzu.com/Financials/GrievancesRedressalPolicy.aspx>

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adaptor mitigate	Financial implications of the risk or opportunity
1	Product Safety, Quality and Innovation	Opportunity	To ensure that products of the Company are compliant with Central Motor Vehicles Rules (CMVR) and adhere to prescribed emission norms that will enhance Company's brand value and nurturing customer trust.	-	Positive Implications
2	Cyber Security	Risk	Inadequate data security and privacy systems have the potential to result in financial losses, damage to reputation and erosion of customer confidence in the Company.	- The Company has implemented an Information Security/ Cyber security Policy, accessible to all employees across the organization. - Close monitoring of information security systems and processes to safeguard the Company's sensitive data and information.	Negative Implications
3	Regulatory Compliance	Risk	Non-compliance with regulatory requirements frequently leads to legal repercussions, including fines and penalties	- Conducting periodic risk assessments to identify potential areas of compliance related risks.	Negative Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adaptor mitigate	Financial implications of the risk or opportunity
				- Creating a strong ethical culture in the organization with a focus on transparency and compliance.	
4	Anti-bribery and corruption	Risk	The Company may be subject to legal fines, penalties, reputational harm, business disruptions and loss of trust in case of non-adherence to ethical business practices.	- Effective Whistle-blower and Grievances Redressal mechanism - Internal controls to ensure compliance with applicable laws - Regular awareness programmes and training sessions for the stakeholders on ethical practices.	Negative Implications
5	Occupational Health and Safety	Opportunity	- Various Health and wellbeing measures are taken for the welfare of employees. - Safety rules have been implemented and being monitored on regular basis - Awareness programmes are conducted on regular basis to follow the safety rules.	-	Positive Implications

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
6	Grievances Redressal Mechanism	Opportunity	To ensure compliance with applicable laws while building trust among all the stakeholders.	-	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No) – Refer Note 1	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://smlisuzu.com/Financials/CorporatePolicies.aspx								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 : 2015 (Quality Management System) IATF16949: 2016 (Automotive Quality Management System) ISO 14001 : 2015 (Environmental Management System) ISO 45001 : 2018 (Occupational Health and Safety Management System) ISO 27001: 2013 (Information Security Management System)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	- To install 1MW & 40 KW Solar Power Plant for renewable energy. - To replace all conventional lights with LED Lights to save energy. - Plantation of 1500 Trees around the plant for environment protection.								

6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	- 1MW & 40 KW Solar Power Plant installed and 1045732 units (KWH) produced in FY 2022-23. - All Conventional lighting fixtures replaced with LED lights and 10000 units of electricity saved. - 2000 Trees planted around the plant for environment protection																		
	Governance, leadership and oversight																			
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) The Company is cautious towards the use of natural resources and making efforts to reduce pollution and sustaining the environment. The Company has upgraded all its products to meet latest emission norms. As an alternate source of energy, 1MW & 40KW Solar plant has been installed. Further, PNG is being used in place of diesel in the manufacturing process. The Company holds ISO 14001: 2015 (Environmental Management System) certification. The Company follows principles of good corporate governance, disclosure and transparency while giving due attention to core values and ethics. It considers itself a custodian and trustee for all its stakeholders. It strives for corporate excellence through offering quality vehicles and service to customers, fostering a team spirit among employees by their continuous involvement and participation in decision making processes, and placing high emphasis on their integrity and commitment to the Company. The key thrust areas of Company's Policy on Corporate Social Responsibility (CSR) includes promoting healthcare and sanitation, supporting education of girl child and under privileged children, sponsoring vocational / technical education, supporting deserving sportspersons etc.																			
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).									Mr. Junya Yamanishi Managing Director & CEO										
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.									Mr. Junya Yamanishi Managing Director & CEO										
10	Details of Review of NGRBCs by the Company:																			
Subject for Review			Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
			P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action			Y	Y	Y	Y	Y	Y	Y	Y	Y	Periodically or on a need basis								

Subject for Review		Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances		Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								
11	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1		P2		P3		P4		P5		P6		P7		P8		P9	
		No																	
Note 1. The Board of Directors of the Company have approved, from time to time, entity level policies such as Code of Ethics & Conduct (for Directors and Senior Management), Whistle Blower Policy, Corporate Social Responsibility Policy, etc. in line with the Regulatory requirements. These policies are signed by respective officers authorized by the Board. Other policies & procedures are formulated having regard to business needs, controls and compliance with applicable laws & regulations and are approved and signed by the Managing Director & CEO.																			
12	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not applicable																		

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 programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmers held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Covering Company's Policies & Procedures	100%
Key Managerial Personnel (KMP) and Senior Management	2	Awareness Program on all the Nine (9) Principles	100%

Segment	Total number of training and awareness programmers held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs/ Senior Management	20	Awareness Program on all the Nine (9) Principles including training programs - covering behavioral, emerging skills, functional competencies, technical training, Behavior Based safety, Hazard Identification and Risk Assessment (HIRA), Fire Safety, Emergency Preparedness, ISO 45001 & ISO 14001, Safety Standards, 7QC Tools, FMEA, APQP, MSA, SPC, TPM etc.	100%
Workers	40	Awareness Program on all the Nine (9) Principles including awareness/training on PPE's , Basic Safety Rules, First Aid, Identification of unsafe condition, Importance of Quality, Assembly operations etc.	100%

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 :

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					
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					

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

Not Applicable

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

Yes, the Company practices a zero-tolerance approach to bribery and corruption.

The Company has "Code of Ethics & Conduct" for its Directors, Employees and Business Associates which strictly prohibits any practice of corruption, bribery and potential conflicts of interest in the business dealings.

The web link of the same is: <https://smlisuzu.com/Financials/CorporatePolicies.aspx>

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

There were no such instances reported during FY 2022-23 and FY 2021-22.

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not Applicable

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness program
8 Sessions	All Nine (9) Principles including Company's Policies	100% Contractors 100% Dealers 35% Suppliers

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company ensures disclosures/declarations from its Board Members regarding their Directorships/Committees/shareholding(s) on an annual basis.

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.

	FY2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	77%	56%	To meet environment and safety compliances and to enhance customer satisfaction - BS 6 - IOBD-2 in both Diesel & CNG vehicles. - Electronic stability control system. - Development of higher HP engine
Capex	9.5%	24%	- 1MW Solar Power Plant. - PNG in place of Diesel in manufacturing process

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

Yes, the Company has a Supplier Quality Manual (SQM) that outlines structured and uniform terms & conditions for the suppliers across the supply chain. SQM is accessible to the Suppliers and ensures ethical governance and standardization of sourcing processes for sustainability. The Company has also established a process for supplier selection and an assessment system to identify areas for further improvements in reinforcing sustainability principles. The Company's sourcing practices are focused towards optimizing logistics, returnable packaging to minimize waste and maximize re-use. The majority of parts are procured within the country.

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

100%

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.**

The Company is continuously making efforts to reduce waste arising from its operations. To reduce usage of plastics, including packaging, the Company has been using returnable packaging to minimize waste and maximize re-use. Similarly, the waste generated in other operations is also being monitored and segregated at the source for proper disposal. E-waste and Hazardous waste are disposed-off through authorized scrap dealers.

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

Yes, Extended Producer Responsibility (EPR) registration has been done with Central Pollution Control Board (CPCB). Waste collection plan is in line with the EPR plan submitted to CPCB.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company has not conducted LCA for its products					

- 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.

Not Applicable

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

Not Applicable.

- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23			FY2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

Not Applicable

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	575	-	-	575	100%	-	-	-	-	-	-
Female	16	-	-	16	100%	16	100%	-	-	-	-
Total	591	-	-	591	100%	16	2.7%	-	-	-	-
Other than Permanent employees											
Male	106	-	-	86	81%	-	-	-	-	-	-
Female	6	-	-	6	100%	6	100%	-	-	-	-
Total	112	-	-	92	82%	6	5.4%	-	-	-	-

* All Employees are covered under Company's internal medical policy and/or ESI/PF-EDLI.

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

Category	% of workers covered by										
	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	291	-	-	291	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	291	-	-	291	100%	-	-	-	-	-	-
Other than Permanent workers											
Male	1660	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	1660	-	-	-	-	-	-	-	-	-	-

* All Workers are covered under Company's internal medical policy and/or ESI/PF-EDLI.

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

Benefits	FY2022-23			FY2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
Superannuation	13.6%	-	Yes	8.6%	-	Yes

3. Accessibility of workplaces

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

Yes, the premises of the Company are accessible to differently abled employees and workers as per the requirements and the Company has provided necessary assistance as per the 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, the Company has an equal employment opportunity policy. It is available on the Company's website: <https://smlisuzu.com/Financials/EqualOpportunityPolicy.pdf>

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

	Permanent employees		Permanent workers	
Gender	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, to maintain an effective grievances redressal mechanism and ensure that every grievance is addressed promptly and effectively, the Company has a well-established Grievances Redressal Policy, Whistle-blower Policy and POSH (Prevention of Sexual Harassment) Policy. All these policies are available on Employees' Portal & Company's Website, and they have also been communicated to everyone through proper channels. The Company's web link : https://smlisuzu.com/Financials/CorporatePolicies.aspx
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/Workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	591	-	-	603	-	-
- Male	575	-	-	591	-	-
- Female	16	-	-	12	-	-
Total Permanent Workers	291	291	100%	313	313	100%
- Male	291	291	100%	313	313	100%
- Female	-	-	-	-	-	-

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	575	247	43%	375	65%	591	223	38%	291	49%
Female	16	-	-	1	6%	12	-	-	-	-
Total	591	247	42%	376	64%	603	223	37%	291	48%
Workers										
Male	291	154	53%	55	19%	313	119	38%	28	9%
Female	-	-	-	-	-	-	-	-	-	-
Total	291	154	53%	55	19%	313	119	38%	28	9%

9. Details of performance and career development reviews of employees and worker: (Only of permanent employees (both worker & staff))

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	575	575	100%	591	591	100%
Female	16	16	100%	12	12	100%
Total	591	591	100%	603	603	100%
Workers						
Male	291	291	100%	313	313	100%
Female	-	-	-	-	-	-
Total	291	291	100%	313	313	100%

10. Health and safety management system:

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

Yes, safety is top priority for the Company and is an integral part of its operations. The Company has adopted and implemented the ISO 45001: 2018 (Occupational health and Safety Management System) by integrating all critical processes to provide safe and healthy environment. All Employees and Workers are covered.

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

The Company is certified with ISO 45001: 2018 (Occupational health and Safety Management System). Standard Operating Procedures (SOP) and system of Hazard Identification and Risk Assessment (HIRA) have been developed for identifying work related risks & hazards in respect of both routine and non-routine activities. These are being reviewed and updated regularly.

The Company also provides training to the operating team to conduct HIRA of all activities across its Manufacturing Plant. Job Safety Analysis (JSA) is a mandatory requirement to obtain a permit for non-routine work. The Company also has a well-defined EHS (Environment, Health, and Safety) Policy and its performance is reviewed by the management on regular basis.

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

Yes, the Company has a well-established system that involves workers' participation to capture unsafe conditions and proactively identify and address potential risks. A Safety Committee with representation of workers is in place and meets on regular basis to report and resolve safety related issues. The Company fosters a culture that empowers "Safety champions" among workers, who are appointed in each shop to identify and report unsafe conditions, near misses, accident risks and hazardous conditions across the operations.

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

Yes, Employees / Workers have access to non-occupational medical and healthcare services. Health awareness sessions are conducted by Chief Medical Officer of the Company on regular basis. Consulting Doctors are invited for health awareness.

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	0.72	0.35
Total recordable work-related injuries	Employees	-	-
	Workers	3	1
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 work place.

The Company is committed towards providing a safe workplace environment. The Company is certified to ISO 45001: 2018 and have a well-established Environment, Health & Safety Policy to ensure safety of its employees. All the activities carried out in Plant are subject to Hazard Identification and Risk Assessment (HIRA) and Plan-Do-Check-Act cycle of continual improvements to ensure safe operations. The Company is imparting training to its employees as per the pre-defined training calendar to encourage & involve them in activities related to safety. Beside this various other initiatives are also taken to ensure safe and healthy work place such as:

- Safety Committee is in place with participation of workers to address safety concerns.
- Dedicated "DOJO" training center to impart safety training.
- Surprised & regular safety audits to identify unsafe conditions for continual improvements.
- Periodic mock drills are being conducted to ensure emergency preparedness.
- Safety training is mandatory for all employees.

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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

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

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.**

For any safety-related incidents, proper investigation with Why-Why Analysis are done to identify the root cause. Appropriate corrective actions are taken in all applicable areas of 6M (Man, Machine, Method, Material, Measurement, and Mother Nature). The Hazard Identification and Risk Assessment (HIRA) is carried out on various activities to mitigate risks according to the hierarchy of controls such as engineering controls, administrative controls, and use of personal protective equipment (PPEs).

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, the Company extends compensatory packages to its Employees as well as Workers in the event of death.

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

The Code of Conduct for Business Associates of the Company covers the all applicable regulatory compliances. Further, the Company also verifies statutory dues like PF & ESI in case of the contractors providing manpower services to the Company.

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 are 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	-	-	-	-
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)**

No

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company's code of conduct for its Business Associates specifies this requirement.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners

None

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

The Company has identified the key stakeholders through internal and peer review. The Company actively engages with all stakeholders on a regular basis to understand their expectations and develop strategies to address them.

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)	Frequency of engagement (Annually/Half yearly/ Quarterly/ others—please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Employees/ Workers	No	Performance Management Review, Regular interaction with workers union, communication through Notice Board, Employees Portal & Emails	On going	- Feedback to/from Employees - Training & development - Rewards & recognition
Suppliers	No	Suppliers online portal, One-to-one interactions, Suppliers meet & Emails	On going	- Scheduling of material - Supplier development
Customers/ Dealers	No	Dealers online portal, One-to-one interactions, Dealers meet, E-mails, WhatsApp, SMS & Social media	On going	- Delivery of vehicles - After sales service - Quality of service - Handling customer complaints

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website)	Frequency of engagement (Annually/Half yearly/ Quarterly/ others—please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagements
Shareholders/ Investors	No	Annual General Meeting, Emails, Newspaper Publications, Company's website and Communication through stock exchanges	Annually/ Quarterly/ Monthly	- Financial results - Update on the Company's performance and material events
Local Communities	Yes	CSR activities / initiatives at various locations nearby to the Company's Plant/Offices	On going	To assess local community needs

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.**

The broad process of engagement with the stakeholders is outlined above. The sub-committees of the Board ensures interaction between the stakeholders and the Board to ensure their views/feedback on various matters.

- Stakeholders Relationship Committee (SRC) ensure to address the grievances of the stakeholders.
- Risk Management Committee (RMC) is entrusted with the functions of determining efficacy of risk management framework of the Company, evaluation of risks and mitigating measures. The Risk Management Policy of the Company sets out key risk areas including financial risks, legislative and regulatory risks, environmental risks and operational risks.
- The Corporate Social Responsibility (CSR) Committee ensures feedback from the concerned stakeholders on the CSR initiatives/activities undertaken by the Company.

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

Yes, the Company engage with its internal and external stakeholders whenever required. The Company takes feedback in respect of its CSR initiatives / activities from the concerned stakeholders.

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

Under its CSR initiatives, the Company has been driving various projects to uplift the marginalized and vulnerable communities. Details of the Company's CSR initiatives are available at **Annexure C - Annual Report** on Corporate Social Responsibility (CSR) Activities.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. employees workers covered (B)	% of (B/A)	Total (C)	No. employees workers covered (D)	% of (D/C)
Employees						
Permanent	591	591	100%	603	603	100%
Other Than permanent	112	112	100%	99	99	100%
Total Employees	703	703	100%	702	702	100%
Workers						
Permanent	291	291	100%	313	313	100%
Other Than permanent	1660	1660	100%	1274	1274	100%
Total Workers	1951	1951	100%	1587	1587	100%

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)
Employees										
Permanent	591	-	-	591	100%	603	-	-	603	100%
Male	575	-	-	575	100%	591	-	-	591	100%
Female	16	-	-	16	100%	12	-	-	12	100%
Other than Permanent	112	-	-	112	100%	99	-	-	99	100%
Male	106	-	-	106	100%	99	-	-	99	100%
Female	6	-	-	6	100%	-	-	-	-	-

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)
Workers										
Permanent	291	-	-	291	100%	313	-	-	313	100%
Male	291	-	-	291	100%	313	-	-	313	100%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	1660	562	34%	1098	66%	1274	473	37%	801	63%
Male	1660	562	34%	1098	66%	1274	473	37%	801	63%
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category Rs. in Lacs	Number	Median remuneration/ salary/wages of respective category Rs. in Lacs
Board of Directors (BoD) - MD & CEO	1	82.6	-	-
Key Managerial Personnel (excluding MD & CEO)	2	60.2	-	-
Employees other than BoD and KMP	572	13.4	16	7.8
Workers	291	10.0	-	-

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, Head of HR Department is responsible for addressing human rights and other concerns.

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

The Company is committed to provide an inclusive environment, where everyone is treated with dignity and respect. The Company has well defined policies such as Whistle-Blower Policy, POSH Policy, Grievances Redressal Policy etc. to effectively address grievances.

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.

Mechanisms to prevent adverse consequences to the complainant are available.

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

Yes, in business agreements and contracts where relevant.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - please specify	-

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

Not Applicable.

Leadership Indicators

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

Not Applicable. The Company has not received any grievances/complaints regarding Human Rights principles and guidelines.

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

The Company has well defined Human Rights Policy which is applicable to all Employees/Workers.

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

Yes, the premises and offices of the Company are fully accessible to differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	The Company's Code of Conduct for Business Associates sets out these requirements.
Discrimination at workplace	
Child labour	
Forced labour/involuntary labour	
Wages	
Others - please specify	

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

Not Applicable

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	FY 2022-23 (in Gigajoules)	FY 2021-22 (in Gigajoules)
Total electricity consumption (A)	27,444	19,741
Total fuel consumption (B)	37,727	29,082
Energy consumption through other sources (c) Solar	3,626	202
Total energy consumption (A+B+C)	68,797	49,025
Energy intensity per rupee of turnover (Total energy consumption in Gigajoules / Turn over in Rupees Crores)	37.8	53.1
Energy intensity (optional) - the relevant metric may be selected by the entity		

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

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.

The Company does not have sites/facilities identified as designated consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23 (in Kilolitres)	FY 2021-22 (in Kilolitres)
(i) Surface water	-	-
(ii) Ground water	1,22,284	98,788
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others		
A) Total volume of water withdrawal (i+ii+iii+iv+v)	1,22,284	98,788
B) Water consumed after treatment	41,979	24,618
Total volume of water consumption (in kiloliters) (A+B)	1,64,263	1,23,406
Water intensity per rupee of turnover (Water consumed - in Kilolitres/ Turnover in Rupees Crores)	90.2	133.5
Water intensity (optional) - the relevant metric may be selected by the entity		

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

No. However, monthly water extraction record is submitted to PWRDA (Punjab Water Regulation and Development Authority) and treated water record is also submitted to PPCB (Punjab Pollution Control Board) whenever required.

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

Yes. The Company has accomplished 'Zero Liquid Discharge' through the appropriate reuse of Effluent Treatment Plant (ETP) and Sewerage Treatment Plant (STP) as per the consent to operate issued by the regulatory bodies i.e. Punjab Pollution Control Board (PPCB). The quality of effluent discharge is being ensured through approved labs and is also regularly checked by PPCB.

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

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	ppm	331	311
SOx	mg/Nm3	BDL (Below Detection Limit)	BDL (Below Detection Limit)
Particulate matter (PM)	mg/Nm3	46	54
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others- please specify		-	-

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

No. However, assessment / evaluation is being carried by PPCB and PPCB approved laboratories on quarterly basis.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7,186	3,618
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	14,103	10,145
Total Scope 1 and Scope 2 emissions	Metric tonnes of CO ₂ equivalent	21,289	13,763
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per rupee of turnover in Rupees Crores	11.7	14.9
Total Scope 1 and Scope 2 emission intensity (optional)-the relevant metric may be selected by the entity			

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

No.

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

Yes, the Company has undertaken several initiatives for energy conservation, usage of alternate/renewable resources, green energy, optimizing power consumption etc such as solar power plant to harness renewable energy, switching to cleaner fuel (PNG) in place of diesel in manufacturing process, use of energy efficient LED light bulbs, etc.

The Company is also continuously improving its products in terms of fuel efficiency, emission and material usage. The Company is adopting new technology in its operations to reduce waste and to optimize the consumption of natural resources.

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

Parameter	FY 2022-23 (In Metric tonnes)	FY 2021-22 (In Metric tonnes)
Plastic waste (A)	83.65	43.97
E-waste (B)	0.82	0.48
Bio-medical waste (C)	0.014	0.022
Construction and demolition waste (D)	-	-
Battery waste (E)	1.82	1.09
Radioactive waste (F)	-	-
Other Hazardous waste. (Paint Sludge, ETP sludge, Used Oil, Empty cans) (G)	17.62	14.63
Other Non-hazardous waste generated (H). (Rubber, metal, cardboard, wooden, etc.)	3369	1700
Total (A + B + C + D + E + F + G + H)	3472.9	1760.2
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total		

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

No

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

The Company is certified as ISO 14001: 2015 (Environmental Management System) and has a well-established waste management system and has obtained authorization from State Pollution Control Board for management of Hazardous and Non-hazardous waste. All types of waste are segregated at source and stored at designated storage area. Generation and disposal records are being maintained for every type of waste as per consent / applicable rule requirement. Our operations does not generate any hazardous / toxic chemicals. Chemicals are being handled as per their MSDS by trained persons and consumption is reduced based on the specific process requirement.

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.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency(Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

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:

Yes, the Company is in compliant with the applicable laws.

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
Not Applicable				

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 (in Gigajoules)	FY 2021-22 (in Gigajoules)
From renewable sources		
Total electricity consumption (A) Solar	3,626	202
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	3,626	202
From non-renewable sources		
Total electricity consumption (D)	27,444	19,741
Total fuel consumption (E)	37,727	29,082
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	65,171	48,823

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
(i) To Surface water		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

The water discharge of the Company is treated through ETP / STP plant and is used for gardening.

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

No

3. 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:

(i) Name of the area

(ii) Nature of operations

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

Parameter	FY 2022-23	FY 2021-22
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) - the relevant metric may be selected by the entity		
(i) Into Surface water		
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
(v) Others		
- No treatment	-	-
- With treatment (please specify level of treatment)	-	-
Total water discharged (in kilolitres)	-	-

The Company's Plant is not located in water stress area.

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

Not Applicable.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

Presently, the Company is not maintaining the details of Scope 3 emissions.

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

Not Applicable.

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

Not Applicable.

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

Sr.No	Initiative undertaken	Details of the initiative	Outcome of the initiative
1	Solar Power Plant for renewable energy	1MW & 40 KW	10,45,732 units kWh produced in FY2022-23. Reduction in emissions
2	PNG in place of Diesel	Pipeline installed in Plant to use PNG in place of Diesel	Reduction in emissions
3	LED Lights in place of conventional lights	Conventional lighting fixtures have been replaced with LED lights	More than 10,000 units of electricity saved.
4	STP (sewerage treatment Plant) & ETP (Effluent treatment plant)	To treat water for re-use	41,979 KL water re-used in FY 2022-23

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

Yes, the Company is certified as ISO 45001:2018 & ISO 14001:2015. The Business Continuity Plan of the Company is part of the Company's Risk Management Framework and ensures continuity of its operations after a disaster / an unexpected business interruption caused by natural or man-made events.

The Company has an onsite emergency plan to tackle emergency situations which covers emergency preparedness, list of potential emergencies, list of chemical and fuel storage, details of fire fighting system, Emergency response team(ERT), general communication flow charts (Working and non-working hours), instructions during any emergencies, incident investigation mechanism, roles of ERT members and list of emergencies identified.

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?**

The Code of Conduct for the Business Associates of the Company covers all applicable EHS compliances.

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

None.

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

Essential Indicators

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

The Company is an active member of Six (6) associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Society of Indian Automobile Manufacturers (SIAM)	National
2	Automotive research association of India (ARAI)	National
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
4	Japan Chamber of Commerce and Industry in India (JCCII)	National
5	Northern India Chamber of Commerce & Industry (NICCI)	National
6	Engineering Export Promotion Council (EEPC) of India	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.**

Not Applicable.

Leadership Indicators

1. **Details of public policy positions advocated by the entity:** None

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Not Applicable

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

Not Applicable

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

The Company has a Grievance Redressal Policy, which is available on Company's website-

<https://smlisuzu.com/Financials/CorporatePolicies.aspx>

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	1.7%	0.7%
Sourced directly from within the district and neighboring districts	1.6%	1.1%

Leadership Indicators

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

Not Applicable.

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

Not Applicable.

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

No, the Company does not have a Preferential Procurement Policy. However, MSME suppliers are given preference and are supported in terms of payment and technical inputs.

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

Not Applicable

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

Not Applicable

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

Not Applicable

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Girls Education	250	100%
2.	Vocational Education	1000	75%
3.	Medical Infrastructure	500	80%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

The Company has a well-established system to reach out to its customers and to receive and resolve their complaints. The Customers can give their feedback and file complaints with the Company through - 24/7 Call Centre, WhatsApp, Emails, Service centers, etc.

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	100% - All products complying with the mandated emission norms.
Safe and responsible usage	100% - All products complying with Central Motor Vehicles Rules (CMVR compliance)
Recycling and/or safe disposal	Not Available

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	87	-	-	58	-	-

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

Yes, the Company has a robust framework for cyber security and data privacy. The Company is certified as ISO 27001:2013. The Information Security Policy of the Company is available at : <https://smlisuzu.com/Financials/CorporatePolicies.aspx>

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

Not Applicable.

Leadership Indicators

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

All the information on products and services of the Company are available on the Company's website: www.smlisuzu.com

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

All the required information are being provided through "Consumer's Manual" to every customer. Drivers, Dealer Mechanics and other concerned persons receive training through the Company's Training Centers and Training Vans.

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

NotApplicable.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Product Information, as per the applicable laws, is being provided through Customer's Manual which is provided to every customer. The surveys for capturing Customer satisfaction are undertaken on regular basis.

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

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

Nil

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

Nil