

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

[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 Listed Entity : L34102PN1958PLC011172
2. Name of the Listed Entity : Force Motors Limited
3. Year of incorporation : 8th September 1958
4. Registered office address : Mumbai-Pune Road, Akurdi, Pune - 411 035.
5. Corporate Address : Same as above
6. E-mail id : compliance-officer@forcemotors.com
7. Telephone : (+91) 20 27476381
8. Website : www.forcemotors.com
9. Financial year for which reporting is being done : 1st April 2022 - 31st March 2023
10. Name of the Stock Exchange(s) where shares are listed : BSE Limited
11. Paid-up Capital : ₹ 1317.63 Lakhs
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report
 Name : Nikhil Deshpande
 Designation : Company Secretary and Compliance Officer
 Contact No. : +91 20 27476381
 E-mail : compliance-officer@forcemotors.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) :

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Automobile Company	The company is engaged in the manufacturing of Light Commercial Vehicles, Small Commercial Vehicles, Utility Vehicles, Agricultural Tractors and High Technology Automotive Aggregates.	100 %

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

Sr. No.	Product / Service	NIC Code	% of total Turnover contributed
1.	Manufacture of commercial vehicles	29102	48.03
2.	Manufacture of motor vehicle engines	29104	35.60
3.	Manufacture of diverse parts and accessories for motor vehicles such as brakes, gearboxes, axles, road wheels, suspension shock absorbers, radiators, silencers, exhaust pipes, catalysers, clutches, steering wheels, steering columns and steering boxes etc.	29301	7.10
4.	Manufacture of tractors used in agriculture and forestry	28211	3.66
Total			94.39

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	4	1	5
International	Nil	Nil	Nil

17. Markets served by the entity :

(a) Number of Locations

Locations	Number
National (No. of States)	28 States and 7 Union Territories
International (No. of Countries)	27 Countries

- (b) What is the contribution of exports as a percentage of the total turnover of the entity? 2%

(c) A brief on types of customers

Force Motors is a leading Indian automotive manufacturer that primarily produces commercial passenger vehicles. The company's customer base comprises of several industries and sectors, including government agencies, public transportation, and logistics.

Some of the key customer profiles addressed by the Company are :

i. Vehicle Manufacturing

Public transportation : The Company caters to the public transportation industry by producing buses and other commercial vehicles that are used for intra-city and inter-city transportation.

Tourism and hospitality : The Company produces luxury buses and coaches that are popular in the tourism and hospitality industry.

Company Employees and School Transportation : Force Motors produce range of commercial vehicles which are used for company employees/staff and School buses for children transportation.

Healthcare Transportation : The Company produces a range of Ambulances and Special purpose medical service vehicles to cater to Hospitals and Govt. health services

Personal transportation : The Company manufactures passenger SUVs and MPVs, which cater to the personal and mass transportation needs of customers.

Logistics and cargo carriers : The Company offers a range of commercial vehicles suitable for logistics and cargo transportation purposes.

Government agencies : Force Motors provides vehicles to various government agencies for official purposes such as police patrol, fire-fighting, and emergency services like Ambulances & Special Purpose Vehicles.

ii. Automobile Aggregates Manufacturing

The Company is supplying aggregates like engines, axles, components to leading premium car manufacturers in India viz. Mercedes-Benz India and BMW India.

IV. EMPLOYEES

18. Details as at the end of Financial Year :

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	4536	4407	97	129	3
2.	Other than Permanent (E)	1617	1574	97	43	3
3.	Total employees (D + E)	6153	5981	97	172	3
WORKERS						
4.	Permanent (F)	565	565	100	0	0
5.	Other than Permanent (G)	895	895	100	0	0
6.	Total workers (F + G)	1460	1460	100	0	0

(b) Differently abled Employees and workers :

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	2	2	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	2	2	100	0	0
WORKERS						
4.	Permanent (F)	1	1	100	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	1	1	100	0	0

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12
Key Management Personnel	2	0	0

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in Current FY)			FY 2021-22 (Turnover rate in Previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.39%	21.71%	10.93%	15.91%	55%	16.82%	9.45%	17.86%	9.69%
Permanent Workers	4.61%	0%	4.61%	3.32%	0%	3.32%	3.13%	0%	3.13%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
21. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. 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.	Jaya Hind Industries Private Limited	Holding	NA	No
2.	Tempo Finance (West) Pvt. Ltd.	Subsidiary	66.43	No
3.	Force MTU Power Systems Private Limited	Subsidiary	51	No

VI. CSR DETAILS

Sr. No.	Particulars	Description
(i)	Whether CSR is applicable as per Section 135 of the Companies Act, 2013:	Yes
(ii)	Turnover (in ₹)	3,24,004 Lakhs
(iii)	Net worth (in ₹)	1,76,338 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)	(If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
			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	No	--	0	0	NA	0	0	NA
Investors (Other)	Yes	https://forcemotors.com/investors.php	0	0	NA	0	0	NA
Shareholders	Yes	https://forcemotors.com/investors.php	13	13	Resolved	16	16	Resolved
Employees and workers	Yes	https://www.forcemotors.com/assets/Others/Whistle-Blower-Policy.pdf	0	0	NA	0	0	NA
Customers	Yes	There is no official policy for this. However in all the Company's touch points like owner manuals, website etc. it is mentioned to connect on the registered customer care email id and telephone number for any feedback.	2003	160	NA	2842	175	NA
Value Chain Partners	Yes	Grievances are mailed by Value Chain Partners to respective Section Heads or Functional Heads. The stakeholders can send e-mails for escalation on any grievances at corporatematerial@forcemotors.com if an issue is not resolved by the concerned responsible officer. Additionally, the stakeholders can reach out to Senior Management by sending an e-mail to Corporate Communication at corporatecommunications@forcemotors.com .	Nil	Nil	NA	Nil	Nil	NA
Other (please specify)			Not Applicable					

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.

Sr. 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.	Carbon Emissions and Energy Management	Risk, Opportunity	Business risk affecting vehicle sales due to regulatory impact. Failure to adopt low-carbon technologies may expose the Company to potential legislative or taxation burdens. Need of continuous planning and development of technology to mitigate the risk. Lack of ability to optimise energy consumption would lead to related environmental impacts and increased production costs. Initiatives around energy efficient practices will lead to reduced energy expenses.	1. To identify opportunities of energy efficiencies on continuous basis. Plant-wise senior officials are taking up the responsibility. 2. Internal Energy Audits and Energy Cost Reduction Studies being conducted on regular basis. 3. Major initiatives for renewable energy sourcing are under implementation. 4. GHG accounting activity for relevant categories of emissions Scope-1 Scope-2 and Scope-3. 5. Initiatives for emission reductions in identified areas.	1. Energy cost reduction 2. Saving on compliance penalties and high production costs. 3. Impact on Company's reputation and Brand Value.
2.	Water Management	Risk, Opportunity	Water is required for the industrial purposes as well as domestic use of the community surrounded by the Company. Climatic changes over years, erratic weather patterns pose a threat to continuous and appropriate supply of water for operations of the Company. Moreover, the Company needs to think about clean and safe water consumption by community around.	1. Initiatives are focused on net water positive through ground water recharge and rainwater harvesting. 2. Use of treated wastewater in washrooms. Use of water waste generated from operations (like Reverse Osmosis- RO) back in system through Water Recirculation System (WRS).	Savings on compliance penalties and high production costs.
3.	Waste Management	Risk, Opportunity	Automobile Production involves generation of hazardous and non-hazardous waste. Waste Management has direct impact on quality of environment around the Company.	1. Initiatives are focused on diverting waste generated from landfills and the Authorised Waste Management Units are made responsible for disposing Waste Paint generated for further recycling. 2. Waste collection plan which are in line with the Extended Producer Responsibility (EPR) plan is finalised and submitted to Pollution Control Board (PCB).	Reduction in waste generation or recycling the same leads to monetary gains and huge savings on compliance penalties and high production costs.
4.	Occupational Health and Safety	Risk	The Company being a manufacturing concern, always exposed to occupational health and safety and need to prioritise a safe environment and working conditions for its workers employees.	1. Proactive measures like HIRA, Safety Observation Audits, Job Safety Analysis (JSA), Work Permission Systems, Hazard and Operability Study (HAZOP) are implemented. Risk and Consequences Analysis and External Safety Audits are being conducted. 2. Regular internal audits and certifications of plants Occupational Health and Safety to ISO 45001:2018 by M/s TUV SUD are in place. All applicable Health and Safety regulations are complied with.	Number of accidents or fatalities can bring down the confidence of workers leading to workforce loss, ultimately leading to production loss. It may further damage the business's productivity, finances and reputation.

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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management Processes									
1. (a) Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b) Has the policy been approved by the Board? (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c) Web Link of the Policies, if available	All policies are uploaded on the Company's website as per regulatory requirements and some policies on intranet portal for access of all the workers and employees of the Company. https://www.forcemotors.com/investors.php								
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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001 : 2015 (EMS) ISO 45001 : 2018 (OHSAS) IATF : 16949								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	A project is undertaken to define vision, mission and road-map for ESG for identifying tasks, goals and projects as a long-term strategy.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has a clear roadmap on material ESG aspects and planet positive commitments. The Company has achieved its commitments for the current Financial Year.								
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): As a responsible Corporate Citizen, the Company focus on Integrating Sustainability Principles as a part of our business strategy. This will help us create our good impact on environment people while ensuring value creation for our stakeholders through resilient business practices. The Company also focuses on improving operational eco-efficiency of our manufacturing process to minimize negative impact on environment while conserving natural resources. The Company plans to integrate ESG, Sustainability principles into : - Design and development of new vehicles, which will reduce environment footprint of vehicles throughout its lifecycle. - Our procurement practices and catalyze adoption of sustainability performance by our value chain partners The Company is taking various measures such as monitoring resource consumption and waste generation to accomplish this goal. Further, an ESG Road Map for coming years is under implementation as a part of which we will set specific targets and commitments in line with the ESG Strategic Plan of the Company.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Prasan Firodia, Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Prasan Firodia, Managing Director, is appointed by the Board to oversee sustainability initiatives. Mr. Sanjay Kumar Bohra, Chief Financial Officer is the head of Sustainability activities.								
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								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	All the policies are being reviewed periodically or on a need basis and are being monitored by the Board of Directors as and when required. In the assessment, the efficacy of policies is also being reviewed and necessary changes are incorporated from time to time.								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.	The processes and policies of the Company are reviewed and evaluated from time to time by respective departments internally and are updated whenever required. The Board considers suggestions, recommendations of the management before approving these policies. We intent to conduct an independent assessment of our policies in due course.								
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 programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	Familiarisation Programmes, Business Presentations on quarterly basis aiming for awareness of business structure, industry developments, company business and its product line. Further, updates on the business of its subsidiaries and joint ventures. Continuous updates on regulatory changes and changing roles and responsibilities of Board Members especially Independent Directors.		100
Key Managerial Personnel	Focus on keeping the Key Managerial Personnel well informed on the matters relating to our governing norms, risk metrics, Code of Conduct, and Insider Trading Code and other related matters.		100
Employees other than BoD and KMPs	Employees and workers are provided with various awareness and learning interventions both online and offline on topics of code of conduct, wellness facilities and policies, safety, health and environment, human rights, etc. on continuous basis.		100
Workers			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 (Note : the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website) :

	Monetary				
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty/ Fine	Nil				
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	Nil				
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's Anti-Bribery & Anti-corruption policy exists to set out the responsibilities of observing and upholding zero tolerance position on bribery and corruption. The policy acts as a source of information and guidance for those working for the Company and it helps to recognize and deal with bribery and corruption issues in a responsible manner.

The policy is available on the Intranet maintained by the Company, accessible to all the employees across all locations.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	Financial Year 2022-23		Financial Year 2021-22	
	Number	Remarks	Number	Remarks
Number of Complaints received in relations to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of Complaints received in relations 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 conflict of interest : Not Applicable
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.

Sr. No.	Particulars	Current Financial Year FY 2022-23	Previous Financial Year FY2021-22	Details of improvements in environmental and social impacts
1	R & D	41%	52%	<ul style="list-style-type: none"> - Expenses towards emission systems upgrade. - Expenses towards vehicle safety technology advancements. - EV Development (environmental friendly technology)
2	Capex	2.16%	2.88%	

2. A. Does the entity have procedures in place for sustainable sourcing? (Yes/No) : Yes
B. If yes, what percentage of inputs were sourced sustainably? [Answer in %] :

The Company focuses on increasing its sustainable sourcing on continuous basis. All our Tier-1 Suppliers are ISO Certified Vendors and operates as per ESG Guidelines. The Company sources 37% of its input material sustainably.

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

Waste Management - All types of waste which is generated by respective plants are handled as per Waste Management rules directed by CPCB/SPCB

Plastics - All plastic material is used as per guidelines given by CPCB / SPCB i.e. Thickness of Plastic material which is used for any purpose should not be less than 50 Microns thickness.

All plastic waste is being sent to authorized recycler.

E Waste - E Waste is being sent to authorized recycler.

Hazardous Waste - Disposal action of All Hazardous waste is being followed as per Hazardous Waste Management Rules directed by CPCB / SPCB and disposal action ensured at authorized CHWTSDF (Common Hazardous Waste Treatment, Storage and Disposal Facility).

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

EPR for plastic waste management is applicable for all plants of the Company. EPR Registration activities for all Plants have been initiated.

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	4407	4260	97	4407	100	NA	NA	--	--	4407	100
Female	129	126	98	129	100	129	100	NA	NA	129	100
Total	4536	4386	97	4536	100	129	100	--	--	4536	100
Other than Permanent employees											
Male	1574	903	57	1574	100	NA	NA	--	--	1574	100
Female	43	43	100	43	100	43	100	NA	NA	43	100
Total	1617	946	59	1617	100	43	100	--	--	1617	100

(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	565	565	100	565	100	NA	NA	--	--	565	100
Female	--	--	--	--	--	--	--	NA	NA	--	--
Total	565	565	100	565	100	--	--	--	--	565	100
Other than Permanent Workers											
Male	895	895	100	895	100	NA	NA	--	--	895	100
Female	--	--	--	--	--	--	--	NA	NA	--	--
Total	895	895	100	895	100	--	--	--	--	895	100

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	15	0	Y	12	0	Y
Others – please specify	NIL	NIL	NIL	NIL	NIL	NIL

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

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

No

However, the Company encourages employing differentially abled individuals to work with it on the basis of merits.

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	--	--	--	--
Female	3	3	NA	NA
Total	3	3	--	--

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, The Company has a mechanism to resolve grievances in every plant. The committee meets once a month. In that meeting, all types of grievances of workmen are discussed and resolved.
Other than Permanent Workers	Yes, The Company has a mechanism to resolve grievances in every Plant, the Site Human Resource Personnel is nominated as grievance redressal officer for grievances related to all types of employees
Permanent Employees Other than Permanent Employees	Yes, the Company has a policy on Whistle-blower mechanism and Prevention of Sexual Harassment at Workplace (POSH) to provide a work environment that ensures every person at the workplace is treated with respect and dignity and is afforded equal treatment. Issues relating to sexual harassment are dealt with as per the Company's POSH Policy, the Company's POSH Policy is gender neutral.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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)	
Total Permanent Employees	0	0	NA	0	0	NA
- Male	0	0	NA	0	0	NA
- Female	0	0	NA	0	0	NA
Total Permanent Workers	565	565	100	634	634	100
- Male	565	565	100	634	634	100
- Female	--	--	NA	--	--	NA

8. Details of training given to employees and workers :

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	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	5981	5981	100	1926	32.20	5365	5365	100	845	15.75
Female	172	172	100	76	44.19	131	131	100	36	27.48
Total	6153	6153	100	2002	32.54	5496	5496	100	881	16.02
Workers										
Male	1460	1460	100	5	0.34	1302	1302	100	2	0.15
Female	NIL	NIL	NIL	0	0	NIL	NIL	NIL	0	0
Total	1460	1460	100	5	0.34	1302	1302	100	2	0.15

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	4407	4149	94.10	4432	4334	97.78
Female	129	115	89.10	101	96	95.04
Total	4536	4264	94.00	4533	4430	97.72
Workers						
Male	565	565	100%	634	634	100
Female	0	0	0	0	0	0
Total	565	565	100	634	634	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

The EOHS management system implemented by commitment of top management through EOHS policy also fully complies with all applicable statutory provisions pertaining to safety & health. We have various OHS activities like Safety Audits, HIRA, HAZOP, Safety committee Rounds, Safety Inspections, periodic Safety trainings and we are in process to implement global standard ISO 45001:2015 & ISO 14001:2018, etc.

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

Hazard Identification & Risk Assessment (HIRA), Safety Audit, Safety Inspections, Safety Survey- Ventilation, illumination, Safety Work permits system, Periodic testing of lifting machines & pressure vessels, periodic Safety trainings etc.

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

Yes

Safety committee with active participation of workers, suggestion scheme, Safe condition inspections etc.

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

Yes

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

Safety Incident / Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.92	1.19
Total recordable work-related injuries	Employees	0	0
	Workers	14	9
No. of fatalities	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	142	150

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

Compliance of Safety, Health and Environment Protection Policy. Conducting Safety Audits, HIRA, HAZOP, Safety committee Rounds, Safety Inspections, periodic OHS trainings, Annual Safety Campaign throughout the year as per plan and winners are felicitated with attractive prizes, Preparation & display of Safe operating procedure in local language, Hazard-wise Do & Don'ts discussion in daily sunrise meeting etc.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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	Nil	Nil	--	Nil	Nil	--
Health & Safety	Nil	Nil	--	Nil	Nil	--

14. Assessments for the year :

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

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

The Company has conducted Electrical Safety Audit by external competent person and has complied with the observations. Further, the Company is conducting Annual Safety Campaign Since 2021 to increase the OHS Awareness among the employees.

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.

Key stakeholders are individuals, organizations, parties, or entities that influence our business, add value, or are critical elements of the value chain. Vendors, customers, dealers, employees, community, and shareholders are some of our major stakeholders.

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 element, Community)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	Website, E-mail, Newspaper, dissemination of information on the website of the Stock Exchanges, Press Releases, Annual Reports, General Meetings.	Regular basis	Dissemination of information having a bearing on the performance / operations of the Company including price sensitive information, updating Shareholders on various statutory requirements with respect to their shareholding in the Company, addressing shareholders, addressing at the General Meetings.
Regulatory Authorities & Government bodies	No	Meetings with government agencies, representation through trade bodies.	Regular basis	Compliance with national and local Regulations and permissions / approvals on various regulatory requirements.
Employees and Workers	No	Intranet, Email, Virtual Calls, In-person meetings, internal events, notice boards.	Regular basis	Relevant business communication, over Career, learning & growth, HR policies and practices & addressing employees queries and Clarifications.
Customers	No	Showrooms, Workshops, Website Dealer Management system, Outbound call, Advertisements and Customer Meets.	Regular basis	Responsible manufacturing, addressing customer queries and Grievances. Feedback on products and services Product Quality and Safety, Selling Practices and Affordability.
Dealers and Distributors	No	Dealer Meets, Emails, Marketing communications, FDMS portal.	Regular basis	Sales and Marketing plans, New product strategy and inventory Building and Enhancing customer experience.
Vendors and Suppliers	No	Vendor Management Portal, SMS, Emails, Meetings, Website.	Annually	Supply Chain Management Practice.

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 :

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	4536	4536	100	4533	4533	100
Other than permanent	1617	1617	100	963	963	100
Total Employees	6153	6153	100	5496	5496	100
Workers						
Permanent	565	565	100	634	634	100
Other than permanent	895	895	100	668	668	100
Total Employees	1460	1460	100	1302	1302	1000

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	4407	4407	100	4407	100	4432	4432	100	4432	100
Female	129	129	100	129	100	101	101	100	101	100
Other than Permanent										
Male	1574	1574	100	1574	100	933	933	100	933	100
Female	43	43	100	43	100	30	30	100	30	100
Workers										
Permanent										
Male	565	565	100	565	100	634	634	100	634	100
Female	--	--	--	--	--	--	--	--	--	--
Other than Permanent										
Male	895	895	100	895	100	668	668	100	668	100
Female	--	--	--	--	--	--	--	--	--	--

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	3 [#]	173.97	--	--
Key Managerial Personnel (KMP)	2	16.30	--	--
Employees other than BoD and KMP	4407	5.22	129	2.93
Workers	565	5.97	--	--

Includes Executive Directors

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

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

The Company has Policy on Prevention of Sexual Harassment at Workplace ("POSH"), Whistle Blower Policy is available on Intranet & Website of Company. The Company has zero tolerance towards any human rights violation. While addressing the issues under these policies, the Company shall uphold full privacy of the Complainant and maintain confidentiality.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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	Nil					
Discrimination at work place						
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.

The Company has in place Policy on Prevention of Sexual Harassment at Workplace ("POSH"), Whistle Blower Policy to address the concerns like Sexual Harassment, Discrimination at work place, Child/ Forced Labour engagement, Wages and other human rights related issues.

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

Yes

9. Assessments for the year :

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

The Company assess 100% of our operations as a part of Internal Audit Process and update the policies and procedure to address the significant risks / concerns arising from the above referred assessment.

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 Current Financial Year	FY 2021-22 Previous Financial Year
Total electricity consumption (A)	192,397.255	15,3324.580
Total fuel consumption (B)	2,818.323	1,420.035
Energy consumption through other sources (C)	3,618.201	542.700
Total energy consumption (A+B+C)	198,833.780	15,5287.315
Energy intensity per Crore rupee of turnover (Total energy consumption / turnover in rupees Crore)	39.54	47.93
Energy intensity (optional) - The relevant metric may be selected by the entity	--	--

Note : The Company has engaged KPMG Assurance and Consulting Services LLP for an independent assessment/ evaluation / assurance in this behalf.

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

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	22,000	20,000
(ii) Groundwater	0	0
(iii) Third party water	4,72,012	4,28,647
(iv) Seawater / desalinated water	0	0
(v) Others (Rain water harvesting)	5,600	6,480
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,99,612	4,55,127
Total volume of water consumption (in kilolitres)	3,69,368	3,48,132
Water intensity per Crore rupee of turnover (Water consumed / turnover in rupees Crore)	73.45	107.45
Water intensity (optional) – The relevant metric may be selected by the entity	--	--

Note : The Company has engaged KPMG Assurance and Consulting Services LLP for an independent assessment / evaluation / assurance in this behalf.

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

The Company has not implemented a mechanism for Zero Liquid Discharge (ZLD).

However, maximum treated water is being used for Gardening and flushing purpose at all our plant locations viz. Akurdi, Chakan, Pithampur and Chennai work stations.

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 Current Financial Year	FY 2021-22 Previous Financial Year
NOx	Mg/ M ³	21.79	23.87
SOx	Mg/ M ³	18.32	17.75
Particulate matter (PM)	Mg/ M ³	65.80	67.06
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note : The Company has engaged KPMG Assurance and Consulting Services LLP for an independent assessment/ evaluation / assurance in this behalf. Concentration of air emission values added in Mg./M³

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

Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, S ₆ , N ₃ , if available)	Matric tonnes of CO ₂ equivalent	7370	6532
Total Scope 2 emissions (Break-up of the GHG into Co ₂ , CH ₄ , N ₂ O, HFCs, PFCs, S ₆ , N ₃ , if available)	Matric tonnes of CO ₂ equivalent	37802	32002
Total Scope 1 and 2 emissions per ₹ Crore of turnover	--	8.98	11.89
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	--	--	--

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

Yes

1. Solar Panel installation on roof top capacity 1.39MW
2. Fuel conversion from Furnace oil to Natural Gas for Paint shop boilers.
3. Use of battery operated forklifts for internal logistics operations.
4. Solar water heater used for heating of water for cleaning utensils in canteen.

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	415.15	259.04
E-waste (B)	7.48	2.26
Bio - medical waste (C)	0.01	0.01
Construction and demolition waste (D)	0	0
Battery waste (E)	13.43	11.48
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
CAT12.5 Phosphate Sludge	30.82	15.64
CAT21.1 Process waste, Residue and Sludges.	115.07	108.40
CAT26.2 Dust form air Filtration system	45.39	49.45
CAT35.3 Chemical sludge from waste water treatment	34.06	24.85
CAT5.1 Used oil	31.68	25.67
CAT 5.2 Waste residues Containers/Barrels/Liners	24.48	21.60
CAT 33.1 Discarded containers /Barrels	128.56	70.51
CAT 20.2 Spent thinner	17.46	9.56
CAT 6.2 Zinc Fines	0.01	0
Total hazardous waste in MT (G)	427.52	325.42
Other Non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)		
Combustible scrap	3317.8	2267.49
Ferrous scrap	5413.3	7109.12
Non-ferrous scrap	20.78	57.92
Foundry and & core pieces	2137	1871
STP Sludge	13.95	14.56
Canteen waste	63.75	21.13
Total Non-Hazardous waste MT (H)	10966.58	11341.22
Total (A+B + C + D + E + F + G + H)	11830.17	11939.42
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1.25	0.95
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1.25	0.95
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	29.91	31.16
(ii) Landfilling	56.22	68.04
(iii) Other disposal operations	336.50	220.00
Total	422.63	319.20

Note : The Company has engaged KPMG Assurance and Consulting Services LLP for an independent assessment / evaluation/assurance in this behalf.

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.

All hazardous waste is being disposed of by CPCB/SPCB approved vendor or approved recycler.

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 :

Sr. 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.
			NA

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

The Company has not undertaken any environmental impact assessment in current year under review.

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 prescribed format:

Yes

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.

Six

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.

Sr. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers / associations (State / National)
1	Automotive Research Association of India	National
2	Mahratta Chamber of Commerce, Industries and Agriculture	State
3	Indo German Chamber of Commerce	National
4	Society of Indian Automobile Manufacturers	National
5	Confederation of Indian Industry	National
6	Tractor Manufacturers Association	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.

During the Financial year 2022-23, the Company has not received any anti-competitive notice or case and no such case is pending.

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.

The Company actively contributes to the development of the communities aligning with social and cultural projects as part of its commitment to the development and well-being of those communities. The Company has formulated a "Corporate Social Responsibility Policy" that outlines the context and approach for such endeavours. Making donations or financial contributions of any kind to organizations dedicated to, or in any way connected to, illicit activities is strictly prohibited. All social and cultural projects and initiatives are carried out in accordance with the company's CSR Policy and applicable CSR Rules.

The Company has not carried out Social Impact Assessment in the financial year 2022-23.

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

The Company did not start any greenfield project in the reporting year, and hence, no community group was rehabilitated and resettled for any project.

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

Not Applicable

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs / small producers	5 %	4%
Sourced directly from within the district and neighbouring districts	60%	57%

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 set up a dedicated Customer Care Call Center to address customer complaints and grievances received on Toll Free No. : 18002335000. Additionally, the Company attends customer complaints / grievances received in writing through e-mail, physical written communications at the Head Office of the Company.

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
Safe and responsible usage	100
Recycling and / or safe disposal	Nil

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-Security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential Services	2842	175	Resolution for all pending complaints is in progress	2003	160	All Pending complaints have been closed
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other						

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

	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls		

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

Yes The policy is available on the Intranet maintained by the Company, accessible to all the employees across the locations.

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.

No regulatory action taken by any regulatory authority related to above mentioned parameters.