

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L74899DL1994PLC061753
2.	Name of the Company	Uniparts India Limited
3.	Year of Incorporation	26/09/1994
4.	Registered office address	Gripwel House, Block-5, Sector C-6 & 7, Vasant Kunj, New Delhi - 110070
5.	Corporate office address	First Floor, Plot No. B-208/A1 & A2, Phase-2, Noida, Uttar Pradesh - 201305
6.	E-mail id	compliance.officer@unipartsgroup.com
7.	Telephone	+91 - 11 - 26137979, +91 - 120 - 4581400
8.	Website	https://www.unipartsgroup.com/
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11.	Paid-up capital	45,13,37,580
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Rohit Maheshwari Group Chief Financial Officer; compliance.officer@unipartsgroup.com ; +91 - 120 - 4581400 Mr. Jatin Mahajan Legal Head, Company Secretary and Compliance Officer; compliance.officer@unipartsgroup.com ; +91 - 120 - 4581400
13.	Reporting Boundary	Disclosures under this report are being made on a standalone basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Products/Services

16. 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.	Sales of manufacturing products	Manufacturing of goods	95.21%

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

S. No.	Description of Main Activity	NIC Code	% Of total turnover contributed
1.	Manufacture of other agricultural and forestry machinery	28219	57.76%
2.	Manufacture of parts and accessories for machinery/equipment used by construction and mining industries	28246	37.45%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	9	14
International	0	0	0

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of states)	13
International (No. of countries)	19

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

61.29%

c. A brief on types of customers

Functioning primarily in the B2B (business-to-business) space, the company supplies to Original Equipment Manufacturers (OEMs) as a tier 1 or tier 2 supplier. Our customers also include established after-market aggregators and retail chains. The company's global business model leverages a dual-shore strategy, integrating manufacturing, warehousing and supply chain management systems for the customers.

IV. Employees

20. Details as on March 31, 2025

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)	481	457	95.01%	24	4.98%
2.	Other than Permanent (E)	3	3	100%	0	0%
3.	Total Employees (D + E)	484	460	95.04%	24	4.96%
WORKERS						
4.	Permanent(F)	1124	1118	99.44%	6	0.52%
5.	Other than Permanent (G)	1293	1183	91.49%	110	8.51%
6.	Total Workers (F + G)	2417	2301	95.20%	116	4.80%

b. Differently abled employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	18	18	100%	0	0%
2.	Other than Permanent (E)	1	1	100%	0	0%
3.	Total differently abled employees (D+E)	19	19	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	10	10	100%	0	0%
5.	Other than Permanent (G)	1	1	100%	0	0%
6.	Total differently abled workers (F+G)	11	11	100%	0	0%

21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers

Particulars	FY 2024 – 25			FY 2023 – 24			FY 2022 - 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.38%	1.13%	20.51%	17.92%	0.54%	18%	15.86%	0.71%	16.58%
Permanent Workers	8.8%	0%	8.8%	6.8%	0.0%	7%	7.8%	0.0%	7.8%

V. Holding, subsidiary and associate companies (including joint ventures)

23. a. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of Holding/Subsidiary/ Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	Gripwel Fasteners Private Limited	Subsidiary	100.00%	Yes
2	Gripwel Conag Private Limited	Subsidiary	100.00%	Yes
3	Uniparts USA Limited	Subsidiary	100.00%	Yes
4	Uniparts Olsen Inc.*	Subsidiary	100.00%	Yes
5	Uniparts India GmbH	Subsidiary	100.00%	Yes

Note: *Uniparts Olsen Inc. is a wholly owned subsidiary of Uniparts USA Limited.

VI. CSR Details

24 i. Whether CSR is applicable as per section 135 of Companies Act, 2013

Yes

ii. Turnover (in Rs.)

573.82 Cr

iii. Net worth (in Rs.)

573.97 Cr.

VII. Transparency and Disclosures Compliances

25. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
		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 - Please visit: https://www.unipartsgroup.com/home/code_of_conduct_policies	0	0	-	0	0	-
Investors (other than shareholders)	Yes - please visit: https://www.unipartsgroup.com/home/RTA_contact_details	0	0	-	0	0	-
Shareholders	Yes - please visit: https://www.unipartsgroup.com/home/RTA_contact_details	49	0		47	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No)	FY 2024-25			FY 2023-24		
		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
Employees and workers	Yes, please refer Whistle Blower Policy at the link: https://www.unipartsgroup.com/home/code_of_conduct_policies	0	0	-	0	0	-
Customers	Yes, please visit: https://www.unipartsgroup.com/home/contact-us	0	0	-	0	0	-
Value Chain Partners	Yes, please refer Supplier Code of Conduct at the link: https://www.unipartsgroup.com/home/code_of_conduct_policies	0	0	-	0	0	-
Other (please specify)		0	0	-	0	0	-

26. 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 Risk / Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Product Quality and Design	Opportunity	By prioritising quality and design, we can minimise product failures, recalls, and waste, shrinking our environmental impact. Sustainable design allows us to craft energy-efficient products. Furthermore, quality improvements benefit both workers (safer production) and end-users (enhanced product safety). This focus aligns our business with ESG goals, meeting stakeholder expectations – from investors seeking responsible practices to customers and employees desiring safe, long-lasting products.	Not Applicable	Positive

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk / Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Economic Performance	Opportunity	We can achieve a win-win by focusing on economic prosperity, environmental stewardship, and social responsibility. By improving efficiency and profitability, we gain the resources to invest in sustainable practices, innovation, and social programs. This virtuous cycle leads to long-term success, satisfied stakeholders, and attracts investors who share our values of ESG responsibility.	Not Applicable	Positive
3.	Occupational Health and Safety	Opportunity	By prioritising Occupational Health and Safety, we can effectively lower accident rates, reduce injuries, and decrease absenteeism, thereby fostering a more productive workforce. Additionally, fostering a safety-conscious culture can boost employee morale, increase loyalty, and enhance job satisfaction. Through the implementation of comprehensive health and safety protocols, we not only meet the expectations of stakeholders such as employees, customers, and investors, but also cultivate a strong reputation as a responsible and sustainable business entity.	Not Applicable	Positive
4.	Training and Upskilling of Human Capital	Opportunity	Enhancing productivity, fostering innovation, and boosting employee satisfaction are key drivers towards achieving higher profitability. Furthermore, dedicating resources to employee development initiatives can facilitate social mobility and mitigate income inequality, thus fostering broader economic and social advancement within the region. Through prioritising employee training and upskilling, we underscore our dedication to responsible and sustainable business strategies, aligning with the expectations of stakeholders, including employees, investors and customers.	Not Applicable	Positive

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk / Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Risk Management	Opportunity	We can identify and mitigate potential risks, including those related to the environment, society, and governance. A robust risk management strategy can reduce the likelihood of negative incidents, such as legal violations, reputational damage, and environmental disasters. Ultimately, a focus on risk management can help us align our business operations with ESG goals and meet the expectations of stakeholders, including investors, customers, and employees.	Not Applicable	Positive
		Risk	In case we are unable to identify and mitigate risks related to environmental impacts, labour practices, or governance, the same can lead to legal liabilities, reputational damage, and financial losses. Additionally, inadequate risk management can negatively impact employee safety and well-being and harm the surrounding communities. Therefore, failure to prioritise risk management can pose significant ESG risks for the company and its stakeholders.	We review risk management framework and processes regularly. We are also regularly. Additionally, we prioritise employee training and awareness-raising to ensure that all employees are aware of the potential risks and mitigation measures	Negative
6.	Data Security, Privacy, and Cybersecurity	Risk	Inadequate measures to protect sensitive data and information can lead to legal liabilities, reputational damage and financial losses. Moreover, cyber-attacks can compromise customer data and confidential information, negatively impacting the company's reputation and stakeholder trust. The potential for data breaches and cyber-attacks is increasing, and failure to	We regularly review and update our data security protocols, provide regular employee training and awareness-raising, and implementing appropriate controls and processes to protect sensitive data and information.	

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk / Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			prioritise data security, privacy and cybersecurity can result in significant ESG risks for the company and its stakeholders.	We also work with cybersecurity experts to identify potential threats and developed a comprehensive incident response plan. By prioritising data security, privacy, and cybersecurity, we can reduce the likelihood of data breaches and cyber-attacks and ultimately build a strong reputation as a responsible and sustainable business.	Negative
7.	Governance/ Values, Ethics and Compliance	Risk	Failure to uphold ethical standards and comply with regulations can lead to legal liabilities, reputational damage and financial losses. Additionally, inadequate governance practices can harm stakeholder trust and negatively impact employee morale. By not prioritising good governance, ethical behavior and regulatory compliance, we risk damaging our reputation and stakeholder trust. Thus, it is crucial for us to identify and mitigate ESG risks associated with governance, values, ethics, and compliance.	We have developed and implemented a comprehensive code of conduct that outlines ethical behavior and compliance with regulations. We also have an independent board and committees to ensure transparency and accountability in decision-making. Additionally, we prioritise employee training and awareness-raising on ethics and compliance issues and implement appropriate controls and processes to identify and address potential issues.	Negative
8.	Water and Waste-Water Management	Opportunity	We can reduce our environmental impact and operational costs, enhance our reputation, and improve stakeholder engagement. Sustainable water management	Not Applicable	Positive

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk / Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			practices can include implementing water-efficient technologies, reducing water usage, and increasing wastewater treatment and recycling. Similarly, sustainable waste management practices can include promoting recycling and reuse, reducing waste generation, and implementing proper waste disposal methods. Prioritising sustainable water and wastewater management practices presents us with the opportunity to drive long-term value and contribute to sustainable development.		
		Risk	Inadequate management of water resources and wastewater can lead to water scarcity, water pollution, and negative impacts on ecosystems and human health. Moreover, regulatory frameworks and public pressure are increasing to address water-related environmental issues. Failure to manage water resources and wastewater responsibly can lead to legal liabilities, reputational damage, and financial losses. Thus, it is crucial for us to identify and mitigate ESG risks associated with water and wastewater management.	To mitigate the ESG risks associated with water and wastewater management, we have implemented several approaches. This includes implementing water conservation measures, reducing water usage, and increasing wastewater treatment and recycling. We also strive to work with local stakeholders, such as communities and government bodies, to identify water-related risks and implement sustainable water management practices.	Negative
9.	Employee Benefits and Well-Being	Opportunity	Providing employees with a safe and healthy work environment, as well as access to comprehensive health and wellness programs, can lead to higher levels of employee engagement, productivity,	Not Applicable	Positive

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk / Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			and retention. Additionally, investing in employee benefits and well-being can improve our reputation as a responsible and sustainable employer, leading to increased stakeholder trust and loyalty. By prioritising employee benefits and well-being, we can enhance our corporate culture, build a strong workforce and contribute to sustainable development.		
10.	Energy Efficiency and Emissions	Opportunity	Implementing energy-efficient technologies and processes, can reduce our energy consumption, lower our carbon footprint, and save on operational costs. Prioritising emissions reductions can also enhance our reputation as a responsible and sustainable company, driving stakeholder engagement and loyalty. Moreover, adopting sustainable energy practices can help contribute to India's sustainable development goals, and potentially access new markets and funding opportunities. Overall, prioritising energy efficiency and emissions reductions presents us with a valuable ESG opportunity that can generate long-term value.	Not Applicable	Positive
11.	Waste Management	Opportunity	Implementing effective waste management practices can reduce our environmental impact and costs, and potentially generate new revenue streams by recycling and reusing waste materials. Prioritising waste reduction can also enhance our reputation as a responsible and sustainable company, driving stakeholder engagement and loyalty. Additionally, embracing sustainable waste management practices can help us contribute to India's sustainable development goals and potentially access new markets and funding opportunities.	Not Applicable	Positive

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying Risk / Opportunity	In case of Risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Overall, prioritising waste management presents a valuable ESG opportunity that can generate long-term value.		
		Risk	Inadequate waste management practices can lead to pollution, harm to ecosystems, and public health risks. Furthermore, regulatory frameworks and public pressure are increasing to address waste-related environmental issues. Failure to manage waste responsibly can lead to legal liabilities, reputational damage, and financial losses. Thus, it is crucial for us to identify and mitigate ESG risks associated with waste management.	We strive to reduce the amount of waste generated, promoting recycling and reuse, and implementing proper waste disposal methods. We also intend to work with suppliers and stakeholders to identify and reduce waste throughout the supply chain.	Negative
12.	Diversity, Equity, and Inclusion	Opportunity	By prioritising DEI, we can create a more diverse and inclusive workplace that attracts top talent and promotes innovation and creativity. This can enhance employee satisfaction and engagement, driving better performance and productivity. Prioritising DEI can also enhance our reputation as a responsible and ethical company, driving stakeholder engagement and loyalty.	Not Applicable	Positive
13.	CSR/Local Communities	Opportunity	We strive to contribute to sustainable development in the local communities where we operate, promoting social inclusion, economic growth, and environmental sustainability. Our initiatives help to enhance our reputation as a responsible and ethical company, driving stakeholder engagement and loyalty. Additionally, prioritising CSR can foster positive relationships with local stakeholders, including customers, employees, and regulators, leading to increased business opportunities and a more supporting operating environment.	Not Applicable	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	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	The applicable policies which have been approved by the Board has been hosted on website of the Company under https://www.unipartsgroup.com/home/code_of_conduct_policies								
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, some of the policies extended to the value chain Partners as well.								
4. Name the national and international codes/ certifications/ labels/ standards		ISO- 9001: 2015	ISO- 45001: 2018			ISO- 14001: 2015			
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	No Specific Targets								
6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	No Specific Targets								

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).**

At Uniparts, our commitment to Environmental, Social, and Governance (ESG) principles is deeply embedded in the Company's values and long-term growth strategy. As a global manufacturer serving the off-highway vehicle market, Uniparts recognises the increasing relevance of ESG issues and strives to align its business practices with stakeholder expectations and global sustainability imperatives. Over the last three decades, the Group has evolved from a small enterprise into a dynamic global organisation, reaching customers across geographies. This growth has been underpinned by our unwavering commitment to innovation, operational excellence, and responsible business conduct. Our business is built on a clear purpose—delivering value to all stakeholders while placing customers at the core of our decision-making.

The Company continues to prioritise local community development through targeted Corporate Social Responsibility (CSR) initiatives, particularly in underdeveloped areas surrounding our manufacturing units. These efforts focus on improving education, healthcare, and infrastructure, reflecting our strong sense of responsibility towards inclusive growth. In recent years, including during the disruption caused by the global pandemic, Uniparts has demonstrated resilience and agility. We ensured the safety and wellbeing of our workforce while maintaining operational continuity and financial stability. These achievements were supported by proactive ESG strategies, which fostered a safe, engaging, and inclusive workplace, and strengthened relationships with employees, customers, suppliers, investors, and community partners.

Uniparts' core values - Passion, Innovation, Integrity, Excellence and Teamwork guide our ESG journey. We promote innovation to develop solutions aligned with evolving customer and regulatory expectations. Integrity and transparency define our corporate culture, while our collective pursuit of excellence drives superior performance across business functions.

In response to emerging global climate regulations Uniparts has initiated steps to reduce its environmental footprint and integrate climate-conscious practices into its operations. These include:

- Transitioning to renewable energy sources, including the installation of solar power systems and procurement through open access
- Engaging with suppliers to enhance the sustainability of our supply chain
- Increasing the share of renewable energy in procurement and operational processes

Looking ahead, Uniparts is focused on strengthening its ESG performance through measurable targets, continuous stakeholder engagement, and a commitment to sustainable innovation. We view ESG not as a compliance requirement but as a strategic lever that contributes to long-term value creation and risk mitigation.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.

The highest authority responsible for implementation and oversight of the Business Responsibility policy(ies) is Ms. Tanushree Bagrodia, Whole Time Director and Group Chief Operating Officer.

9. Does the entity have a specified committee of the board/ director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.

Yes. Uniparts prioritises responsible business practices through a multi-layered oversight structure. The empowered CSR Committee actively monitors the company's performance in this area. Senior management conducts regular reviews to ensure adherence to these standards. Additionally, the Board of Directors perform a yearly assessment of Uniparts' business responsibility efforts. Furthermore, social performance falls under the direct purview of senior management. Finally, the Risk Management Committee plays a crucial role by identifying and regularly reviewing potential risks, ensuring a proactive approach to responsible business practices.

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) 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 & follow up action	Business responsibility policies of the Company are reviewed periodically or on a need basis by Senior Management or Department																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is compliant with all applicable laws that pertain to its operations.																	

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	No	No	No	No	No	No	No	No

The policies of the Company are reviewed on a need basis by Directors and Senior Management/ Department Heads. Independent assessment of the working of the policies have not been carried out.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/ No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE

1

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes
Board of Directors	6	Corporate Governance, Code of Conduct, POSH Awareness, Regulatory and Non-regulatory Compliances, Effectiveness of Internal Control, Investors Relations, Corporate Social Responsibility, and other Business & Financial matters	100%
Key Managerial Personnel (KMP)	6	Corporate Governance, Code of Conduct, POSH Awareness, Regulatory and Non-regulatory Compliances, Effectiveness of Internal Control, Investors Relations, Corporate Social Responsibility, Leadership Development Program, Leadership Coaching Program and other Business & Financial matters.	100%
Employees other than BoD and KMPs	42	1-Training on Customer Specific Welding Std (JDV 20.1) 2-Workshop On Value Stream Mapping (VSM) 3-Parents Health Insurance 4-Prevention of Sexual Harassment 5-Induction Hardening_Improvement through CQI9 6-Standard Symbols for Welding 7-Know Your Mediclaim Awareness & Helpdesk 8- Welding Training - WPS/PQR & Welder Qualification Requirements 9- UIL - Part Codification 10-CII Learning Mission on Robotics and Automation 11- Helpdesk & Training for End Users - CNH 12- Induction Hardening - Process, Quality & Standards	81.00%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes
		13-Uniparts Internal Welding Standard Requirements 14-RM-BOP Shortage Report via BI and Inventory MIS 15-Contract Labour Compliances, Contractor and Contract Labour Management 16-Advance MS Teams 17-High Energy Leadership Workshop 18- Customer Quality CAPA System, QMS 19-JD Specific Welding Standard /JDV 20.1- (2) 20-Packing Software Training -PAck Assistant 21- Training on New Compensation Policy and Flexi Declaration in HRMS portal 22- Essentials Advance MS Excel-Module-1 23-Flexi Benefit Training Program 24- Caterpillar Welding Standard 1E0099 25-WAL Specific Welding Standard i.e., ISO 5817-2023 26-Pluxee Refresher Training 27-Training Program- Essentials Advance MS Excel- Module-2 28-Checking & Report Preparation of Weld Penetration Test 29-Magnetic Particle Inspection (MPI-2 30-Awareness training on AIAG CQI 9 31-Hi-Energy Leadership Workshop 32-Basics of NDT Techniques 33-Welding Training on Welding Symbol 34-WPS/PQR/Welder Qualification 35-India Weld Synergy 5.0 36- Code of Conduct 37-Managing Teams - Module 1 – 4 38- Problem Solving Module1-4 39- Time Management - Module 1 – 4 40-Welding Distortion & Control and ISO 9015-2 Vicker Hardness Tests on Weld 41-Data Loss Prevention (DLP) 42-Checking & Report Preparation of Weld Penetration Test	
Workers	1124	Workers are being briefed on the POSH awareness , Transparency , Core Values , Grievance Handling process and reporting in case of any issues.	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):

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/ Fine	1	Office of the Deputy Commissioner, Central GST Audit Circle, Ludhiana-I	INR 2,03,707	SKG Engineering Co. (A Unit of Uniparts India Limited) ("Company") has received an Audit Report on July 02, 2024 which is dated June 27, 2024, from Office of the Deputy Commissioner, Central GST Audit Circle, Ludhiana-I, with a Tax demand of Rs. 14,66,040/- (Fourteen Lakh Sixty-Six Thousand Forty only) along with interest and penalty of Rs. 2,03,707/- (Rupees Two Lakh Three Thousand Seven Hundred Seven only). The said penalty pertains to GST Audit for the FY 2020-21 and FY 2021-22.	No
Penalty/ Fine	1	Deputy Commissioner of Customs, ICD Dadri	INR 1000	Deputy Commissioner of Customs, ICD Dadri has imposed a penalty of INR 1,000 (Rupees One Thousand only) on the Company for taking back export cleared container.	No
Settlement	Nil				
Compounding fee	Nil				
Non-monetary					
Imprisonment	Nil				
Punishment	Nil				

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

No

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.

The policy on these matters is outlined within the company's code of conduct, which can be accessed on its website: <https://www.unipartsgroup.com/pdfs/Code-of-Conduct-of-Board-and-Senior-Management-Revised.pdf>. The Company maintains strict guidelines regarding anti-corruption and anti-bribery practices, adhering steadfastly to the highest moral and ethical principles. Any form of bribery or corruption is categorically unacceptable within the organisation.

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

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints about conflict of interest.

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Nil

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

	FY 2024-25	FY 2023-24
No. of days of accounts payables	76.8	56.06

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	5.46%	7.73%
	b. Number of trading houses where purchases are made from	87	78
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	79.52%	85.53%
Concentration of sales	a. Sales to dealers / distributors as % of total sales	Nil*	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil*	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.84%	1.88%
	b. Sales (Sales to related parties / Total Sales)	46.26%	48.25%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.3%	99.0%
	d. Investments (Investments in related parties / Total Investments made)	17.45%	25.31%

*Note: The sales for the entire fiscal year are minimal, amounting to approximately INR 5 Lakhs

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impact
R&D	NA	NA	
Capex	4.71%	37%	Green Projects, Energy efficiency, energy reduction, water and waste management

2.
 - a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
No, presently the Company does not have procedures in place for sustainable sourcing.
 - b. If yes, what percentage of inputs were sourced sustainably?
Not applicable.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
 - (a) Plastics (including packaging):
Plastic waste is disposed of through vendors authorised by the State Government Pollution Control Board(s).
 - (b) E-waste:
All (E-waste) is disposed of through authorised and certified vendors in accordance with applicable local, state and national regulations.
 - (c) Hazardous waste:
Uniparts has been complying with the rules laid down by the state pollution board and the disposal of hazardous waste is done as per the laid process of Hazardous Waste Management Rules 2016 Issued by Central Pollution Control Board (CPCB).
 - (d) Other waste:
Currently no such processes are in place.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
No, EPR is not applicable to the entity.

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	457	457	100%	457	100%	0	0%	457	100%	457	100%
Female	24	24	100%	24	100%	24	100%	0	0%	24	100%
Total	481	481	100%	481	100%	24	4.98%	457	95.01%	481	100%
OTHER THAN PERMANENT EMPLOYEES											
Male	3	3	100%	3	100%	0	0	3	100%	3	100%
Female	0	0	-	0	-	0	-	0	-	0	-
Total	3	3	100%	3	100%	0	0	3	100%	3	100%

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	1118	1118	100%	1118	100%	0	0%	1118	100%	1118	100%
Female	6	6	100%	6	100%	6	100%	0	0%	6	100%
Total	1124	1124	100%	1124	100%	6	0.53%	1118	99%	1124	100%
OTHER THAN PERMANENT WORKERS											
Male	1183	1183	100%	1183	100%	0	0%	1183	100%	1183	100%
Female	110	110	100%	110	100%	110	100%	0	0%	110	100%
Total	1293	1293	100%	1293	100%	110	8.50%	1183	91%	1293	100%

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.38%	0.27%

2. Details of retirement benefits for the current and previous financial year

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/N.A)	No. of employees covered (as a % of total employees)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes

3. Accessibility of workplaces: Are the premises/offices accessible to differently abled employees 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.

Our commitment to inclusion extends to creating a physically accessible workplace with the necessary support for differently-abled employees. We actively work to improve overall working conditions to ensure everyone thrives in the company.

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.

Uniparts is committed to fostering a diverse and inclusive workplace. Our 'Employment Standard' policy prohibits discrimination based on factors like race, religion, gender, age, or disability. The policy is available at all our premises

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	0%	0%	0%	0%
Total	100%	100%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes, Uniparts has an Employee Grievance Redressal Policy in place, offering a structured mechanism for employees to voice and resolve grievances. This policy delineates a clear process for employees to follow when lodging their complaints.
Other than Permanent Employees	No
Permanent Workers	Yes, Uniparts has an Employee Grievance Redressal Policy in place, offering a structured mechanism for employees to voice and resolve grievances. This policy delineates a clear process for employees to follow when lodging their complaints.
Other than Permanent Workers	NA

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

Category	FY 2024-25			FY 2023-24		
	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	484	-	-	541	-	-
Male	460	-	0%	523	-	0%
Female	24	-	0%	18	-	0%
Total Permanent Workers	1124	-	-	1187	-	-
Male	1118	-	0%	1181	-	0%
Female	6	-	0%	6	-	0%

8. Details of training given to employees and workers

	FY 2024-25					FY 2023-24				
	Total (A)	On health & safety/wellness measures		On skill upgradation		Total (D)	On health and safety measures/wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
EMPLOYEES										
Male	460	88	19.13%	170	36.95%	523	408	78.01%	8	1.53%
Female	24	3	12.50%	8	33.33%	18	16	88.89%	0	0%
Total	484	91	18.80%	178	36.77%	541	424	78.37%	8	1.48%
WORKERS										
Male	1118	826	73.88%	836	74.77%	1181	1181	100%	1120	95%
Female	6	3	50.00%	4	66.66%	6	2	33.33%	2	33%
Total	1124	829	73.75%	840	74.73%	1187	1183	99.66%	1122	95%

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

	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	457	421	92.12%	523	470	89.87%
Female	24	14	58.33%	18	17	94.44%
Total	481	435	90.43%	541	487	90.02%
WORKERS						
Male	1118	1055	94.36%	1181	1181	100%
Female	6	6	100%	6	6	100%
Total	1124	1061	94.39%	1187	1187	100%

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

Yes

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

The company conducts workplace Safety Audit on quarterly basis to identify work related hazards and access risks on a routine and non-routine basis by the entity

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

Yes

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

Yes

11. Details of safety related incidents

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	1.27	0.38
Total recordable work-related injuries	Employees	0	0
	Workers	19	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Uniparts leverages a robust CAPA system (Corrective and Preventive Action system) to proactively address issues and prevent future problems. This includes meticulous execution of corrective actions, closing out suggestions, and implementing recommendations. Regular risk assessments, incident reporting and employee training form the foundation of this system, ensuring continuous improvement and a focus on preventing similar issues.

13. Number of complaints on working conditions and health and safety made by employees and workers.

Category	FY 2024-25			FY 2023-24		
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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 and safety practices and working conditions.

There were no such observations and suggestion for corrective actions.

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.

Our company has undertaken a thorough materiality assessment, which involved identifying and evaluating critical stakeholder groups within the organisation. Our goal is to generate value for all stakeholders and maintain consistent interaction with them.

Through our analysis, we've identified several key stakeholder groups:

- Shareholders: They hold significant importance for our company. We keep them updated on our business activities, financial status and noteworthy advancements.
- Customers: We highly esteem our customers and endeavor to fulfill their needs and expectations by delivering top-notch products and services. Engaging with them allows us to grasp their feedback and enhance our offerings.
- Employees: Our workforce constitutes a crucial component of our organisation, and we are dedicated to ensuring a secure and gratifying workplace environment for them. We attentively listen to their input and strive to address any concerns they may have.
- Community: Recognising the significance of our local community, we aim to be a responsible corporate entity. We actively engage with the community to comprehend their needs and issues, working towards making a positive difference.

- Suppliers: Our suppliers play a vital role in our supply chain and we maintain close collaboration with them to meet our business requirements while upholding ethical standards.

By identifying and engaging with these key stakeholder groups, we enhance our understanding of their needs and challenges, thus advancing our ability to create value for all stakeholders involved.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Internal web portal, employee newsletters, posters and notice boards training and awareness	Weekly, daily	Safety, professional growth and well-being of employees,
Customers	No	Meetings, events, technology shows, online portals, website	Weekly, daily	Current and future business management, sustainable improvements
Community	No	CSR report, local community engagements via events, meetings, charities, open days	Monthly	Identifying and addressing needs and vulnerabilities if any
Investors / Shareholders	No	As Needed: E-mail advisories, facility visits, in person meetings, investor conferences, conference calls	Quarterly : Financial statements, earnings call, exchange notifications.	Educating the investor community about company's integrated value creation model and business strategy for the long term. Helping investors voice their concerns regarding company policies, reporting, strategy, etc. Understanding shareholder expectations
Suppliers	No	Meetings, events, online portals, website	Weekly, Daily	Social and governance

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	481	289	60.08%	541	530	97.97%
Other than Permanent	3	3	100%	0	-	-
Total employees	484	292	60.33%	541	530	97.97%
WORKERS						
Permanent	1124	511	45.46%	1187	1150	96.88%
Other than Permanent	1293	733	56.68%	1174	1158	98.64%
Total workers	2417	1244	51.46%	2361	2308	97.76%

2. Details of minimum wages paid to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health & safety/wellness measures		On skill upgradation		Total (D)	On health and safety measures/wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
EMPLOYEES										
Permanent										
Male	457	0	0%	457	100%	523	-	0%	523	100%
Female	24	0	0%	24	100%	18	-	0%	18	100%
Non-permanent										
Male	3	0	0%	3	100%	-	-	-	-	-
Female	0	0	-	0	-	-	-	-	-	-
WORKERS										
Permanent										
Male	1118	0	0%	1118	100%	1181	-	0%	1181	100%
Female	6	0	0%	6	100%	6	-	0%	6	100%
Non-permanent										
Male	1183	229	19.35%	954	80.64%	1057	399	37.75%	758	71.71%
Female	110	25	22.72%	85	77.27%	117	49	41.88%	68	58.12%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
Board of Directors (BoD)	6	-	2	29,671,992.00
KMP (other than BoD)	3	18,200,004.00	1	29,671,992.00
Employees other than BOD & KMP	454	635,370	23	552,000
Workers	1118	296,154.00	6	281,154.00

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	3%	3.36%

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?

Uniparts has Employee Grievance Redressal Policy that provides a mechanism for employees to raise and address grievances in which it outlines a defined process that employees can follow to lodge their complaints.

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

Category	FY 2024-25			FY 2023-24		
	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	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced /Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

POSH Policy in place

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

Yes

10. Assessments for the year:

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0
Forced/ involuntary labour	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

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

NA

PRINCIPLE

6

BUSINESS 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 2024-25	FY 2023-24
From renewable sources (GJ)		
Total electricity consumption (A)	12,680.80	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	12,680.80	0
From non-renewable sources (GJ)		
Total electricity consumption (D)(GJ)	72,547.34	92,745.26
Total fuel consumption (E) (GJ)	76,803.86	86,090.04
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) (GJ)	1,49,351.20	1,78,835.30
Total energy consumed (A+B+C+D+E+F) (GJ)	1,62,032.00	1,78,835.30
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations) (GJ/INR)	0.00002824	0.00002538
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/INR adjusted for PPP)	0.0005834	0.0005131
Energy intensity in terms of physical output (GJ/MT for sold product)	6.43	6.10
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/MT of raw material processed)	5.07	4.70

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.

No

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in Kilolitres)		
(i) Surface water	0	0
(ii) Ground Water	54,951	62,141
(iii) Third Party Water	83,480	87,979
(iv) Seawater/Desalinated Water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	1,38,431	1,50,120
Total volume of water consumption (in kilolitres)	1,08,429	1,15,548
Water intensity per rupee of turnover (Total water consumption/ revenue from operations) (KI/INR)	0.0000188961	0.000016398
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KI/INR adjusted for PPP)	0.0003903933	0.000331559
Water intensity in terms of physical output (KI/MT of sold product)	4.30	3.94
Water intensity (optional) – the relevant metric may be selected by the entity (KI/MT of raw material processed)	3.39	3.04

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

No

4. Provide the following details related to water discharged.

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(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	30,002	34,572
Total water discharged in kilolitres	30,002	34,572

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

No

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

Uniparts has implemented Low Temperature Evaporation (LTE) mechanism at one of its plants out of a total of four plants.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Mg/Nm ³	38	31
SOx	Mg/Nm ³	11	22
Particulate matter (PM)	Mg/Nm ³	45	64
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

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

No

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	MT CO ₂ e	5,881.00	6,186.27
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)	MT CO ₂ e	16,329.03*	18,446.00
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	MT CO ₂ e/INR	0.00000387	0.00000350
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from Operations adjusted for PPP)	MT CO ₂ e/INR adjusted for PPP	0.0000799	0.0000707
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO ₂ e/MT of sold product	0.88	0.84
Total Scope 1 and Scope 2 emission intensity (optional)	MT CO ₂ e/MT of raw material processed	0.69	0.65

*Emissions are as per the location-based method. Market-based emissions are 14,650.53 MT CO₂e

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

No

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

During the reporting period, Uniparts undertook several initiatives aimed at enhancing energy efficiency, promoting green technologies, and optimising resource usage across its facilities. Key actions included:

- Installed a 60kW induction heating machine for the twisting clevis process, reducing energy consumption and improving operational efficiency.
- Installed solar power systems at manufacturing units and also procured renewable electricity through open access, thereby significantly reducing dependence on fossil fuel-based energy and lowering Scope 2 GHG emissions (Market-based approach).
- Deployed a pyrometer (Fluke Endurance E1RL-F2-L-0-0) for the 0.5-ton IBH Hammer, enabling precise temperature control and minimising energy wastage.

- Introduced a Godrej Forklifter (Model GX 300) under the Company's green project portfolio to support low-emission material handling solutions.
- Commissioned a Lafuma electromagnetic flow meter (1.50 inch DN40 91924) to accurately measure and manage water usage, contributing to conservation efforts.
- Installed magnetic coolant filters (Cap 100L) at the SKG unit to improve coolant reuse, minimise waste generation, and enhance recycling potential.

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

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tonnes)		
Plastic waste (A)	217	90.91
E-Waste (B)	0.77	0.28
Bio-Medical Waste (C)	0	0.04
Construction and demolition waste (D)	0	0
Battery Waste (E)		0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G) Oil-soaked cotton waste, damaged insulation material, empty barrel, bio ETP sludge, used oil, grease, coal tar	86.08	146.56
ETP Sludge	28.76	54.28
Paint & Other Sludge	42.97	69.83
Used Oil/ Waste Oil/ Thinner, etc.	13.40	15.44
Empty Barrel & Containers	0.05	5.26
Bottom Deposits in Electroplating Plant	0.9	1.75
Non-hazardous waste. Please specify, if any. (H) Break-up by composition i.e. by materials relevant to the sector (H)	0	0
Total (A+B+C+D+E+F+G+H)	303.86	237.78
Waste intensity per rupee of turnover (Total waste generated / Revenue from Operations) (MT/INR)	0.000000053	0.000000034
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from Operations adjusted for PPP) (MT/INR adjusted for PPP)	0.0000011	0.00000068
Waste intensity in terms of physical output (MT of waste generated/MT of sold product)	0.0120	0.0081
Waste intensity (optional) - the relevant metric may be selected by the entity (MT of waste generated/ MT of raw material processed)	0.0095	0.0062
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations (safely disposed)	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (metric tonnes)		
Category of waste		
(i) Incineration	63.75	69.83
(ii) Landfilling	15.48	54.08
(iii) Other disposal operations	0.04	0
Total	79.27	124.11

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

No

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

Uniparts has implemented waste management practices to reduce the usage of hazardous and toxic chemicals by following these measures:

Storage:

- ETP sludge/paint sludge is filled in leak-proof HDPE (High Density Polyethylene) bags that are labelled and stored in an impervious leachate-proof room.
- Used oil and waste are stored in barrels that are clearly labelled and kept under cover.

Treatment:

- ETP sludge and paint sludge are routed through an authorised treatment storage disposal facility. Specifically, ETP sludge is securely landfilled at the TSFD site in adherence to all applicable regulations and standards.
- Waste oil used oil and waste batteries are periodically sold to CPCB-approved waste recyclers. This approach ensures that these materials are effectively managed and recycled in a safe, responsible, and sustainable manner.

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

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.
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We don't have operations in ecologically sensitive areas

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws.

Name and brief details of project	EIA Notification Number	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/ No)	Relevant Web Links
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No

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

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
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Not applicable

PRINCIPLE
7
BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicator

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

8

1. 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.	Engineering Export Promotion Council (EEPC)	National
2.	Federation of Indian Export Organisation (FIEO)	National
3.	Confederation of Indian Industries (CII)	National
4.	Export Promotion Council for EOUs & SEZs	National
5.	Chamber of Industrial & Commerce Undertaking (CICU)	State
6.	Federation of Industrial & Commerce Organisation (FICO)	State
7.	Ludhiana Management Association (LMA)	State
8.	Indian Entrepreneurs Collection (IEC)	State

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of the Authority	Brief of the case	Corrective Action Taken
Nil		

PRINCIPLE
8
BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicator

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Links
Nil					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Nil						

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

Member(s) of community can approach the Unit Head or HR lead of the respective location

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	50.75%	52.95%
Directly from within India	97.07%	97.42%

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

Location	FY 2024-25	FY 2023-24
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	41.54%	39.74%
Metropolitan	58.46%	60.26%

PRINCIPLE

9

BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicator

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

The company has implemented an effective mechanism for addressing customer complaints. The number of customer complaints against the company for product defects or deficiencies is insignificant in relation to the annual sales volume.

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	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cybersecurity	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Others-Quality of Products	0	0	Nil	0	0	Nil

4. Details of instances of product recalls on accounts of safety issues.

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

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. While Uniparts does have a data privacy policy, the same is not accessible on the company's official website.

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, as there were no such complaints.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches:

Nil

b. Percentage of data breaches involving personally identifiable information of customer:

Nil

c. Impact, if any, of the data breaches:

Nil