Uniparts India Limited

CIN: L74899DL1994PLC061753
Registered Office: Gripwel House, Block-5, LSC, C 6 & 7, Vasant Kunj, New Delhi-110 070
Corporate Office: 1st Floor, B 208, A1 & A2, Phase-II, Noida-201305, Uttar Pradesh, India
Telephone No. +91 120 4581400;
E-mail: compliance.officer@unipartsgroup.com;
website: www.unipartsgroup.com

Business Responsibility & Sustainability Report

Content

Section : A	GENERAL DISCLOSURES	
Section : B	MANAGEMENT AND PROCESS DISCLOSURES	
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	
Principle : 2	BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE	
Principle : 3	BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS	
Principle : 4	BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS	
Principle : 5	BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS	
Principle : 6	BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT	
Principle : 7	BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT	
Principle : 8	BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT	
Principle : 9	BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER	

SECTION A : GENERAL DISCLOSURES

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	2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited
11	Paid-up capital	45,14,31,140
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Sandeep Taneja Group Chief Financial Officer Mr. Jatin Mahajan Legal Head, Company Secretary and Compliance Officer Email: compliance.officer@unipartsgroup.com Ph: +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
1	Sale of manufacturing goods	Manufacturing of goods	95.75%

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

S. No	Product/Service	NIC Code	% of total turnover contributed
1	Manufacture of other agricultural and forestry machinery	28219	54.91%
2	Manufacture of parts and accessories for machinery/equipment used by construction and mining industries	28246	40.83%

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	6	7	13
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)	17

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

65.67%

c. A brief on types of customers

We operate primarily in the B2B (business-to-business) segment and supply products to Original Equipment Manufacturers (OEMs) as a Tier-1 and Tier-2 supplier. Our customer base also includes established aftermarket aggregators and retail chains. Our global business model is supported by a dual-shore strategy, which integrates manufacturing, warehousing, and supply chain management capabilities to effectively serve customer requirements.

IV. Employees

20. Details as on March 31, 2026

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)	499	476	95%	23	5%
2	Other than Permanent (E)	2	2	100%	0	0%
3	**Total employees (D+E)**	501	478	95%	23	5%
			WORKERS			
1	Permanent (F)	1101	1094	99%	7	1%
2	Other than Permanent (G)	1273	1131	89%	142	11%
3	**Total workers (F+G)**	2374	2225	94%	149	6%

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)	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%
			DIFFERENTLY ABLED WORKERS			
1	Permanent (F)	27	27	100%	0	0%
2	Other than Permanent (G)	6	6	100%	0	0
3	**Total differently abled workers (F+G)**	33	33	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%

Note- Ms. Tanushree Bagrodia- Group Chief Executive Officer and Whole Time Director is part of Board of Directors and Key Managerial Personnel.

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.50%	1.50%	18.00%	19.4%	1.1%	20.5%	17.92%	0.54%	18%
Permanent Workers	8.84%	0.00%	8.84%	8.8%	0.00%	8.8%	6.8%	0.00%	7.00%

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.)

717.21 Cr.

iii. Net worth (in Rs.)

550.61 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 2025-26			FY 2024-25		
		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	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26			FY 2024-25		
		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
Shareholders	Yes- please visit: https://www.unipartsgroup.com/home/RTA_contact_details	44	0	-	49	0	-
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, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to 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
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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	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
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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		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 monitoring risk management performance and implementing appropriate controls and processes. 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 prioritise data security, privacy and cybersecurity can result in significant ESG risks for the company and its stakeholders.	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. 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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	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 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.	Not Applicable	Positive
		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 waste-water management, we have implemented several initiatives. This includes implementing water conservation measures, reducing water usage, and increasing waste-water 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, 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.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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. Overall, prioritising waste management presents a valuable ESG opportunity that can generate long-term value.	Not Applicable	Positive
		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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate.	Financial implications of the risk or opportunity (Indicate positive or negative implications)
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:

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

Disclosure Questions	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	All applicable policies approved by the Board of Directors are available on our website. 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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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 our values and long-term growth strategy. As a global manufacturer serving the off-highway vehicle market, we recognize the increasing importance of ESG considerations and align our business practices with stakeholder expectations and global sustainability imperatives. Over the past three decades, we have evolved from a small enterprise into a dynamic global organization serving customers across diverse geographies. This journey has been driven by our focus on innovation, operational excellence, and responsible business conduct. At the core of our purpose is a clear mission to deliver value to all stakeholders while keeping customers at the centre of every decision.

We continue to prioritise local community development through targeted Corporate Social Responsibility (CSR) initiatives, particularly in underserved areas surrounding our manufacturing units. These initiatives focus on education, healthcare, and infrastructure development, reinforcing our commitment to inclusive growth. Even during the unprecedented challenges posed by the global pandemic, we demonstrated resilience and agility by safeguarding our workforce, ensuring operational continuity, and maintaining financial stability. These outcomes were supported by proactive ESG strategies that fostered a safe, inclusive, and engaging workplace, while strengthening trust with employees, customers, suppliers, investors, and community partners.

Our core values, namely Passion, Innovation, Integrity, Excellence, and Teamwork, serve as guiding principles for our ESG journey. We leverage innovation to deliver solutions aligned with evolving customer needs and regulatory expectations. Integrity and transparency form the foundation of our corporate culture, while our pursuit of excellence drives consistent performance across functions.

In response to emerging global climate regulations, we have taken focused steps to reduce our environmental footprint and embed climate-conscious practices into our operations. Key initiatives include:

- Transitioning toward renewable energy solutions such as the installation of solar power systems and procurement of power through open access arrangements
- Collaborating with suppliers to enhance sustainability across the value chain and,
- Increasing the share of renewable energy in procurement and operational processes.

Looking ahead, we remain committed to strengthening our ESG performance through measurable targets, continuous stakeholder engagement, and sustainable innovation. For us, ESG is not merely a compliance requirement. It is a strategic enabler that supports long-term value creation while effectively managing risks.

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

The highest authority responsible for overseeing and implementing the Business Responsibility & Sustainability policies is Ms. Tanushree Bagrodia, Whole-Time Director and Group Chief Executive 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**

We uphold responsible business practices through a robust, multi-layered oversight framework. Our empowered CSR Committee actively monitors performance in this area, while senior management undertakes regular reviews to ensure adherence to established standards. In addition, our Board of Directors conducts an annual assessment of business responsibility initiatives, reinforcing accountability at the highest level. Social performance remains under the direct oversight of senior management, ensuring focused attention on community impact. Complementing these mechanisms, our Risk Management Committee identifies and continuously reviews potential risks, enabling a proactive and resilient approach to responsible business conduct.

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 (A) / Half yearly (H) / Quarterly (Q) / 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	Our business responsibility policies are reviewed periodically or on a need basis by senior management and relevant departments.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	We are compliant with all applicable laws and regulations governing our 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

Our policies are reviewed as required by the Directors and Senior Management/Department Heads. However, an independent evaluation of the effectiveness of these policies has not yet been undertakent.

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 categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 – BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

Essential Indicators

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

Segment	Total number of training and awareness programmes held*	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes*
Board of Directors	8	1- Prevention of Sexual Harassment 2- Code of Conduct	100.00%
Key Managerial Personnel (KMP)	8	1- Posh Awareness and Training Program 2- Code of Conduct 3- Leadership Development Program 4- Leadership Coaching Program	100.00%
Employees other than BoD and KMPs	60	Training and Capacity Building Programmes Conducted During the Reporting Period 1. Lean Manufacturing 2. Problem Solving 3. Managing Teams 4. Code of Conduct 5. Code of Conduct (FY 2025–26) 6. Time Management 7. Prevention of Sexual Harassment (POSH) 8. 3M (Muda, Mura, Muri) 9. Advanced 5S Training 10. Basic Safety Awareness 11. CII Virtual Workshop on Business Analytics using Power BI 12. Darwinbox User Training on Annual Performance Appraisal (FY 2025–26) 13. Helpdesk and End User Training on CNH (Connect and Heal) – Uniparts Healthcare Portal 14. Integrated Management System (IMS) Awareness	100.00%

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*
		15. ISO 3834-2: Comprehensive Quality Requirements for Fusion Welding of Metallic Materials 16. Know Your Mediclaim and TPA – Awareness and Helpdesk Programme 17. Key Result Area (KRA) Workshop 18. MS Project Management 19. Online Training on Welding Symbol Interpretation (including assessment/ quiz) 20. Performance Management and Feedback Mechanism 21. Permissible Deviations for Steel and Mill Test Certificates (MTC) 22. Permissible Deviations for Steel and MTC (Uniparts specific) 23. PFMEA for Welding Process 24. Steel and Machine Codification 25. Steel and Material Codification 26. Strategy Co Creation Workshop 27. Training and Orientation Session on CNH Healthcare Portal 28. Training and Orientation on Mediclaim and Vidal Portal 29. Training on New Labour Codes 30. Welding Defects – ISO 5817 Acceptance Criteria	
Workers	20	Environment Health & Safety, Lean Manufacturing, Awareness about 5s & TPM, Awareness about POSH	100.00%

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 Requirements) 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	Nil				
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.

NA

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 entity has provisions relating to anti-corruption and anti-bribery practices. These matters are addressed within the Company's Code of Conduct for the Board and Senior Management, which outlines clear standards on ethical conduct, prohibition of bribery and corruption, acceptance of gifts and hospitality, conflicts of interest, and compliance with applicable laws.

The Code strictly prohibits offering, giving, soliciting, or accepting any form of bribe, illegal payment, or undue advantage, whether directly or indirectly, to influence business decisions or actions. It also requires directors, senior management, and employees to uphold the highest standards of integrity and ethical behavior.

The Code of Conduct is available on the Company's website at:

https://www.unipartsgroup.com/pdfs/Code-of-Conduct-of-Board-and-Senior-Management-Revised.pdf

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

	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints about conflict of interest.

	FY 2025-26		FY 2024-25	
	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 2025-26	FY 2024-25
No. of days of accounts payables	89	77

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 2025-26	FY 2024-25
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	5.53%	5.46%
	b.	Number of trading houses where purchases are made from	78	87
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	83.22%	79.52%
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)	2.21%	1.84%
	b.	Sales (Sales to related parties / Total Sales)	46.54%	46.26%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	99.26%	99.28
	d.	Investments (Investments in related parties / Total Investments made)	21.30%	17.45%

PRINCIPLE 2 - BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impact
R&D	NA	NA	
Capex	1.40%	4.71%	Energy Efficiency & Reduction, Water Management and Waste Management*

* Details of improvements in environmental and social impact:

- Installation of **Active Harmonic** Filters at multiple facilities to improve power quality, reduce energy losses, and enhance overall energy efficiency.
- Retrofit of existing air compressors with **Variable Frequency Drive (VFD) technology** to optimize electricity consumption and lower greenhouse gas emissions.
- Commissioning of an **energy-efficient induction end heating machine** to improve operational efficiency while reducing energy use.
- Deployment of **high-efficiency air compressor and air dryer systems** to support energy conservation and improve resource utilization.

- Implementation of **drinking water treatment systems and water coolers** to enhance access to safe drinking water for employees and support wellbeing.
- Replacement and upgrade of **ETP RO membranes** to improve wastewater treatment efficiency and support waste reduction initiatives.
- Execution of **water conservation projects** aimed at improving water management and reducing freshwater consumption.
- Undertaking of **green and sustainability projects,** including civil and mechanical infrastructure improvements, to enhance environmental performance.
- Introduction of **EV scooters** to promote cleaner transportation and reduce emissions associated with internal mobility.
- Installation of a **fire suppression system** to strengthen workplace safety and protect employees and assets.

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

   No

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

   NA

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:

We comply with the requirements prescribed by the respective State Pollution Control Boards. The disposal of hazardous waste is carried out in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, issued by the Central Pollution Control Board (CPCB).

(d) Other waste:

At present, we do not generate any other category of waste. Accordingly, no specific processes are in place for its management.

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 us

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	476	476	100%	476	100%	-	0%	476	100%	476	100%
Female	23	23	100%	23	100%	23	100%	-	0%	23	100%
Total	**499**	**499**	**100%**	**499**	**100%**	**23**	**4.61%**	**476**	**95.39%**	**499**	**100%**
OTHER THAN PERMANENT EMPLOYEES											
Male	2	2	100%	2	100%	-	0%	2	100%	2	100%
Female	-	-	0%	-	0 %	-	0%	-	0%	-	0%
Total	**2**	**2**	**100%**	**2**	**100%**	**-**	**0%**	**2**	**100%**	**2**	**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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	1094	1094	100%	1094	100%	0	0.00%	1094	100%	1094	100%
Female	7	7	100%	7	100%	7	100%	0	0%	7	100%
Total	**1101**	**1101**	**100%**	**1101**	**100%**	**7**	**0.64%**	**1094**	**99.36%**	**1101**	**100%**
OTHER THAN PERMANENT WORKERS											
Male	1131	1131	100%	1131	100%	0	0.00%	1131	100%	1131	100%
Female	142	142	100%	142	100%	142	100%	0	0%	142	100%
Total	**1273**	**1273**	**100%**	**1273**	**100%**	**142**	**11.15%**	**1131**	**88.85%**	**1273**	**100%**

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.28%	0.38%

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

Benefits	FY 2025-26			FY 2024-25		
	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 employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/N.A)
PF	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	100.00%	100.00%	Y	100.00%	100.00%	Y

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.

Yes, our premises / offices of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016

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

Yes, we have an Equal Opportunity Policy in place in line with the Rights of Persons with Disabilities Act, 2016, which is covered under our Code of Conduct. The Code of Conduct is available on the Company's website.

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	Not Applicable	Not Applicable	Not Applicable	Not Applicable
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, we have an Employee Grievance Redressal Policy in place that provides a structured mechanism for employees to raise and resolve grievances. The policy clearly outlines the process to be followed by employees when lodging complaints, ensuring timely and fair resolution.
Other than Permanent Employees	No
Permanent Workers	Yes, we have an Employee Grievance Redressal Policy in place that provides a structured mechanism for employees to raise and resolve grievances. The policy clearly outlines the process to be followed by employees when lodging complaints, ensuring timely and fair resolution.
Other than Permanent Workers	No

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

Category	FY 2025-26			FY 2024-25		
	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	**499**	**-**	**0%**	**484**	**-**	**0%**
Male	476	-	0%	460	-	0%
Female	23	-	0%	24	-	0%
Total Permanent Workers	**1101**	**-**	**0%**	**1124**	**-**	**0%**
Male	1094	-	0%	1118	-	0%
Female	7	-	0%	6	-	0%

8. Details of training given to employees and workers

Category	FY 2025-26					FY 2024-25				
	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	478	411	85.98%	204	42.68%	460	88	19.13%	170	36.95%
Female	23	20	86.96%	11	47.83%	24	3	12.50%	8	33.33%
Total	**501**	**431**	**86.03%**	**215**	**42.91%**	**484**	**91**	**18.80%**	**178**	**36.77%**
WORKERS										
Male	1101	1094	99.36%	0	0%	1118	826	73.88%	836	74.77%
Female	7	7	100%	7	100%	6	3	50.00%	4	66.66%
Total	**1108**	**1101**	**99.37%**	**7**	**0.63%**	**1124**	**829**	**73.75%**	**840**	**74.73%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	478	450	94.14%	457	421	91.52%
Female	23	21	91.30%	24	14	58.33%
Total	**501**	**471**	**94.01%**	**481**	**435**	**89.88%**
WORKERS						
Male	1101	1062	96.46%	1118	1055	94.36%
Female	7	6	85.71%	6	6	100.00%
Total	**1108**	**1068**	**96.39%**	**1124**	**1061**	**94.40%**

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?

We conduct workplace safety audits on a quarterly basis to identify work-related hazards and assess risks associated with both routine and non-routine activities across our operations.

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 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	8.856	1.27
Total recordable work-related injuries	Employees	-	-
	Workers	16	19
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

We leverage a robust Corrective and Preventive Action (CAPA) system to proactively address issues and prevent recurrence. This includes systematic implementation of corrective actions, closure of identified suggestions, and execution of improvement recommendations. Regular risk assessments, incident reporting mechanisms, and employee training form the foundation of this system, supporting continuous improvement and a strong focus on prevention of similar issues.

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

Category	FY 2025-26			FY 2024-25		
	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	-	-	NA	-	-	NA
Health & Safety	-	-		-	-	

14. Assessments for the year

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

During the reporting year, we conducted comprehensive assessments of health and safety practices and working conditions across all our plants and offices. These assessments did not identify any significant safety-related incidents, material risks, or concerns requiring corrective or preventive action. Accordingly, no corrective actions were required or underway during the year. We continue to maintain robust health and safety systems and regularly monitor compliance to ensure a safe and healthy work environment for all employees and workers.

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 & Marginalized 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	Daily, Weekly	Safety, professional growth and well-being of employees,
Customers	No	Meetings, events, technology shows, online portals, website	Daily, Weekly	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	Daily, Weekly	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 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	499	490	98.20%	481	289	60.08%
Other than Permanent	2	1	50.00%	3	3	100.00%
Total employees	**501**	**491**	**98.00%**	**484**	**292**	**60.33%**
WORKERS						
Permanent	1101	259	23.52%	1124	511	45.46%
Other than Permanent	1273	776	60.96%	1293	733	56.69%
Total workers	**2374**	**1035**	**43.60%**	**2417**	**1244**	**51.47%**

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

Category	FY 2025-26					FY 2024-25				
	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	476	0	0%	476	100%	24	0	0%	24	100%
Female	23	0	0%	23	100%	0	0	0%	0	0%
Non-permanent										
Male	2	0	0%	2	100%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
WORKERS										
Permanent										
Male	1094	0	0%	1094	100%	1118	0	0%	1118	100%
Female	7	0	0%	7	100%	6	0	0%	6	100%
Non-permanent										
Male	1131	144	12.73%	988	87.36%	1183	229	19.36%	954	80.64%
Female	142	21	14.79%	120	84.51%	110	25	22.73%	85	77.27%

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	37,866,660.00
KMP (other than BoD)	3	19,080,924.00	1	37,866,660.00
Employees other than BOD & KMP	473	684,024.00	22	660,000.00
Workers	1094	305,769.00	7	215,118.00

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	3.16%	2.96%

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?

We have an Employee Grievance Redressal Policy in place that provides a formal mechanism for employees to raise and address grievances. The policy outlines a defined and structured process that employees can follow to lodge their complaints and seek resolution.

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

Category	FY 2025-26			FY 2024-25		
	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	-	-	Nil
Discrimination at workplace	-	-	Nil	-	-	Nil
Child Labour	-	-	Nil	-	-	Nil
Forced /Involuntary Labour	-	-	Nil	-	-	Nil
Wages	-	-	Nil	-	-	Nil
Other human rights related issues	-	-	Nil	-	-	Nil

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	Nil	Nil

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

Yes, we have a Prevention of Sexual Harassment (POSH) Policy in place, which is accessible on our official website at: website: https://www.unipartsgroup.com/pdfs/Uniparts-PoSH-Policy.pdf

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	Nil
Forced/ involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others – please specify	Nil

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

Not Applicable

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 2025-26	FY 2024-25
From renewable sources (GJ)		
Total electricity consumption (A)	24,485.64	12,680.80
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**24,485.64**	**12,680.80**
From non-renewable sources (GJ)		
Total electricity consumption (D)	75,648.32	72,547.34
Total fuel consumption (E)	83,743.74	76,803.86
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**1,59,392.06**	**1,49,351.20**
Total energy consumed (A+B+C+D+E+F)	**1,83,877.70**	**1,62,032.00**
Energy intensity per rupee of revenue from operations (Total energy consumption/ revenue from operations in Millions)	0.00002563	0.00002824
Energy intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) *	0.0005214	0.0005834

Parameter	FY 2025-26	FY 2024-25
Energy intensity in terms of physical output (GJ/MT for sold product)	5.98	6.43
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/MT of raw material processed)	4.68	5.07

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 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Ground Water	72,607	54,951
(iii) Third Party Water	74,134	83,480
(iv) Seawater/Desalinated Water	-	-
(v) Others	-	-
Total volume of water withdrawal (in million kilolitres) (i+ii+iii+iv+v)	**1,46,741**	**1,38,431**
Total volume of water consumption (in million kilolitres)	**1,21,290**	**1,08,429**
Water intensity per rupee of revenue from operations (Water consumed/ revenue from operations)	0.0000169	0.0000189
Water intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	0.000344	0.000390
Water intensity in terms of physical output (KL/MT for sold product)	3.94	4.30
Water intensity (optional) – the relevant metric may be selected by the entity (KL/MT of raw material processed)	3.09	3.39

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 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
(i) To groundwater	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
(i) To seawater	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-

Parameter	FY 2025-26	FY 2024-25
(i) Sent to third parties	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
(i) Others	-	-
- No treatment	-	-
- With treatment, please specify level of treatment	25,451	30,002
Total water discharged in kilolitres	**25,451**	**30,002**

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.

We have implemented a Low Temperature Evaporation (LTE) mechanism at one of our 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 2025-26	FY 2024-25
NOx	Mg/Nm3	50	38
SOx	Mg/Nm3	16	11
Particulate matter (PM)	Mg/Nm3	58	45
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 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT CO2e	6,214.91	5,881.00
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	MT CO2e	18,920.78*	16,329.03
Total Scope 1 and Scope 2 emissions per rupee of revenue from operations (Total Scope 1 and Scope 2 emissions/ Revenue from operations)	MT CO2e/INR	0.00000350	0.00000387
Total Scope 1 and Scope 2 emissions per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / revenue from operations from operations adjusted for (PPP)*	MT CO2e/INR adjusted to PPP	0.0000712	0.0000799

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MTCO2e /MT for sold product)	MT CO2e/MT of sold products	0.82	0.88
Total Scope 1 and Scope 2 emission intensity (optional) (KL/MT of raw material processed)	MT CO2e/MT of raw material processed	0.64	0.69

*Emissions are as per the location-based method. Market-based emissions are 14,919.53 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, we implemented the following measures across our operations to reduce energy consumption, enhance operational efficiency, and lower indirect GHG emissions:

- Installation of Active Harmonic Filters (150 AMP) for electrical systems and high-load equipment (including an 80 kW induction end heating machine) to improve power quality, reduce energy losses, and enhance overall electrical efficiency.
- Conversion of air compressor systems through installation of a KAESER Conversion Kit with Variable Frequency Drive (VFD) for the ASD60 air compressor, along with deployment of energy-efficient air compressors (IE3-rated) and air dryers. These initiatives support reduction in electricity consumption and associated Scope 2 GHG emissions.
- Upgradation of utilities and auxiliary systems, including high-efficiency water coolers, drinking water treatment systems, and ETP RO membrane replacement, aimed at reducing energy intensity and improving resource efficiency.
- Implementation and strengthening of environmental infrastructure such as ETP RO membrane systems, LTE-related civil and mechanical works, and fire suppression systems, contributing to improved operational reliability and optimized resource use.
- Promotion of low-carbon mobility through procurement and use of electric scooters (EVs) for internal transportation, supporting reduction in fossil fuel consumption and related emissions.

We continue to evaluate opportunities for further energy efficiency improvements and adoption of low-emission technologies across its operations as part of its commitment to environmental sustainability.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated		
Plastic waste (A)-metric tonne	76.20	217.00
E-Waste (B)- metric tonne	2.12	0.77
Bio-Medical Waste (C)- metric tonne	26.05	-
Construction and demolition waste (D)- metric tonne	-	-
Battery Waste (E)- metric tonne	-	-
Radioactive waste (F)- metric tonne	-	-
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- metric tonne	113.13	86.08
- ETP Sludge	34.205	28.76
- Paint & Other Sludge	60.69	42.97
- Used Oil/ Waste Oil/ Thinner, etc	16.55	13.40
- Empty Barrel & Containers	1.68	0.05

Parameter	FY 2025-26	FY 2024-25
- Bottom Deposits in Electroplating Plant	0	0.9
Other Non-hazardous waste generated (H). Please specify, if any.	-	-
Total (A+B+C+D+E+F+G+H)-million tonnes	**217.50**	**303.86**
Waste intensity per rupee of revenue from operations (Total waste generated / revenue from operations)	0.000000030	0.000000053
Waste intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total waste generated / revenue from operations adjusted for PPP)	0.00000061	0.0000011
Waste intensity in terms of physical output (MT of waste generated/ MT of sold product)	0.0059	0.0120
Waste intensity (optional) - the relevant metric may be selected by the entity (MT of waste generated/ MT of raw material processed)	0.0046	0.0095
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (metric tonnes)		
Category of waste		
(i) Recycled	82.02	-
(ii) Re-used	0.38	-
(iii) Other recovery operations (safely disposed	-	-
Total (million tonnes)	**82.40**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (metric tonnes)		
(i) Incineration	96.18	63.75
(ii) Landfilling	10.57	15.48
(iii)Other disposal operations	-	0.04
Total (million tonnes)	**106.75**	**79.27**

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.

We have implemented waste management practices aimed at reducing the use and impact of hazardous and toxic chemicals through the following measures:

Storage:

- ETP sludge and paint sludge are packed in leak proof, labelled HDPE (High Density Polyethylene) bags and stored in an impervious, leachate proof designated area.
- Used oil and other hazardous waste are stored in clearly labelled barrels and kept under covered conditions to prevent spillage or environmental contamination.

Treatment and Disposal:

- ETP sludge and paint sludge are routed through authorised treatment, storage, and disposal facilities (TSDF). Specifically, ETP sludge is disposed of through secure landfilling at approved TSDF sites in compliance with applicable regulations.
- Used oil, waste oil, and waste batteries are periodically sold to CPCB authorised recyclers, ensuring safe handling, effective recycling, and environmentally responsible disposal.

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.
Our operations and facilities are not located in or near any ecologically sensitive or protected 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
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	Corrective action taken if any
Not Applicable				

PRINCIPLE 7 - BUSINEESS, 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.**

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 Organization (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 Indicators

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

Name and brief 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 link
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 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	47.02%	50.75%
Directly from within India	97.57%	97.07%

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 2025-26	FY 2024-25
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	43.14%	41.54%
Metropolitan	56.86%	58.46%

PRINCIPLE 9 - BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

We have a well-established system in place for receiving, tracking, and addressing customer complaints. Across all our plants, a designated owner is responsible for receiving customer complaints, conducting root-cause analysis, preparing corrective and preventive action (CAPA) plans, and sharing the same with customers. This structured approach ensures timely resolution, accountability, and continuous improvement in customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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

	FY 2025-26			FY 2024-25		
	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	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	None	None
Forced recalls	None	None

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, we have a data privacy policy in place; however, the same is currently not available 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