

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details

1	Corporate Identity Number (CIN) of the Company	L74899DL1994PLC061753
2	Name of the Company	Uniparts India Limited
3	Year of Incorporation	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	info@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	FY 2023-2024
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 (telephone, email address). of the person who may be contacted in case of any queries on the BRSR report	Mr. Jatin Mahajan Head Legal, Company Secretary and Compliance Officer; compliance.officer@unipartsgroup.com; +91-120-4581400  Mr. Vivek Maheshwari Vice President- Investor Relations; vivek.maheshwari@unipartsgroup.com; +91-120-4581400
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	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)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sales of manufacturing products	Manufacturing of goods	94.78%

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

Sr. No.	Product/Service	NIC Code	% Of total turnover contributed
1	Manufacture of other agricultural and forestry machinery	28219	54.84%
2	Manufacture of parts and accessories for machinery/equipment used by construction and mining industries	-	39.93%

### 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	10	16
International	0	0	0

#### 19. Markets served by the entity

##### a. Number of locations

Locations	Number
National (No. of States)	12
International (No. of Countries)	18

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

64.32%

##### 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 31<sup>st</sup> March 2024

##### a. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	541	523	97%	18	3%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Employees (D+E)	541	523	97%	18	3%
<b>WORKERS</b>						
4	Permanent (F)	1187	1181	99%	6	1%
5	Other than Permanent (G)	1174	1057	90%	117	10%
6	Total Workers (F+G)	2361	2238	95%	123	5%

##### b. Differently abled employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	14	13	93%	1	7%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Differently Abled Employees (D+E)	14	13	93%	1	7%
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	14	14	100%	0	0%
5	Other than Permanent (G)	5	5	100%	0	0%
6	Total Differently abled workers (F+G)	19	19	100%	0	0%

#### 21. Participation/inclusion/representation of women

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel	3	0	0%

## 22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.92%	0.54%	18%	15.86%	0.71%	16.58%	12.66%	0.73%	13.39%
Permanent Workers	6.8%	0.0%	7%	7.8%	0.0%	7.8%	7.52%	0.0%	7.52%

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

### 23. (a). Subsidiary/ Step Down Subsidiary Companies

Sr. No.	Name of the Holding /Subsidiary /Associate Companies/ Joint Ventures(A)	Indicate whether Holding / Subsidiary/ Associate /Joint Venture	% Of shares held by listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed Entity? (Yes/No)
1	Gripwel Fasteners Private Limited	Subsidiary	100%	Yes
2	Gripwel Conag Private Limited	Subsidiary	100%	Yes
3	Uniparts USA Limited	Subsidiary	100%	Yes
4	Uniparts Olsen Inc.	Subsidiary	100%	Yes
5	Uniparts India GmbH	Subsidiary	100%	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: INR 704.66 Crore

(iii) Net worth: INR 556.42 Crore

## 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) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		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: <a href="https://www.unipartsgroup.com/home/code_of_conduct_policies">https://www.unipartsgroup.com/home/code_of_conduct_policies</a>	0	0	-	0	0	-
Investors (other than shareholders)	Yes, please visit: <a href="https://www.unipartsgroup.com/home/RTA_contact_details">https://www.unipartsgroup.com/home/RTA_contact_details</a>	0	0	-	0	0	-
Shareholders	Yes, please visit: <a href="https://www.unipartsgroup.com/home/RTA_contact_details">https://www.unipartsgroup.com/home/RTA_contact_details</a>	47	0	-	1078	0	The Company got listed on December 12, 2022.
Employees and workers	Yes, please refer to Whistle Blower Policy at the link: <a href="https://www.unipartsgroup.com/home/code_of_conduct_policies">https://www.unipartsgroup.com/home/code_of_conduct_policies</a>	0	0	-	0	0	-
Customers	Yes, please visit: <a href="https://www.unipartsgroup.com/home/contact-us">https://www.unipartsgroup.com/home/contact-us</a>	0	0	-	0	0	-
Value Chain Partners	Yes, please refer Supplier Code of Conduct at the link: <a href="https://www.unipartsgroup.com/home/code_of_conduct_policies">https://www.unipartsgroup.com/home/code_of_conduct_policies</a>	0	0	-	0	0	-
Others (please specify)	No	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:

Sr. Material Issue No. 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
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

Sr. 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)
4	Training and Upskilling of Human Capital	Opportunity	<p>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.</p> <p>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.</p>	Not Applicable	Positive
5	Risk Management	Opportunity	<p>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.</p>	Not Applicable	Positive
		Risk	<p>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.</p>	<p>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</p>	Negative

Sr. 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)
6	Data Security, Privacy, and Cybersecurity	Risk	<p>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.</p>	<p>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.</p>	Negative
7	Governance/Values, Ethics and Compliance	Risk	<p>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.</p>	<p>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.</p>	Negative

Sr. 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)
8	Water and Waste-Water Management	Opportunity	<p>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.</p>	Not Applicable	Positive
		Risk	<p>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.</p>	<p>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.</p>	Negative

Sr. 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)
9	Employee Benefits and Well-Being	Opportunity	<p>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.</p>	Not Applicable	Positive
10	Energy Efficiency and Emissions	Opportunity	<p>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.</p>	Not Applicable	Positive
11	Waste Management	Opportunity	<p>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.</p>	Not Applicable	Positive



Sr. 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)
		Risk	<p>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.</p>	<p>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.</p>	Negative
12	Diversity, Equity, and Inclusion	Opportunity	<p>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.</p>	Not Applicable	Positive
13	CSR/Local Communities	Opportunity	<p>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 supportive operating environment.</p>	Not Applicable	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping business 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
<b>Policy and Management Processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The applicable policies which have been approved by the Board has been hosted on website of the Company under <a href="https://www.unipartsgroup.com/home/code_of_conduct_policies">https://www.unipartsgroup.com/home/code_of_conduct_policies</a>								
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 of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO-9001:2015	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 the 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)

Over nearly three decades, Uniparts Group has transformed from a small company into a robust and dynamic global organisation, reaching customers in multiple countries across the globe. Uniparts has emerged as a key player in providing solutions for systems and components in the global off-highway vehicle market. Throughout this growth journey, the company has recognised the significance of environmental, social, and governance (ESG) factors in its operations.

Uniparts has built its business with a clear purpose, always keeping the interests of all stakeholders in mind and placing customers at the forefront. The company's commitment to ESG is evident in its Corporate Social Responsibility (CSR) initiatives, particularly in supporting underdeveloped areas near its factories or units. Uniparts prioritises allocating funds for CSR activities to benefit local communities.

In the face of the unprecedented disruption brought about by the global pandemic in the last few years, Uniparts demonstrated resilience, prioritising the safety of its employees and maintaining a strong financial performance.

Its dedication to ESG factors also contributed to creating a safe and engaging workplace environment, enhancing relationships with employees, customers, suppliers, investors and local communities.

Guided by its core values of Passion, Innovation, Integrity, Excellence and Teamwork, Uniparts encourages creativity among its employees to develop innovative solutions that meet evolving customer needs. Integrity fosters a workplace culture built on honesty, transparency and accountability, while teamwork, excellence and passion have been exemplified by Uniparts employees, exceeding expectations during challenging times.

Today, Uniparts Group stands as a testament to the collective efforts of its thousands of employees, who demonstrate immense passion in building a company that serves its customers and ultimately improves the lives of end consumers, making them safer and more convenient. With an inspiring history and a commitment to hard work, Uniparts looks forward to the future with optimism, embracing the opportunities that lie ahead in its ongoing journey.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**

The highest authority responsible for implementation and oversight of the Business Responsibility policy(ies) are Mr. Gurdeep Soni, the Chairman & Managing Director and Mr. Jyotbir Singh Sethi, the Country Head – India.

**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 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	Business responsibility policies of the Company are reviewed periodically or on a need basis by Senior Management or Department Heads.																	
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)									

## 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 programs on any of the principles during the financial year

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	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	5	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	37	<ol style="list-style-type: none"> <li>1 Leadership Essentials for High Performing Managers</li> <li>2 Posh Awareness and Training Program</li> <li>3 Eight Discipline Problem Solving</li> <li>4 The Art of Professional Communication</li> <li>5 Emotional Intelligence &amp; Conflict Management</li> <li>6 Value Stream Mapping</li> <li>7 Group Level PFMEA - 1,2,3</li> <li>8 Essentials of Sustainable Packaging</li> <li>9 CII Benchmarking Program</li> <li>10 Qlik Sense &amp; N Printing Plan</li> <li>11 Continuous Quality Improvement</li> <li>12 Robotic Manufacturing Process Automation in Industry 4.0</li> <li>13 Cyber Security Program</li> <li>14 Daily Work Management</li> <li>15 Lean Manufacturing and Understanding of DMAIC</li> <li>16 Constructive Feedback,</li> <li>17 Developing Emotional Intelligence &amp; Interpersonal Skills,</li> </ol>	83%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
		18 HIRA (Hazardous Identification & Risk Assessment) & Environmental Aspect / Impact 19 Technical Discussion on 3M Abrasive 20 Sudarshan Kriya 21 MDP on - Leadership Essentials for Managerial Effectiveness 22 8D- Problem Solving 23 Training on CODE OF CONDUCT	
Workers	16	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):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	1	Central Goods and Service Tax, Audit Commissionerate, Noida	39,607	It was pertaining to demand raised during GST Audit for FY 2020-21, 2021-22 & 2022-23.	No
Settlement			NIL		
Compounding Fee			NIL		

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			NIL	
Punishment			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.

Case Details	Name of regulatory/ enforcement agencies/ judicial institutions
Not appeal/revision has been preferred by the Company in the said matter	Not Applicable

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

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/cg-coc.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/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	FY 2023-24	FY 2022-23
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of interest of 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 2023-24	FY 2022-23
No. of days of accounts payable	56.06	35.54

**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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases.	7.73%	5.67%
	b. Number of trading houses where purchases are made from	78	82
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	85.53%	83.53%
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)	1.88%	1.66%
	b. Sales (Sales to related parties / Total Sales)	48.25%	45.25%
	c. Loans & advances(Loans & advances given to related parties / Total loans & advances)	99.0%	80.34%
	d. Investments(Investments in related parties / Total Investments made)	25.31%	76.07%



## 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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Not Applicable	Not Applicable	Our investments in research and development prioritise meeting customer needs while aligning with prevailing industry trends. Our R&D efforts encompass a variety of initiatives, many of which are spurred by customer demand for products that contribute positively to environmental and/or social causes. However, we currently lack a centralised tracking system specifically dedicated to monitoring environmental and social impact activities.
Capex	37%	0.07%	Energy saving, emission reduction, water conservation etc.

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) (b) E-waste (c) Hazardous waste and (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.



### PRINCIPLE 3

**BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

## Essential Indicators

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

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	523	523	100%	523	100%	0	0%	523	100%	523	100%
Female	18	18	100%	18	100%	18	100%	0	0%	18	100%
Total	541	541	100%	541	100%	18	3.33%	523	96.67%	541	100%
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% Of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent worker</b>											
Male	1181	1181	100%	1181	100%	0	0%	1181	100%	1181	100%
Female	6	6	100%	6	100%	6	100%	0	0%	6	100%
Total	1187	1187	100%	1187	100%	6	0.51%	1181	99.49%	1187	100%
<b>Other than Permanent worker*</b>											
Male	1057	1057	100%	1057	100%	0	0%	1057	100%	1057	100%
Female	117	117	100%	117	100%	117	100%	0	0%	117	100%
Total	1174	1174	100%	1174	100%	117	9.97%	1057	90.03%	1174	100%

**\*Note:** All other than permanent workers are covered under Employees States Insurance Corporation scheme and Group Personal Accidental insurance wherever applicable.

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.27%	0.25%

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes
Others - please specify	0	0	0	0	0	0



### 3. Accessibility of workplaces

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

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 and workers that took parental leave

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	0%	0%	0%	0%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	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	No
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	NA

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

Category	FY 2023-24			FY 2022-23		
	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	541	-	-	-	-	-
Male	523	-	0%	542	-	0%
Female	18	-	0%	19	-	0%
Total Permanent Workers	1187	-	-	-	-	-
Male	1181	-	0%	1254	-	0%
Female	6	-	0%	5	-	0%

## 8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Male	523	408	78.01%	8	1.53%	542	313	57.75%	406	74.91%
Female	18	16	88.89%	0	0%	19	16	84.21%	15	78.95%
Total	541	424	78.37%	8	1.48%	561	329	58.65%	421	75.04%
<b>Workers*</b>										
Male	1181	1181	100%	1120	95%	1249	1249	100%	1201	95.77%
Female	6	2	33.33%	2	33%	5	2	40%	1	20%
Total	1187	1183	99.66%	1122	95%	1254	1251	99.76%	1202	95.85%

\*Other than permanent workers have not been tracked under this point. Hence, only permanent workers have been considered.

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

Benefits	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	523	470	89.87%	542	512	94.46%
Female	18	17	94.44%	19	17	89.47%
Total	541	487	90.02%	561	529	94.30%
<b>Workers*</b>						
Male	1181	1181	100%	1249	1249	100%
Female	6	6	100%	5	5	100%
Total	1187	1187	100%	1254	1254	100%

\*Other than permanent workers have not been tracked under this point. Hence, only permanent workers have been considered.

## 10. Health and safety management system:

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

Yes, all the employees are covered under health and safety management system.

- 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 assess 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, Uniparts has introduced a suggestion box in all its unit locations, enabling every employee and worker to share suggestions and feedback, thereby promoting ongoing enhancements in the company's operations.

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

Yes, our company provides medical and healthcare services catering to employees and workers, encompassing non-work-related health issues.

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

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.38	0.21
Total Recordable work - related injuries	Employees	0	0
	Workers	3	22
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

\*Including in the contract workforce

**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 the following made by employees and workers:**

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	NA	2	1	Illumination work is pending relating to office infrastructure.
Health & Safety	0	0	NA	0	0	-

**14. Assessments for the year:**

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

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

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.

Stakeholder Group	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 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

Stakeholder Group	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 engagement
Investors/ Shareholders	No	As Needed: E-mail advisories, facility visits, in person meetings, investor conferences, conference calls	Quarterly: Financial statements, earnings call, exchange notifications.	<ul style="list-style-type: none"> <li>• Educating the investor community about company's integrated value creation model and business strategy for the long term.</li> <li>• Helping investors voice their concerns regarding company policies, reporting, strategy, etc.</li> <li>• Understanding shareholder expectations</li> </ul>
Suppliers	No	Meetings, events, online portals, website	Weekly, Daily	Social and governance



## PRINCIPLE 5

### BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

#### Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of Employees / Workers Covered (B)	% (B/A)	Total (C)	No. of Employees / Workers Covered (D)	% (D/C)
<b>Employees</b>						
Permanent	541	530	97.97%	561	544	96.97%
Other than Permanent	0	-	-	0	-	-
Total Employees	541	530	97.97%	561	544	96.97%
<b>Workers</b>						
Permanent	1187	1150	96.88%	1259	1234	98.01%
Other than Permanent	1174	1158	98.64%	1474	1326	89.96%
Total Workers	2361	2308	97.76%	2733	2560	93.67%

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	523	-	0%	523	100%	542	-	0%	542	100%
Female	18	-	0%	18	100%	19	3	16%	16	84%
<b>Other Than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	1181	-	0%	1181	100%	1254	-	0%	1254	100%
Female	6	-	0%	6	100%	5	-	0%	5	100%
<b>Other Than Permanent</b>										
Male	1057	399	37.75%	758	71.71%	1368	780	57.02%	588	42.98%
Female	117	49	41.88%	68	58.12%	106	98	92.45%	8	7.55%

### 3. Details of remuneration/salary/wages

#### a. Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BOD)*	7	-	2	-
Key Managerial Personnel	3	1,82,00,000	-	-
Employees other than BOD and KMP	520	6,33,129	18	5,03,292
Workers**	1181	2,95,525	6	2,80,180

\*Note: The Non-Executive Independent Directors are being paid sitting fees as per provisions of the Companies Act, 2013. However, Mr. Gurdeep Soni, Chairman and Managing Director, Mr. Paramjit Singh Soni, Vice-Chairman & Executive Director and Mr. Herbert Coenen, Non-Executive Director has been paid remuneration from wholly owned subsidiaries of the Company.

Further, Ms. Celine George was appointed as an Independent Director with effect from November 09, 2023. Mr. Parmeet Singh Kalra was appointed as an Independent Director with effect from February 08, 2024. Mr. Sharat Krishan Mathur ceased to be Independent Director of the Company due to completion of his tenure on March 31, 2024.

\*\*Note: Other than permanent workers have not been tracked under this point. Hence, permanent workers have been considered.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages.	3.36 %	2.85 %

#### 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 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the 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 Labour/ 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 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

As per our POSH (Prevention of Sexual Harassment) policy, we maintain strict confidentiality of the complainant's name, and it is our moral responsibility not to disclose the identity of the individual.

**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 10 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 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	Nil	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	Nil	Nil
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	92,745.26	1,02,169.47
Total fuel consumption (E) (GJ)	86,090.04	1,15,266.67
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F) (GJ)</b>	<b>1,78,835.30</b>	<b>2,17,436.14</b>
<b>Total energy consumed (A+B+C+D+E+F) (GJ)</b>	<b>1,78,835.30</b>	<b>2,17,436.14</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations) (GJ/INR)	0.00002538	0.00002340
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/INR adjusted for PPP)	0.00051316	0.00047314
<b>Energy intensity in terms of physical output (GJ/MT of sold product)</b>	6.10	5.49
<b>Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/MT of raw material processed)</b>	4.70	4.36

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 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	62,141	39.23
(iii) Third party water	87,979	103.08
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,50,120</b>	<b>142.31</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,15,548</b>	<b>142.31</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption/ Revenue from operations) (KI/INR)	0.000016398	0.000000015



Parameter	FY 2023-24	FY 2022-23
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) (Kl/INR adjusted for PPP)	0.000331559	0.000000310
<b>Water intensity in terms of physical output</b> (Kl/MT of sold product)	3.93976	0.00359
<b>Water intensity (optional)</b> - the relevant metric may be selected by the entity (Kl/MT of raw material processed)	3.03652	0.00285

**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 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
<b>(ii) To Groundwater</b>		
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
<b>(iii) To Seawater</b>		
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
<b>(iv) Sent to third parties</b>		
- No treatment	-	-
- With treatment, please specify level of treatment	-	-
<b>(v) Others</b>		
- No treatment	-	-
- With treatment, please specify level of treatment	34,572	-
<b>Total water discharged in kilolitres</b>	<b>34,572</b>	<b>-</b>

**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 Zero Liquid Discharge (ZLD) 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 2023-24	FY 2022-23
NOx	mg/Nm <sup>3</sup>	31	23
SOx	mg/Nm <sup>3</sup>	22	16
Particulate matter (PM)	mg/Nm <sup>3</sup>	64	69
Persistent organic pollutants (POP)	-	-	-
Volatile organic Compounds (VOC)	-	-	-
Hazardous air Pollutants (HAP)	-	-	-
Others - please specify	-	-	-

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

No

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

Parameter	Please specify units	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MT CO <sub>2</sub> e	6,186.27	7,990.39
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	MT CO <sub>2</sub> e	18,446.00	20,150.09
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO <sub>2</sub> e/INR	0.00000350	0.00000303
Total Scope 1 and Scope 2 emission intensity 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 <sub>2</sub> e/INR adjusted for PPP	0.0000707	0.0000612
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO <sub>2</sub> e/MT of sold product	0.84	0.71
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	MT CO <sub>2</sub> e/MT of raw material processed	0.65	0.56

**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.

Yes. In FY 2023-24 the company installed rooftop solar at its Visakhapatnam facility with 1.0 MWp planned capacity. This is expected to contribute meaningfully in terms of positive environmental as well as financial impact. Company is also in the process of exploring sourcing open access solar energy for its Noida manufacturing facility. In year FY22-23 Company replaced Oil Fired Furnaces with Induction Heaters that are environment friendly and do not produce any flue gases and correspondingly upgraded few of our Diesel Gensets with cleaner fuel - PNG Operated Gensets. We continue to optimise utilisation of natural lights through Day-Light sheets across our Plants.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	90.91	104.56
E-waste (B)	0.28	7.95
Bio-medical waste (C)	0.04	0
Construction and demolition Waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	146.56	64.09
ETP Sludge	54.28	17.22
Paint & Other Sludge	69.83	41.89
Used Oil / Waste Oil / Thinner etc.	15.44	4.98
Empty Barrel & Containers	5.26	0
Bottom Deposits in Electroplating Plant	1.75	0
Non-Hazardous waste. Please specify, if any. (H) (Break-up by composition i.e. by materials relevant to the sector) (H)	0	0
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>237.78</b>	<b>176.6</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations) (MT/INR)	0.000000034	0.000000019

Parameter	FY 2023-24	FY 2022-23
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP) (MT/INR adjusted for PPP)	0.00000068	0.00000038
<b>Waste intensity in terms of physical output</b> (MT of waste generated/MT of sold product)	0.0081	0.0045
<b>Waste intensity (optional)</b> – the relevant metric may be selected by the entity (MT of waste generated/MT of raw material processed)	0.0062	0.0035
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of Waste</b>		
(i) Incineration	69.83	41.89
(ii) Landfilling	54.28	17.22
(iii) Other disposal operations	0	0
<b>Total</b>	<b>124.11</b>	<b>59.11</b>

**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 in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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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, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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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, in the following format:

Yes, the Company is compliant with the applicable environmental laws/ regulations/ guidelines in India.

Sr. 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 Indicators

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

8

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	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 & Commercial Undertakings (CICU)	State
6	Federation of Industrial & Commercial Organisation (FICO)	State
7	Ludhiana Management Association	State
8	Entrepreneurs' Collective Association	National

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

Name of 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
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No SIA projects were undertaken by the entity in the current financial year

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

Sr. 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)
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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 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	52.95%	48.56%
Directly from within India	97.42%	97.88%

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 2023-24	FY 2022-23
Rural	NIL	NIL
Semi-urban	NIL	NIL
Urban	39.74%	38.22%
Metropolitan	60.26%	61.78%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)



## PRINCIPLE 9

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

#### Essential Indicators

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

The company has 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 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber-security	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
Other	0	0	NIL	0	0	NIL

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

	Number	Reasons for Recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

#### 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:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: Nil