

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

- Corporate Identity Number (CIN) of the Listed Entity: L31500MH1938PLC009887
- Name of the Listed Entity: BAJAJ ELECTRICALS LIMITED
- Year of incorporation: 1938
- Registered office address: 45/47, Veer Nariman Road, Mumbai 400001.
- Corporate address: Rustomjee Aspire, 7th Floor, Bhanu Shankar Yagnik Marg, Sion East, Mumbai- 400022.
- E-mail: legal@bajajelectricals.com
- Telephone: 022-6149 7000
- Website: www.bajajelectricals.com
- Financial year for which reporting is being done: April 1, 2022 – March 31, 2023
- Name of the Stock Exchange(s) where shares are listed: (i) BSE Limited; and (ii) National Stock Exchange of India Limited
- Paid-up Capital: ₹ 23,01,51,276/- as on March 31, 2023
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:

Mr. Ajay Nagle
Telephone No.: 022-6149 7000
E-mail id: legal@bajajelectricals.com
- 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): The disclosures are made on a standalone basis.

II. Products/services

- Details of business activities

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Manufacturing and Trading of Consumer Products	The Company deals with the manufacturing and trading of consumer durables products which includes Fans, Domestic Appliances, Kitchen appliances, and Non-Electrical Kitchen Aids.	69%
2.	Manufacturing and Trading of Lighting Products	The Company deals with the manufacturing and trading of lighting products which includes LED products, such as lamps, bulbs, battens and ceiling lights in consumer lighting and poles, highmast, street lighting, area lighting, etc. in professional lighting.	21%

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
3.	Engineering, Procurement and Commissioning of Power Transmission and Power Distribution Infrastructure	Power Transmission and Distribution Business is primarily engaged in providing solutions that include design, engineering, procurement, construction and project management of all aspects of project execution from conceptualizing to commissioning. It also comprises of providing end-to-end EPC solutions or any combination of individual services depending on customer's needs and market opportunity.	10%

15. Products/Services sold by the entity

Sr. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Manufacturing and Trading of Consumer Products	2750	69%
2.	Manufacturing and Trading of Lighting Products	2740	21%
3.	Engineering, Procurement and Commissioning of Power Transmission and Power Distribution Infrastructure	3510	10%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	23	26
International	Nil	4	4

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	29 incl. union territories
International (No. of Countries)	40+

b. What is the contribution of exports as a percentage of the total turnover of the entity?: 1%

consumers, corporates, and small businesses. The appointment of dealers, distributors, institutions is strictly driven as per the standard operating procedures and credit policy followed by the Company.

c. A brief on types of customers

Consumer Products Segment

The Company is engaged in manufacturing and trading of consumer products which include Fans, Domestic Appliances, Kitchen Appliances and Non-Electrical Kitchen Aids. The consumer products segment caters to retailers, distributors, wholesalers, institutions, e-commerce, international markets and government sector who sell the Company's products directly to end-users such as

Lighting Solutions Segment

Lighting solutions segment includes professional lighting and consumer lighting.

Professional lighting includes commercial and industrial customers who require high-quality and energy-efficient indoor and outdoor lighting solutions for their premises. These customers include contractors, project developers, corporate offices, Govt institutions, amongst other. The Company also

provides IoT based experience (smart lights) to B2B customers such as smart city, Urban Local Bodies (ULB), and Government project, amongst others.

Consumer lighting includes LED lighting products such as bulbs, battens and ceiling lights, which cater to consumer household demand. The product portfolio also includes energy efficient and smart connected LEDs, which cater to smart home sentiments of consumers. Further, interior design, architecture, and home décor trends influence the consumer lighting industry.

Engineering, Procurement and Commissioning (EPC)

Under EPC segment, the Company operates in four business verticals – Power Transmission, Power Distribution, Monopoles and International EPC. The consumers of EPC segment are majorly Government institutions (including Urban Local Bodies) and private institutional customers. The credit concentration is more towards government institutions. These projects are normally of long-term duration of two to three years. The Company also has international presence in its EPC segment.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2,152	2,003	93.08	149	6.92
2.	Other than Permanent (E)	2,154	1,834	85.14	320	14.86
3.	Total employees (D + E)	4,306	3,837	89.11	469	10.89
WORKERS						
4.	Permanent (F)	201	201	100.00	-	-
5.	Other than Permanent (G)	2,379	2,194	92.22	185	7.78
6.	Total workers (F + G)	2,580	2,395	92.83	185	7.17

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	3	100.00	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	3	3	100.00	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20.00
Key Management Personnel ("KMPs")	3*	-	-

*MD & CEO, CFO, Company Secretary are designated as KMPs of the Company.

20. Turnover rate for permanent employees and workers:

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.65	28.87	27.73	30.30	39.22	30.89	20.80	22.61	20.92
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	0.00	Nil	0.00

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

21. Names of holding / subsidiary / associate companies / joint ventures:

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures	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.	Nirlep Appliances Private Limited	Subsidiary	100.00	No
2.	Bajel Projects Limited	Subsidiary	100.00	No
3.	Hind Lamps Limited	Associate	19.00	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover: ₹ 5,41,740.91 lakh

(iii) Net worth: ₹ 1,97,516.95 lakh

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	-	-		-	-	
Investors (other than shareholders)	Yes*	-	-		-	-	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes*	-	-		-	-	
Employees and workers	Yes***	5	-		1	-	
Customers	Yes*	5	5		3	2	
Value Chain	Yes*	-	-		-	-	
Partners		-	-		-	-	
Other (please specify)	-	-	-		-	-	

* Any grievances can be addressed to the Company Secretary & Chief Compliance Officer of the Company, whose contact details are made available on the website of the Company at <https://www.bajajelectricals.com/investors-updates/>

**Only such complaints/grievances that qualify under Principles 1 to 9 of the National Guidelines on Responsible Business Conduct have been considered above.

***Any grievances can be addressed to the concerned Committee(s) as per Internal Policies of the Company.

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Environmental Portfolio	Opportunity	Focus on a diversified portfolio of greener products offers new growth opportunities for the Company.	-	Positive
2.	Energy Management	Opportunity	Focus on energy management, energy efficiency improvement and transitioning to renewable energy sources offers cost saving opportunity along reduced GHG emissions.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Product Stewardship	Risk & Opportunity	Consumer awareness about benefits of sustainable products is growing which offers an opportunity to tap the emerging demand while policy and regulatory changes to reduce negative impact of products pose a risk of compliance.	The Company introduced Product Research Centre (PRC), Centre of Excellence, and Design Quality departments within the Company's R&D vertical. The Company's R&D team ensures that it adapts to its changing environment. It has introduced energy efficient products such as LED bulbs and energy efficient consumer products, and is currently focusing on launching the products, which cater to the health and hygiene needs of the consumers.	Positive as well as Negative
4.	Water Management	Risk	Water scarcity may lead to disruption in operations. Further, increased costs and reduced production capacity can negatively impact the Company's financial performance.	The Company's focus is primarily on decreasing the water usage to increase the efficiency of its operations. To mitigate the negative impact, the Company also undertakes water harvesting as a part of CSR initiatives.	Negative
5.	Supply chain Management	Risk	Climate change and other macroeconomic factors might disrupt supply chain which may lead to shortages in raw materials, delayed deliveries, and increased costs. ESG risks (including raw material quality) in supply chain also pose reputational risk to the organisation.	To mitigate these risks, the Company undertakes several measures such as diversifying its supplier base, developing contingency plans for supply chain disruptions, implementing quality control measures, conducting supplier audits to ensure ethical and sustainable practices and focusing on local suppliers.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Waste generation and recycling	Risk	Non-Compliance with regulatory requirements such as EPR obligations may lead to fines, penalties and might damage Company's reputation.	To mitigate these risks, the Company undertakes several measures such as implementing waste reduction and recycling programs, working with suppliers to reduce waste generation, implementing sustainable waste management practices, and complying with waste management regulations such as EPR	Negative
7.	Employee Health and Safety	Risk	Workplace accidents and injuries can lead to employee absenteeism, reduced productivity, and increased healthcare costs.	Employee health and safety is an important focus area for the Company. The Company reinforces the safety culture across the Company through various measures such as implementing safety protocols and training programs, conducting regular safety audits, and complying with relevant health and safety regulations. The Company also introduced an EHS app to track incidents or fatalities at the workplace in real time.	Negative
8.	Quality and Service Delivery	Opportunity	Good product and service quality enhances brand image and customer satisfaction.	-	Positive
9.	Fair business practices	Opportunity	Fair business practices create stakeholder trust and respect resulting in protecting the Company's social licence to operate.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Corporate Governance, Transparency and Disclosures	Risk & Opportunity	Good corporate governance results in enhanced stakeholder trust and brand reputation. Poor corporate governance practices may lead to financial mismanagement, fraud, or other financial risks.	The Company undertakes several measures such as implementing robust corporate governance practices, ensuring transparency in business practices and financial reporting, conducting regular internal audits, and complying with all relevant corporate governance regulations.	Positive as well as Negative
11.	Regulatory compliance and Integrity	Opportunity	Compliance with relevant national/local laws and regulations applicable will increase stakeholder confidence and negate any potential fines or litigations.	The Company conducts regular internal audits and provides trainings to employees and top management on ethical business practices.	Positive
12.	Business Ethics and Anti-corruption	Risk	Unfair business practices, such as bribery or corruption, may lead to reputational damage and reduced stakeholder trust.	The Company has a defined Code of Conduct which covers issues related to ethics, bribery and corruption. It also covers all dealings with suppliers, customers and other business partners and other stakeholders. The Company also has a Whistle Blower Policy ('WB Policy') which enables its directors and employees to report their concerns about unethical behaviour.	Negative
13.	Resilient Business Model and Long-term Profitability	Opportunity	Resilient business model and focus on long-term profitability ensures sustainable value creation for all stakeholders.	-	Positive
14.	Environmental Risk Management	Risk	Emerging climate related risks if not analysed and addressed might pose risk to physical assets and business performance.	The Company is working on developing environment strategies, and integrating ESG into their business model.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	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	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available.	https://www.bajajelectricals.com/miscellaneous/									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are compliant with respective principles of National Guidelines on responsible Business conduct.									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please review the relevant sections of the Integrated Annual Report for detailed information about the management approach and commitments, categorized by capital. The Company systematically monitor important parameters and document them for the purpose of learning and development, aiming to continuously improve its policies.									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.										
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)	Refer message by the Managing Director & Chief Executive Officer									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Board of Directors									
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Anuj Poddar, Managing Director & Chief Executive Officer, DIN: 01908009.									

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee										Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The management periodically reports its ESG performance to the core management committee and holds discussions to review and take necessary follow-up actions.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The Directors receive a compliance report every six months, covering all statutory requirements. To ensure complete compliance, a dedicated compliance management tool is utilized for tracking and enforcing adherence to compliance requirements.									

	P1	P2	P3	P3	P4	P5	P6	P7	P8	P9
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.	No	No	No	No	No	No	No	No	No	No

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	All 9 Principles.	75.00
Key Managerial Personnel	6	Principles 1, 3 and 5.	83.33
Employees other than BoD and KMPs	71	Principles 1, 3 and 5.	87.87
Workers	Nil	Nil	Nil

- 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):

No material fines were paid in FY 2022-23.

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Monetary					
Penalty/ Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Non-Monetary					
Imprisonment	NA	NA	NA	NA	NA
Punishment	NA	NA	NA	NA	NA

- 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 the regulatory/ enforcement agencies/ judicial institutions
NA	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.

The Company has an Anti-Bribery and Anti-Corruption Policy to ensure that proper procedures are in place to prevent any violations of the law and to clearly outline the responsibilities of the Company's personnel and business partners in preventing bribery and corruption. This policy drives the Company's Anti-Bribery Management System ("ABMS"), with the primary objective of mitigating bribery-related risks by implementing robust processes and controls, training and awareness activities that ensure:

- Compliance with applicable anti-bribery laws;
- Creating awareness about the Company's emphasis on ethical business practices and its zero-tolerance approach towards conduct that is in breach of this Policy; and
- Effective Implementation of ABMS by incident reporting, investigation, and compliance.

Please find the Anti-Bribery and Anti-Corruption Policy <https://www.bajajelectricals.com/media/7623/anti-bribery-anti-corruption-policy.pdf>

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

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

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not applicable as there were no such cases of corruption and conflict of interest.

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	96.14	98.11	Investment in new moulds and products.
Capex	5.53	8.52	Investment towards solar power generation at factories.

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

Yes, the Company endeavours to focus on protection of environment, stakeholders' interest and cost effectiveness while procuring any raw material or goods. The Company recognises the importance of integrating sustainability into its supply chain in its commitment to a sustainable business. Towards this end the Company takes various measures.

Vendor Onboarding: The Company has a dedicated 'Manual for Purchasing' that allows it to lay down purchase procedures that include evaluation of new vendor, performance monitoring of existing vendors, review and placement of purchase order, and monitoring of supplies. While on-boarding a vendor, the Company undertakes vendor assessment to screen them on the parameters such as commercial capability, technical capability, legal compliance, electrical safety, fire safety, hazardous material storage and process management, which is jointly conducted by Supply Chain Management (SCM) and Quality Assessment teams.

Vendor Re-evaluation: Some of the existing suppliers are audited twice a year with a gap of 6 months. They are evaluated on the parameters such as safety, legal compliance, organisation polices, work environment, and the quality of the products. Root cause analysis (RCA) is conducted in case of quality issues and corrective action is planned where necessary. The Company also conducts Paryavaran & Safety audit at Tier 2 Suppliers where the assessment of critical components is carried out. These audits also include the compliance related to Infrastructure, Pollution, Safety.

Local sourcing

The Company is committed to sourcing locally without compromising on quality. The Company plans for procuring finished goods and services from the local vendors which help to create job opportunities in the semi-urban areas. Further, to support the local vendors, the Company carries out governance meetings with strategic suppliers, workshops and trainings to create awareness about quality, product development and delivery.

Mulya

The Company developed a digital platform/portal "Mulya" which is accessible to all the supply partners. This portal has enabled vendors to contribute to 'VAVE' ideas/initiatives which focus on reducing the cost or adding value without compromising on the quality.

Hello Local

The Company has also undertaken 'Hello Local' initiative to accelerate the localisation of imported Products & components required for manufacturing. The initiative will help the Company de-risking dependency on imports and promote "Make-in-India" products.

Additionally, in its journey towards sustainability, the Company is striving to sensitise its suppliers on the critical aspects of ESG and encouraging them to adopt sustainable practices. Vendors in the semi-urban regions are supported technically and financially by helping them with capacity building programs. The Company regularly interacts with all its suppliers to learn about their concerns and expectations and to take immediate action to address their needs.

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

~83% of the inputs for the "Manufacturing and Trading of Consumer Products" are sourced sustainably.

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

(a) Plastics (including packaging)	The Company is currently collaborating with a third-party organization who collects and recycles waste on behalf of the Company. We have successfully completed annual PWM target given by Central Pollution Control Board (CPCB). The Company is also exploring its own collection channels. For consumer awareness, the Company will be launching a digital campaign and also give out all the information in the product manual, explaining the benefits for consumer in giving us the product back at the end of life. Plastic waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.
(b) E-waste	The Company has been granted EPR authorisation under E-Waste (Management) Rules, 2016, by CPCB. The Company has partnered with a third-party waste management organisation for collection and disposal of e-waste. E-waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.
(c) Hazardous waste	NA
(d) Other waste	NA

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

Yes, EPR is applicable to the Company.

The Company is responsible for collection and safe disposal of end-of-life selected electrical equipment such as compact fluorescent lamps (CFLs) and fluorescent tube light lamps (FTLs). The Company has been granted EPR authorization under E-Waste (Management) Rules, 2016 by Central Pollution Control Board for Electricals and Electronic Equipment with a collection target of 1331.211 MT for FY 2022-23.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2,003	2,003	100	2,003	100	Nil	Nil	2,003	100	Nil	Nil
Female	149	149	100	149	100	149	100	NA	-	Nil	Nil
Total	2,152	2,152	100	2,152	100	149	100	2,003	100	Nil	Nil
Other than Permanent employees*											
Male	1,834	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	320	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	2,154	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

*The Company does not cover insurance for other than permanent employees. This is directly handled by the agencies.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	201	201	100	201	100	Nil	Nil	83	41.29	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	201	201	100	201	100	Nil	Nil	83	41.29	Nil	Nil
Other than Permanent workers											
Male	2,194	2,194	100	2,194	100	Nil	Nil	Nil	Nil	Nil	Nil
Female	185	185	100	185	100	185	100	Nil	Nil	Nil	Nil
Total	2,379	2,379	100	2,379	100	185	100	Nil	Nil	Nil	Nil

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	NA	100	Yes	NA	100	Yes
Others – please specify						
Superannuation	4.6	0	Yes	5.15	0	Yes
NPS	8.96	0	Yes	8.64	0	Yes

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

Yes, most of the premises/offices of the Company are accessible to differently abled employees and workers. The Company in its endeavour to promote an inclusive workplace provides facilities such as ramps to make its offices accessible to differently abled employees and workers. The Company's offices in Mumbai (Sion), New Delhi, and Mohali are accessible to employees with disabilities.

The management is developing a plan to ensure that all of Company's facilities are accessible to differently abled employees and workers.

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

Yes, the Company has an equal opportunity employer policy which reflects the Company's commitment to ensure equality, create an inclusive workplace & work culture and promote diversity in the workplace in which all individuals are treated with respect and dignity. The Company is an equal opportunity employer providing opportunities without any discrimination on the grounds of age, colour, disability, marital status, nationality, region, race, caste, religion, place of birth, sex, sexual orientation and any sort of family history. Individuals are encouraged to report any complaints/ violations of the policy by writing to HR Compliance team. The policy can be accessed at: <https://www.bajajelectricals.com/media/7626/policy-on-human-rights.pdf>

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	100.00	64.00	NA	NA
Female	67.00	78.00	NA	NA
Total	96.00	67.00	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	<p>Yes, the Company has dedicated grievance mechanisms in place.</p> <ul style="list-style-type: none"> For employees the Company has an internal policy and grievance mechanism. For workers, safety committee meetings are conducted at factory level to redress their grievances. For women employees and workers, the Company has an ICC (Internal Complaints Committee) formed under POSH and a common Grievance redressal committee for any other grievances. Company's vigil mechanism helps to report genuine concerns or grievances about any poor or unacceptable practice and any event of misconduct.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	2,152	4	0.19	2,108	6	0.28
- Male	2,003	3	0.15	1,967	5	0.25
- Female	149	1	0.67	141	1	0.71
Total Permanent workers	201	201	100	201	201	100
- Male	201	201	100	201	201	100
- Female	Nil	Nil	Nil	Nil	Nil	Nil

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	2,003	1,432	71.50	1,325	66.15	1,967	0	0.00	773	39.30
Female	149	12	8.05	139	93.29	141	0	0.00	102	72.34
Total	2,152	1,444	67.10	1,464	68.03	2,108	0	0.00	875	41.50
Workers										
Male	201	0	0.00	118	58.70	201	201	100.00	118	58.70
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Total	201	0	0.00	118	58.70	201	201	0.00	118	58.70

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2,003	1,913	95.51	1,967	1,891	96.13
Female	149	145	97.32	141	132	93.62
Total	2,152	2,058	95.63	2,108	2,023	95.96
Workers						
Male	201	0	0.00	201	0	0.00
Female	0	0	0.00	0	0	0.00
Total	201	0	0.00	201	0	0.00

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, the Company has a comprehensive health and safety management system. The health and safety management system covers all manufacturing plants and offices. The EPC business and two manufacturing facilities are certified for ISO 45001:2018. The Company aims to certify all the facilities for ISO 45001:2018 in near future.

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

At Bajaj Electricals, Hazard Identification Process and Risk assessment is carried out for all the routine and non-routine activities.

Hazard Identification Process: The Company has implemented the Hazard Identification Risk Assessment (HIRA) technique, which is intended to determine the risk associated with certain critical equipment. The following things are considered while identifying hazards:

- Activities and areas where incidents have occurred in the past (leads to a better understanding of activities and areas, which are prone to health and safety incidents).
- Consultation with employees for better understanding of the safety issues.
- Review of material safety data sheets and information about plant machinery and equipment to identify listed hazards and safety precautions.

Hazard Identification and Risk Assessment: At Bajaj Electricals, "Probability-Consequence" Risk matrix is used for risk assessment. Once

a hazard is identified the next step is to determine severity of it in consultation with the personnel who are exposed to the hazard and who are likely to be harmed because of it. If the risk associated with a particular hazard is considered high, immediate action is taken to control it by taking an interim short-term measure, followed by research required to fully assess the risk and decide on solutions. The results of evaluation of risks assessment help determine the risk controls to be established.

Implementing Risk controls: All hazards that have been assessed are dealt with in order of priority in one or more of the following ways:

- **Elimination of hazard:** Removing it from the workplace.
- **Substitution of hazard:** Substituting a substance, method, or material to reduce the risk or the hazard.
- **Isolation or enclosure of the hazard:** Separation of hazard from workplace e.g., Chemical storeroom access only to authorized personnel; faulty equipment is identified and isolated to prevent accidental usage.
- **Engineering solutions:** Modifying existing machinery or install different machine.
- **Administrative procedures:** Developing processes to reduce the conditions of risk. E.g., work instructions for safe operation, job rotation to reduce working hours on strenuous tasks, tasks requiring high focus, repetitive tasks.
- **Use of PPE and training on its use:** This is the last resort of dealing with a hazard when it cannot be removed or reduced by any other means.

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

Yes, the Company has set up various means by which workers can report about the work-related hazards.

- **EHS Portal:** The Company established an EHS portal to report on near miss and deviations. The EHS portal was developed to receive support in KPI after reporting deviation near miss by the execution team.
- **One EHS App:** The Company has One EHS app for safety observations and to achieve real time tracking of any incidents taking place at the workplace.
- **EHS Daily tracker initiative:** For the safety of the workers at the manufacturing unit, the Company started daily basis tracking of the EHS data, to report all the incidences and keep a record of all the documentation related to EHS. The daily tracking system was implemented at the sites for EHS documentation. This system notifies the entire site team about their daily performance. Additionally, monthly combined data is sent to the associated committee members in the form of graphical presentation.
- **Others:** The Company has suggestion boxes, dedicated safety officer, safety committee meetings to discuss work hazards.

Further, workers are made aware of the ability to remove themselves from work situation that they consider present an imminent and serious danger to their life or health, as well as the arrangements for protecting them from undue consequences of doing so.

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

Yes, all workers are covered under the non-occupational medical and health care services. The Company's employees/workers are part of group Medclaim policy and workers are covered under ESI.

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

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0		0.34	
	Workers	0		0	
Total recordable work-related injuries	Employees	0		2	
	Workers	0		0	
No. of fatalities	Employees	0		0	
	Workers	0		0	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0		2	
	Workers	0		0	

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

The Company has implemented a robust occupational health and safety management system across all the units. The Company has implemented the Hazard Identification Risk Assessment (HIRA) technique. The Company also has EHS portal for employees to report safety incidents. A dedicated EHS officer is present at all sites to report and monitor safe work practices. Further, the plant head chairs the safety committee which includes members from across the functions. Regular trainings are imparted to workers on the importance of safety and other topics like firefighting, importance of PPE, first aid, etc. Adequate PPEs are provided to workers, a work permit system has been implemented across the organization which ensures no unauthorized or unsupervised work takes place.

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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

Note: The above assessments were carried out by the Company and 3rd party auditors.

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 significant risks/concerns from the assessments undertaken for health & safety practices and working conditions.

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

Essential Indicators

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

The Company takes a people-centric and stakeholder-inclusive approach to value creation. At Bajaj Electricals, stakeholder engagement is an important aspect of the Company's overall decision-making process. The Company identifies its key stakeholders by prioritizing the list of stakeholder groups based on their ability to influence and get influenced by the Company's performance and operations. Identified stakeholders include board and leadership, investors, customers, vendors, employees, and communities. The Company engages through tailored engagement strategies with each stakeholder groups. These stakeholder engagement and feedback mechanism help the Company in identifying and addressing stakeholder concerns.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Annual general meetings, Investor and analyst meet and conferences, Quarterly earnings call and presentation, Integrated reports, and press releases.	Quarterly or as and when required	<ul style="list-style-type: none"> Economic performance Business model resilience and profitability Ethics and compliance Financial growth and business Scalability ESG interventions
Employees	No	Emails, meetings, communication through digital platform, International townhall, Trainings and L&D activities, Rewards and recognition, Employee survey, amongst other.	Ongoing and need based	<ul style="list-style-type: none"> Career enhancement and growth opportunities Employee benefits Occupational health and safety Rewards and recognitions Learning and development interventions
Distributors /Vendors/ Dealers	No	Contract Management & Supplier governance meeting, Vendor meets, Training programmes, Quality enhancement programmes, Safety trainings, Feedback and surveys, amongst other.	Ongoing and need based	<ul style="list-style-type: none"> Product quality Product Development ESG aspects including health, safety and human rights Supply chain sustainability Increase reach and provide opportunities to collaborate in CSR activities Cost Delivery

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer feedback and surveys, Brand Campaigns (ATL & BTL), Social media engagements, Loyalty programmes, amongst other.	Real time Need-based	<ul style="list-style-type: none"> Innovation Product and solution offerings Product, quality, safety Accessibility Sustainable products
Local communities	Yes	CSR Interventions, Email, physical meetings, IEC materials such as posters, audio visual ads community meetings and visits.	Ongoing Need based	<ul style="list-style-type: none"> Community upliftment and development Health and well-being Financial assistance and support

PRINCIPLE 5 - Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	2,152	1,819	87.87	2,108	1,631	77.37
Other than permanent	2,154	0	0.00	1,713	0	0.00
Total Employees	4,306	1,819	43.92	3,821	1,631	42.68
Workers						
Permanent	201	0	0.00	201	0	0.00
Other than permanent	2,379	602	25.30	1,685	0	0.00
Total Workers	2,580	602	23.33	1,886	0	0.00

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	2,152	0	0.00	2,152	100.00	2,108	0	0.00	2,108	100.00
Male	2,003	0	0.00	2,003	100.00	1,967	0	0.00	1,967	100.00
Female	149	0	0.00	149	100.00	141	0	0.00	141	100.00
Other than Permanent	2,154	818	37.98	1,336	62.02	1,713	688	40.16	1,025	59.84
Male	1,834	697	38.00	1,137	62.00	1,456	587	40.31	869	59.68
Female	320	121	37.81	199	62.19	257	101	39.30	156	60.70
Workers										
Permanent	201	0	0.00	201	100.00	201	0	0.00	201	100.00
Male	201	0	0.00	201	100.00	201	0	0.00	201	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	2,379	2,348	98.70	31	1.30	1,685	1,685	100.00	0	0.00
Male	2,194	2,163	98.59	31	1.41	1,541	1,541	100.00	0	0.00
Female	185	185	100.00	0	0.00	144	144	100.00	0	0.00

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	8	17,25,000	2	20,25,000
Key Managerial Personnel	3*	1,85,90,099	0	0
Employees other than BoD and KMP	2,000	12,00,000	149	11,92,860
Workers	201	3,74,124	0	0

*MD & CEO, CFO, Company Secretary are designated as KMPs of the Company.

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, 'Compliance Committee' constituted under the Company's Code of Conduct for Employees ("COC Committee") is responsible for addressing any Human Rights complaints raised by stakeholders.

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

Employees and value chain partners are encouraged to report any genuine human rights related concern through a formal complaint at complainacemanager@bajajelectricals.com. The 'Compliance Committee' constituted under the Company's Code of Conduct for Employees ("COC Committee") reviews the case and recommend action to the Managing Director & Chief Executive Officer (MD & CEO). Further, any grievance against any member of the COC Committee is addressed to the MD & CEO.

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company has implemented mechanisms to prevent adverse consequences to complainants in discrimination and harassment cases. The Company's Human Rights Policy ensures a work environment free from discrimination and harassment. The policy is disclosed on Company's website for the information and reference of all relevant stakeholders.

To address potential violations, individuals are encouraged to report concerns to the 'Compliance Committee', constituted under

the Company's Code of Conduct for Employees ("COC Committee"), through a formal complaint at complainacemanager@bajajelectricals.com.

Grievances against the COC Committee members should be addressed to the MD & CEO. The Company prioritize confidentiality and safeguard the privacy of complainants throughout the process.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

9. Assessments for the year:

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

Note: The above assessments were carried out by the Company and 3rd party auditors.

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

There were no significant risks/concerns from the above assessments.

PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	20,756.60	16,576.02
Total fuel consumption (B)	53,626.50	12,017.34
Energy consumption through other sources (C)	2,537.40	2,211.31
Total energy consumption (A+B+C)	76,920.50	30,803.65
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00000142	0.00000065

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, the Company does not fall under PAT scheme of Government of India.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	8,357.00	7,143.00
(iii) Third party water	43,416.00	44,296.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	51,773.00	51,439.00
Total volume of water consumption (in kilolitres)	51,773.00	51,439.00
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000096	0.00000108

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

Yes, the Company has achieved Zero Liquid Discharge (ZLD) status at Ranjangaon and Chakan plant. Domestic wastewater at both the units is treated and reused for gardening purposes following applicable norms. The quality of effluent discharge where applicable is ensured as per regulatory requirements.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	mg/nm3	14.71	12.35
SOx	mg/nm3	13.21	18.61
Particulate matter (PM)	mg/nm3	42.92	31.96
Persistent organic pollutants (POP)	NA	-	-
Volatile organic compounds (VOC)	NA	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others – please specify	NA	-	-

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:

Yes, independent assessment was carried out in FY 22-23 through various external agencies. At Chakan, the assessment was done by Rajas Laboratories. At Nasik, third party assessment was done by Ashwamedh Engineers & consultants and at Ranjangaon assessment was conducted by external laboratory testing. Further, ISO 14001 Standard Audit was conducted by TUV. As for corporate offices, the assessment was done by Green Envirosafe.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	†CO2e	3,485.76	779.68
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	†CO2e	4,122.57	3,528.36
Total Scope 1 and Scope 2 emissions per rupee of turnover	†CO2e	0.00000014	0.00000009

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

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

Yes, the Company is taking conscious efforts to reduce its GHG emissions. The Company is transitioning to alternate and renewable source of energy. The Company installed solar panels at manufacturing units to increase its energy efficiency and reduce its environmental footprint.

- At Ranjangaon Unit, 297 KWP rooftop solar panels are installed.
- At Chakan, 605 KWP rooftop solar panels are installed.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	18.55	3.59
E-waste (B)	53.45	17.61
Bio-medical waste (C)	0.01	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	956.69	1,052.90
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,316.09	6,124.20
Total (A+B + C + D + E + F + G + H)	5,344.78	7,198.30
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled		
- Plastic	15.17	0.00
- E-waste	52.66	17.07
- Hazardous Waste	918.17	1,052.90
- Non-hazardous waste	3,837.01	5,411.70
(ii) Re-used	0.64	0.46
(iii) Other recovery operations	0.14	0.09
Total	4,823.79	6,482.21
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
- Bio- medical Waste	0.01	0.00
- Hazardous Waste	31.16	47.30
- Non-hazardous waste	0.00	0.00
(ii) Landfilling		
- Hazardous Waste	3.56	0.00
(iii) Other disposal operations		
- Plastic	3.38	3.59
- Hazardous Waste	3.78	0.00
- Non-hazardous waste	479.08	712.5
Total	520.97	763.39

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.

9. a. Briefly describe the waste management practices adopted in your establishments.

The Company's waste management strategy follows industry best practices to responsibly manage waste generated. The approach to manage different type of waste is mentioned below:

Hazardous Waste: The hazardous waste generated during operations are scraps in the steel fabrication process, spent acid in the acid pickling process, industrial sludge, Zinc ash and dross during galvanisation. This waste is disposed as per the waste handling/disposal regulations given by Central Pollution Control Board and respective State Pollution Control Board.

Non-hazardous waste: In line with the 3R approach followed by Bajaj Electricals, an initiative was undertaken to reduce the usage of thermocol at the suppliers and vendors. Bajaj Paryavaran Mitra, a non-profit organization founded by the Company in 2004 aimed at safeguarding nature and the environment. One of the organization's initiatives was to decrease the usage of non-biodegradable materials (specifically, thermocol) by substituting it with pulp for packaging purposes. This initiative was advantageous for our organization, as it allowed us to reduce the dependence on non-biodegradable thermocol and achieve zero wastage by returning all scraps to the pulp slurry.

E-waste: The Company has taken on the responsibility of Extended Producer Responsibility (EPR) as per the E-waste rules, which involves collecting and disposing of selected electrical equipment like CFLs and FTL once they reach the end of their useful life. The Central Pollution Control Board (CPCB) has granted the EPR authorization to the Company for managing electrical and electronic equipment in compliance with the 2016 e-waste management rule. The waste generated by the Company is handled according to the regulations set forth by the CPCB and/or the State Pollution Control Board (SPCB). Moreover, the Company follows the Hazardous Substances Restriction (RoHS) stipulated by the Indian E-Waste Management Rules 2016. The waste management procedures

are prepared for Nasik and Chakan units and the waste is disposed through authorized agency as per regulatory requirements.

Construction Waste: An appropriate waste management method for construction waste has been adopted which requires the proper segregation of construction and demolition debris (CDD), clean fill material, and other construction waste.

b. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The R&D team is working closely with all our suppliers and vendors to ensure that our products are compliant with the ROHS standards. We will soon be undergoing ROHS v2 certification for all our products.

At the Nasik unit, we have implemented a management program to reduce fumes generation in the soldering process. This has been achieved by eliminating the entire process and providing a fumes extractor in the welding section to minimize the effect of hazardous gases.

At Chakan unit, we have introduced new technology in the paint shop to reuse recovery powder. Additionally, we have established a separate hazardous waste room in a secure environment to manage the waste generated.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
			Not applicable

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

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

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

No material fines were paid in FY 2022-23.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations: Sixteen (16)
- 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.	IMC Chamber of Commerce and Industry	National
2.	Bombay Chamber of Commerce	State
3.	Confederation of Indian Industry	National
4.	Indian Electrical and Electronics Manufacturers Association	National
5.	Council For Fair Business Practices	National
6.	The Indian Society of Advertisers	National
7.	Deccan Chamber of Commerce	National
8.	Indian Fan Manufacturers Association	National
9.	Consumer Electronics and Appliances Manufacturers Association	National
10.	Ranjangaon Industries Association	State

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
There was no such project which was mandated for social impact assessment based on applicable laws.					

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 ₹)
Not applicable.						

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

At Bajaj Electricals, we have established effective mechanisms to receive and redress grievances from the community, aligning with our policy of engaging with stakeholders in a consistent and systematic manner. The policy is disclosed on our website for the information and reference of all relevant stakeholders. Our approach is rooted in identifying and understanding the concerns of all stakeholders, including those who are disadvantaged, vulnerable, and marginalized. We prioritize their concerns and strive to address them in an equitable and transparent manner.

To ensure a smooth process for handling grievances, we have designated the Company Secretary & Chief Compliance Officer as the point of contact. Any grievances pertaining to our policy can be addressed to him directly. The contact details of the Company Secretary & Chief Compliance Officer are readily available on our Company website, making it convenient for stakeholders to reach out.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/small producers	40.64	40.86
Sourced directly from within the district and neighbouring districts	26.13	28.75

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 follows a robust mechanism to track consumer complaints and focus has been to make it easy for consumer voices to be heard and accordingly, a well-established escalation matrix has been developed on the Company's website. In case of a consumer complaint, each escalation is addressed promptly and followed up for resolution. Any negative response coming during consumer survey is also addressed by calling the consumer and understanding where the Company failed to meet expectations. The Company takes measures to address consumer feedback.

Particulars	Objective
Consumer Meets	To gauge consumers' satisfaction level regarding products and services.
Consumer satisfaction feedback	To analyse consumer feedback and take suitable measures for upgrading products and services. A system of collecting feedback through feedback cards, e-mails, telephonic surveys, etc.
Consumer Care Cell	24x7 toll-free number for receiving and redressing consumer complaints.

Particulars	Objective
'Bajaj Paddy' – Virtual assistant on the website of the Company	To stimulate conversations with consumers and to help them report a problem with an appliance, request a demo or schedule an appointment with a technician for installation and generate consumer complaint instantly in real time.
Product check-up and consumer meets	To address consumers' concerns and complaints.

For consumer products, the Company receives request calls for tech support and other queries including product installation, product demo, repairs/warranty claims, etc. All such request calls are attended to with utmost seriousness and the entire organisation focusses on reducing hassle to consumers. Out of close to 30 lakh consumer request calls received during the year, ~more than 99% were resolved at the end of the year. The Company resolves such requests of consumers in the following manner:

A. Tech Support

Bajaj Electricals has adopted various support methods for consumers to reach out to the Company such as Voice Call through Call centres, Web Form and Online Chat Bots at Bajaj Electricals and Morphy Richards India

website and e-mail support. The Company has deployed the web-based CRM for capturing the consumer calls online. The consumer calls are registered online on real time basis and almost 95%+ calls are resolved within two days of call registration. A confirmatory message is sent to each consumer with call registration ID instantly on registering the call.

B. Consumer Satisfaction and Feedback

The Company reaches out to consumers to gauge and track consumer satisfaction level. The consumer satisfaction is measured through a digital process. The Company has managed to maintain delighted and satisfied response rate above 99% in all the months. Further, the Company constantly monitors social media, and any online client concerns and take immediate action to address the concerns.

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	-
Safe and responsible usage	88.24
Recycling and/or safe disposal	26.31

Note: The above information is provided for "Manufacturing and Trading of Consumer Products" segment of the Company.

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

Category	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	5	5	Refer Note	3	2	Refer Note
Other	-	-		-	-	

Note: These are pending consumer litigations related to its products/services, alleging Unfair Trade Practices (UTP). These cases are being filed by consumers in/before consumer courts/forums/regulatory authorities, but no orders alleging UTP have been issued against the company so far.

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. the Company has a cyber security policy where VAPT and Security Tests are run according to the Company's security policies. The policy is hosted on Company's intranet.

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.