

User Prompt

What is the % of women in board and KMP roles at Religare Enterprises? How does this compare with the other peers?

Agents Conversation History

Sub-question 1: subquestion = What is the percentage of women in board roles at Religare Enterprises based on their BRSR or sustainability report?

worker_agent: answer =Based on the provided information, the percentage of women in board roles at Religare Enterprises, as indicated in their BRSR report, is as follows:

- **Board of Directors:**
- Total members: 6
- Female members: 1
- **Percentage of women: 16.67%**

This data represents the gender diversity within the Board of Directors of Religare Enterprises for the financial year 2023-2024.

Sub-question 2: subquestion = What is the percentage of women in board roles at L&T; Finance Holdings based on their BRSR or sustainability report?

worker_agent: answer =Based on the information provided, the percentage of women in board roles at L&T; Finance Holdings (now L&T; Finance Limited) is as follows:

- **Board of Directors:**
- Total Members: 6
- Number of Women: 1
- **Percentage Representation: 16.67%**

This information is reported in the Business Responsibility and Sustainability Report (BRSR) for the financial year 2023-24.

Sub-question 3: subquestion = What is the percentage of women in board roles at Mahindra Finance based on their BRSR or sustainability report?

worker_agent: answer =Based on the provided information, the percentage of women in board roles at Mahindra Finance can be summarized as follows:

- **Board of Directors Composition:** Out of a total of 6 members on the Board of Directors, 1 is a female member.
- **Percentage Representation:** This equates to **16.67%** of the Board of Directors being women.

This data is derived directly from the Business Responsibility and Sustainability Report (BRSR) section under "Participation/Inclusion/Representation of women."

Sub-question 4: subquestion = What is the percentage of women in board roles at Edelweiss Financial Services based on their BRSR or sustainability report?

worker_agent: answer =Based on Edelweiss Financial Services' Business Responsibility and Sustainability Report (BRSR) for FY 2023-24:

- **Board of Directors (Including Independent Directors):**

- Total Members: 6
- Women Members: 2
- **Percentage of Women in Board Roles: 33.33%**

This data highlights Edelweiss Financial Services' efforts in promoting gender diversity at the board level, including the appointment of two non-executive independent women directors, one of whom serves as the Chairperson of the Board.

Sub-question 5: subquestion = What is the percentage of women in KMP (Key Managerial Personnel) roles at Religare Enterprises based on their BRSR or sustainability report?

worker_agent: answer =Based on the provided information from Religare Enterprises' BRSR report:

- **Percentage of Women in Key Managerial Personnel (KMP) Roles:** The report states that there are **3 KMPs** in total, out of which **1 is female**. This equates to a representation of **33.33% women in KMP roles**.

This calculation is explicitly mentioned in the report.

Sub-question 6: subquestion = What is the percentage of women in board roles at Bajaj Finserv based on their BRSR or sustainability report?

worker_agent: answer =Based on the provided BRSR data for Bajaj Finserv, the percentage of women in board roles is as follows:

- **Board of Directors:**
- Total number of board members: **6**
- Number of female board members: **1**
- **Percentage of women in board roles: 16.67%**

This information is derived from the relevant BRSR disclosures under the section detailing participation/inclusion/representation of women.

Sub-question 7: subquestion = What is the percentage of women in KMP (Key Managerial Personnel) roles at L&T; Finance Holdings based on their BRSR or sustainability report?

worker_agent: answer =Based on the provided data, the percentage of women in Key Managerial Personnel (KMP) roles at L&T; Finance Holdings is detailed below:

- **Total Key Managerial Personnel (KMP): 3**
- **Number of Women in KMP roles: 1**
- **Percentage of Women in KMP roles: 33.33%**

This information is derived from the Business Responsibility and Sustainability Report (BRSR) data for the company.

Sub-question 8: subquestion = What is the percentage of women in KMP (Key Managerial Personnel) roles at Bajaj Finserv based on their BRSR or sustainability report?

worker_agent: answer =Based on the provided data from Bajaj Finserv's BRSR and sustainability report, the percentage of women in Key Managerial Personnel (KMP) roles is:

- **Total KMPs:** 3
- **Number of women in KMP roles:** 1
- **Percentage of women in KMP roles:** 33.33%

This percentage aligns with the definition of KMP as per Section 203 of the Companies Act, 2013, which includes roles such as Whole-time Directors, Chief Financial Officers, and Company Secretaries.

Sub-question 9: subquestion = What is the percentage of women in KMP (Key Managerial Personnel) roles at Mahindra Finance based on their BRSR or sustainability report?

worker_agent: answer =Based on the information provided, here is the percentage of women in Key Managerial Personnel (KMP) roles at Mahindra Finance:

- **Key Managerial Personnel (KMP):**
- Total Number of KMPs: 2
- Number of Female KMPs: 1
- **Percentage of Women in KMP Roles:** 50.00%

This data is derived from the BRSR report where KMP includes Chief Financial Officer (CFO) and Company Secretary (CS), but excludes the CEO as they are considered part of the Board of Directors (BoD).

Sub-question 10: subquestion = What is the percentage of women in KMP (Key Managerial Personnel) roles at Edelweiss Financial Services based on their BRSR or sustainability report?

worker_agent: answer =Based on the information provided in Edelweiss Financial Services' Business Responsibility & Sustainability Report (BRSR), here is the percentage of women in Key Managerial Personnel (KMP) roles:

- **Total number of KMPs:** 3
- **Number of females among KMPs:** 1
- **Percentage of females in KMP roles:** 33.33%

This data reflects the company's efforts toward gender representation at the managerial level. The definition of KMPs aligns with Section 203 of the Companies Act, 2013.

All Context Chunks

Sub-question 1 Chunks

Chunk 1

subsidiaries (Refer table V-23. (a) for list of wholly-owned subsidiaries)

15.Type of assurance obtained.

Reasonable assurance on BRSR Core parameters and Limited assurance on other parameters.

Refer to the Independent Practitionersâ€™ Reasonable and Limited Assurance Report for the list

of identified sustainability indicators covered under the assurance.

b. What is the contribution of exports as a percentage of the total turnover of the entity?
Exports contribute to 2.9% of our total turnover. We aim to expand global presence of our brands, such as Vaseline, Dove, Pears, Bru, Red Label, Lakme, Horlicks, and Boost, and to effectively provide cross-border sourcing of FMCG products to other Unilever companies across the world.

IV-20. Details as of the end of the financial year:

a. Employees and workers (including differently abled):

We are committed to drive equity, diversity, and inclusion across our workforce. As of March 2024, we have achieved 42% gender diversity across our managerial base. Through several programmes, such as “Samavesh”™ and “Ahilya”™, we strive to enhance women’s representation in our factories and salesforce. We have over 1,300 women as shopfloor employees across our manufacturing locations and have onboarded over 1,400 women in sales. We are committed to include persons with disabilities (PwDs) in our employment ecosystem and workforce. Our experiential learning programme “Saksham”™ helps in hiring Persons with Disabilities. We allow voluntary self-disclosure and reasonable accommodation policy to enable employees to disclose their disability and avail support discreetly. Refer to our page for more details on <https://www.hul.co.in/planet-and-society/equity-diversity-and-inclusion/>.

Remarks: *As of March 2024, we have achieved a gender diversity of 42% at our managerial base.

IV-21. Participation/Inclusion/Representation of women

Above table represents HUL’s Board of Directors and Key Management Personnel

Chunk 2

loans &
advances) (in %)

• 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number
of awareness
programme held

Topic/principles covered under the training

% age value chain partners covered (by value of business done with such partners) under the awareness programmes

1 The Company has initiated supplier assessments on different Environment, Social & Governance topics to help assess their performance, which includes raw material and tier 1 suppliers. This has been monitored during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS

SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24

(Current Financial Year)

FY 2022-23

(Previous Financial Year)

Details of improvements in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Chunk 3

the information in BRSR under Workers' category is not applicable.

21. Participation/Inclusion/Representation of women:

Particulars Total (A)

No. and percentage of

Females

No. (B) % (B / A)

Board of Directors 6 1 16.67%

Key Management Personnel (KMP)* 3 1 33.33%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars

FY 2023-24 FY 2022-23 FY 2021-22

Male Female Total Male Female Total Male Female Total

Permanent Employees 17% 17% 17% 17% 41% 18% 17% 16% 17%

Permanent Workers NA NA NA NA NA NA NA NA NA

Business Responsibility & Sustainability Report (Contd.)

3

Business Responsibility &
Sustainability Report

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

S.

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 Gulf Oil International (Mauritius) Inc Holding 71.80% No

2 Techperspect Software Private Limited Associate 26.00% No

3 Tirex Transmission Private Limited Subsidiary 51.00% No

VI. CSR Details

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

(ii) Turnover (in Rs.): 3,28,409.68 Lakhs

(iii) Net worth (in Rs.): 1,29,477.18 Lakhs

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

Chunk 4

By FY 2029-30

Governance

BRSR Core Assurance From FY 2023-24

Target to get low ESG risk ratings/score. -

Climate Impact reporting and became a member of CDP and attain a rating of A. By FY 2027-28 Sustainability Report to be aligned with international reporting frameworks. -

Environment:

• The Company has reduced its total emissions (Scope 1 & 2) by 4.33% as compared to previous year, as first step towards achieving carbon neutrality.

• The Company is phasing out the usage of Single use plastic and striving towards reducing use of plastic in its office, branches and promotional activities.

• The Company under its "Go Green Initiative" digitized its operations to minimize paperwork and facilitate online applications for home loans through its web portal and mobile application.

• The Company has planted more than 1,850 trees and installed 295 KWP Solar plant which result in carbon saving.

• The Company has financed 150 Self-Built Green Homes and has saved more than 186 Mt Co2, 8,891 m3 water and 276 MWhe energy per year.

Social:

• The Company has 4.89% women employees in the current financial year and has more than 21% women employees in its Corporate Office and related offices.

• To advance gender equality, the Company has introduced several initiatives, including the Perna Rise• Women Managers Empowerment Program, Perna Webinars and Chapters, Women Wellness Leave, Workplace Hygiene and organized Women Excellence award.

• Under Employee health and Well-being, the Company provides flexible working hours, Group insurance, Accidental and Health insurance as well Maternity and Paternity leaves.

• Through its CSR program, the company established 320 Gram Siddhi centers in Rajasthan, Gujarat, and Madhya Pradesh and 52,800 people were benefitted.

Governance:

Chunk 5

22nd May 2024

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Strategic ReviewCorporate OverviewPortfolio Overview ESG Overview Statutory Reports Financial Statements

Adani Enterprises Ltd.| BRSR FY2023-24 | Limited Assurance Statement Page 1 of 3

Independent Limited Assurance Statement on select Sustainability Performance Disclosures to
Adani
Enterprises Limited

To the Management of Adani Enterprises Ltd., Ahmedabad, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by Adani Enterprises Limited ("AEL") to provide an independent limited assurance on its BRSR (Business Responsibility & Sustainability Report) non-core disclosures for FY 2023-24 as part of their Integrated Annual Report ("the Report"). The scope of the Report comprises the reporting periods of FY 2023-24.

Objectives

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Reporting Criteria

The Report is prepared by AEL based on International Integrated Reporting Council (IIRC) Framework, SEBI's (Securities and Exchange Board of India) BRSR guidelines, Global Reporting Initiative (GRI) Standards in-accordance

with core criteria and in alignment with United Nations-Sustainable Development Goals (UN-SDGs) and United Nations Global Compact (UNGC) principles. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Intended Users

This Assurance Statement is intended to be a part of the Integrated Annual Report of Adani Enterprises Limited.

Chunk 6

employees above has equity shareholding in the company exceeding 2% of the equity shares as on March 31, 2024

5) None of the employees mentioned above are relative of any Director of the Company

6) None of the employees were in receipt of remuneration which in the aggregate, is in excess of that drawn by Managing Director of the

Company and also holds by himself or along with his spouse and dependent children, 2% of the equity shares of the Company

7) Remuneration mentioned above is inclusive of retirement/ separation benefits paid during the year

By order of the Board of Directors

For Religare Enterprises Limited

Dr. Rashmi Saluja

Place: New Delhi Executive Chairperson

Date: December 4, 2024 DIN: 01715298

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Annual Report 2023-2024

B.Com

FORM NO. MR • 3

SECRETARIAL AUDIT REPORT
FOR THE FINANCIAL YEAR ENDED MARCH 31, 2024

[Pursuant to section 204(1) of the Companies Act, 2013 and Rule 9 of the Companies

(Appointment and Remuneration of Managerial Personnel) Rules, 2014]

To,

The Members,

Religare Enterprises Limited

L74899DL1984PLC146935

We have conducted the Secretarial Audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by Religare Enterprises Limited (hereinafter called “the Company” or “REL”). The Secretarial Audit was conducted in a manner that provided us a reasonable basis for evaluating the corporate conducts/statutory compliances and expressing our opinion thereon for the financial year ended on March 31, 2024 (“Audit Period”). Further, equity shares of the Company are listed on BSE Limited and National Stock Exchange of India Limited. Further, the Company is also registered with the Reserve Bank of India (“RBI”) as a Core Investment Company (“CIC”).

Limitation of the Auditors

(i) Based on our verification of the Company’s books, papers, minute books, forms and returns filed and other records maintained by the Company and also the information

Chunk 7

	Total Male	Female	Total	Total Male	Female	Total
Permanent employees	30.98%	0.51%	31.49%	42.00%	20.00%	41.00%
Permanent workers	2.13%	1.50%	3.63%	4.67%	0.40%	4.67%

Holding, subsidiary and associate companies (including joint ventures)

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

S.

No.

Name Holdings/ subsidiary/ associate/ joint venture % of shares held by listed entity

1 Greendale India Limited Subsidiary 100.00%

2 Everspark Hongkong Private Limited Subsidiary 100.00%

3 Preferred Consumer Products Private Limited Joint Venture 11.56%

The BRSR policies are extended to the above companies as applicable.

Annual
Report

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Business Responsibility
and Sustainability Report

5757

CSR Details

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

(ii) Turnover (in `) – 1,314.16 Crores

(iii) Net worth (in `) – 383.78 Crores

Transparency and Disclosure Compliances

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

Stakeholder
group from
whom the
complaint is
received

Grievance Redressal Mechanism in Place
(Yes/No)

FY 2023-24 FY 2022-23

If Yes, then provide web-link for

grievance redress policy

Number of
complaints filed
during the year

Number of
complaints

pending
resolution at

close of the year

Number of
complaints filed
during the year

Number of
complaints

pending
resolution at

close of the year

The Company has various channels for all of its stakeholders to vocalize grievances, both internally and externally. The Grievance Redressal Mechanism can be accessed at <https://www.evereadyindia.com/brsr-policies.html>. The additional channels are as under:

Communities Yes. In addition to the above, the Company

also engages with communities through the locations where the Company operates.

• - - -

Investors and
Shareholders

Yes.

Chunk 8

with the investment
book valued at ■6,633 Crore

The Combined Ratio rose to 95% in FY24, an increase of 300 bps

The Solvency Ratio declined to 1.74 in FY24, down from 1.82 in the previous year

The Expense of Management Ratio declined to 36.2% in FY24, down from 38.9% in FY23

PBT for FY24 was ■ 410 Crore, reflecting a 25% increase

Annual Report 2023-2024

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Religare Broking Limited:

Prominence in Versatility

Religare Broking Limited, a wholly-owned subsidiary of Religare Enterprises Limited, is a prominent player in the Indian securities market, catering to over 1 million clients through both offline and online platforms. RBL provides a comprehensive range of services, including broking in equity, currency, commodities (via its subsidiary, Religare Commodities Limited) and depository participant services. RBL is a registered member of the NSE, BSE and MSEI and serves as a depository participant with NSDL and CDSL.

Key FY24 Highlights

PAT: ■ 33 Crore, up by 247%

Total Income: ■ 369 Crore, up by 28%

Fresh credit ratings by CRISIL: Short-Term A3+ and Long-Term BBB/Stable

E-Gov Revenue: Increased to ■ 44 Crore in FY24 from ■ 32 Crore, up by 37%

Average Daily Turnover: ■ 16,070 Crore for FY24, up by 72%

Religare Finvest Limited:

Stabilising India's SMEs

Religare Finvest Limited, a key subsidiary of Religare Enterprises Limited, operates as a Non-Deposit-Taking, Systemically important Non-Banking Finance Company (NBFC). With an extensive branch network and ISO 9001:2008 certification, RFL is dedicated to fuelling the growth of Small and Medium Enterprises (SMEs), which are integral to India's economy.

The Company specialises in SME financing, retail capital market financing and corporate loans, offering secured and unsecured lending solutions tailored to each customer's unique needs.

Emphasising a cluster-based lending approach, RFL is focused on creating a Direct to Customer (D2C) distribution model within

Chunk 9

Report.

To the Management of Adani Enterprises Ltd., Ahmedabad, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by Adani Enterprises Limited ("AEL") to provide an independent reasonable assurance on its BRSR (Business Responsibility & Sustainability Report) core disclosures for FY2023-24 as part of their Integrated Annual Report ("the Report"). The scope of the Report comprises the reporting periods of FY2023-24.

Objectives

The objectives of this reasonable assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures in alignment with BRSR requirements, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Reporting Criteria

The Report is prepared by AEL based on International Integrated Reporting Council (IIRC) Framework, SEBI's (Securities and Exchange Board of India) BRSR guidelines, Global Reporting Initiative (GRI) Standards in accordance with core criteria and in alignment with United Nations-Sustainable Development Goals (UN-SDGs) and United Nations Global Compact (UNGC) principles. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Intended Users

This Assurance Statement is intended to be a part of the Integrated Annual Report of Adani Enterprises Limited.

Responsibilities

The management of AEL is solely responsible for the development of Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Chunk 10

a significant increase in gender diversity.

â€¢ We continue to work towards enhancing our corporate governance. The average attendance of Board Members in the Board meetings was 91.67% in FY 2024.

â€¢ As part of its CSR commitment, the company has spent Rs. 19.09 cr on promotion of Health, Yoga, Education and Construction of drainage systems.â€¢ We continue to work towards use of recycled plastic for our packaging requirements.

â€¢ We consume approximately ~20% of all our energy requirements at our plants from renewable energy sources.

â€¢ The company has also invested in setting up a solar power plant in one of its manufacturing units.

â€¢ In FY 2023-24, the Company has sequestered 119,024 tCO2 through its wind energy business.

â€¢ We use biomass at our plants for meeting our energy needs by using rice husk, mustard husk and palm fiber.

â€¢ To ensure Zero Liquid Discharge (ZLD) of water, we have installed ZLD plants at four locations.

â€¢ We have achieved 74,376 Ha under Oil Palm Plantation directly impacting the lives of 57,000 farmers positively.

â€¢ We continue to expand our area under cultivation of oil palm through 39 nurseries and 22 fertilizer godowns across 12 states in India.

â€¢ We have achieved a significant increase in gender diversity.

â€¢ We continue to work towards enhancing our corporate governance. The average attendance of Board Members in the Board meetings was 91.67% in FY 2024.

â€¢ As part of its CSR commitment, the company has spent Rs. 19.09 cr on promotion of Health, Yoga, Education and Construction of drainage systems. I am pleased to present our Business Responsibility and Sustainability Report (BRSR) for the financial year 2023-24. The report encapsulates our ongoing efforts at being a responsible business entity and empowers stakeholders to make informed decisions. Your company is strongly committed to being a truly sustainable and responsible business and continues to make focused efforts in that direction.

Sub-question 2 Chunks

Chunk 1

the information in BRSR under Workers' category is not applicable.

21. Participation/Inclusion/Representation of women:

Particulars Total (A)

No. and percentage of

Females

No. (B) % (B / A)

Board of Directors 6 1 16.67%

Key Management Personnel (KMP)* 3 1 33.33%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars
FY 2023-24 FY 2022-23 FY 2021-22

Male Female Total Male Female Total Male Female Total

Permanent Employees 17% 17% 17% 17% 41% 18% 17% 16% 17%
Permanent Workers NA NA NA NA NA NA NA NA NA

Business Responsibility & Sustainability Report (Contd.)

3

Business Responsibility &
Sustainability Report

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

S.

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 Gulf Oil International (Mauritius) Inc Holding 71.80% No

2 Techperspect Software Private Limited Associate 26.00% No

3 Tirex Transmission Private Limited Subsidiary 51.00% No

VI. CSR Details

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

(ii) Turnover (in Rs.): 3,28,409.68 Lakhs

(iii) Net worth (in Rs.): 1,29,477.18 Lakhs

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

Chunk 2

711 0 0% 711 100% 693 0 693 100%

Female 1 0 0% 1 100% 1 0 1 100%

Other than Permanent

Male 36 0 0% 36 100% • - - - -

Female 0 0 0% 0 100% • - - - -

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) 17 240.8 1 Note 2

Key Managerial Personnel 7 240.8 0 -

Employees other than BoD
and KMP

5,825 2.7 260 3.3

Workers 747 2.6 1 4.6

Note:

1) The Key Managerial Personnel (KMP) include the Whole-time Directors, Chief Financial Officer, and Company Secretary as defined under Section 203(1) of the Companies Act, 2013. Consequently, the KMP also encompass six members of the Board of Directors.

2) The sitting fees for Non-Executive Directors (NED)/independent directors are not considered in the median remuneration calculation for the Board of Directors (BoD). Non-Executive Directors, namely Mr. Mahendra Mohan Gupta, Mr. Devendra Mohan Gupta, and Mr. Shailendra Mohan Gupta, as well as Non-Executive Independent Director Mr. Shashidhar Sinha, have voluntarily waived their sitting fees for the meetings.

3) Remuneration includes salary and perquisites but excludes contributions to the provident fund and its perquisites, gratuity, and encashment of leave, in accordance with the Company's rules.

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

FY 2023-24

(Current Financial Year)

FY 2022-23

(Previous Financial Year)

Gross wages paid to females as % of total wages 5% 5%*

*Only permanent employees considered

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)

Mr. Sandeep Gupta, Whole-time Director of the Company and head of BRSR, in collaboration with the executive directors,

Chunk 3

category

(INR Mn)

Board of Directors (BoD) 2 135.36 1 60.84

Key Managerial Personnel 3 102.12 1 60.84

Employees other than BoD and KMP 9,998 0.65 794 0.98

Workers 1,877 0.44 60 0.45

Note: * The sitting fees paid to Non-Executive Directors is not considered in estimating the median remuneration.

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Business Responsibility and Sustainability Report (BRSR) Integrated Annual Report FY 2024

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

FY 2024 FY 2023

Gross wages paid to females as % of total wages 9.45% 9.39%

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

The Company is having grievance redressal mechanism to address grievances pertaining to human rights violations. All employees and workers are encouraged to report human rights related violations on issues relating to injustice, criticism, unfairness or violation of dignity. Any violation of Human Rights as per the Human Rights Policy Statement of Glenmark, should be reported to the local HR Department or to the legal team of Glenmark (globalcompliance@glenmarkpharma.com). We ensure prompt investigation, addressing and responding to the concerns of employees on human rights violations and take appropriate action.

Human rights policy statement of Glenmark is available at https://glenmark.bcdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy.

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

FY 2024 FY 2023

Filed

during the

year

Pending

resolution at

the end of year

Remarks

Filed

during the

year

Pending

resolution at

the end of year

Remarks

Chunk 4

by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2023-24

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Principle 1 – Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Essential Indicators

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

Segment

Total number
of training and

awareness
programmes held

Topics/principles covered under the training and its impact
% of persons in respective
category covered by the
awareness programmes

Board of directors 2 The topics covered include the Committee Meetings which have discussions topics on all principles of BRSR including climate change, biodiversity, water, Sustainability Key Performance Indicators, Global trends on sustainability and best Practices in industry, external ratings and disclosures, Stakeholder engagement and Materiality, climate change Risks and Opportunities etc.

100%

Key managerial
personnel

2 Topics pertaining to integrity and ethics, core values, code of conduct and sustainability covered enabling KMPs to drive company's values, purpose and strategy in the business.

100%

Employees other
than BoD and KMPs

17 Topics covering code of conduct, adaptive leadership programmes, and effective coaching. Awareness by way of periodical internal communication -Delivering value from ESG, Sustainability Initiatives at locations, Actions & Initiatives of JSW Foundation, Environment Initiatives at locations, Life Cycle Assessment & Product Sustainability, Biodiversity & its importance for Business, Social Interventions for Sustainable World & Safety Management. In addition to these workshops were conducted for ISPs and Operations. Under the ongoing decarbonisation initiative at one of our plants, we have

(INR)

Board of Directors 13 16,60,000 2 10,20,000

Key Managerial Personnel 2 1,96,66,465 0 -

Employees other than BoD and
KMP

3,784 7,21,564 239 11,00,000*

Workers 1,305 4,29,202 37 3,86,334

*At Dabur, we evaluate all employees based on performance, regardless of gender, ensuring a fair and non-discriminatory recruitment, compensation, and promotion process. In the above statistics, the median salary of women employees (other than the Board of Directors and Key Management Personnel) is higher due to their higher representation in managerial positions compared to junior non-managerial roles.

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

Category FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Gross wages paid to females as % of total wages 6% 6%

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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. Dabur has established a team as part of its direct touch initiative, which focuses on whistle-blower protection and policy implementation, to address any human rights issues that may arise. Moreover, the Chairman of the Audit Committee is responsible for addressing any human rights issues that may have been caused or contributed to by the business.

In addition to the above, we have a dedicated toll-free hotline number (1800-103-1644) for anonymous reporting of issues/ concerns around the Code of Ethics & Conduct.

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

Dabur's Human Rights Policy emphasizes our commitment on providing effective remedies through company-based grievance mechanisms wherever human rights impacts occur. Our Code of Ethics & Conduct and Direct Touch (Whistleblower &

Chunk 6

2014

(i) The ratio of the remuneration of each director to the median remuneration of the employees of the Company for the financial year:

Name & Designation Ratio to Median REL Remuneration

Dr. Rashmi Saluja – Executive Chairperson 56:1

(ii) The percentage increase in remuneration of each director, Chief Financial Officer, Chief Executive Officer, Company Secretary or

Manager, if any, in the financial year:

Name & Designation % increase in REL remuneration in the financial year

Dr. Rashmi Saluja – Executive Chairperson 20%

Mr. Nitin Aggarwal – Group CFO 25%

Ms. Reena Jayara • Company Secretary 10%

(iii) The percentage increase in the median remuneration of employees in the financial year: 43.8%

(iv) The number of permanent employees on the rolls of company: 35 (as on 31 March'24)

(v) Average percentile increase already made in the salaries of employees other than the managerial personnel in the last financial year

and its comparison with the percentile increase in the managerial remuneration and justification thereof and point out if there are any

exceptional circumstances for increase in the managerial remuneration: Average percentage increase already made in the salaries of

employees other than the managerial personnel in the last financial year was 11.23 % whereas the average percentage increase

in the applicable managerial remuneration for the same financial year was 20.56 % .

(vi) Affirmation that the remuneration is as per the remuneration policy of the company: It is hereby affirmed that the remuneration paid

is as per the Remuneration Policy for Directors, Key Managerial Personnel and other Employees.

Note: The information on median percentages excludes the perquisite arisen on exercise of ESOPs under the Religare Enterprises Limited ESOP Plan 2019 and exercise of ESOPs under the 2014 ESOP Scheme of Care Health Insurance Limited, subsidiary company during the year under review.

Chunk 7

	Total Male	Female	Total Male	Female	Total
Permanent employees	30.98%	0.51%	31.49%	42.00%	20.00%
Permanent workers	2.13%	1.50%	3.63%	4.67%	0.40%

Holding, subsidiary and associate companies (including joint ventures)

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

S.
No.

Name Holdings/ subsidiary/ associate/ joint venture % of shares held by listed entity

1 Greendale India Limited Subsidiary 100.00%

2 Everspark Hongkong Private Limited Subsidiary 100.00%

3 Preferred Consumer Products Private Limited Joint Venture 11.56%

The BRSR policies are extended to the above companies as applicable.

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23
24

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Business Responsibility
and Sustainability Report

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CSR Details

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

(ii) Turnover (in `) – 1,314.16 Crores

(iii) Net worth (in `) – 383.78 Crores

Transparency and Disclosure Compliances

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

Stakeholder
group from
whom the
complaint is
received

Grievance Redressal Mechanism in Place
(Yes/No)

FY 2023-24 FY 2022-23

If Yes, then provide web-link for
grievance redress policy

Number of
complaints filed
during the year

Number of
complaints

pending
resolution at

close of the year

Number of
complaints filed
during the year

Number of
complaints

pending
resolution at

close of the year

The Company has various channels for all of its stakeholders to vocalize grievances, both internally and externally. The Grievance Redressal Mechanism can be accessed at <https://www.evereadyindia.com/brsr-policies.html>. The additional channels are as under:

Communities Yes. In addition to the above, the Company

also engages with communities through the
locations where the Company operates.

• - - -

Investors and
Shareholders

Yes.

Chunk 8

loans &
advances) (in %)

• 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the

financial year:

Total number
of awareness
programme held

Topic/principles covered under
the training

% age value chain partners
covered (by value of business
done with such partners) under
the awareness programmes

1 The Company has initiated supplier assessments on different Environment, Social & Governance topics to help assess their performance, which includes raw material and tier 1 suppliers. This has been monitored during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS

SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24

(Current Financial Year)

FY 2022-23

(Previous Financial Year)

Details of improvements in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Chunk 9

Policy

- CSR Policy

Principle 5: Businesses should respect and promote human rights

- Human Rights Policy

- Policy on Sexual Harassment (POSH)
- Anti-Discrimination and Equal Opportunity Policy
- Principle 6: Businesses should respect and make efforts to protect and restore the environment
- Environmental Protection Policy

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

- Code of Business Conduct and Ethics
- Anti-Bribery and Anti-Corruption Policy
- Responsible Advocacy Policy
- Anti-Fraud Policy
- Principle 8: Businesses should promote inclusive growth and equitable development
- Stakeholders Engagement and Grievance Redressal Policy
- Sustainable Procurement Policy
- CSR Policy
- Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner
- Stakeholders Engagement and Grievance Redressal Policy
- IT Cyber Security Policy

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Business Responsibility and Sustainability Report

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

UN SDGs

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the Financial Year:

Segment Total number of training and awareness

programmes held*

Topics/ Principles covered under the training audits impact % of persons in respective category covered by the awareness programmes

Board of Directors

5 Updates on regulatory changes, roles and responsibilities of Independent Directors, Code of Conduct and Insider Trading, Materiality guidelines, Managerial remuneration, Sustainability initiatives, Review of policies & procedures

100%

Key Managerial Personnel (KMP)

Chunk 10

resources available for the task (Yes/No)

It is planned to be done in the next financial year (Yes/No)

Any other reason (please specify)

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Essential Indicators

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

Segment Total number of training and awareness programmes held

Topics/principles covered under the training and its impact

% of persons in respective category covered by the awareness programmes

Board of directors

2 The topics covered include all principles of BRSR including climate change, biodiversity, water, Sustainability Key Performance Indicators, Global trends on sustainability and best Practices in industry, external ratings and disclosures, climate change Risks and Opportunities etc. All 9 principles of BRSR have been covered

100 %

Key managerial personnel

3 9 principles of BRSR. 100 %

Employees other than BoD and KMPs

10 Employees other than BoD and KMPs have been trained on a wide variety of topics covering ESG practices, sustainability initiatives, waste management, safety, code of conduct, adaptive leadership, etc. including all 9 principles of BRSR

10 %

Workers 120 Topics covering safety management, human rights, and skill development, which covers Principle 3 of BRSR.

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):

Sub-question 3 Chunks

Chunk 1

loans &
advances) (in %)

- 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

15

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the

financial year:

Total number
of awareness
programme held

Topic/principles covered under
the training

% age value chain partners
covered (by value of business
done with such partners) under
the awareness programmes

1 The Company has initiated supplier assessments on different Environment, Social & Governance topics to help assess their performance, which includes raw material and tier 1 suppliers. This has been monitored during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS

SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Details of improvements
in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Chunk 2

1.1%

c. Loans & advances (Loans & advances given to related

parties / Total loans & advances)

99.5% 99.5%

d. Investments (Investments in related parties / Total

Investments made)

100.0% 99.8%

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BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness

programmes held

Topics / principles covered

under the training

%age of value chain partners covered (by value of business

done with such partners) under the awareness programmes

Nil Nil -

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

(Yes/No) If Yes, provide details of the same.

Yes. The Company follows a practice of obtaining annual disclosures from each Director at the commencement of the financial year to address conflict of interests involving members of the Board. Additionally, Directors are required to promptly disclose any changes in their interests throughout the year.

As a part of this process, any Director with a conflict of interest is restricted from participating in discussions or voting on matters where their personal interests are involved and they are present.

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.

S.

No.

FY 2024

(Current Financial Year)

FY 2023

(Previous Financial Year)

Details of improvements in

environmental and social impacts

1 R&D; 2.61% 3.4% Improvements include enhanced energy

Chunk 3

long-term investors looking to build portfolios and access to a wide range of investment options.

Company is supported by robust research credentials and exceptional execution capabilities. Thus, customers rely on the Company to expertly manage their finances through its range of financial products and services, catering to various investment needs and trading preferences.

IV. Employees

20. 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) 548 369 67.34% 179 32.66%
2. Other than Permanent (E) 330 168 50.91% 162 49.09%
3. Total employees (D + E) 878 537 61.16% 341 38.84%

WORKERS*

4. Permanent (F) NA NA NA NA NA
5. Other than Permanent (G) NA NA NA NA NA
6. Total workers (F + G) NA NA NA NA NA

*Being a stock broker, providing financial services, the Company does not have any workers employed at its office.

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) 0 0 0 0 0
2. Other than Permanent (E) 0 0 0 0 0
3. Total employees (D + E) 0 0 0 0 0

DIFFERENTLY ABLED WORKERS*

4. Permanent (F) NA NA NA NA NA
5. Other than Permanent (G) NA NA NA NA NA
6. Total workers (F + G) NA NA NA NA NA

*Being a stock broker, providing financial services, the Company does not have any workers employed at its office.

Business Responsibility and Sustainability Report (BRSR) (Contd.)

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21. Participation/Inclusion/Representation of women

Total (A) No. and percentage of Females
No. (B) % (B / A)

Board of Directors (including Independent Directors)* 6 2 33.33%
Key Management Personnel 4 1 25.00%

* The Company has appointed 2 (Two) Non-Executive Independent Woman Directors, one of whom, currently serves as a

Chairperson of the Board.

Chunk 4

By FY 2029-30

Governance

BRSR Core Assurance From FY 2023-24

Target to get low ESG risk ratings/score. -

Climate Impact reporting and became a member of CDP and attain a rating of A. By FY 2027-28

Sustainability Report to be aligned with international reporting frameworks. -

Environment:

â€¢The Company has reduced its total emissions (Scope 1 & 2) by 4.33% as compared to previous year, as first step towards achieving carbon neutrality.

â€¢The Company is phasing out the usage of Single use plastic and striving towards reducing use of plastic in its office, branches and promotional activities.

â€¢The Company under its â€œGo Green Initiativeâ€ digitized its operations to minimize paperwork and facilitate online applications for home loans through its web portal and mobile application.

â€¢The Company has planted more than 1,850 trees and installed 295 KWP Solar plant which result in carbon saving.

â€¢The Company has financed 150 Self-Built Green Homes and has saved more than 186 Mt Co2, 8,891 m3 water and 276 MWhe energy per year.

Social:

â€¢The Company has 4.89% women employees in the current financial year and has more than 21% women employees in its Corporate Office and related offices.

â€¢To advance gender equality, the Company has introduced several initiatives, including the Prerna Rise• Women Managers Empowerment Program, Prerna Webinars and Chapters, Women Wellness Leave, Workplace Hygiene and organized Women Excellence award.

â€¢Under Employee health and Well-being, the Company provides flexible working hours, Group insurance, Accidental and Health insurance as well Maternity and Paternity leaves.

â€¢Through its CSR program, the company established 320 Gram Siddhi centers in Rajasthan, Gujarat, and Madhya Pradesh and 52,800 people were benefitted.

Governance:

Chunk 5

authorities on safety of products/services.

All communications have necessary disclaimer as per Advertising Standard Council of India (ASCI) and Bureau of Indian Standard (BIS) guidelines.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact: Nil

b. Percentage of data breaches involving personally identifiable information of customers: Nil

c. Impacts, if any, of the data breaches : NA

AMBUJA CEMENTS LIMITED
Integrated Annual Report 2023-24

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mailto:consumer.care%40adani.com?subject=
<https://www.ambujacement.com/Upload/PDF/1.-Cyber-security-anddata-privacy-policy.pdf>
<https://www.ambujacement.com/Upload/PDF/1.-Cyber-security-anddata-privacy-policy.pdf>

Ambuja Cements Ltd.| BRSR FY2023-24 | Reasonable Assurance Statement Page 1 of 3

Independent Reasonable Assurance Statement to Ambuja Cements Limited on their
Business Responsibility & Sustainability Report (BRSR) FY2023-24-Core Disclosures

To the Management of Ambuja Cement Ltd., Ahmedabad, India

Introduction

Intertek India Private Limited ("Intertek") was engaged by Ambuja Cements Limited ("ACL") to provide an independent reasonable assurance on its BRSR (Business Responsibility & Sustainability Report) core disclosures for FY2023-24 ("the Report"). The scope of the Report comprises the reporting periods of FY2023-24. The Report is prepared by ACL based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective

Chunk 6

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not

Applicable) If yes, provide details in brief.

No

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the

entity, significant locations of operation of the entity, or the entity as a whole? (Yes/No)

No

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STEEL STRIPS WHEELS LIMITED

Independent Reasonable Assurance Statement to Steel Strips Wheels Limited on their Business Responsibility &

Sustainability Report (BRSR) • FY 2023-24

To,

The Management,

Steel Strips Wheels Limited

Introduction

Intertek India Private Limited (“Intertek”) was engaged by Steel Strips Wheels Limited (“SSWL”) to provide an independent reasonable

assurance on its Business Responsibility & Sustainability Report (BRSR) for FY 2023-24 (“the Report”). The scope of the Report comprises

the reporting periods of FY 2023-24. The Report is prepared by SSWL based on BRSR guidelines issued by the Securities and Exchange

Board of India (SEBI). The assurance was performed in accordance with the requirements of International Federation of Accountants

(IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews

of Historical Financial Information.

Objective

The objectives of this reasonable assurance exercise were, by review of objective evidence, to confirm whether any evidence existed

that the sustainability related disclosures in alignment with BRSR requirements, as declared in the Report, were not accurate, complete,

consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users

This Assurance Statement is intended to be a part of the Annual Report of Steel Strips Wheels Limited.

Responsibilities

Chunk 7

significant

locations of operation of the entity or the entity as a whole? (Yes / No)

The Company is currently a non-deposit taking Non-Banking Financial Company (NBFC).

However, as directed by the Reserve Bank of India (while granting its approval for change in the shareholding pattern and control of the Company pursuant to the demerger of the Financial Services Business from Reliance Industries Limited into the Company), the Company has submitted the application for conversion of the Company from NBFC to Core Investment Company (CIC). Accordingly, the Company has not been having and would continue not to have a direct interface / exposure to retail customers.

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<http://www.jfs.in>

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Jio Financial Services Limited

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION ON BRSR CORE IN JIO FINANCIAL SERVICES LIMITED

To,
The Board of Directors,
Jio Financial Services Limited,
Mumbai – Maharashtra, India

We ("K P B and Associates" or "the firm") have undertaken to perform a reasonable assurance engagement, for Jio Financial Services Limited ("JFSL" or "the Company") in respect of the agreed Sustainability Information, listed below (the "Identified Sustainability Information") pertaining to Business Responsibility and Sustainability Report Core ("BRSR Core"), as notified by SEBI vide Circular dated 12th July, 2023. This Sustainability Information is as included in the Business Responsibility and Sustainability Report ("BRSR" or "the report") of the Company for the year ended March 31, 2024.

Reporting Criteria

The Business Responsibility and Sustainability Report (BRSR/the report) has been developed by the Company based on the National Guidelines on Responsible Business Conduct (NGBRCs) for BRSR. We have Identified Sustainability

a significant increase in gender diversity.

â€¢ We continue to work towards enhancing our corporate governance. The average attendance of Board Members in the Board meetings was 91.67% in FY 2024.

â€¢ As part of its CSR commitment, the company has spent Rs. 19.09 cr on promotion of Health, Yoga, Education and Construction of drainage systems.â€¢ We continue to work towards use of recycled plastic for our packaging requirements.

â€¢ We consume approximately ~20% of all our energy requirements at our plants from renewable energy sources.

â€¢ The company has also invested in setting up a solar power plant in one of its manufacturing units.

â€¢ In FY 2023-24, the Company has sequestered 119,024 tCO2 through its wind energy business.

â€¢ We use biomass at our plants for meeting our energy needs by using rice husk, mustard husk and palm fiber.

â€¢ To ensure Zero Liquid Discharge (ZLD) of water, we have installed ZLD plants at four locations.

â€¢ We have achieved 74,376 Ha under Oil Palm Plantation directly impacting the lives of 57,000 farmers positively.

â€¢ We continue to expand our area under cultivation of oil palm through 39 nurseries and 22 fertilizer godowns across 12 states in India.

â€¢ We have achieved a significant increase in gender diversity.

â€¢ We continue to work towards enhancing our corporate governance. The average attendance of Board Members in the Board meetings was 91.67% in FY 2024.

â€¢ As part of its CSR commitment, the company has spent Rs. 19.09 cr on promotion of Health, Yoga, Education and Construction of drainage systems. I am pleased to present our Business Responsibility and Sustainability Report (BRSR) for the financial year 2023-24. The report encapsulates our ongoing efforts at being a responsible business entity and empowers stakeholders to make informed decisions. Your company is strongly committed to being a truly sustainable and responsible business and continues to make focused efforts in that direction.

Chunk 9

<http://www.idfcfirstbank.com>

<http://www.idfcfirstbank.com>

Business Responsibility & Sustainability Report 2023-24 (contd.)

4. Does the entity display product information on the product over and above what is mandated as per local laws?

(Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. All the information relating to products are transparently displayed and explained to customers. The Bank understands the importance of providing the product-related information that help customers make informed decisions.

The Bank has this information housed on the corporate website that provides adequate, clear and transparent information to the customers. The employees on customer-facing roles are provided with enhanced training on

the products.

Yes. The Bank is conducting surveys across onboarding and transaction journeys to measure customer satisfaction.

The feedback is used to improve systems, processes and enable better focus on training and development of staff.

/ IDFC FIRST Bank Limited³²

Annexure • Reasonable Assurance Statement on BRSR Core
Independent Reasonable Assurance Statement on identified sustainability information (“BRSR Core”) in IDFC FIRST Bank
Limited’s Business Responsibility & Sustainability Report (BRSR) 2023-24.

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Business Responsibility & Sustainability Report 2023-24 33

B
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nnexure

Annexure (contd.)

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Remote Verification conducted on 24-25 June 2024.

/ IDFC FIRST Bank Limited³⁴

Business Responsibility & Sustainability Report 2023-24 35

B
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nnexure

Annexure (contd.)

Chunk 10

specified

principles (Yes/No)

NA Yes NA NA NA NA Yes NA NA

The entity does not have the financial or/human and technical resources available for the task (Yes/No)

NA No NA NA NA NA No NA NA

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT [BRSR] (Contd.)

Hindustan Foods Limited Annual Report 2023-24

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BRSR

Questions P

1

P

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P

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P

5

P

6

P

7

P

8

P

9

It is planned to be done in the next financial year

(Yes/No)

NA No NA NA NA NA No NA NA

Any other reason (please specify) P2 • The Company engages in contract manufacturing business, with sourcing based on its principal Customers.

P7 • The Company engages in contract manufacturing business and does not advocate for public policy positions.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical,

Transparent and Accountable.

ESSENTIAL INDICATORS

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

Segment Total number of training and awareness

programmes held

Topics/principles covered under the training and its impact

% Age of persons in respective category covered by the awareness programmes

Board of Directors 4 Statutory updates, roles and responsibilities, risk assessment, related

party transactions and conflict of

interest

100%

Key Management

Personal

4 Statutory updates, roles and responsibilities, risk assessment, related party transactions and conflict of interest

100%

Employees other

than BODs and

KMPs

52 Trainings on Company policies, safety, quality control, audit, and good manufacturing practices

100%

Workers 28 Trainings on Company policies, safety, quality control, audit, and good manufacturing practices

100%

Sub-question 4 Chunks

Chunk 1

the information in BRSR under Workers' category is not applicable.

21. Participation/Inclusion/Representation of women:

Particulars Total (A)

No. and percentage of

Females

No. (B) % (B / A)

Board of Directors 6 1 16.67%

Key Management Personnel (KMP)* 3 1 33.33%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars

FY 2023-24 FY 2022-23 FY 2021-22

Male Female Total Male Female Total Male Female Total

Permanent Employees 17% 17% 17% 17% 41% 18% 17% 16% 17%

Permanent Workers NA NA NA NA NA NA NA NA NA

Business Responsibility & Sustainability Report (Contd.)

3

Business Responsibility &
Sustainability Report

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

S.

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 Gulf Oil International (Mauritius) Inc Holding 71.80% No

2 Techperspect Software Private Limited Associate 26.00% No

3 Tirez Transmission Private Limited Subsidiary 51.00% No

VI. CSR Details

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

(ii) Turnover (in Rs.): 3,28,409.68 Lakhs

(iii) Net worth (in Rs.): 1,29,477.18 Lakhs

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

Chunk 2

by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2023-24

11

Principle 1 – Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Essential Indicators

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

Segment

Total number
of training and

awareness
programmes held

Topics/principles covered under the training and its impact
% of persons in respective
category covered by the
awareness programmes

Board of directors 2 The topics covered include the Committee Meetings which have discussions topics on all principles of BRSR including climate change, biodiversity, water, Sustainability Key Performance Indicators, Global trends on sustainability and best Practices in industry, external ratings and disclosures, Stakeholder engagement and Materiality, climate change Risks and Opportunities etc.

100%

Key managerial
personnel

2 Topics pertaining to integrity and ethics, core values, code of conduct and sustainability covered enabling KMPs to drive company's values, purpose and strategy in the business.

100%

Employees other

than BoD and KMPs

17 Topics covering code of conduct, adaptive leadership programmes, and effective coaching. Awareness by way of periodical internal communication -Delivering value from ESG, Sustainability Initiatives at locations, Actions & Initiatives of JSW Foundation, Environment Initiatives at locations, Life Cycle Assessment & Product Sustainability, Biodiversity & its importance for Business, Social Interventions for Sustainable World & Safety Management. In addition to these workshops were conducted for ISPs and Operations. Under the ongoing decarbonisation initiative at one of our plants, we have

Chunk 3

WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:16

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 1 Trainings in the form of familiarisation program covering ESG and Business Responsibility and Sustainability Report (BRSR), insight into the Company and the Organisation functioning; Overview of Global Compliances & DHL Policies, Competition Compliance norms, Ethics & Governance, Anti-corruption norms, Compliance Risk Assessment, Sponsorship guidelines etc.

100%

Key Managerial
Personnel

1 Introduction to ESG and Business Responsibility and Sustainability Report (BRSR), Compliance trainings, Privacy Policy, Certified data protection, Anti-Corruption • Core

Compliance Curriculum, Code of Conduct • Core Compliance Curriculum, Insider Trading Law / Competition Compliance • Core Compliance Curriculum & POSH.

100%

Employees including
Workers other than
BoD and KMPs

Different target group
for different types of
trainings

Introduction to ESG and Business Responsibility and Sustainability Report (BRSR), Compliance trainings, Privacy Policy Certified data protection, Anti-Corruption – Core Compliance Curriculum, Code of Conduct • Core Compliance, POSH Compliance trainings, Privacy Policy, Certified data protection, Anti-Corruption – Core Compliance Curriculum, Code of Conduct • Core Compliance Curriculum, Insider Trading Law / Competition Compliance • Core Compliance Curriculum for effective & impactful learnings.

Different target group for
different types of trainings

Chunk 4

711 0 0% 711 100% 693 0 693 100%

Female 1 0 0% 1 100% 1 0 1 100%

Other than Permanent
Male 36 0 0% 36 100% • - - - -

Female 0 0 0% 0 100% • - - - -

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) 17 240.8 1 Note 2

Key Managerial Personnel 7 240.8 0 -

Employees other than BoD
and KMP

5,825 2.7 260 3.3

Workers 747 2.6 1 4.6

Note:

1) The Key Managerial Personnel (KMP) include the Whole-time Directors, Chief Financial Officer, and Company Secretary as defined under Section 203(1) of the Companies Act, 2013. Consequently, the KMP also encompass six members of the Board of Directors.

2) The sitting fees for Non-Executive Directors (NED)/independent directors are not considered in the median remuneration calculation for the Board of Directors (BoD). Non-Executive Directors, namely Mr. Mahendra Mohan Gupta, Mr. Devendra Mohan Gupta, and Mr. Shailendra Mohan Gupta, as well as Non-Executive Independent Director Mr. Shashidhar Sinha, have voluntarily waived their sitting fees for the meetings.

3) Remuneration includes salary and perquisites but excludes contributions to the provident fund and its perquisites, gratuity, and encashment of leave, in accordance with the Company's rules.

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

FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Gross wages paid to females as % of total wages 5% 5%*

*Only permanent employees considered

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)

Mr. Sandeep Gupta, Whole-time Director of the Company and head of BRSR, in collaboration with the executive directors,

Chunk 5

3.98% 4.02% 88.42% 7.56% 96.72% 3.28% 3.55% 88.82% 7.63%

Junior Management 89.00% 11.00% 42.43% 54.99% 2.58% 91.47% 8.53% 37.66% 59.38%
2.96%

Board of Directors • (ED
+ Independent Directors +
Non Independent Directors)

92.86% 7.14% • - 100.00% 92.86% 7.14% - - 100.00%

Key Management
Personnel (KMP)

100.00% • - - 100.00% 100.00% - - - 100.00%

Note:

1. Details of the Representation of Women (in percentage) are presented in the table above.

Gender diversity in the overall workforce

FY24FY23

13.03%6.79%

Note:

1. Details of the representation of Women inclusive of Employees and Workers are presented in the graph above.

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Integrated Report
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The salaries and remunerations we provide are based on the qualifications and experience of our employees. We also have a Remuneration Guidelines for employees at the executive level.

Our policies and processes recognise the importance of diversity and the way it enriches perspectives, encourages creativity, and brings together a variety of talents and experiences. Attracting the right talent and ensuring their long-term association with Havells is at the core of our recruitment process. We uphold a strict non-discrimination policy during hiring and provide equal opportunity and fair remuneration to all candidates. This philosophy facilitates a culture of inclusivity among our people.

Gender diversity is a key component of our talent strategy. We have been focussing on improving diversity among our young engineer intakes by hiring more women. Moreover, we are planning to initiate diversity and inclusion visioning programme in which we will collaborate with many stakeholders from various groups to understand their perspectives, aspirations, and belief systems.

P4 Care for Employees

Employee Well-being

We place utmost attention to the well-being of our

Chunk 6

resources available for the task (Yes/No)

It is planned to be done in the next financial year
(Yes/No)

Any other reason (please specify)

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Essential Indicators

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

Segment Total number of
training and awareness
programmes held

Topics/principles covered under the training and its
impact

% of persons in respective
category covered by the
awareness programmes

Board of
directors

2 The topics covered include all principles of BRSR including climate change, biodiversity, water, Sustainability Key Performance Indicators, Global trends on sustainability and best Practices in industry, external ratings and disclosures, climate change Risks and Opportunities etc. All 9 principles

of BRSR have been covered

100 %

Key managerial
personnel

3 9 principles of BRSR. 100 %

Employees other
than BoD and
KMPs

10 Employees other than BoD and KMPs have been trained on a wide variety of topics covering ESG practices, sustainability initiatives, waste management, safety, code of conduct, adaptive leadership, etc. including all 9 principles of BRSR

10 %

Workers 120 Topics covering safety management, human rights, and skill development, which covers Principle 3 of BRSR.

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):

Chunk 7

loans &
advances) (in %)

• 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

15

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the

financial year:

Total number
of awareness
programme held

Topic/principles covered under
the training

% age value chain partners
covered (by value of business
done with such partners) under
the awareness programmes

1 The Company has initiated supplier assessments on different Environment, Social & Governance topics to help assess their performance, which includes raw material and tier 1 suppliers. This has been monitored during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

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

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Details of improvements
in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Chunk 8

(INR)

Board of Directors 13 16,60,000 2 10,20,000

Key Managerial Personnel 2 1,96,66,465 0 -

Employees other than BoD and
KMP

3,784 7,21,564 239 11,00,000*

Workers 1,305 4,29,202 37 3,86,334

*At Dabur, we evaluate all employees based on performance, regardless of gender, ensuring a fair and non-discriminatory recruitment, compensation, and promotion process. In the above statistics, the median salary of women employees (other than the Board of Directors and Key Management Personnel) is higher due to their higher representation in managerial positions compared to junior non-managerial roles.

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

Category FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Gross wages paid to females as % of total wages 6% 6%

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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. Dabur has established a team as part of its direct touch initiative, which focuses on whistle-blower protection and policy implementation, to address any human rights issues that may arise. Moreover, the Chairman of the Audit Committee is responsible for addressing any human rights issues that may have been caused or contributed to by the business.

In addition to the above, we have a dedicated toll-free hotline number (1800-103-1644) for anonymous reporting of issues/ concerns around the Code of Ethics & Conduct.

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

Dabur's Human Rights Policy emphasizes our commitment on providing effective remedies through company-based grievance mechanisms wherever human rights impacts occur. Our Code of Ethics & Conduct and Direct Touch (Whistleblower &

Chunk 9

171 0 0 171 100
Female 3 0 0 3 100 4 0 0 4 100
Other than Permanent

NilMale
Female
Workers
Permanent 79 4 5 75 95 129 43 33 86 67
Male 77 3 4 74 96 98 36 37 62 63
Female 2 1 50 1 50 31 7 23 24 77
Other than Permanent 51 51 100 0 0 50 50 100 0 0
Male 36 36 100 0 0 35 35 100 0 0
Female 15 15 100 0 0 15 15 100 0 0

15

Business Responsibility and Sustainability Report

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

a. The details are provided below:

Male Female

Number

Median

remuneration/salary/

wages of respective

category

Number

Median

remuneration/salary/

wages of respective

category

Board of Directors (BoD)* 6 120 2 24

Key Managerial Personnel (KMP) 1 69.15 1 6.46

Employees other than BoD and KMP 113 3.1 3 3.36

Workers 113 1.87 17 1.46

Note: The Company conducts evaluations of all employees purely on the basis of performance, irrespective of gender. This approach ensures a fair and non-discriminatory process for recruitment, compensation, and promotion. As per the aforementioned statistics, the median salary of female employees (excluding the Board of Directors and Key Management Personnel) is higher, attributable to their greater representation in managerial positions as compared to junior non-managerial roles.

Key Managerial Personnel includes Company Secretary and Chief Financial Officer. Directors are counted in Board of Directors.

*Five Board of Directors are being paid sitting for attending Board meeting. Only two Executive Directors are paid the remuneration.

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

FY 2024

Current Financial Year

FY 2023

Previous Financial Year

Gross wages paid to females as % of total wages 9.55% 22.37%

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)

Chunk 10

By FY 2029-30

Governance

BRSR Core Assurance From FY 2023-24

Target to get low ESG risk ratings/score. -

Climate Impact reporting and became a member of CDP and attain a rating of A. By FY 2027-28

Sustainability Report to be aligned with international reporting frameworks. -

Environment:

â€¢The Company has reduced its total emissions (Scope 1 & 2) by 4.33% as compared to previous year, as first step towards achieving carbon neutrality.

â€¢The Company is phasing out the usage of Single use plastic and striving towards reducing use of plastic in its office, branches and promotional activities.

â€¢The Company under its â€œGo Green Initiativeâ€ digitized its operations to minimize paperwork and facilitate online applications for home loans through its web portal and mobile application.

â€¢The Company has planted more than 1,850 trees and installed 295 KWP Solar plant which result in carbon saving.

â€¢The Company has financed 150 Self-Built Green Homes and has saved more than 186 Mt Co2, 8,891 m3 water and 276 MWhe energy per year.

Social:

â€¢The Company has 4.89% women employees in the current financial year and has more than 21% women employees in its Corporate Office and related offices.

â€¢To advance gender equality, the Company has introduced several initiatives, including the Prerna Rise• Women Managers Empowerment Program, Prerna Webinars and Chapters, Women Wellness Leave, Workplace Hygiene and organized Women Excellence award.

â€¢Under Employee health and Well-being, the Company provides flexible working hours, Group insurance, Accidental and Health insurance as well Maternity and Paternity leaves.

â€¢Through its CSR program, the company established 320 Gram Siddhi centers in Rajasthan, Gujarat, and Madhya Pradesh and 52,800 people were benefitted.

Governance:

Sub-question 5 Chunks

Chunk 1

Business Responsibility and Sustainability Report

Message from MD & CEO

In an era marked by profound global challenges, the concept of sustainable development has taken centre

stage. Organizations worldwide are recognizing the imperative to embrace responsible practices that extend

beyond mere financial performance. At Bajaj Group, we have always believed that our success is intricately linked to the well-being of the society and the environment in which we operate. We view our responsibility to lead in sustainable development not only as a duty to society but also as an opportunity to do well by doing good. By embracing sustainable development and exceeding minimum disclosure requirements and regulatory compliance, we aim to deliver value to all our stakeholders.

As you may know, BHIL is a holding and investment company and does not have any direct operations of its own. The Company's investments include strategic investments in group companies, financial investments in capital markets, and investments in properties. The Business Responsibility and Sustainability Report (BRSR) of BHIL, as detailed below, conforms to the requirements of SEBI Listing Regulations and the National Voluntary Guidelines (NVGs) on Social, Environmental, and Economic Responsibilities of Business released by the Ministry of Corporate Affairs (MCA), India.

Yours sincerely
Sanjiv Bajaj

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Overview

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity L65100PN1945PLC004656

2. Name of the Listed Entity Bajaj Holdings & Investment Limited
referred to as 'the Company / BHIL'

3. Year of incorporation 1945

4. Registered office address C/o. Bajaj Auto Ltd., Mumbai-Pune Road, Akurdi,
Pune • 411 035

5. Corporate address 3rd Floor, Panchshil Tech Park,
Viman Nagar, Pune – 411 014

6. Email investors@bhil.in

7. Telephone 020 7157 6066

Chunk 2

or the entity as a whole? (Yes/No).

Response: Yes, product details are showcased and shared at our dealer outlets. Customers receive comprehensive product information through the owner's manual. Additionally, essential operational and educational points are conveyed to customers via stickers affixed to the vehicle. During vehicle delivery, customers receive briefings on product features, service schedules, and contractual details. Further education on product features is provided during the product installation process at the time of the initial free service. We have implemented the Total Productive Maintenance (TPM) methodology at our dealerships to ensure high-quality services across our network. Customer satisfaction is gauged through our Net Promoter Score (NPS) process. Our marketing team conducts ongoing surveys, including focused group discussions, to gather customer feedback. Additionally, our service team organises DIY meetings and collects one-on-one feedback for newly launched products.

<https://www.bajajauto.com/three-wheelers>
<https://www.bajajauto.com/three-wheelers>
<https://www.bajajauto.com/bikes>
<https://www.chetak.com/>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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Introduction

DNV Business Assurance India Private Limited ('DNV'), has been commissioned by Bajaj Auto Limited (Corporate Identity Number L65993PN2007PLC130076, hereafter referred to as 'Bajaj Auto' or 'the Company') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR'). The disclosures include BRSR 9 Core attributes as per Annex I of SEBI circular dated 12 July 2023.

Reporting standard/framework

The disclosures have been prepared by Bajaj Auto in reference to:

I BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India)
Circular No.

Chunk 3

or commercial transactions where personal interests may conflict with the company's interest, which is reviewed by the Board and documented in the Annual Report's Corporate Governance section.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

12Bajaj Auto Limited17th Annual Report 2023-24

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.

Particulars FY 2023-24 FY 2022-23 Details of improvements in environmental and social impacts

R&D1; 100% 100%

For EV development:

- Expenses towards thermal Conductivity Analysis, Hub Motor Performance, Equipment Compact Immunity Test System, leading to reduced energy consumption, lower emissions through product lifecycle.

Capex2 65.1% 25.4%

For EV development:

- Expenses towards vehicle assembly, dies and molds, spare parts and other tools.

Note:

1. Crucial aspect of Bajaj Auto's R&D; expenditure is to reduce environmental and social impact. We also focus on developing new technologies to improve customer

experience, product quality and safety. Hence, these expenditures are inseparable cost of the projects and thus separately identifying such expenditure is not feasible.

2. A large amount of investments in Electric Vehicle and other technologies to improve the environmental and social impacts of products and processes are done through

a separate entity, Chetak Technology Ltd. [CTL] (a wholly owned subsidiary of Bajaj Auto Ltd., the

reporting entity). The percentages after including those investments are 65.3% and 32.7% for FY 2023-24 and FY 2022-23, respectively.

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

Response: Yes

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

Chunk 4

parties/Total Sales) 5% 6%

Loans and advances (Loans and advances given to related parties/Total loans and advances)

Nil Nil

Investments (Investments in related parties/Total Investments made)

15% 15%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held

Topics/principles covered under the training

Percentage of value chain partners covered (by value of business done with such partners)

under the awareness programmes

114

16 topics were covered across various training

programs conducted in FY2023-24 which covered all the 9 principles of BRSR.

62.3%

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If

Yes, provide details of the same.

Response: Yes, Bajaj Auto maintains a strict policy against unethical conduct and ensures compliance with relevant principles,

including those related to conflicts of interest. Directors and Senior Management are governed by a distinct Code of Conduct, which mandates adherence to the highest ethical standards and prohibits acceptance of benefits from business associates that could influence dealings with the company. Additionally, they are prohibited from engaging in any business activities that conflict with their duties to the company. Each year, Directors and Senior Management affirm their commitment to this Code, with the MD and CEO signing a declaration included in the Annual Report, thereby informing stakeholders. No instances of corruption or conflicts of interest were identified during the reporting period. Pursuant to SEBI Listing Regulations, Senior Management regularly discloses any material financial or commercial transactions where personal interests may conflict with the company's interest, which is reviewed by the Board and documented in the Annual Report's Corporate Governance section.

Chunk 5

loans &
advances) (in %)

- 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

15

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the

financial year:

Total number
of awareness
programme held

Topic/principles covered under
the training

% age value chain partners
covered (by value of business

done with such partners) under the awareness programmes

1 The Company has initiated supplier assessments on different Environment, Social & Governance topics to help assess their performance, which includes raw material and tier 1 suppliers. This has been monitored during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS

SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Details of improvements
in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Chunk 6

members, and strives to build and maintain a relationship of trust and mutual respect with them.

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

FY2023-24 FY2022-23

Directly sourced from MSMEs/ small producers 54% 13%

Directly from within India 46% 87%

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 FY2023-24 FY2022-23

Rural • -

Semi-urban • -

Urban 26% 27%

Metropolitan 74% 73%

(Place to be categorized as per RBI Classification System • Rural / Semi-urban / Urban / Metropolitan)

1. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes

b. From which marginalized /vulnerable groups do you procure?

We recognize the challenges and opportunities faced by marginalized communities, especially women entrepreneurs, who count amongst our value chain partners. We have implemented various initiatives to support them and create a positive impact on their lives and businesses. Our initiatives allows us to test and evaluate the effectiveness and impact of our approach. Based on these initiatives, we plan to further scale up our efforts.

c. What percentage of total procurement (by value) does it constitute?

Approximate 10% of specified articles.

For more details, please refer Social and Relationship Capital Section of Integrated Report 2023-24.

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

Please refer answer to the question no. 3 of Essential Indicators of Principle 8.

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Chunk 7

the information in BRSR under Workers' category is not applicable.

21. Participation/Inclusion/Representation of women:

Particulars Total (A)

No. and percentage of

Females

No. (B) % (B / A)

Board of Directors 6 1 16.67%

Key Management Personnel (KMP)* 3 1 33.33%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars

FY 2023-24 FY 2022-23 FY 2021-22

Male Female Total Male Female Total Male Female Total

Permanent Employees 17% 17% 17% 17% 41% 18% 17% 16% 17%

Permanent Workers NA NA NA NA NA NA NA NA NA

Business Responsibility & Sustainability Report (Contd.)

3

Business Responsibility &
Sustainability Report

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

S.

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 Gulf Oil International (Mauritius) Inc Holding 71.80% No

2 Techperspect Software Private Limited Associate 26.00% No

3 Tirex Transmission Private Limited Subsidiary 51.00% No

VI. CSR Details

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

(ii) Turnover (in Rs.): 3,28,409.68 Lakhs

(iii) Net worth (in Rs.): 1,29,477.18 Lakhs

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

Chunk 8

of women (As on 31st March, 2024)

Total(A) No. and percentage of Females

No. (B) % (B/A)

Board of Directors* 10 2 20%

Key Management Personnel **2 • -**

* Out of total Ten Directors • two Independent Director retired on the end of 31st March, 2024 and one Executive Director ceased to be Director from the end of 31st March, 2024 due to resignation.

Excludes Directors

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 23% 13% 22% 19% 19% 19% 21% 24% 21%

Permanent Workers 3% • 3% 4% - 4% 7% - 7%

Note : In FY-2022-23 BRSR report we have used a different calculation methodology; in this report our calculations are based on SEBI guidance.

Cera Sanitaryware Limited

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S.No. Name of the holding/ Indicate whether holding/ % of shares held Does the entity indicated at column

subsidiary/associate Subsidiary/Associate/ by listed entity A, participate in the Business companies/joint JointVenture Responsibility initiatives of ventures (A) the listed entity? (Yes/No)

1 Packcart Packaging LLP Subsidiary 51 No

2 Race Polymer Arts LLP Subsidiary 51 No

VI. CSR DETAILS

24.(i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No) • Yes

(ii) Turnover (in `) 1,87,123.47 Lakhs

(iii) Net worth (in `) 1,34,254.10 Lakhs

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:

Stakeholder Grievance Redressal Mechanismin FY 2023-24 FY 2022-23
group from Place (Yes/No) Number Number of Remarks Number of Remarks
whom (If Yes, then provide web-link for of complaints of complaints

Chunk 9

By FY 2029-30

Governance

BRSR Core Assurance From FY 2023-24

Target to get low ESG risk ratings/score. -

Climate Impact reporting and became a member of CDP and attain a rating of A. By FY 2027-28

Sustainability Report to be aligned with international reporting frameworks. -

Environment:

â€¢The Company has reduced its total emissions (Scope 1 & 2) by 4.33% as compared to previous year, as first step towards achieving carbon neutrality.

â€¢The Company is phasing out the usage of Single use plastic and striving towards reducing use of plastic in its office, branches and promotional activities.

â€¢The Company under its â€œGo Green Initiativeâ€ digitized its operations to minimize paperwork and facilitate online applications for home loans through its web portal and mobile application.

â€¢The Company has planted more than 1,850 trees and installed 295 KWP Solar plant which result in carbon saving.

â€¢The Company has financed 150 Self-Built Green Homes and has saved more than 186 Mt Co2, 8,891 m3 water and 276 MWhe energy per year.

Social:

â€¢The Company has 4.89% women employees in the current financial year and has more than 21% women employees in its Corporate Office and related offices.

â€¢To advance gender equality, the Company has introduced several initiatives, including the Prerna Rise• Women Managers Empowerment Program, Prerna Webinars and Chapters, Women Wellness Leave, Workplace Hygiene and organized Women Excellence award.

â€¢Under Employee health and Well-being, the Company provides flexible working hours, Group insurance, Accidental and Health insurance as well Maternity and Paternity leaves.

â€¢Through its CSR program, the company established 320 Gram Siddhi centers in Rajasthan, Gujarat, and Madhya Pradesh and 52,800 people were benefitted.

Governance:

Chunk 10

a strong retail
customer franchise.

Section B Section CSection A

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Others

- BFS through its subsidiary, Bajaj Finserv Direct Ltd. (BFDL/ Bajaj Markets), attracts new-to-Finserv customers by creating awareness and discovery of the Finserv brand through the digital medium. It also seeks to enhance the digital footprint of Bajaj Finserv through the offering of select digital technology services.

- BFS through its another subsidiary, Bajaj Finserv Health Ltd. (BFHL), a health tech venture, aims to transform healthcare in India by integrating a fragmented healthcare delivery ecosystem with technology and financial services on a digital platform to bring quality healthcare closer to consumers' reach through products, networks and technology. The Company has recently acquired Vidal Health,

which offers Health Third Party Administration and other health management services which expands our service offering and provides BFHL with presence across the healthcare payment spectrum.

- For mutual fund and asset management, BFS through Bajaj Finserv Asset Management Ltd., a subsidiary, has commenced its mutual fund operations in FY2024. The company offers competitive products which are based on innovation through usage of data and tech platforms, business models which are future ready as a differentiated investment strategy.
- Bajaj Finserv Ventures Ltd. is another subsidiary of BFS, which is an investment platform for (i) early to mid-stage venture capital investments and (ii) alternate class of assets.

IV. Employees

20. Details as at the end of Financial Year:

I. 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) 92,079 80,562 87% 11,517 13%

2. Other than Permanent (E)* 46,921 27,935 60% 18,986 40%

Sub-question 6 Chunks

Chunk 1

the information in BRSR under Workers' category is not applicable.

21. Participation/Inclusion/Representation of women:

Particulars Total (A)

No. and percentage of

Females

No. (B) % (B / A)

Board of Directors 6 1 16.67%
Key Management Personnel (KMP)* 3 1 33.33%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars
FY 2023-24 FY 2022-23 FY 2021-22

	Male	Female	Total	Male	Female	Total	Male	Female	Total
--	------	--------	-------	------	--------	-------	------	--------	-------

Permanent Employees	17%	17%	17%	17%	41%	18%	17%	16%	17%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

Business Responsibility & Sustainability Report (Contd.)

3

Business Responsibility & Sustainability Report

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

S.

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 Gulf Oil International (Mauritius) Inc Holding 71.80% No

2 Techperspect Software Private Limited Associate 26.00% No

3 Tirex Transmission Private Limited Subsidiary 51.00% No

VI. CSR Details

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

(ii) Turnover (in Rs.): 3,28,409.68 Lakhs

(iii) Net worth (in Rs.): 1,29,477.18 Lakhs

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

Chunk 2

711 0 0% 711 100% 693 0 693 100%

Female 1 0 0% 1 100% 1 0 1 100%

Other than Permanent

Male 36 0 0% 36 100% • - - - -

Female 0 0 0% 0 100% • - - - -

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) 17 240.8 1 Note 2

Key Managerial Personnel 7 240.8 0 -

Employees other than BoD
and KMP

5,825 2.7 260 3.3

Workers 747 2.6 1 4.6

Note:

1) The Key Managerial Personnel (KMP) include the Whole-time Directors, Chief Financial Officer, and Company Secretary as defined under Section 203(1) of the Companies Act, 2013. Consequently, the KMP also encompass six members of the Board of Directors.

2) The sitting fees for Non-Executive Directors (NED)/independent directors are not considered in the median remuneration calculation for the Board of Directors (BoD). Non-Executive Directors, namely Mr. Mahendra Mohan Gupta, Mr. Devendra Mohan Gupta, and Mr. Shailendra Mohan Gupta, as well as Non-Executive Independent Director Mr. Shashidhar Sinha, have voluntarily waived their sitting fees for the meetings.

3) Remuneration includes salary and perquisites but excludes contributions to the provident fund and its perquisites, gratuity, and encashment of leave, in accordance with the Company's rules.

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

FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Gross wages paid to females as % of total wages 5% 5%*

*Only permanent employees considered

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)

Mr. Sandeep Gupta, Whole-time Director of the Company and head of BRSR, in collaboration with the executive directors,

Chunk 3

Participation/Inclusion/Representation of women

Particulars Total (A) No. and percentage of Females

No. (B) % (B / A)

Board of Directors* 11 2 18.18

Key Management Personnel (KMP) 5 1 20.00

* The Board of Directors of the Company includes four Executive Directors who are designated as KMP.

As on March 31, 2024, Mr. Sanjeev Bikhchandani (Founder & Executive Vice Chairman), Mr. Hitesh Oberoi (Managing Director & Chief Executive Officer), Mr. Chintan Thakkar (Whole-time Director & Chief Financial Officer), Mr. Pawan Goyal (Whole-time Director & CBO • Naukri) and Ms. Jaya Bhatia (Company Secretary & Compliance Officer) are the KMP of the Company.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars FY24 FY23 FY22

Male Female Total Male Female Total Male Female Total

Permanent Employees 22.84% 29.53% 26.19% 30.10% 37.53% 33.08% 40.54% 46.30% 42.86%

Permanent Workers Not Applicable

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

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

S.

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 in
column A, participate in the

Business Responsibility initiatives
of the Company? (Yes/No)*

1 Allcheckdeals India Private Limited Subsidiary 100% Yes
2 Diphda Internet Services Limited Subsidiary 100% Yes
3 Interactive Visual Solutions Private

Limited
Subsidiary 100% Yes

4 Jeevansathi Internet Services Private
Limited

Subsidiary 100% Yes

5 MakeSense Technologies Limited Subsidiary 50.01% No
6 Naukri Internet Services Limited Subsidiary 100% Yes
7 NewInc Internet Services Private

Limited
Subsidiary 100% Yes

8 Smartweb Internet Services Limited Subsidiary 100% Yes

3

Business Responsibility and
Sustainability Report

S.
No.

Chunk 4

IT strategies, internal control system
etc.

5. Redressal of customers and investors complaints,
risk management framework, quarterly and
financial results through the Board/Committee
meetings

6. Updates on BRSR

7. Matters related to ESG and Sustainability Report

8. Discussion on various Employee benefit plans,

operational procedures, regulatory requirements
and impact on the Company's financials

100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

139Shriram Finance Limited

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

Key Managerial Personnel (KMP)

12 1. Detailed presentation which includes micro and macroeconomic factors impacting the industry in general

2. Discussion on Global economy, foreign bankers view on Indian economy, banking industry, financial environment, anticipation of future borrowing/lending rates.

3. Significant changes in regulatory environment.

4. Functioning of various Committees of the Board

and business and operations of the Company, risk management, IT strategies, internal control system etc.

5. Redressal of customers and investors complaints, risk management framework, quarterly and financial results through the Board/Committee meetings

6. Updates on BRSR

7. Matters related to ESG and Sustainability Report

8. Discussion on various Employee benefit plans,

operational procedures, regulatory requirements and impact on the Company's financials

9. Discussion on Social Finance Framework

10. Training on compliances under the Company's

Prohibition of Insider Trading Code

11. Discussion on new avenues for raising funds

12. Updates on CSR Reporting

100%

Employees other than BoD
and KMPs

1,840 1. Induction Programme for Management Trainees

2. Induction Training for Commercial Vehicle

Channel Level II

Chunk 5

a strong retail
customer franchise.

Section B Section CSection A

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Others

- BFS through its subsidiary, Bajaj Finserv Direct Ltd. (BFDL/ Bajaj Markets), attracts new-to-Finserv customers by creating awareness and discovery of the Finserv brand through the digital medium. It also seeks to enhance the digital footprint of Bajaj Finserv through the offering of select digital technology services.
- BFS through its another subsidiary, Bajaj Finserv Health Ltd. (BFHL), a health tech venture, aims to transform healthcare in India by integrating a fragmented healthcare delivery ecosystem with technology and financial services on a digital platform to bring quality healthcare closer to consumers' reach through products, networks and technology. The Company has recently acquired Vidal Health, which offers Health Third Party Administration and other health management services which expands our service offering and provides BFHL with presence across the healthcare payment spectrum.
- For mutual fund and asset management, BFS through Bajaj Finserv Asset Management Ltd., a subsidiary, has commenced its mutual fund operations in FY2024. The company offers competitive products which are based on innovation through usage of data and tech platforms, business models which are future ready as a differentiated investment strategy.
- Bajaj Finserv Ventures Ltd. is another subsidiary of BFS, which is an investment platform for (i) early to mid-stage venture capital investments and (ii) alternate class of assets.

IV. Employees

20. Details as at the end of Financial Year:

I. 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) 92,079 80,562 87% 11,517 13%

2. Other than Permanent (E)* 46,921 27,935 60% 18,986 40%

Chunk 6

the fi-
nancial or/human and technical
resources available for the task
(Yes/No)

d. It is planned to be done in the
next financial year (Yes/No)

e. Any other reason (please specify)

10

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment Total
number of
training and
awareness
programmes
held

Topics / principles covered under the training and its impact % age of persons
in respective

category
covered by

the awareness
programmes

Board of
Directors

4 Detailed orientation is given to the new independent directors. SEBI's guidelines and BRSR policy-related matters including ESG, Operational & Financial performance, Budget Vs. Actual performance, Industry outlook, and future projections are regularly discussed in the board meetings.

Details of orientation given to the new and existing Independent Directors are available at:
<https://www.jbmgroup.com/investors/jay-bharat-maruti-ltd/familiarization-program-for-independent-directors/>

100%

Key
Managerial
Personnel

4 Regular awareness programmes are held for KMPs of JBML covering areas of ethics, governance, code of conduct, human rights, safety etc. to bring about transparency and awareness relating to fair conduct of business. Various procedures and practices ensure implementation of these policies to meet the KPIs.

100%

Employees 364 JBML conducted multiple online and classroom sessions throughout the year on key topics such as Safety, Code of Conduct, Cybersecurity, Data Analytics, and Sustainability, Anti Bribery and Anti-Corruption, Conflict of Interest, Prevention of Sexual Harassment policies, etc., for employees and workers across management and non-managerial levels.

Chunk 7

(INR)

Board of Directors 13 16,60,000 2 10,20,000

Key Managerial Personnel 2 1,96,66,465 0 -

Employees other than BoD and
KMP

3,784 7,21,564 239 11,00,000*

Workers 1,305 4,29,202 37 3,86,334

*At Dabur, we evaluate all employees based on performance, regardless of gender, ensuring a fair and non-discriminatory recruitment, compensation, and promotion process. In the above statistics, the median salary of women employees (other than the Board of Directors and Key Management Personnel) is higher due to their higher representation in managerial positions compared to junior non-managerial roles.

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

Category FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Gross wages paid to females as % of total wages 6% 6%

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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. Dabur has established a team as part of its direct touch initiative, which focuses on whistle-blower protection and policy implementation, to address any human rights issues that may arise. Moreover, the Chairman of the Audit Committee is responsible for addressing any human rights issues that may have been caused or contributed to by the business.

In addition to the above, we have a dedicated toll-free hotline number (1800-103-1644) for anonymous reporting of issues/ concerns around the Code of Ethics & Conduct.

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

Dabur's Human Rights Policy emphasizes our commitment on providing effective remedies through company-based grievance mechanisms wherever human rights impacts occur. Our Code of Ethics & Conduct and Direct Touch (Whistleblower &

21. Participation/Inclusion/Representation of women
S.

No. Category Total (A)
No. and % of females

No. (B) % (B/A)
1 Board of Directors 6 1 17%
2 Key Management Personnel 2 0 0

*Managing Directors & Chief Executive Officer is considered in BOD and Chief Financial officer, Company Secretary are considered as KMPs.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)
Category* FY 2023-2024

(Turnover rate in
current FY)

FY 2022-2023
(Turnover rate in

previous FY)

FY 2021-22
(Turnover rate in

previous FY)

	Male	Female	Total	Male	Female	Total	Male	Female	Total
--	------	--------	-------	------	--------	-------	------	--------	-------

Permanent Employees	10%	5%	10%	8%	0	8%	8%	0	8%
---------------------	-----	----	-----	----	---	----	----	---	----

Permanent Workers	0	0	0	0	0	0	0	0	0
-------------------	---	---	---	---	---	---	---	---	---

* Voluntary turnover rates are disclosed

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

23.(a) Names of holding / subsidiary / associate companies / joint ventures
S. No Name of the holding / subsidiary /

associate companies / joint ventures
Indicate whether

it is a holding
/ Subsidiary /

Associate / or 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. The Tata Power Company Ltd. Holding Company 50.04 No
2. Nelco Network Products Limited (NNPL) Subsidiary Company 100.00 Yes
3. Piscis Networks Pvt. Ltd. Associate Company 31.72 No

VI. CSR Details

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

Yes

Turnover (in `) 320.30 crores
Net worth (in `) 123.58 crores

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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

Stakeholder
group from
whom
complaint is
received

Grievance
Redressal

Mechanism
in Place (Yes/

No)

Chunk 9

resources available for the task (Yes/No)

It is planned to be done in the next financial year
(Yes/No)

Any other reason (please specify)

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Essential Indicators

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

Segment Total number of
training and awareness
programmes held

Topics/principles covered under the training and its
impact

% of persons in respective
category covered by the
awareness programmes

Board of
directors

2 The topics covered include all principles of BRSR including climate change, biodiversity, water, Sustainability Key Performance Indicators, Global trends on sustainability and best Practices in industry, external ratings and disclosures, climate change Risks and Opportunities etc. All 9 principles of BRSR have been covered

100 %

Key managerial
personnel

3 9 principles of BRSR. 100 %

Employees other
than BoD and
KMPs

10 Employees other than BoD and KMPs have been trained on a

wide variety of topics covering ESG practices, sustainability initiatives, waste management, safety, code of conduct, adaptive leadership, etc. including all 9 principles of BRSR

10 %

Workers 120 Topics covering safety management, human rights, and skill development, which covers Principle 3 of BRSR.

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):

Chunk 10

loans &
advances) (in %)

• 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

15

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number
of awareness
programme held

Topic/principles covered under
the training

% age value chain partners covered (by value of business done with such partners) under the awareness programmes

1 The Company has initiated supplier assessments on different Environment, Social & Governance topics to help assess their performance, which includes raw material and tier 1 suppliers. This has been monitored during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS

SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24

(Current Financial Year)

FY 2022-23

(Previous Financial Year)

Details of improvements in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Sub-question 7 Chunks

Chunk 1

taken or under way 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

Mahindra Lifespaces 425

Business Responsibility and Sustainability Report

<https://mldlprodstorage.blob.core.windows.net/live/2021/10/CODE-OF-CONDUCT-FOR-DIRECTORS.pdf>

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

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

FY 2023-24 FY 2022-23 Details of improvements in Environmental and social impacts

Capex -

R & D 74 lakhs 101 Lakhs Augmentation of research facility for advanced testing of energy efficient building materials on varied parameters

Sky modelling • Increased accuracy of daylight data for optimizing WWR and VLT of the glazing. Daylight plugin tool developed • helps increase accuracy of daylight simulations to actual illuminance values

Apart from capital expenses, we also invest in R&D; through Mahindra TERI Centre of Excellence (MTCOE) whose research outcomes are open to access for all stakeholders in the building and construction sector. Also, 1-3% of the total cost of construction in every project is invested in specific technologies or measures to improve the environmental and social impacts of our residential homes.

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

Yes, Mahindra Lifespaces' integrates sustainability into sourcing and is driven by Green Supply Chain Management Policy (GSCM).

Weblink for the Green Supply Chain Management (GSCM) policy

Green Supply Chain Management (GSCM) policy

2. b. If yes, what percentage of inputs were sourced sustainably?
Over 80% of material by volume and cost

Chunk 2

at least a third of our workforce from current 26.2%. We shall continue taking measures like specific policies and initiatives that support the increased representation of women in our workforce. Shanti Ekambaram Deputy Managing Director Kotak Mahindra Bank Limited Corporate Social Responsibility and Environmental, Social and Governance Committee (â€œCSR and ESG Committeeâ€) of the Board Yes Yes. Board level CSR and ESG Committee. Composition given below is as of March

31, 2024, which has since changed. Further details are found in the 'Embracing Sustainability' section of the Integrated Annual Report

Mr. C.S. Rajan (Non-Executive Independent Part-time Chairman)

Other members:

Dr. Ashok Gulati (Independent Director)

Mr. C Jayaram (Non-Executive Director)

Mr. Ashok Vaswani (Managing Director & CEO)

Chunk 3

subsidiaries (Refer table V-23. (a) for list of wholly-owned subsidiaries)

15.Type of assurance obtained.

Reasonable assurance on BRSR Core parameters and Limited assurance on other parameters. Refer to the Independent Practitionersâ€™ Reasonable and Limited Assurance Report for the list of identified sustainability indicators covered under the assurance.

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

Exports contribute to 2.9% of our total turnover. We aim to expand global presence of our brands, such as Vaseline, Dove, Pears, Bru, Red Label, Lakme, Horlicks, and Boost, and to effectively provide cross-border sourcing of FMCG products to other Unilever companies across the world.

IV-20. Details as of the end of the financial year:

a. Employees and workers (including differently abled):

We are committed to drive equity, diversity, and inclusion across our workforce. As of March 2024, we have achieved 42% gender diversity across our managerial base. Through several programmes, such as â€˜Samaveshâ€™ and â€˜Ahilyaâ€™, we strive to enhance womenâ€™s representation in our factories and salesforce. We have over 1,300 women as shopfloor employees across our manufacturing locations and have onboarded over 1,400 women in sales. We are committed to include persons with disabilities (PwDs) in our employment ecosystem and workforce. Our experiential learning programme â€˜Sakshamâ€™ helps in hiring Persons with Disabilities. We allow voluntary self-disclosure and reasonable accommodation policy to enable employees to disclose their disability and avail support discreetly. Refer to our page for more details on <https://www.hul.co.in/planet-and-society/equity-diversity-and-inclusion/>.

Remarks: *As of March 2024, we have achieved a gender diversity of 42% at our managerial base.

IV-21. Participation/Inclusion/Representation of women

Above table represents HUL's Board of Directors and Key Management Personnel

Chunk 4

members, and strives to build and maintain a relationship of trust and mutual respect with them.

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

FY2023-24 FY2022-23

Directly sourced from MSMEs/ small producers 54% 13%

Directly from within India 46% 87%

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 FY2023-24 FY2022-23

Rural • -

Semi-urban • -

Urban 26% 27%

Metropolitan 74% 73%

(Place to be categorized as per RBI Classification System • Rural / Semi-urban / Urban / Metropolitan)

1. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes

b. From which marginalized /vulnerable groups do you procure?

We recognize the challenges and opportunities faced by marginalized communities, especially women entrepreneurs, who count amongst our value chain partners. We have implemented various initiatives to support them and create a positive impact on their lives and businesses. Our initiatives allows us to test and evaluate the effectiveness and impact of our approach. Based on these initiatives, we plan to further scale up our efforts.

c. What percentage of total procurement (by value) does it constitute?

Approximate 10% of specified articles.

For more details, please refer Social and Relationship Capital Section of Integrated Report 2023-24.

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

Please refer answer to the question no. 3 of Essential Indicators of Principle 8.

Business Responsibility & Sustainability Reporting (BRSR) | Statutory Reports

33

Chunk 5

loans &
advances) (in %)

- 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

15

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number
of awareness
programme held

Topic/principles covered under
the training

% age value chain partners
covered (by value of business
done with such partners) under
the awareness programmes

1 The Company has initiated supplier
assessments on different Environment, Social

& Governance topics to help assess their performance, which includes raw material and tier 1 suppliers. This has been monitored during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS

SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Details of improvements
in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Chunk 6

the information in BRSR under Workers' category is not applicable.

21. Participation/Inclusion/Representation of women:

Particulars Total (A)

No. and percentage of

Females

No. (B) % (B / A)

Board of Directors 6 1 16.67%

Key Management Personnel (KMP)* 3 1 33.33%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars

FY 2023-24 FY 2022-23 FY 2021-22

Male Female Total Male Female Total Male Female Total

Permanent Employees 17% 17% 17% 17% 41% 18% 17% 16% 17%

Permanent Workers NA NA NA NA NA NA NA NA NA

Business Responsibility & Sustainability Report (Contd.)

3

Business Responsibility &
Sustainability Report

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

S.

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 Gulf Oil International (Mauritius) Inc Holding 71.80% No

2 Techperspect Software Private Limited Associate 26.00% No

3 Tirex Transmission Private Limited Subsidiary 51.00% No

VI. CSR Details

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

(ii) Turnover (in Rs.): 3,28,409.68 Lakhs

(iii) Net worth (in Rs.): 1,29,477.18 Lakhs

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

Chunk 7

and health impacts of the procured materials and yet to include screening criteria based on the type of suppliers.

(c) What percentage of total procurement (by value) does it constitute?
NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

S. No. Intellectual Property
based on traditional
knowledge

Owned/Acquired
(Yes/No)

Benefit shared
(Yes / No)

Basis of calculating
benefit share

• - - - -

Mahindra Lifespaces drives innovation in the field of 'Research and Development' through the Mahindra TERI Centre of Excellence (MT CoE). MT CoE was launched in 2018 with a vision 'to build a greener urban future by developing innovative energy efficient solutions tailored to Indian climates.' It focused on development and dissemination of market ready, scalable, and viable building materials and technologies.

For more detailed initiatives, refer the Intellectual capital chapter in the Annual Integrated Report (Pg. no. 98). Weblink for MT CoE research activities and findings • <https://mahindratericoe.com/>

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of Authority Brief of the Case Corrective action taken

NA NA NA

There has been no adverse order in the research related work at Mahindra TERI Centre of Excellence (MTCoe).

Mahindra Lifespaces 447

Business Responsibility and Sustainability Report

<https://mahindratericoe.com/>

6. Details of beneficiaries of CSR Projects

S.
No.

CSR Project No. of persons benefited
from CSR projects

% of beneficiaries from
vulnerable and marginalised
groups

1 Electric 3-wheeler 25 rural population 100%

2 Water Conservation and enhancement 320 rural population 100%

3 Seva Mandir 720 girls and 700 community
members

100%

Chunk 8

By FY 2029-30

Governance

BRSR Core Assurance From FY 2023-24

Target to get low ESG risk ratings/score. -

Climate Impact reporting and became a member of CDP and attain a rating of A. By FY 2027-28
Sustainability Report to be aligned with international reporting frameworks. -

Environment:

â€¢The Company has reduced its total emissions (Scope 1 & 2) by 4.33% as compared to
previous year, as first step towards achieving carbon neutrality.

â€¢The Company is phasing out the usage of Single use plastic and striving towards reducing use
of plastic in its office, branches and promotional activities.

â€¢The Company under its â€œGo Green Initiativeâ€ digitized its operations to minimize
paperwork and facilitate online applications for home loans through its web portal and mobile
application.

â€¢The Company has planted more than 1,850 trees and installed 295 KWP Solar plant which

result in carbon saving.

• The Company has financed 150 Self-Built Green Homes and has saved more than 186 Mt Co2, 8,891 m3 water and 276 MWhe energy per year.

Social:

• The Company has 4.89% women employees in the current financial year and has more than 21% women employees in its Corporate Office and related offices.

• To advance gender equality, the Company has introduced several initiatives, including the Prerna Rise• Women Managers Empowerment Program, Prerna Webinars and Chapters, Women Wellness Leave, Workplace Hygiene and organized Women Excellence award.

• Under Employee health and Well-being, the Company provides flexible working hours, Group insurance, Accidental and Health insurance as well Maternity and Paternity leaves.

• Through its CSR program, the company established 320 Gram Siddhi centers in Rajasthan, Gujarat, and Madhya Pradesh and 52,800 people were benefitted.

Governance:

Chunk 9

investment, corporate citizenship, health and safety, human rights, human capital management and ESG risk management; as well as other social and public matters of significance to the company. The CSR committee also reviews and monitors the development and implementation of the Company's sustainability roadmap and reviews the Company's public disclosures with respect to Business Responsibility and Sustainability Report (BRSR) mandated by the Security Exchange Board of India (SEBI). The Sustainability and CSR functional head is accountable for presenting Company strategy, action and performance on ESG materials to the Board of Directors (BOD) and CSR committee at the Board at a regular interval. Our ESG aspirations are based on material topics based on our stakeholder consultations. The top material topics were shortlisted and prioritised based on their impact on our stakeholders and our business.

For 2022-23, senior leaders of the organisation were engaged in the materiality matrix refresh and identified key issues pertaining to ESG were considered for the current reporting year as well. The material issues identified after this exercise were used in this report and other strategic decisions of the organisation. We focus on promoting building communities, education, including special education, vocational skill development, especially among girls, youths, LGBTQIA+ people, and people with disabilities and restoring the environment. In FY 2023-24, skill development training was imparted to 59 LGBTQIA+, 50 PWDs and 110 women from marginalised communities.

MLL provides educational support to girls through our flagship project, Nanhi Kali, an initiative of the K.C. Mahindra Education Trust, which aims to ensure that every girl child in India has access to education. The programme targets beneficiaries from backward communities in Barabanki (Uttar Pradesh) and Nashik (Maharashtra). Moreover, around 867 girls benefitted from this project.

Chunk 10

b. Number of trading houses where purchases are made from

0 0

c. Purchases from top 10 trading houses as % of total purchases from trading houses

0.00% 0.00%

Concentration of Sales

d. a. Sales to dealer / distributors as % of total sales 0.00% 0.00%

e. b. Number of dealers / distributors to whom sales are made

0 0

f. c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors

0.00% 0.00%

Share of RPTs in

g. a. Purchases (Purchases with related parties as % of Total Purchases)

0.00% 0.00%

h. b. Sales (Sales to related parties as % of Total Sales) 0.00% 0.00%

i. c. Loans & advances given to related parties as % of Total loans & advances

99.99% 100.00%

j. d. Investments in related parties as % of Total Investments made

90.56% 78.33%

Mahindra Lifespaces 451

Business Responsibility and Sustainability Report

PRINCIPLE 3:

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

Essential Indicators

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

PRINCIPLE 5:

Businesses should respect and promote human rights

Essential Indicators

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

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

Safety related indicator details are covered in the BRSR section under Principle 3 – Q11

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

Cost incurred on wellbeing measures as a % of total revenue of the company

2.81% 3.05%

FY 2023-24 FY 2022-23

Gross wages paid to females
(Gross wages paid to females as % of total wages)

16.85% 17.23%

FY 2023-24 FY 2022-23

Total Complaints reported under Sexual Harassment

Sub-question 8 Chunks

Chunk 1

International (No. of Countries) None (Not Applicable)

b) What is the contribution of exports as a percentage of total turnover of the entity?
Not Applicable.

c) A brief on types of customers

Mahindra Lifespace Developers Ltd. is the real estate and infrastructure development business of the Mahindra Group.

It is committed to crafting the future with environmentally and socially responsible homes and industrial developments

and transforming India's urban landscape through its premium residential developments; and value homes under the

'Mahindra Happinest®' brand for the residential customers; and integrated cities and industrial clusters under the

'Mahindra World City' and 'Origins by Mahindra' brands respectively for the industrial customers.

17. Markets served by the entity:

a) Number of locations

*: KMP involves Chief Executive Officer (CEO), Chief Financial Officer (CFO), and Company Secretary (CS), but as CEO is covered under BoD, KMP here includes only CFO and CS.

: Senior Management Personnel involves C-level executives including the MD & CEO.

Sr. No. Description of Main Activity Total (A) No. and percentage of females

No. (B) % (B/A)

1. Board of Directors 7 3 42.86

2. Key Management Personnel* 2 1 50.00

3. Senior Management Personnel 9 1 11.11

19. Participation/inclusion/representation of women

Note: Turnover rates have been calculated using the average number of employees as per category for all 3 financial years.

FY 2023-24 FY 2022-23 FY 2021-22

Male Female Total Male Female Total Male Female Total

IC & IC – EMPLOYEES

Permanent Employees 19.28% 00.00% 16.49% 14.88% 47.06% 18.84% 17.14% 00.00% 14.52%

RESIDENTIAL – EMPLOYEES

Permanent Employees 20.42% 20.97% 20.56% 22.62% 21.65% 22.41% 29.83% 39.06% 31.37%

20. Turnover rate for permanent employees

Sr. No. Name of the holding/ subsidiary/as-sociate companies/joint ventures (A)

Chunk 2

IT strategies, internal control system
etc.

5. Redressal of customers and investors complaints,
risk management framework, quarterly and
financial results through the Board/Committee

meetings

6. Updates on BRSR
7. Matters related to ESG and Sustainability Report
8. Discussion on various Employee benefit plans,

operational procedures, regulatory requirements
and impact on the Company's financials

100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

139Shriram Finance Limited

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

Key Managerial Personnel
(KMP)

12 1. Detailed presentation which includes micro and
macroeconomic factors impacting the industry in
general

2. Discussion on Global economy, foreign bankers
view on Indian economy, banking industry,
financial environment, anticipation of future
borrowing/lending rates.

3. Significant changes in regulatory environment.
4. Functioning of various Committees of the Board

and business and operations of the Company, risk
management, IT strategies, internal control system
etc.

5. Redressal of customers and investors complaints, risk management framework, quarterly and financial results through the Board/Committee meetings

6. Updates on BRSR

7. Matters related to ESG and Sustainability Report

8. Discussion on various Employee benefit plans,

operational procedures, regulatory requirements and impact on the Company's financials

9. Discussion on Social Finance Framework

10. Training on compliances under the Company's

Prohibition of Insider Trading Code

11. Discussion on new avenues for raising funds

12. Updates on CSR Reporting

100%

Employees other than BoD and KMPs

1,840 1. Induction Programme for Management Trainees

2. Induction Training for Commercial Vehicle

Channel Level II

Chunk 3

the information in BRSR under Workers' category is not applicable.

21. Participation/Inclusion/Representation of women:

Particulars Total (A)

No. and percentage of

Females

No. (B) % (B / A)

Board of Directors 6 1 16.67%

Key Management Personnel (KMP)* 3 1 33.33%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars
FY 2023-24 FY 2022-23 FY 2021-22

Male Female Total Male Female Total Male Female Total

Permanent Employees 17% 17% 17% 17% 41% 18% 17% 16% 17%
Permanent Workers NA NA NA NA NA NA NA NA NA

Business Responsibility & Sustainability Report (Contd.)

3

Business Responsibility &
Sustainability Report

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

S.

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 Gulf Oil International (Mauritius) Inc Holding 71.80% No

2 Techperspect Software Private Limited Associate 26.00% No

3 Tirex Transmission Private Limited Subsidiary 51.00% No

VI. CSR Details

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

(ii) Turnover (in Rs.): 3,28,409.68 Lakhs

(iii) Net worth (in Rs.): 1,29,477.18 Lakhs

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

Chunk 4

711 0 0% 711 100% 693 0 693 100%

Female 1 0 0% 1 100% 1 0 1 100%

Other than Permanent

Male 36 0 0% 36 100% • - - - -

Female 0 0 0% 0 100% • - - - -

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) 17 240.8 1 Note 2

Key Managerial Personnel 7 240.8 0 -

Employees other than BoD
and KMP

5,825 2.7 260 3.3

Workers 747 2.6 1 4.6

Note:

1) The Key Managerial Personnel (KMP) include the Whole-time Directors, Chief Financial Officer, and Company Secretary as defined under Section 203(1) of the Companies Act, 2013. Consequently, the KMP also encompass six members of the Board of Directors.

2) The sitting fees for Non-Executive Directors (NED)/independent directors are not considered in the median remuneration calculation for the Board of Directors (BoD). Non-Executive Directors, namely Mr. Mahendra Mohan Gupta, Mr. Devendra Mohan Gupta, and Mr. Shailendra Mohan Gupta, as well as Non-Executive Independent Director Mr. Shashidhar Sinha, have voluntarily waived their sitting fees for the meetings.

3) Remuneration includes salary and perquisites but excludes contributions to the provident fund and its perquisites, gratuity, and encashment of leave, in accordance with the Company's rules.

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

FY 2023-24

(Current Financial Year)

FY 2022-23

(Previous Financial Year)

Gross wages paid to females as % of total wages 5% 5%*

*Only permanent employees considered

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)

Mr. Sandeep Gupta, Whole-time Director of the Company and head of BRSR, in collaboration with the executive directors,

Chunk 5

category

(INR Mn)

Board of Directors (BoD) 2 135.36 1 60.84

Key Managerial Personnel 3 102.12 1 60.84

Employees other than BoD and KMP 9,998 0.65 794 0.98

Workers 1,877 0.44 60 0.45

Note: * The sitting fees paid to Non-Executive Directors is not considered in estimating the median remuneration.

31

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Business Responsibility and Sustainability Report (BRSR) Integrated Annual Report FY 2024

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

FY 2024 FY 2023

Gross wages paid to females as % of total wages 9.45% 9.39%

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

The Company is having grievance redressal mechanism to address grievances pertaining to human rights violations. All employees and workers are encouraged to report human rights related violations on issues relating to injustice, criticism, unfairness or violation of dignity. Any violation of Human Rights as per the Human Rights Policy Statement of Glenmark, should be reported to the local HR Department or to the legal team of Glenmark (globalcompliance@glenmarkpharma.com). We ensure prompt investigation, addressing and responding to the concerns of employees on human rights violations and take appropriate action.

Human rights policy statement of Glenmark is available at https://glenmark.bcdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy.

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

FY 2024 FY 2023

Filed

during the

year

Pending

resolution at

the end of year

Remarks

Filed

during the

year

Pending

resolution at

the end of year

Remarks

Chunk 6

During the year under report, the Members of your Company in 60th Annual General Meeting confirmed the appointment/re-appointment as follows:

a. Re-appointment of Corinna Schittenhelm [DIN: 09257159] as a Non-Executive Non-Independent Director.

b. Re-appointment of Andreas Schick [DIN: 09257160] as a Non-Executive Non-Independent Director.

There is no inter-se relationship between the Directors.

In terms of the SEBI Listing Regulations, your Company conducts the Familiarisation Program for Independent Directors about their roles, rights and responsibilities in your Company, nature of the industry in which your Company operates, business model of your Company etc., through various initiatives. The details of the same can be found at <https://www.schaeffler.co.in/en/investor-relations/corporate-governance/independent-directors/>.

Key Managerial Personnel (KMP)

Pursuant to provisions of Sections 2(51) and 203 of Companies Act, 2013 read with Rule 8 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, following persons are acting as Key Managerial Personnel (KMP) of the Company:

1. Managing Director & Chief Executive Officer:
Harsha Kadam

2. Director-Finance & Chief Financial Officer: Hardevi Vazirani (Appointed as Whole-time Director, designated as Director-Finance) for a period of five years with effect from February 13, 2024 and Chief Financial Officer of the Company.

1 Satish Patel superannuated on February 12, 2024, and ceased to be the Director-Finance & CFO of the Company after the business hours of February 12, 2024.

3. Company Secretary: Ashish Tiwari

Pursuant to Rule 8(5)(iii) of the Companies (Accounts) Rules, 2014, no change occurred in KMP during the year ended December 31, 2023.

Meetings of Board of Directors

During the year under review, 6 (Six) meetings of the Board of Directors were held in compliance with the Companies Act, 2013 and SEBI Listing Regulations on –

Chunk 7

loans &
advances) (in %)

• 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the

financial year:

Total number
of awareness
programme held

Topic/principles covered under
the training

% age value chain partners
covered (by value of business
done with such partners) under
the awareness programmes

1 The Company has initiated supplier assessments on different Environment, Social & Governance topics to help assess their performance, which includes raw material and tier 1 suppliers. This has been monitored during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS

SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Details of improvements
in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Chunk 8

by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2023-24

11

Principle 1 – Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Essential Indicators

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

Segment

Total number
of training and

awareness
programmes held

Topics/principles covered under the training and its impact
 % of persons in respective
 category covered by the
 awareness programmes

Board of directors 2 The topics covered include the Committee Meetings which have discussions topics on all principles of BRSR including climate change, biodiversity, water, Sustainability Key Performance Indicators, Global trends on sustainability and best Practices in industry, external ratings and disclosures, Stakeholder engagement and Materiality, climate change Risks and Opportunities etc.

100%

Key managerial
 personnel

2 Topics pertaining to integrity and ethics, core values, code of conduct and sustainability covered enabling KMPs to drive company's values, purpose and strategy in the business.

100%

Employees other
 than BoD and KMPs

17 Topics covering code of conduct, adaptive leadership programmes, and effective coaching. Awareness by way of periodical internal communication -Delivering value from ESG, Sustainability Initiatives at locations, Actions & Initiatives of JSW Foundation, Environment Initiatives at locations, Life Cycle Assessment & Product Sustainability, Biodiversity & its importance for Business, Social Interventions for Sustainable World & Safety Management. In addition to these workshops were conducted for ISPs and Operations. Under the ongoing decarbonisation initiative at one of our plants, we have

Chunk 9

(INR)

Board of Directors 13 16,60,000 2 10,20,000

Key Managerial Personnel 2 1,96,66,465 0 -

Employees other than BoD and
 KMP

3,784 7,21,564 239 11,00,000*

Workers 1,305 4,29,202 37 3,86,334

*At Dabur, we evaluate all employees based on performance, regardless of gender, ensuring a fair

and non-discriminatory recruitment, compensation, and promotion process. In the above statistics, the median salary of women employees (other than the Board of Directors and Key Management Personnel) is higher due to their higher representation in managerial positions compared to junior non-managerial roles.

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

Category FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Gross wages paid to females as % of total wages 6% 6%

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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. Dabur has established a team as part of its direct touch initiative, which focuses on whistle-blower protection and policy implementation, to address any human rights issues that may arise. Moreover, the Chairman of the Audit Committee is responsible for addressing any human rights issues that may have been caused or contributed to by the business.

In addition to the above, we have a dedicated toll-free hotline number (1800-103-1644) for anonymous reporting of issues/ concerns around the Code of Ethics & Conduct.

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

Dabur's Human Rights Policy emphasizes our commitment on providing effective remedies through company-based grievance mechanisms wherever human rights impacts occur. Our Code of Ethics & Conduct and Direct Touch (Whistleblower &

Chunk 10

Responsibility & Sustainability Report | 3

21. Participation/Inclusion/Representation of women
S.

No. Category Total (A)
No. and % of females

No. (B) % (B/A)
1 Board of Directors 6 1 17%
2 Key Management Personnel 2 0 0

*Managing Directors & Chief Executive Officer is considered in BOD and Chief Financial officer, Company Secretary are considered as KMPs.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)
Category* FY 2023-2024

(Turnover rate in
current FY)

FY 2022-2023
(Turnover rate in

previous FY)

FY 2021-22
(Turnover rate in

previous FY)

Male Female Total Male Female Total Male Female Total

Permanent Employees 10% 5% 10% 8% 0 8% 8% 0 8%
Permanent Workers 0 0 0 0 0 0 0 0 0

* Voluntary turnover rates are disclosed

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

23.(a) Names of holding / subsidiary / associate companies / joint ventures
S. No Name of the holding / subsidiary /

associate companies / joint ventures
Indicate whether

it is a holding
/ Subsidiary /

Associate / or 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. The Tata Power Company Ltd. Holding Company 50.04 No
2. Nelco Network Products Limited (NNPL) Subsidiary Company 100.00 Yes
3. Piscis Networks Pvt. Ltd. Associate Company 31.72 No

VI. CSR Details

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

Yes

Turnover (in `) 320.30 crores
Net worth (in `) 123.58 crores

4 | Business Responsibility & Sustainability Report

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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

Stakeholder
group from
whom
complaint is
received

Grievance
Redressal

Mechanism
in Place (Yes/

No)

Sub-question 9 Chunks

Chunk 1

Rates (PLR), the ombudsman scheme, the self-help option, the list of terminated service providers, and the process.

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Assurance Statement

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9 L&T; Finance

Deloitte Chartered Accountants
One International Center
Tower 3, 27th-32nd Floor
Senapati Bapat Marg
Elphinstone Road (West)
Mumbai-400 013
Maharashtra, India

Haskins & Sells LLP

Tel: +91226185 4000
Fax: +912261854101

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION OF L&T; FINANCE LIMITED

To the Board of Directors
of L & T FINANCE LIMITED (erstwhile L & T Finance Holdings Limited)

1. We have undertaken to perform limited assurance engagement, for L&T; FINANCE LIMITED (erstwhile L&T; Finance Holdings Limited) (the "Company") vide our engagement letter dated January 8, 2024, in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Company's Integrated Annual Report (the "IAR"), Business Responsibility and Sustainability Report (the "BRSR") included within IAR, (together the "Reports") of the Company for the year ended March 31, 2024. This engagement was conducted by a multidisciplinary team including assurance practitioners, environmental engineers and specialists.

2. Identified Sustainability Information

Our scope of limited assurance consists of the Identified Sustainability Information listed in the Appendix I to our report. The reporting boundary of the Reports is as below:

In case of BRSR, it is disclosed in Question 13 and Question 23 (a) of Section A: General Disclosures of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR, where applicable.

- In case of Identified Sustainability Information other than BRSR, it is disclosed in the 'About the report'

Chunk 2

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Business Responsibility and Sustainability
Report FY 24

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity

L72900MH2012PLC232169

2. Name of the Listed Entity

L&T; Technology Services Limited

3. Year of incorporation

14 Jun 2012

4. Registered office address

L&T; House, N.M. Marg, Ballard Estate, Mumbai 400 001

5. Corporate address

West Block-II, L&T; Knowledge City (IT/ITES) SEZ, N.H. No. 8, Ajwa Waghodia Crossing,
Vadodara • 390 019

6. E-mail

corporate.sustainability@lts.com

7. Telephone

91-22-68925257

8. Website

www.ltts.com

9. Financial year for which reporting is being done

1st April 2023• 31st March 2024

10. Name of the Stock Exchange(s) where shares are listed

BSE and NSE

11. Paid-up Capital

INR 211.5 million

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

SL No. Particulars Details

1 Name Jayashree Ramasubbu

2 Designation Chief Risk Officer

3 Telephone Number (022) 68925257

4 Email ID corporate.sustainability@ltts.com

13. Reporting boundary

The BRSR report provides details of our non-financial performance from April 1, 2023 to March 31, 2024. All non-financial disclosures are done on standalone basis except energy, water and waste data which is collected from our 32 major offices in India and 8 major offices at international locations. Except 1 subsidiary, all of our subsidiaries operate from LTTS' standalone premises.

SECTION A: GENERAL DISCLOSURES

<mailto:corporate.sustainability@ltts.com>

<http://www.ltts.com>

<mailto:corporate.sustainability@ltts.com>

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Chunk 3

loans &
advances) (in %)

• 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

15

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the

financial year:

Total number
of awareness
programme held

Topic/principles covered under
the training

% age value chain partners
covered (by value of business
done with such partners) under
the awareness programmes

1 The Company has initiated supplier
assessments on different Environment, Social
& Governance topics to help assess their
performance, which includes raw material
and tier 1 suppliers. This has been monitored
during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members

of the
Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

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

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Details of improvements
in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Chunk 4

the information in BRSR under Workers' category is not applicable.

21. Participation/Inclusion/Representation of women:

Particulars Total (A)

No. and percentage of

Females

No. (B) % (B / A)

Board of Directors 6 1 16.67%

Key Management Personnel (KMP)* 3 1 33.33%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars

FY 2023-24 FY 2022-23 FY 2021-22

Male Female Total Male Female Total Male Female Total

Permanent Employees 17% 17% 17% 17% 41% 18% 17% 16% 17%

Permanent Workers NA NA NA NA NA NA NA NA NA

Business Responsibility & Sustainability Report (Contd.)

3

Business Responsibility &
Sustainability Report

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

S.

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 Gulf Oil International (Mauritius) Inc Holding 71.80% No

2 Techperspect Software Private Limited Associate 26.00% No

3 Tirez Transmission Private Limited Subsidiary 51.00% No

VI. CSR Details

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

(ii) Turnover (in Rs.): 3,28,409.68 Lakhs

(iii) Net worth (in Rs.): 1,29,477.18 Lakhs

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

By FY 2029-30

Governance

BRSR Core Assurance From FY 2023-24

Target to get low ESG risk ratings/score. -

Climate Impact reporting and became a member of CDP and attain a rating of A. By FY 2027-28

Sustainability Report to be aligned with international reporting frameworks. -

Environment:

• The Company has reduced its total emissions (Scope 1 & 2) by 4.33% as compared to previous year, as first step towards achieving carbon neutrality.

• The Company is phasing out the usage of Single use plastic and striving towards reducing use of plastic in its office, branches and promotional activities.

• The Company under its "Go Green Initiative" digitized its operations to minimize paperwork and facilitate online applications for home loans through its web portal and mobile application.

• The Company has planted more than 1,850 trees and installed 295 KWP Solar plant which result in carbon saving.

• The Company has financed 150 Self-Built Green Homes and has saved more than 186 Mt Co2, 8,891 m3 water and 276 MWh energy per year.

Social:

• The Company has 4.89% women employees in the current financial year and has more than 21% women employees in its Corporate Office and related offices.

• To advance gender equality, the Company has introduced several initiatives, including the Prerna Rise• Women Managers Empowerment Program, Prerna Webinars and Chapters, Women Wellness Leave, Workplace Hygiene and organized Women Excellence award.

• Under Employee health and Well-being, the Company provides flexible working hours, Group insurance, Accidental and Health insurance as well Maternity and Paternity leaves.

• Through its CSR program, the company established 320 Gram Siddhi centers in Rajasthan, Gujarat, and Madhya Pradesh and 52,800 people were benefitted.

Governance:

Chunk 6

than Permanent™ workers include workers on third-party roll and contractual categories.

Question 22:-

The Chairman & MD and CFO are included in the Board of Directors.

Question 24:

Notes-

@ In process of Liquidation.

* Sold off w.e.f. April 10, 2024.

^ Subsidiary as per Companies Act, 2013.

\$ L&T; Finance Limited, L&T; Infra Credit Limited and L&T; Mutual Fund Trustee Limited was merged with L&T; Finance Holdings Limited. Thereafter, the name of L&T; Finance Holdings Limited was changed to L&T; Finance Limited w.e.f. March 28, 2024.

Wholly owned subsidiary of the Company w.e.f.

December 27, 2023.

% Associate of a subsidiary company under Companies Act, 2013.

+ Subsidiary by virtue of control over composition of Board of Directors.

& L&T; Finance Limited, L&T; Technology Services Limited and LTIMindtree Limited have a separate BRSR.

Question 26:-

Employees & Workers •

Higher reported cases due to streamlining of complaints and grievances registration system viz HEERA, a bot based system incorporated in MS teams. Includes complaints related to salary, benefits, policies, portals, mediclaim, leave, work facilities. Complaints related to sexual harassment are addressed through the mechanism stated in the POSH Policy and respective Internal Complaints Committee.

Others (Whistle blower complaints) -

Higher reported cases due to increased awareness amongst stakeholders.

Though the Company does not have a formal grievance redressal policy/ies, there are detailed procedures in place for addressing the grievances across different stakeholders.

Details of the grievance redressal mechanism are elucidated below:

Investors and Shareholders -

The Company has designated an exclusive e-mail id IGRC@Larsentoubro.com, to enable investors and shareholders to register their grievances, if any.

Chunk 7

Responsibility & Sustainability Report (BRSR)132

A Mini Ratna Enterprise

24oha okf" kZd fjiksVZ 2023&24

24th Annual Report 2023-24

IV. Employees

21. Details as at the end of Financial Year

Particulars Total (A) Male Female Other

No. (B) % (B/A) No. (C) % (C/A) No. (H) % (H/A)

Employees

1. Permanent (D) 476 425 89 51 11 0 0

2. Other than permanent (E) 380 356 94 24 6 0 0

Total Employees (D+E) 856 781 91 75 9 0 0

Workers

1. Permanent (F) 2 1 50 1 50 0 0

2. Other than permanent (G) 0 0 0 0 0 0 0

Total Employees (F+G) 2 1 50 1 50 0 0

Particulars Total (A) Male Female Other
No. (B) % (B/A) No. (B) % (B/A) No. (H) % (H/A)

1. Permanent (D) 14 12 86 2 14 0 0
2. Other than permanent (E) 0 0 0 0 0 0 0
Total Employees (D+E) 14 12 86 2 14 0 0

1. Permanent (F) 0 0 0 0 0 0 0
2. Other than permanent (G) 0 0 0 0 0 0 0
Total Employees (F+G) 0 0 0 0 0 0 0

22. Participation/Inclusion/Representation of women

Particulars Total (A)
No. & Percentage of Females

No. (B) % (B/A)
Board of Directors 7 0 0
Key Management Personnel 5 0 0

23. Turnover rate for permanent employees and workers –

Particulars
Turnover rate in

2023-24
Turnover rate in

2022-23
Turnover rate in

2021-22
Male Female Total Male Female Total Male Female Total

Permanent Employees
Permanent Workers 0 0 0 0 0 0 0 0

Business Responsibility & Sustainability Report (BRSR) 133

A Mini Ratna Enterprise

24oha okf" kZd fjiksVZ 2023&24
24th Annual Report 2023-24

V. Holdings, Subsidiaries and Associate Companies (including joint ventures)

24. a. Names of holding / subsidiary / associate companies / joint ventures

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)

VI. CSR Details

25. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Chunk 8

INTERNAL

May 30, 2024

National Stock Exchange of India Limited
Exchange Plaza,
Plot No. C/1, G Block,
Bandra • Kurla Complex, Bandra (East),
Mumbai • 400 051.

BSE Limited
Corporate Relations Department,
1st Floor, New Trading Ring,
P. J. Towers, Dalal Street,
Mumbai • 400 001.

Symbol: LTF Security Code No.: 533519

Kind Attn: Head • Listing Department / Dept. of Corporate Communications

Sub: Submission of the Business Responsibility and Sustainability Report for the financial
year 2023-24

Dear Sir / Madam,

Pursuant to the requirements of Regulations 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable regulations, please find enclosed the Business Responsibility and Sustainability Report of the Company for the financial year 2023-24, which forms part of the Integrated Annual Report for the financial year 2023-24.

We request you to take the aforesaid on record.

For L&T; Finance Limited
(formerly known as L&T; Finance Holdings Limited)

Apurva Rathod
Company Secretary and Compliance Officer

Encl: as above

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Business Responsibility & Sustainability Report

1. Corporate Identity Number (CIN) of the Listed Entity L67120MH2008PLC181833

2. Name of the Listed Entity

L&T; Finance Limited (formerly known as
L&T; Finance Holdings Limited)

3. Year of incorporation 2008

4. Registered office address

Brindavan, Plot No. 177, C.S.T. Road,
Kalina, Santacruz (East), Mumbai • 400098,
Maharashtra, India

5. Corporate address

Brindavan, Plot No. 177, C.S.T. Road,
Kalina, Santacruz (East), Mumbai • 400098,
Maharashtra, India

6. E-mail igrc@ltfs.com

7. Telephone +91 22 6212 5000

8. Website www.ltfs.com

9. Financial year for which reporting is being done FY24

10. Name of the Stock Exchange(s) where shares are listed BSE, NSE

11. Paid-up Capital

` 24,88,94,03,100 comprising
2,48,89,40,310 equity shares of ` 10 each

Chunk 9

subsidiaries (Refer table V-23. (a) for list of wholly-owned subsidiaries)

15.Type of assurance obtained.

Reasonable assurance on BRSR Core parameters and Limited assurance on other parameters.
Refer to the Independent Practitionersâ€™™ Reasonable and Limited Assurance Report for the list
of identified sustainability indicators covered under the assurance.

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

Exports contribute to 2.9% of our total turnover. We aim to expand global presence of our brands,
such as Vaseline, Dove, Pears, Bru, Red Label, Lakme, Horlicks, and Boost, and to effectively
provide cross-border sourcing of FMCG products to other Unilever companies across the world.

IV-20. Details as of the end of the financial year:

a. Employees and workers (including differently abled):

We are committed to drive equity, diversity, and inclusion across our workforce. As of March 2024, we have achieved 42% gender diversity across our managerial base. Through several programmes, such as “Samavesh”™ and “Ahilya”™, we strive to enhance women’s representation in our factories and salesforce. We have over 1,300 women as shopfloor employees across our manufacturing locations and have onboarded over 1,400 women in sales. We are committed to include persons with disabilities (PwDs) in our employment ecosystem and workforce. Our experiential learning programme “Saksham”™ helps in hiring Persons with Disabilities. We allow voluntary self-disclosure and reasonable accommodation policy to enable employees to disclose their disability and avail support discreetly. Refer to our page for more details on <https://www.hul.co.in/planet-and-society/equity-diversity-and-inclusion/>.

Remarks: *As of March 2024, we have achieved a gender diversity of 42% at our managerial base.

IV-21. Participation/Inclusion/Representation of women

Above table represents HUL’s Board of Directors and Key Management Personnel

Chunk 10

Venture 37.74 No

104 Prime Techpark (Chennai) Private Limited Subsidiary 100.00 No

105 PT. Larsen & Toubro Subsidiary 100.00 No

106 Raykal Aluminium Company Private Limited Joint Venture 75.50 No

107 Rewin Infrastructure Limited * Joint Venture 51.00 No

108 Syncordis Limited, UK Subsidiary 68.60 No

109 Syncordis Sarl, France Subsidiary 68.60 No

110 Vadodara Bharuch Tollway Limited * Joint Venture 51.00 No

111 Watrak Infrastructure Private Limited * Joint Venture 51.00 No

112 Indiran Engineering Projects and Systems Kish (LLC) Joint Venture 50.00 No

113 Gujarat Leather Industries Limited @ Associate 50.00 No

114 Grameen Capital India Private Limited % Associate 17.12 No

115 International Seaports (Haldia) Private Limited % Associate 14.25 No

116 L&T; Camp Facilities LLC Associate 49.00 No

117 Magtorq Private Limited Associate 42.85 No

118 Magtorq Engineering Solutions Private Limited Associate 39.28 No

119 Larsen & Toubro Qatar & HBK Contracting Co. WLL@ Associate 50.00 No

@ In process of Liquidation.

* Sold off w.e.f. April 10, 2024.

^ Subsidiary as per Companies Act, 2013.

\$ L&T; Finance Limited, L&T; Infra Credit Limited and L&T; Mutual Fund Trustee Limited was merged with L&T; Finance Holdings Limited.

Thereafter, the name of L&T; Finance Holdings Limited was changed to L&T; Finance Limited w.e.f. March 28, 2024.

Wholly owned subsidiary of the Company w.e.f. December 27, 2023.

% Associate of a subsidiary company under Companies Act, 2013.

+ Subsidiary by virtue of control over composition of Board of Directors.

& These subsidiaries have a separate BRSR.

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VI. CSR DETAILS

24. CSR Details

Whether CSR is applicable as per Section 135 of Companies Act, 2013 Yes

Turnover (in ₹ Crore) 1,26,236

Net worth (in ₹ Crore) 64,416

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

Sub-question 10 Chunks

Chunk 1

Rates (PLR), the ombudsman scheme, the self-help option, the list of terminated service providers, and the process.

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Assurance Statement

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9 L&T; Finance

Deloitte Chartered Accountants
One International Center
Tower 3, 27th-32nd Floor
Senapati Bapat Marg
Elphinstone Road (West)
Mumbai-400 013
Maharashtra, India

Haskins & Sells LLP

Tel: +91226185 4000
Fax: +912261854101

INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT ON IDENTIFIED
SUSTAINABILITY INFORMATION
OF L&T; FINANCE LIMITED

To the Board of Directors
of L& T FINANCE LIMITED (erstwhile L& T Finance Holdings Limited)

1. We have undertaken to perform limited assurance engagement, for L&T; FINANCE LIMITED (erstwhile L&T; Finance Holdings Limited) (the "Company") vide our engagement letter dated January 8, 2024, in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Company's Integrated Annual Report (the "IAR"), Business Responsibility and Sustainability Report (the "BRSR") included within IAR, (together the "Reports") of the Company for the year ended March 31, 2024. This engagement was conducted by a multidisciplinary team including assurance practitioners,

environmental
engineers and specialists.

2. Identified Sustainability Information

Our scope of limited assurance consists of the Identified Sustainability Information listed in the Appendix I to our report. The reporting boundary of the Reports is as below:

In case of BRSR, it is disclosed in Question 13 and Question 23 (a) of Section A: General Disclosures of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR, where applicable.

- In case of Identified Sustainability Information other than BRSR, it is disclosed in the 'About the report'

Chunk 2

IT strategies, internal control system
etc.

5. Redressal of customers and investors complaints,
risk management framework, quarterly and
financial results through the Board/Committee
meetings

6. Updates on BRSR

7. Matters related to ESG and Sustainability Report

8. Discussion on various Employee benefit plans,

operational procedures, regulatory requirements
and impact on the Company's financials

100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

139Shriram Finance Limited

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

Key Managerial Personnel
(KMP)

12 1. Detailed presentation which includes micro and macroeconomic factors impacting the industry in general

2. Discussion on Global economy, foreign bankers view on Indian economy, banking industry, financial environment, anticipation of future borrowing/lending rates.

3. Significant changes in regulatory environment.

4. Functioning of various Committees of the Board

and business and operations of the Company, risk management, IT strategies, internal control system etc.

5. Redressal of customers and investors complaints, risk management framework, quarterly and financial results through the Board/Committee meetings

6. Updates on BRSR

7. Matters related to ESG and Sustainability Report

8. Discussion on various Employee benefit plans,

operational procedures, regulatory requirements and impact on the Company's financials

9. Discussion on Social Finance Framework

10. Training on compliances under the Company's

Prohibition of Insider Trading Code

11. Discussion on new avenues for raising funds

12. Updates on CSR Reporting

100%

Employees other than BoD
and KMPs

1,840 1. Induction Programme for Management Trainees

2. Induction Training for Commercial Vehicle

Channel Level II

Chunk 3

the information in BRSR under Workers' category is not applicable.

21. Participation/Inclusion/Representation of women:

Particulars Total (A)

No. and percentage of

Females

No. (B) % (B / A)

Board of Directors 6 1 16.67%

Key Management Personnel (KMP)* 3 1 33.33%

*KMPs are as defined under the provisions of section 203 of the Companies Act, 2013

22. Turnover rate for permanent employees and workers

Particulars

FY 2023-24 FY 2022-23 FY 2021-22

Male Female Total Male Female Total Male Female Total

Permanent Employees 17% 17% 17% 17% 41% 18% 17% 16% 17%

Permanent Workers NA NA NA NA NA NA NA NA NA

Business Responsibility & Sustainability Report (Contd.)

3

Business Responsibility &
Sustainability Report

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures (As on March 31, 2024)

S.

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 Gulf Oil International (Mauritius) Inc Holding 71.80% No

2 Techperspect Software Private Limited Associate 26.00% No

3 Tirex Transmission Private Limited Subsidiary 51.00% No

VI. CSR Details

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

(ii) Turnover (in Rs.): 3,28,409.68 Lakhs

(iii) Net worth (in Rs.): 1,29,477.18 Lakhs

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

Chunk 4

category

(INR Mn)

Board of Directors (BoD) 2 135.36 1 60.84

Key Managerial Personnel 3 102.12 1 60.84

Employees other than BoD and KMP 9,998 0.65 794 0.98

Workers 1,877 0.44 60 0.45

Note: * The sitting fees paid to Non-Executive Directors is not considered in estimating the median remuneration.

31

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Business Responsibility and Sustainability Report (BRSR) Integrated Annual Report FY 2024

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

FY 2024 FY 2023

Gross wages paid to females as % of total wages 9.45% 9.39%

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

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

The Company is having grievance redressal mechanism to address grievances pertaining to human rights violations. All employees and workers are encouraged to report human rights related violations on issues relating to injustice, criticism, unfairness or violation of dignity. Any violation of Human Rights as per the Human Rights Policy Statement of Glenmark, should be reported to the local HR Department or to the legal team of Glenmark (globalcompliance@glenmarkpharma.com). We ensure prompt investigation, addressing and responding to the concerns of employees on

human rights violations and
take appropriate action.

Human rights policy statement of Glenmark is available at
https://glenmark.bcdn.net/gpl_pdfs/about_us/Human%20Rights%20Policy.

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

FY 2024 FY 2023

Filed

during the

year

Pending

resolution at

the end of year

Remarks

Filed

during the

year

Pending

resolution at

the end of year

Remarks

Chunk 5

of women

Sr.

No.

Category Total (A)

Number and percentage of females

No. (B) % (B/A)

1 Board of Directors 9 2 22.22%

2 Key Management Personnel* 3 1 33.33%

* Key Management Personnel (the “KMP”) includes the Joint Managing Director, Chief Financial Officer and Company Secretary as defined under Section 2(51) of the Companies Act, 2013 (the “Act”).

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Business Responsibility & Sustainability Report (Contd.)

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23. (a) Names of holding/subsidiary/associate companies/joint venture

Sr.

No.

Name of the holding/subsidiary/ associate companies/joint venture (A)

Indicate whether it is
a 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	JM Financial Institutional Securities Limited	Subsidiary	100	No
2	JM Financial Services Limited	Subsidiary	100	No
3	JM Financial Capital Limited*	Subsidiary	100	No
4	JM Financial Commtrade Limited	Subsidiary	100	No
5	JM Financial Overseas Holdings Private Limited	Subsidiary	100	No
6	JM Financial Singapore Pte. Ltd.	Subsidiary	100	No
7	JM Financial Securities, Inc.	Subsidiary	100	No
8	Infinite India Investment Management Limited	Subsidiary	100	No
9	JM Financial Properties and Holdings Limited	Subsidiary	100	No
10	CR Retail Malls (India) Limited	Subsidiary	100	No
11	JM Financial Products Limited	Subsidiary	99.71	No
12	JM Financial Credit Solutions Limited	Subsidiary	46.68	No
13	JM Financial Home Loans Limited	Subsidiary	94.02	No
14	JM Financial Asset Reconstruction Company Limited	Subsidiary	58.28	No
15	JM Financial Asset Management Limited	Subsidiary	59.54	No
16	JM Financial Trustee Company Private Limited	Associate	25	No

Chunk 6

INTERNAL

May 30, 2024

National Stock Exchange of India Limited
Exchange Plaza,
Plot No. C/1, G Block,
Bandra • Kurla Complex, Bandra (East),
Mumbai • 400 051.

BSE Limited
Corporate Relations Department,
1st Floor, New Trading Ring,
P. J. Towers, Dalal Street,
Mumbai • 400 001.

Symbol: LTF Security Code No.: 533519

Kind Attn: Head • Listing Department / Dept. of Corporate Communications

Sub: Submission of the Business Responsibility and Sustainability Report for the financial
year 2023-24

Dear Sir / Madam,

Pursuant to the requirements of Regulations 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable regulations, please find enclosed the Business Responsibility and Sustainability Report of the Company for the financial year 2023-24, which forms part of the Integrated Annual Report for the financial year 2023-24.

We request you to take the aforesaid on record.

For L&T; Finance Limited
(formerly known as L&T; Finance Holdings Limited)

Apurva Rathod
Company Secretary and Compliance Officer

Encl: as above

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Business Responsibility & Sustainability Report

1. Corporate Identity Number (CIN) of the Listed Entity L67120MH2008PLC181833

2. Name of the Listed Entity

L&T; Finance Limited (formerly known as
L&T; Finance Holdings Limited)

3. Year of incorporation 2008

4. Registered office address

Brindavan, Plot No. 177, C.S.T. Road,
Kalina, Santacruz (East), Mumbai • 400098,
Maharashtra, India

5. Corporate address

Brindavan, Plot No. 177, C.S.T. Road,
Kalina, Santacruz (East), Mumbai • 400098,
Maharashtra, India

6. E-mail igrc@ltfs.com

7. Telephone +91 22 6212 5000

8. Website www.ltfs.com

9. Financial year for which reporting is being done FY24

10. Name of the Stock Exchange(s) where shares are listed BSE, NSE

11. Paid-up Capital

` 24,88,94,03,100 comprising
2,48,89,40,310 equity shares of ` 10 each

Chunk 7

Responsibility & Sustainability Report | 3

21. Participation/Inclusion/Representation of women
S.

No. Category Total (A)

No. and % of females

No. (B) % (B/A)

1 Board of Directors 6 1 17%

2 Key Management Personnel 2 0 0

*Managing Directors & Chief Executive Officer is considered in BOD and Chief Financial officer,
Company Secretary are
considered as KMPs.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)
Category* FY 2023-2024

(Turnover rate in
current FY)

FY 2022-2023
(Turnover rate in

previous FY)

FY 2021-22
(Turnover rate in

previous FY)

Male Female Total Male Female Total Male Female Total

Permanent Employees 10% 5% 10% 8% 0 8% 8% 0 8%
Permanent Workers 0 0 0 0 0 0 0 0 0

* Voluntary turnover rates are disclosed

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

23.(a) Names of holding / subsidiary / associate companies / joint ventures
S. No Name of the holding / subsidiary /

associate companies / joint ventures
Indicate whether

it is a holding
/ Subsidiary /

Associate / or 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. The Tata Power Company Ltd. Holding Company 50.04 No
2. Nelco Network Products Limited (NNPL) Subsidiary Company 100.00 Yes
3. Piscis Networks Pvt. Ltd. Associate Company 31.72 No

VI. CSR Details

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

Yes

Turnover (in `) 320.30 crores
Net worth (in `) 123.58 crores

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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

Stakeholder
group from
whom
complaint is
received

Grievance
Redressal

Mechanism
in Place (Yes/

No)

Chunk 8

loans &
advances) (in %)

• 20.40

d. Investments (Investments
in related parties/Total
Investments made) (in %)

0.82 5.54

15

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

THE SANDUR MANGANESE & IRON ORES LIMITED

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the

financial year:

Total number
of awareness
programme held

Topic/principles covered under
the training

% age value chain partners
covered (by value of business
done with such partners) under
the awareness programmes

1 The Company has initiated supplier assessments on different Environment, Social & Governance topics to help assess their performance, which includes raw material and tier 1 suppliers. This has been monitored during Vendor Evaluation and RFQ stage.

1.00

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No). If Yes, provide details of the same:

Yes, the Company receives requisite declaration from the Board Members and KMPs on the entities they are interested in and ensures requisite approvals as required under the statute as well as the Company's policies are in place before transacting with such entities/individuals.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS

SUSTAINABLE AND SAFE

Essential Indicators

1. Percentage of R&D; and capital expenditure (capex) investments in specific technologies to improve the

environmental and social impacts of product and processes to total R&D; and capex investments made by the entity, respectively:

FY 2023-24

(Current Financial Year)

FY 2022-23

(Previous Financial Year)

Details of improvements
in environmental and

social impacts

R&D; Nil Nil Not Assessed

Capex Nil Nil Not Assessed

2. a. Does the entity have procedures in place for sustainable sourcing?
Yes.

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

Chunk 9

and workers, in the following format:

I fl __ '5 _

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Category Male Female Other

Number Median
remuneration/
salary/ wages
of respective

category

Number Median
remuneration/
salary/ wages
of respective

category

Number Median
remuneration/
salary/ wages
of respective

category

Board of Directors (BoD) 9 35,90,000* 2 17,17,500 0 0

Key Managerial Personnel 3 4,10,00,000 1 NA 0 0

Employees other than BoD and KMP 29,140 2,30,000 1,390 2,35,200 0 0

Workers NA NA NA NA NA NA

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

a. Median remuneration / wages:

*For Non-Executive Directors (except Mr. S.N. Subrahmanyam and Mr. R. Shankar Raman who do not draw remuneration from the Company), fees and commission paid in respect of the Company as per the criteria and structure approved in FY22 considered

* Gross wages are considered as Cost-to-Company (CTC) for the employees

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

FY24
(Current Financial Year)

(%)

FY23
(Previous Financial Year)

(%)

Gross wages paid to female as % of wages paid 6.73 6.30

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)

Adherence of Human Rights is critical and a basic requirement at LTF. The Code of Conduct for employees covers all ethical and responsible business conduct. Any violation to the Code of Conduct can be reported to the Code of Conduct Committee. The violations can be reported by writing a mail to code@lifs.com.

9 L&T; Finance

.....

295L&T; Finance Limited

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

LTF derives its principles and values from its parent company, L&T.;

Chunk 10

711 0 0% 711 100% 693 0 693 100%

Female 1 0 0% 1 100% 1 0 1 100%

Other than Permanent
Male 36 0 0% 36 100% • - - - -

Female 0 0 0% 0 100% • - - - -

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) 17 240.8 1 Note 2

Key Managerial Personnel 7 240.8 0 -

Employees other than BoD
and KMP

5,825 2.7 260 3.3

Workers 747 2.6 1 4.6

Note:

1) The Key Managerial Personnel (KMP) include the Whole-time Directors, Chief Financial Officer,

and Company Secretary as defined under Section 203(1) of the Companies Act, 2013. Consequently, the KMP also encompass six members of the Board of Directors.

2) The sitting fees for Non-Executive Directors (NED)/independent directors are not considered in the median remuneration calculation for the Board of Directors (BoD). Non-Executive Directors, namely Mr. Mahendra Mohan Gupta, Mr. Devendra Mohan Gupta, and Mr. Shailendra Mohan Gupta, as well as Non-Executive Independent Director Mr. Shashidhar Sinha, have voluntarily waived their sitting fees for the meetings.

3) Remuneration includes salary and perquisites but excludes contributions to the provident fund and its perquisites, gratuity, and encashment of leave, in accordance with the Company's rules.

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

FY 2023-24
(Current Financial Year)

FY 2022-23
(Previous Financial Year)

Gross wages paid to females as % of total wages 5% 5%*

*Only permanent employees considered

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)

Mr. Sandeep Gupta, Whole-time Director of the Company and head of BRSR, in collaboration with the executive directors,

Director Response

Based on the available information, Religare Enterprises has **16.67% women representation on its Board of Directors** and **33.33% women representation in Key Managerial Personnel (KMP) roles**. When comparing these percentages to its peers in the financial services sector, Religare Enterprises is aligned with most peers in terms of board diversity, as many companies have similar percentages of women on their boards. However, in KMP roles, Religare's diversity is slightly behind Mahindra Finance, which has a higher representation of women (50%).

Comparative Analysis: Women Representation in Board and KMP Roles Board of Directors:

Company	Total Members	Female Members	% Women Representation
Religare Enterprises	6	1	16.67%

L&T; Finance Holdings	6	1	16.67%	
Mahindra Finance	6	1	16.67%	
Edelweiss Financial Services	6	2	33.33%	
Bajaj Finserv	6	1	16.67%	

Key Managerial Personnel (KMP):

Company	Total KMPs	Female KMPs	% Women Representation	
-----	-----	-----	-----	
Religare Enterprises	3	1	33.33%	
L&T; Finance Holdings	3	1	33.33%	
Mahindra Finance	2	1	50.00%	
Edelweiss Financial Services	3	1	33.33%	
Bajaj Finserv	3	1	33.33%	

Summary:

- Religare Enterprises matches its peers in board-level gender diversity (16.67%), except for Edelweiss Financial Services, which leads with 33.33%.
- In KMP roles, Religare Enterprises is on par with L&T; Finance Holdings, Bajaj Finserv, and Edelweiss Financial Services (all at 33.33%) but is slightly behind Mahindra Finance, which has 50% representation of women.

Would you like further insights on how these companies are improving gender diversity or other ESG metrics in their operations? Let me know!