

Business Responsibility and Sustainability Report

**Siemens Limited
Financial Year 2024**



SIEMENS

Our Purpose

We create technology
to transform the everyday,
for everyone

Key figures



11,708

Employees



₹205 billion

Revenue



90 %

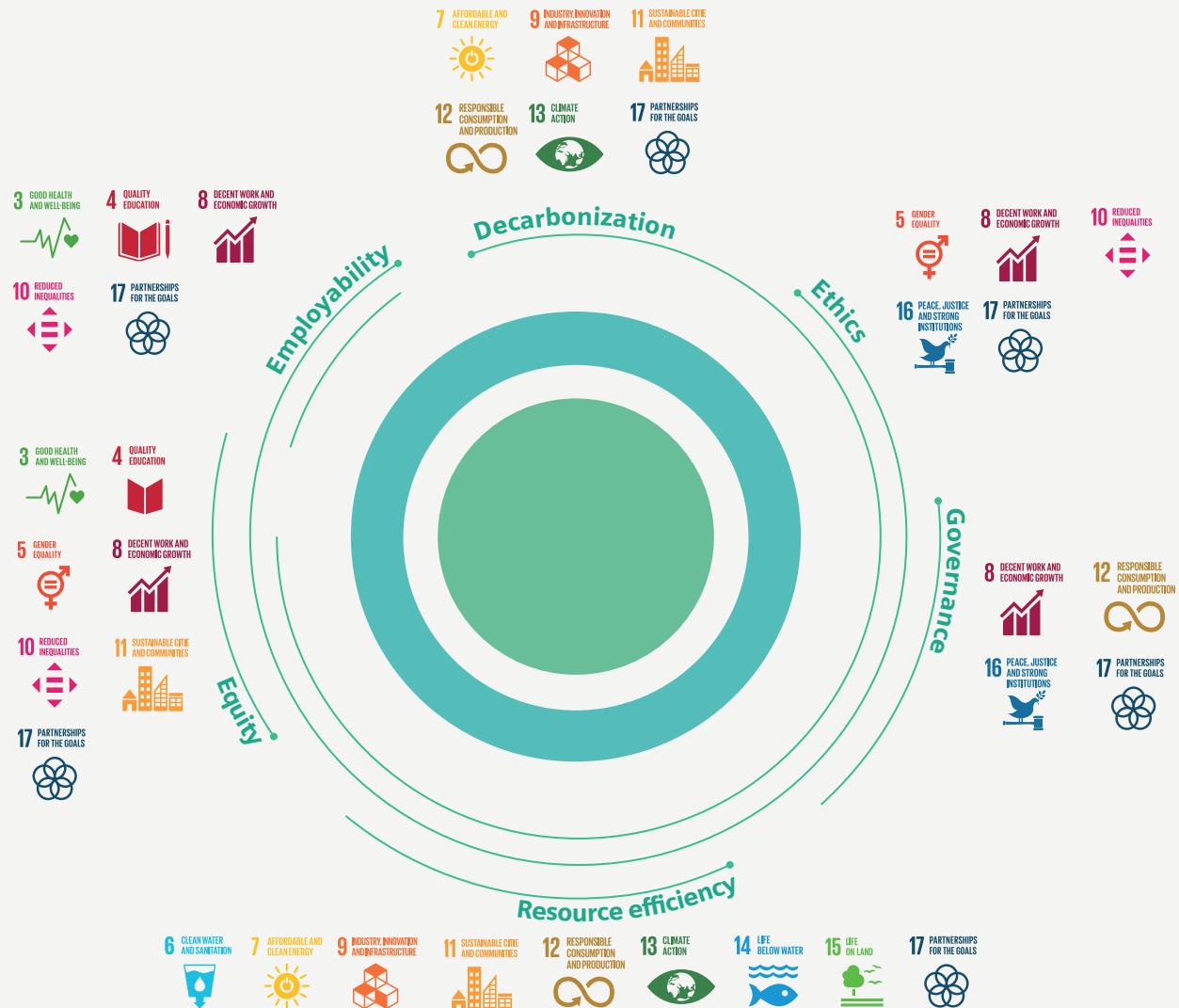
Energy consumption
from renewable sources



80 %

waste recovered through
recycling and reuse

Allocation of the SDG goals to Siemens sustainability framework DEGREE



Foreword

At Siemens, we've always been driven by a singular purpose: to create technology that transforms the everyday - for everyone. From enabling decarbonization to improving resource efficiency, our innovations resonate across communities and industries, creating meaningful change.

Today, as the global dialogue increasingly centers on inclusive and sustainable business practices, we are already ahead strengthening our position as a leading technology company. Our capability to seamlessly integrate the real and digital worlds enables us to empower our customers and partners to become more resilient and sustainable. Together, we're not just redefining boundaries but also transforming existing businesses and infrastructure with the integration of advanced technologies like AI. Our DEGREE Sustainability Framework encapsulates our 360° approach to adapting to market dynamics, societal expectations and regulatory standards. Our six fields of action – Decarbonization, Ethics, Governance, Resource Efficiency, Equity, and Employability – guide our responsible business practices.

Our efforts to scale sustainability impact are paying off. More than 90% of our business enables positive sustainability impact for our customers, driving impact across our three value propositions of decarbonization and energy efficiency, resource efficiency and circularity, and people centricity and societal impact.

At the same time, we recognize that there is more to achieve. Transparency, ambition, and collaboration are critical as we navigate this journey. By partnering with customers, suppliers, and the broader ecosystem, we aim to amplify our impact. Our leadership in sustainability is evident, and we're proud to reflect this in our BRSR FY 2024 disclosure. Price Waterhouse Chartered Accountants LLP has undertaken reasonable assurance of the BRSR Core indicators on a standalone basis for FY2024. The Reasonable Assurance Report on BRSR Core indicators issued by them is annexed to this Siemens BRSR report for FY 2024.

At Siemens, our focus remains on driving our business with purpose, through technology with purpose: scaling sustainability impact by combining the real and the digital worlds.

Sunil Mathur

Wolfgang Wrumnig

SECTION A

General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Company: L28920MH1957PLC010839
2. Name of the Listed Entity: Siemens Limited
3. Year of incorporation: 1957
4. Registered office address: Birla Aurora, Level 21, Plot No.1080, Dr. Annie Besant Road, Worli, Mumbai - 400030
5. Corporate address: Birla Aurora, Level 21, Plot No.1080, Dr. Annie Besant Road, Worli, Mumbai - 400030
6. Email: communication.in@siemens.com
7. Telephone: 1800 209 1800
8. Website: www.siemens.co.in
9. Financial year for which reporting is being done: October 1, 2023- September 30, 2024
10. Name of the Stock Exchange(s) where shares are listed: BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital: ₹ 712,241,010
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Anantharaman Subramaniyan, Head of Strategy & Sustainability
Phone: 1800 209 1800
as.subramaniyan@siemens.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).
The disclosures under this report are for Siemens Limited on a standalone basis. The reporting boundary for FY 2024 has been extended compared to FY 2023 to include Permanent Establishments (PE), Right of Use (RoU) Assets and Warehouses. The indicators in Principle 6 have been restated for FY 2023 to include the extended boundary and to ensure consistency with the methodology followed in FY 2024. Where actual data is not available, an area-based extrapolation has been done to arrive at the disclosures. Throughout the report the term "Siemens" is used for "Siemens Limited". For references to Siemens AG the term "Siemens AG" is used.

14. Name of assurance provider: Price Waterhouse Chartered Accountants LLP
15. Type of assurance obtained: Reasonable assurance on BRSR Core indicators

II. Products/Services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Electrical equipment, General Purpose and Special Purpose Machinery & equipment and installation, Transport equipment	90

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	271	48
2	Manufacture of general-purpose machinery	281	13
3	Manufacture of other electrical equipment	279	12
4	Installation of industrial machinery and equipment	332	10
5	Manufacture of electronic components and optical products	261	7

III. Operations

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

Location	Number of plants	Number of offices	Total
National	20	14	34
International	0	3	3

The above count does not include Right of Use (RoU) assets and warehouses.

19. Markets served by the entity:

a. **Number of locations**

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	6

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

Exports contribute to 16% of the turnover of the Company.

c. **A brief on types of customers**

Siemens Limited caters to both public and private sector customers in discrete and process industries like Aerospace and Defence, Automotive, Chemicals and Petrochemicals, Data Centres, Food & Beverages, Water Treatment, Mining & Cement, Intralogistics, Oil & Gas, Pharmaceuticals, Ports, Power Utilities, Railways, Renewables and Transportation.

IV. Employees

20. Details as at the end of Financial Year:

a. **Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	8,003	6,781	85	1,222	15
2	Other than Permanent (E) [#]	2,274	2,175	96	99	4
3	Total (D + E)	10,277	8,956	87	1,321	13
WORKERS						
4	Permanent (F)	1,431	1,370	96	61	4
5	Other than Permanent (G)	0	0	0	0	0
6	Total (F + G)	1,431	1,370	96	61	4

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	10	10	100	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total (D + E)	10	10	100	0	0
WORKERS						
4	Permanent (F)	4	4	100	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total (F + G)	4	4	100	0	0

#The count of other than permanent employees includes the employees on direct contract and third party workforce.

The distribution is as below:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Other than permanent employees						
1	Direct Contract	414	391	94	23	6
2	Third party workforce	1,860	1,784	96	76	4
3	Total other than permanent employees	2,274	2,175	96	99	4

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11
Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2024 (Turnover rate in current FY)			FY 2023 (Turnover rate in previous FY)			FY 2022 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.50%	7.90%	7.60%	10.6%	13.9%	11%	9.8%	14.5%	10.4%
Permanent Workers	1.30%	3.30%	1.40%	3.1%	2.3%	3.1%	2.8%	2.6%	2.8%

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

23. 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 at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Siemens AG	Ultimate holding company	18% held by Siemens Aktiengesellschaft, Germany; 47.70% held by Siemens International Holding B.V., 5% held by Siemens Energy Holdco B.V., 1% held by Siemens Energy Holding B.V. (Formerly known as Siemens Gas and Power Holding B.V.), 3.30% held by Siemens Metals Technologies Vermogensverwaltungs GmbH	Yes
2	Siemens Rail Automation Private Limited	Subsidiary	100	Yes
3	C&S Electric Limited	Subsidiary	99.22	No, C&S Electric has their own Business Responsibility initiatives
4	Siemens Energy India Limited	Subsidiary	100	No
5	Sunsole Renewables Private Limited	Associate	26	No

VI. CSR Details

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

Yes, CSR is applicable to Siemens Limited.

	FY 2024
(ii) Turnover (in million ₹)	204,966
(iii) Net worth (in million ₹)	152,470

VII. Transparency and Disclosure 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) (If Yes, then provide web link for grievance redress policy)	FY 2024			FY 2023		
		Current Financial Year	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Previous Financial Year	Number of complaints filed during the year	Number of complaints pending resolution at close of year
Investors (other than shareholders)							
Shareholders	& Stock Exchanges	42	2		29	2	
Employees and workers	Yes, internal mechanisms in place	37	0		14	2	
Customers	Yes, through toll free number and Email	993	83		1,382	54	
Communities	Yes, complaints received from several stakeholders on "Tell Us" and the Ombudsperson and Siemens Limited web portal	24	3		25	1	
Value chain partners							
Others (please specify)	https://new.siemens.com/global/en/Company/sustainability/compliance/reporting-channels.html						

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

The material topics identified by Siemens AG form the framework for implementing sustainability across all Siemens AG entities and these are valid for Siemens Limited India. Siemens strives to continuously improve sustainability management and understands the materiality assessment to be a prerequisite for identifying and managing potential opportunities and risks.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate action	Risk/ Opportunity	Reducing greenhouse gas emissions, energy use and mitigating the effects of long-term changes in the Earth's climate and its physical impacts on business operations, communities and the natural environment. Advocacy and partnerships with others to reduce climate change impacts.	Siemens addresses these material issues through the DEGREE Framework as defined by Siemens AG. The details of the DEGREE Framework is available on the link https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#/siemens/en/our-degree-framework/	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Sustainable product design and life-cycle management	Opportunity	Fostering a circular economy by addressing customer and societal demands for more sustainable products and services. Ensuring environmental responsibility in the product use phase. Meeting evolving regulations through product designing and lifecycle management.		Positive
3	Innovation and business model	Opportunity	Innovation management for developing sustainable products and solutions. Management of risks and opportunities associated with the incorporation of social, environmental, and political transitions into long-term business model development.		Positive
4	Partner management and collaboration	Opportunity	Fostering collaborations with partners across the Siemens ecosystem for driving the development of sustainable services and solutions.		Positive
5	Sustainable handling of natural resources & material efficiency	Opportunity	Company's management and reduction of the use of natural resources in production and consumption (e.g., the use of freshwater), also referred to as dematerialization.		Positive
6	Employee development	Opportunity	Fostering employee development by enhancing skills, facilitating career development and managing career transitions effectively.		Positive
7	Future of work	Opportunity	Becoming an employer of choice. Proactively shaping structural changes, e.g. business-relevant trainings, fair and forward-looking remuneration, flexible working models, and further benefits for promoting a productive, enjoyable and sustainable work.		Positive
8	Social and ecological standards in the supply chain	Risk	Driving sustainability performance in the supply chain. Including minimum social and ecological standards for suppliers (e.g., protection of fundamental labor rights or environmental objectives and supplier management)		Negative
9	Cybersecurity and data management	Risk	Cyber and data security as risk and business opportunity for the benefit of all. Management of risks related to collection, retention and use of sensitive, confidential and/or proprietary customer or user data.		Negative
10	Employee health and safety	Risk	Company's ability to create and maintain a safe and healthy workplace that is free of injuries, fatalities and illness (both acute and chronic).		Negative
11	Diversity, equity & inclusion	Opportunity	Company's ability to ensure that its culture and hiring and promotion practices foster the building of a diverse and inclusive workforce.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12	Waste and hazardous substance management	Risk	Company's ability to manage waste and hazardous substances by reducing the production of hazardous substances, treating and disposing off waste safely, properly handling and storing hazardous materials.		Negative
13	Corporate governance and sustainability leadership	Opportunity	Siemens management follows clear rules, practices and processes. Our leadership takes responsibility for encouraging sustainability across the Siemens ecosystem.		Positive
14	ESG risk management	Risk	Management system for identification, prevention, minimization of potential ESG-risks.		Negative
	Compliance management	Risk	Management system for ensuring, that the Company and its employees follow all laws, regulations, standards, and ethical practices that apply to the organization and industry.		Negative

Material sustainability topics	SDGs	DEGREE
Climate action ¹	7 9 11 12 13	D ECARBONIZATION
Innovation and business model	6 7 8 9 11 12 13 14 15 16 17	D ECARBONIZATION R ESOURCE EFFICIENCY G GOVERNANCE
Cybersecurity and data management	5 8 10 16 17	E THICS
Social and ecological standards in the supply chain	8 12 16 17	G GOVERNANCE
Corporate governance and sustainability leadership	8 12 16 17	G GOVERNANCE
Partner management and collaboration	7 8 9 11 12 13 16 17	G GOVERNANCE D ECARBONIZATION
ESG risk management	5 8 10 12 16 17	G GOVERNANCE E THICS
Compliance management	5 8 10 12 16 17	G GOVERNANCE E THICS
Sustainable product design and lifecycle management ¹	6 7 9 11 12 13 14 15	R ESOURCE EFFICIENCY
Waste and hazardous substance management	3 6 12 14 15	R ESOURCE EFFICIENCY
Sustainable handling of natural resources and material efficiency	6 7 9 11 12 13 14 15	R ESOURCE EFFICIENCY
Diversity, equity, and inclusion	3 4 5 8 10 11	E QUITY
Future of work	3 4 5 8 10 11	E QUITY E EMPLOYABILITY
Employee development	4 8	E QUITY E EMPLOYABILITY
Employee health and safety	3 4 8 10	E EMPLOYABILITY

SECTION B

Management and process disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Please refer to Annexure I								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
While Siemens has its own policies on material local topics, all the policies of Siemens AG are also applicable to Siemens Limited and have been converted into procedures and reviewed through internal control mechanism.									
4. Name of the national and international codes/ certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle.	Siemens policies are in line with international standards and practices such as ISO 14001, ISO 45001, ISO 50001: UNGC Guidelines, UN Human Rights Declaration and European Human Rights Convention, UNGC Women's Empowerment Principles, UNFCCC - United Nations Framework Convention on Climate Change, CEO Water Mandate, CPLC (carbon), ILO Principles, OECD Guidelines for Multinational Enterprises, UN Convention against Corruption.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The ESG commitments, goals and targets are set globally by Siemens AG. Siemens AG has developed the DEGREE Framework to address issues identified via the materiality assessment of Siemens AG. The details of the DEGREE Framework is available on the link: https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#/siemens/en/our-degree-framework/								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The targets against the various principles are the ones committed under the DEGREE Framework by Siemens AG. Siemens Limited adheres to the framework and contributes towards achievement of the DEGREE targets. The current performance against DEGREE Targets is also available at the link mentioned above.								

Governance, Leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Please refer to the Foreword

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

Mr. Sunil Mathur

Managing Director and Chief Executive Officer

DIN: 02261944

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

Yes. The Managing Director and Chief Executive Officer & Executive Director and Chief Financial Officer are responsible for decisions on all sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action							Director											Annually
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances							Director											Quarterly

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

While the entity has not specifically carried out an independent assessment / evaluation of the working of its policies by an external agency, the entity has a process of internally reviewing adherence to these policies via the Risk and Internal Control Process by the respective management teams and internal audit process.

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
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The entity does not consider the principle material to its business (Yes/ No)

NA NA NA NA NA NA NA NA NA

The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)

NA NA NA NA NA NA NA NA NA

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

NA NA NA NA NA NA NA NA NA

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

NA NA NA NA NA NA NA NA NA

Any other reason (please specify)

NA

SECTION C

Principle wise performance disclosure

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

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

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



Siemens is dedicated to maintaining the highest standards of integrity in its operations. The Company has implemented comprehensive compliance programs to ensure ethical conduct across all levels. Transparency is a key focus, with Siemens regularly disclosing relevant information to stakeholders and conducting thorough internal reviews as explained in Section-B Q11 above. Accountability is reinforced through clear policies and procedures, ensuring that all actions are aligned with the Company's ethical standards. Siemens' commitment to these principles is evident in its continuous efforts to foster a culture of integrity and responsibility.

Siemens demonstrates zero tolerance toward corruption, violations of fair competition principles, and other breaches of the law. Compliance, however, means much more than just adhering to laws and the regulations described in the Siemens Business Conduct Guidelines. It forms the basis for all the Company's decisions and activities and is the key to integrity when conducting business. The company's guiding principle is that only clean business is Siemens business, a standard that applies worldwide and at all levels of the organization. In addition to combating corruption, competition, and export-control violations, the Compliance Department also protects the company against fraud and money laundering, as well as safeguards personal data and human rights. Siemens AG is active in international organizations that strengthen responsible business practices. These activities include its worldwide commitment to the United Nations Global Compact and the World Economic Forum's Partnering Against Corruption Initiative (PACI). The Company actively supports the enactment of the United Nations Convention against Corruption and the Anti-Bribery Convention of the Organisation for Economic Co-operation and Development (OECD).

Relevant DEGREE measures

Ethics	Governance
<p>DEGREE ambitions</p> <ul style="list-style-type: none">→ Striving to train 100% employees on Siemens' Business Conduct Guidelines every three years <p>Additional highlights:</p> <ul style="list-style-type: none">→ Zero-tolerance approach to breaches of applicable laws and own internal guidelines→ A global, risk-based compliance system→ Ensure the development and use of responsible artificial intelligence→ Aiming for a leading role in cybersecurity	<p>DEGREE ambitions</p> <ul style="list-style-type: none">→ ESG-secured supply chain based on supplier commitment to the Supplier Code of Conduct→ Long-term incentives based on ESG criteria¹ <p>Additional highlights</p> <ul style="list-style-type: none">→ Focus on human rights within supply chain: climate protection, occupational safety, and responsible sourcing of minerals

¹Assessment based on a Siemens ESG/Sustainability Index. Currently, ESG criteria include CO₂e emissions and digital learning hours

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles in 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	1	The Board is familiarised of the principles of the NGRBC released by SEBI/MCA, and Siemens Business Conduct Guidelines (BCG). The Board periodically reviews the BCG.	100
Key Managerial Personnel	6	100% employees and KMPs are required to undergo the Siemens Business Conduct Guidelines (BCG), Data Privacy, Cybersecurity, Anti-corruption, Antitrust essentials and Export control trainings once in three years.	100
Employees other than BoD and KMPs	6		100
Workers	1	Workers are required to undergo training on the BCG once in every three years.	60

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies / judicial institutions in the financial year, in the following format.

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty /Fine	Principle 1	The Joint Commissioner of Customs, Nhava Sheva NS-V, Mumbai	75,000	DGFT Notification 17/2015-20 requires steel product imports to be updated prior to vessel arrival on the Steel Import Management System Portal (SIMS). In one consignment, the SIMS certificate could not be generated in advance due to technical glitches on DGFT portal and ended generating a day later to the vessel arrival. Such imports are permitted clearance against fine and penalty.	No
Settlement	NA				
Compounding fee	NA				

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NA
4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	Yes, Siemens has an anti-corruption and anti-bribery policy as part of its Business Conduct Guidelines (BCG). Responsible business conduct plays a vital role in the Company's aspiration to make ethical and responsible decisions in the interest of all stakeholders. The BCG lays the foundation of compliance management system at Siemens. The BCG is available at the link https://assets.new.siemens.com/siemens/assets/api/uuid:5c242542-e991-4b97-af63-090ad509be74/sag-bcg-en.pdf

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

	FY 2024	FY 2023
Directors	0	0
KMP	0	0
Employees	0	0
Workers	0	0

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

	FY 2024	FY 2023
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	0
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	0

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

Not applicable.

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

	FY 2024	FY 2023
Number of days of accounts payable	97	102

Note: The above indicator has been calculated as 365/ (Trade payables turnover ratio). The Trade payable turnover ratio is taken as disclosed in Note 52 of the audited standalone financial statements for the year ended September 30, 2024

9. Open-ness of business provide the concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	3.4	-
	b. Number of trading houses where purchases are made from	80	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	80	-
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	19.5	20.4
	b. Number of dealers / distributors to whom sales are made	542	617
	c. Sales of top 10 dealers / distributors as % of total sales to dealers / distributors	29.5	28.3
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	41%	39%
	b. Sales (Sales to related parties / Total Sales)	16%	15%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	99%	99%
	d. Investments (Investments in related parties / Total investments made)	100%	100%

1. In the absence of any definition in the BRSR, the Company has considered the following definition of a trading house for the current financial year: Vendors having a valid Export House Certificate or Trading House Certificate, as the case may be, issued by the Chief Controller of Imports and Exports, Government of India. For total purchases refer note given under Principle 8, Question 4 of Essential Indicators. For the previous financial year, such information was not available with the Company.
 2. For "Sales to dealers/distributors as % of total sales", "total sales" has been taken as 'Revenue from operations' other than 'Export incentives' as disclosed in Note 34 of Audited Standalone Financial Statements for the year ended September 30, 2024.
 3. For the numerator, the following RPT categories from note 47 of the audited standalone financial statements have been considered as purchases: 'Purchase of goods and services', 'Guarantee Commission Charges', 'License Fees', and 'Purchase of property, plant and equipment / capital work in progress' from related parties. For the denominator, i.e. total purchases refer note given under Principle 8, Question 4 of Essential Indicators.
- For the numerator, the following RPT categories from note 47 of the audited standalone financial statements have been considered as sales: 'Revenue (net of taxes)', 'Commission income', 'Income from services to group companies' and 'Rent income' from related parties. For the denominator i.e. total sales, 'Revenue from operations' other than 'Export incentives' under Note 34 of the Audited Standalone Financial Statements of the Company has been considered.
- For the numerator, the following RPT categories from note 47 of the audited standalone financial statements have been considered as loans and advances: 'Loans / Inter corporate deposits to related parties'. For the denominator i.e. total loans and advances, 'Loans' as per Notes 9 and 18 of the Audited Standalone Financial Statements of the Company has been considered. For the numerator, the following RPT categories from note 47 of the audited standalone financial statements have been considered as Investments: 'Investment in Subsidiaries / Associate' and 'Investments' under Note 7 of the Audited Standalone Financial Statements of the Company has been considered as Total Investments.
4. The data in the above table for financial year 2022-23 has been restated to ensure consistency with the methodology followed in the current financial year.

Leadership Indicators

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

Sr.	Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered under the awareness programmes
1	10	P1, P2, P3, P4, P5, P6	36% suppliers covered by purchasing volume

The training / awareness programme for Tier-1 suppliers covered the below topics:

- Fundamentals of Sustainability
- Sustainability in the Supply & Value Chain
- Social & Governance Aspects
- Supplier Code of Conduct: essential elements like Legal Compliances, Human Rights and Labor practices (Security forces, no use of unlawful, physical or mental violence / Grievance Mechanism / protection of whistle blower or complainants), Environmental and Climate protection, Supply Chain of the Partners etc. The code of conduct is available at the link <https://assets.new.siemens.com/siemens/assets/api/uuid:5b82cbba-5aa2-4bab-b734-895c7f32dbe9/coc-and-cr-declaration-v5-0.pdf>
- Decarbonization
- Energy Efficiency & Solutions
- Circular Economy
- Carbon Accounting
- Life Cycle Assessments & Environmental Product Declaration Basics
- Extended supply chain of the partner

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. In order to avoid/manage conflicts of interest, Siemens obtains a mandatory declaration from the members of its Board. The declaration ensures that the members of the Board are in compliance with the Siemens Business Conduct Guidelines.

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



Siemens understands that design decisions made during the development of its offerings can have effects on nature and the environment. As one of the market leaders and technology pioneers in many fields, the Company takes a keen interest in minimizing these impacts throughout the lifecycle of its portfolio. Ensuring the environmental compatibility of its offerings is a key priority. With the Ecodesign approach, the Company aims to contribute to climate protection at customer sites and increase dematerialization through its circularity approach and digital portfolio elements. Fundamental Ecodesign approaches at Siemens AG applied by the Company include increased resource efficiency and decarbonization during production, higher productivity and efficiency during use, and product designs that support a circular economy. In accordance with the international standards IEC 62430 Environmentally Conscious Design for Electrical and Electronic Products, DIN EN 4555x series, ISO 14006, and ISO 14009, Siemens AG developed and applies the Robust EcoDesign (RED) approach. More information can be found in the [ecodesign whitepaper](#).

Relevant DEGREE measures

Resource efficiency

Achieve circularity and dematerialization

Key ambitions:

- Robust Eco Design for 100% of relevant hardware, software, and service portfolio by 2030
- Natural resource decoupling through increased purchase of secondary materials for metals and resins
- Circularity through waste-to-landfill reduction by 50% by 2025 and toward zero landfill waste by 2030

Essential Indicators

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

	FY 2024	FY 2023	Details of improvements in environmental and social impacts
R&D	-	-	R&D for improving environmental and social impacts of product is done by
Capex	-	-	Siemens AG considering the global and local requirements.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
b. If yes, what percentage of inputs were sourced sustainably?

Yes, Siemens requires all its suppliers to make a firm commitment to Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries. Siemens has implemented a set of interconnected controlling mechanisms which are customized towards the supplier's risk level or are connected to specific risk categories. The 3 steps are:

Step 1: Risk based approach: Procurement impacts suppliers, communities, and the environment. To promote sustainability, the Company requires all suppliers to adhere to the Siemens Code of Conduct, reflecting our values and compliance with global laws. With procurement representing a significant share of Siemens' revenue and thousands of suppliers worldwide, ensuring strict compliance with sustainability standards is complex.

To address this, Siemens globally has adopted a risk-based approach:

- Regular Risk Assessments: Systematic evaluation of supplier sustainability risks.
- Expert Insights: Partnering with an external provider to analyze global data on country and industry-specific risks.

This approach strengthens Siemens' commitment to sustainable procurement. The Company works closely with suppliers to carry out these steps. Where necessary, Siemens works with suppliers in order to remediate risks and perform additional due diligence in order to continue to source responsibly, building on established management processes.

Step 2: Risk Detection & Assessments: Siemens uses the following 4 assessments (desk-top to on-site) for checking suppliers' sustainability efforts.

- i. **Corporate Responsibility Self-Assessments (CRSA):** Siemens employs Corporate Responsibility Self-Assessments (CRSA) to ensure suppliers meet sustainability standards. CRSA helps:
 - Inform suppliers about minimum requirements
 - Identify risks and improvement opportunities early in the partnership
 - Develop corrective actions where needed
- ii. **External Sustainability Audits (ESA):** Siemens conducts External Sustainability Audits (ESA) to verify supplier compliance with the "Code of Conduct for Siemens Suppliers and Third-Party Intermediaries" and evaluate their sustainability performance. In certain situations, the outcome of a CRSA indicates the need for an ESA to address potential sustainability risks.
- iii. **Responsible Minerals Sourcing (RMS):** To support the responsible sourcing of minerals in the supply chain, Siemens has developed the Responsible Minerals Sourcing Policy, which is integrated into purchasing process. Siemens has introduced a uniform, enterprise-wide process to determine the use, source, and origin of relevant minerals in its supply chain, including the "Responsible Minerals Assurance Process" (RMAP) as part of the "Responsible Minerals Initiative." The company collaborates closely with its suppliers to support these efforts. When necessary, Siemens works with suppliers to remediate risks and perform additional due diligence, ensuring responsible sourcing through established management processes.
- iv. **Carbon Web Assessment (CWA):** Siemens goes beyond legal requirements by measuring suppliers' sustainability performance through the "Carbon Reduction @ Suppliers" program. This is assessed via the Carbon Web Assessment (CWA) on the 'supplier+s' platform by 'ctrl+s' GmbH.

The "Carbon Reduction @ Supplier" approach supports suppliers in setting targets and action plans to reduce their climate footprints. A key process in this approach is the Carbon Web Assessment (CWA).

Step 3: Consequences of Deviations: If deviations from the Code of Conduct are identified, Siemens works with the supplier to define and implement corrective actions within an agreed timeline. The rectification period varies based on the deviation's type and severity, during which the supplier promptly implements necessary corrective actions. These measures impact the supplier's performance rating, future potential, and approval within the qualification process.

Suppliers must comply with the below:

- Responding promptly to inquiries
- Cooperating with Corporate Responsibility Self-Assessment findings
- Granting auditors access to relevant documents
- Facilitating confidential interviews during audits

For minor breaches, a binding improvement period is established. For significant breaches (e.g., risks to employees), failure to address the issue within the agreed timeframe may lead to termination of the business relationship.

More details are available at [Sustainable Supply Chain - Siemens Global](#).

- b. Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries is a prerequisite for the suppliers to do business with Siemens. The Company strives to achieve 100% sustainable sourcing"

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

Plastic Waste	Siemens complies with Extended Producers Responsibility (EPR) requirement under plastic waste management rules. It has engaged Central Pollution Control Board (CPCB) authorized plastic waste recyclers for collection of plastic waste on behalf of Siemens across India and recycle it in an environmentally friendly way for the target quantity assigned to Siemens. However, plastic waste which cannot be recycled is given for co-processing to cement factories for waste to energy conversion.
E-Waste	Siemens has established a system of collection of e-waste for end of life Electrical and Electronic Equipment (EEE) across India with the help of an e-waste aggregator. Siemens also has established a toll-free number for free e-waste collection from consumers and getting such end-of-Life EEE recycled through registered e-waste recyclers in an environmentally friendly way.
Hazardous Waste	Hazardous waste generated at the factories is securely disposed with authorized hazardous waste management and disposal agencies and authorized hazardous waste recyclers approved by State Pollution Control Boards (SPCB) in respective States. All compliances for hazardous waste disposal such as hazardous waste manifest and hazardous waste annual returns are submitted by respective factories to respective SPCB.
Other Waste	Non-hazardous solid waste is disposed with authorized waste recyclers for recycling. Biomedical waste is given to authorized biomedical waste disposal agency for secured disposal. Food waste is composted into manure at most sites.

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

Yes. Extended Producer Responsibility (EPR) is applicable for electronic waste, plastic waste and battery waste generated by the Company. The recycling plan is made in line with EPR registration and submitted to Central Pollution control board as required.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
279	Automation Controllers, Network Switches, PLC, HMI, contactors, MCBs, MCCBs, Industrial PCs	11	Cradle to grave	No	https://sieportal.siemens.com/en-ww/home
281	Grid Technologies including Gas Insulated Switchgear, Air Insulated Switchgear, Power Transformers, etc.	9	Cradle to grave	No	Available upon request
332	Steam Turbines	1	Cradle to grave	No	Available upon request

The Company's Robust Eco-Design program is embedded in DEGREE sustainability framework. The program intends to introduce methods and rules for dematerialization along the entire value chain. The Company aims to intensify the use of Lifecycle Assessments (LCAs) and Environmental Product Declarations (EPDs), which will allow identification of environmentally compatible design alternatives that take circularity into account and can be integrated into product specifications. The Company aims to apply the Robust Eco Design (RED) approach to all relevant products, systems, solutions, and services by 2030. This is associated with Siemens goal to increase the number of LCAs and EPDs available.

In FY24, Siemens AG also released the EcoTech label which is an environmental declaration for products based on product-specific evaluations of sustainability relevant KPIs. The label gives transparency on the performance of certified products across environmental relevant criteria, enabling customers to make informed choices to support their sustainability goals.

More details on the eco-tech labeled products can be found here [Siemens EcoTech - Siemens Global](#).

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Details of findings from the LCA and improvement measures are outlined in the link LCA EPD Brochure (siemens.com)		
3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).		

Indicate input material	Recycled or re-used input material to total material	
	FY 2024	FY 2023
Plastic for packaging	20% (LDPE)	15% (HDPE, LDPE)

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024			FY 2023		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastics (including packaging)	0	500	32	0	325	17
E-waste	0	31	0	0	11	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	1	0	0	0	0

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic for packaging	66
Batteries	100
Electrical and Electronic Equipment	60

Products and packaging materials reclaimed calculated based on the weight of these materials reclaimed as a percentage of the weight placed in the market against each category in line with the Extended Producer Responsibility (EPR)

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

1 NO POVERTY



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Siemens is committed to creating a healthy and safe work environment that supports the well-being and performance of its people. The Company continuously reviews and modernizes employee benefits offering flexible benefits programs that support employees' physical, mental, financial, career, and social well-being throughout their work-life journey. With equity and inclusion in mind, Siemens' benefits programs aim to empower employees to realize their full potential and strengthen their resilience through a variety of benefits programs, insurance policies, retirement arrangements, and elective coverage. With a focus on sustainability and the diverse, evolving needs of employees and their families, Siemens closely monitors the external market for the latest industry trends and innovations.

Relevant DEGREE measures

Equity	Employability
Foster diversity, equity, inclusion, and community development to create a sense of belonging	Enable people to stay resilient and relevant in a permanently changing environment
Key ambitions <ul style="list-style-type: none"> → Access to employee share plans – maintain high level and expand up to 100% by 2025 → Commitment to the New Normal Working Model allowing 2-3 days of mobile working¹ Additional highlights <ul style="list-style-type: none"> → Aiming to build greater equity through the Gender Equity Program → Social engagement with three strategic priorities – giving societies access to knowledge and technologies 	DEGREE ambitions <ul style="list-style-type: none"> → ESG-secured supply chain based on supplier commitment to the Supplier Code of Conduct → Long-term incentives based on ESG criteria² Additional highlights <ul style="list-style-type: none"> → Focus on human rights within supply chain: climate protection, occupational safety, and responsible sourcing of minerals

¹ For employees with job profiles that make this possible and reasonable.

² Assessment based on a Siemens ESG/Sustainability Index. Currently, ESG criteria include CO₂e emissions and digital learning hours

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
I. Permanent Employees											
Male	6,781	6,781	100	6,781	100	0	0.00	6,781	100	4,156	61
Female	1,222	1,222	100	1,222	100	1,222	100	0	0	936	77
Total	8,003	8,003	100	8,003	100	1,222	15	6,781	85	5,092	64
II. Other than Permanent Employees											
Male	2,175	2,175	100	2,175	100	0	0.00	2,175	100	327	15
Female	99	99	100	99	100	99	100	0	0	15	15
Total	2,274	2,274	100	2,274	100	99	4	2,175	96	342	15

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities*	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
I. Permanent Workers											
Male	1,370	1,370	100	1,370	100	0	0	1,370	100	1,003	73
Female	61	61	100	61	100	61	100	0	0	55	90
Total	1,431	1,431	100	1,431	100	61	4	1,370	96	1,058	74
II. Other than Permanent Workers											
Male	0	NA		NA		NA		NA		NA	
Female	0	NA		NA		NA		NA		NA	
Total	0	NA		NA		NA		NA		NA	

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

	FY 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the company	0.1	0.1

Notes:

- For the purpose of calculating the spending on measures towards well-being of employees and workers, the Company has considered the expense incurred towards employees/workers Health Insurance, Accidental Insurance, Life Insurance, Parental Leaves and Creche Facilities, net of any recoveries made from the respective employees/workers
- For calculation of the percentage, 'Revenue from operations' other than 'Export incentives' has been considered as revenue as per note no. 34 of Audited Standalone Financial Statements. For maternity and paternity benefits, the per day salary is calculated basis the wages paid to the employee at the financial year end or on the date of leaving, as applicable. The total benefit given to employee including Provident Fund is considered for the computation of maternity and paternity benefits

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

Benefits	FY 2024			FY 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	NA	100	100	NA
ESI	0.39	12.60	Yes	0.91	5.45	Yes

3. Accessibility of workplaces

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

Yes. Siemens has the necessary infrastructure in place to make the workplaces accessible to differently abled employees and visitors. Such infrastructural arrangements include without limitation, easily accessible sites and building entrances, easily operated doors, push/lever type wash basin fixtures, sufficient illuminated wide corridors and requisite signages.

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

Yes. The Siemens Business Conduct Guidelines document declares the equal opportunity policy under the principle of 'Respect'. Siemens also undertakes the responsibility of 'working conditions' for its employees and workers. The principles of equal opportunity and equal treatment are guaranteed without regard to any disability. The Siemens Business Conduct Guidelines is available at [the Corporate Governance and Policies page](#).

Siemens strives to ensure equity for people with disabilities, their inclusion in society and the workplace, their self-determined participation, and their right to be treated with respect. At Siemens, we believe that each person is of value and importance, regardless of their ability. And while we aim for a barrier-free work environment at Siemens, inclusion means more than just accessibility. It is a holistic way of thinking and acting that eliminates both visible and invisible barriers and encourages a culture of conscious, equitable participation and understanding. We believe that this way of thinking supports and enables people with disabilities to be included and to give their best.

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

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	91	0	100
Female	100	85	0	100
Total	100	90	0	100

Note: No worker availed parental leave in the current FY 2024, hence return to work rate is reported as 0

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Disputes Act, 1947 for grievance redressal mechanism for the permanent workers whereas workers or their representatives can raise their grievances in areas like wages, discrimination, child labour, human rights related issues etc. In addition to this, "Tell Us" helpline and the Ombudsperson are channels for reporting and seeking redressal for violations of Siemens Business Conduct Guidelines including Human Rights for all stakeholders. The Same principles and channels of grievance reporting and redressal are also available for third parties. Siemens Permanent employees and Other than Permanent employees can report the grievances through following channels
Other than Permanent Workers	1. Line Managers 2. Chief Compliance Officer 3. Compliance and Legal department 4. People and Organization (Human Resources) 5. "Tell Us" Hotline 6. Siemens Ombudsperson 7. Employee representatives
Permanent Employees	Any employee grievances can be reported as per the mechanism available under BCG guidelines. Information on possible violations of BCG guidelines can be provided confidentially and anonymously. Appropriate action is taken in accordance with the formal company wide process to address the grievances.
Other than Permanent Employees	

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

Category	FY 2024			FY 2023		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	8,003	0	0	7,212	0	0
Male	6,781	0	0	6,289	0	0
Female	1,222	0	0	923	0	0
Total Permanent Workers	1,431	1,402	98	1,321	1,311	99
Male	1,370	1,354	99	1,276	1,276	100
Female	61	48	79	45	35	78

8. Details of training given to employees and workers:

Category	FY 2024				FY 2023					
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. I	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	7,172	2,636	37	7,172	100	6,623	2,556	39	6,623	100
Female	1,245	358	29	1,245	100	944	312	33	944	100
Total	8,417	2,994	36	8,417	100	7,567	2,868	38	7,567	100
Workers										
Male	1,370	999	73	1,151	84	1,276	819	64	773	61
Female	61	42	69	61	100	45	32	71	25	56
Total	1,431	1,041	73	1,212	85	1,321	851	64	798	60

Note: The groups covered in the Employees are a. Permanent employees and b. Direct Contract.

- Skill Building Trainings are available to employees on the Siemens MyLearning World platform, which is accessible 24x7 and training can be self-paced. Blending the power of strong content, expert communities and AI enabled technologies, we personalise the learning experience of our learners.
- SITRUST (Siemens Global Skill centre for Occupational Safety) conducts virtual and in-person trainings related to Electrical Safety, Occupational Safety and Manufacturing Safety at Siemens factories and project sites. The EHS Health Management team conducts awareness sessions and webinars on Physical wellbeing and Mental wellbeing.
- Digital learning labs: While the white-collar employees have access to digital learning through My Learning World, we have now enabled digi-access for factory workforce by setting up learning labs across factories. This is a key milestone to empower factory workforce with skills across key locations. 94% digital learning completion rate for the factory workforce has been achieved.
- The Company has introduced capability building initiatives for blue collar workforce eg. Mobility Business training center, initiatives of Industry 4.0, and structured apprenticeship program at all factories.

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

Category	FY 2024			FY 2023		
	Total (A)	No.(B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	7,172	7,172	100	6,289	6,289	100
Female	1,245	1,245	100	923	923	100
Total	8,417	8,417	100	7,212	7,212	100
Workers						
Male	1,370	1,370	100	1,276	1,276	100
Female	61	61	100	45	45	100
Total	1,431	1,431	100	1,321	1,321	100

Note: The groups covered in the Employees are a. Permanent employees and b. Direct Contract.

10. Health and safety management system:

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

Yes, Siemens has implemented an occupational health and safety management system certifiable to ISO 45001.

Maintaining, fostering, and improving the safety and well-being of employees is enshrined in the Company-wide risk management and control process. A major milestone is the launch of the Healthy and Safe @ Siemens program. The program's framework is enlarged to organizational resilience: It focuses not only on bodily health and integrity, but now also places more attention on mental health and psychological safety. This is intended to strengthen the sense of well-being and the resilience of the people and to support them in dealing with change.

Our company-wide Healthy and Safe @ Siemens (HS @ S) program invites employees to help shape leadership, learn from each other, increase well-being at work, and promote innovations and improvements in occupational health and safety. It is based on five principles:



We care for our own and each other's well-being.



We are engaged in learning and sharing how we can work better, safer, and healthier.



We speak up and take part in making the workplace healthier and safer.

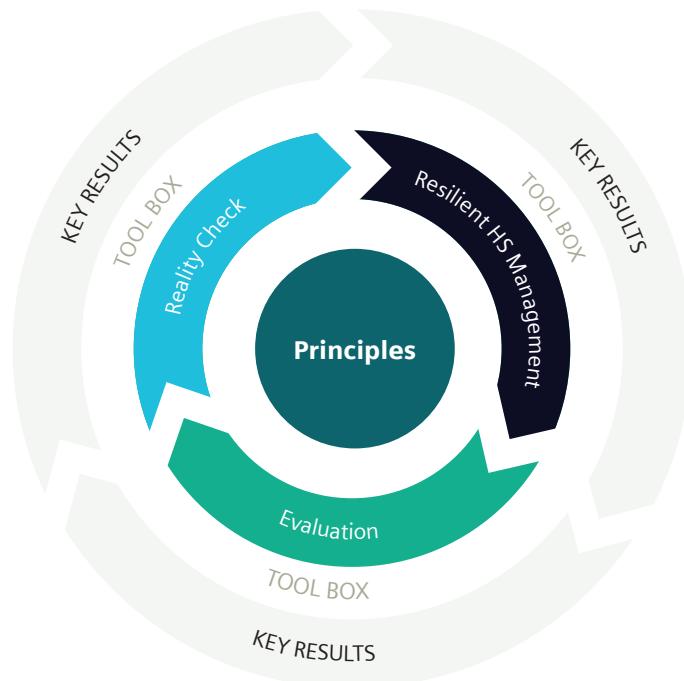


We prepare for and adapt well to changing circumstances.



We are inclusive and invite a diverse range of views on health and safety.

The principles guide the process of HS @ S in three steps: reality check, resilient health and safety management, and evaluation.



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

As part of implementation of ISO standard, procedures for Hazard Identification and Risk Assessment (HIRA) have been established and implemented within the business units. HIRA is conducted for routine and non-routine activities. Work related hazards are identified by people involved in the operations, EHS officers and contractor representatives (wherever applicable). The identified hazards are recorded, and control measures are discussed and defined as per hierarchy of controls. The CAPA (Corrective and Preventive Action) tracker is implemented to proactively identify EHS risks in high-risk activities by Cross Functional Teams and implement engineering controls to mitigate the risks. Focused trainings are conducted on "Behavioral Based Safety" (BBS) to promote awareness amongst third party and contractor employees to adopt safe work practices. The outcome from the CAPA tracker is reviewed every month with Business Management.

- EHS Policy: [Link](#)

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

Yes, Siemens has established a robust system of reporting Unsafe Acts and Unsafe Conditions (UAUC), near misses and incident reporting. Workers are encouraged to report UAUC, near miss and incidents and to immediately remove themselves from such risks. UAUC are recorded in an EHS dashboard from project sites, factories and office locations. These are analysed as per Safety Essentials categories. Corrective and preventive actions are initiated to mitigate safety risks.

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

Yes, Employees and workers of Siemens have access to non-occupational medical and healthcare services.

PHC (Preventive Health Check), and rehabilitation, Wellness programs are offered as part of non-occupational medical and healthcare services. Psychosocial Wellbeing programs are driven through an Employee Assistance Partner (EAP). Siemens is committed to the wellbeing of its employees. Some of the well-being measures are listed below:

- Our commitment to a holistic approach to employee wellness is embodied in our 'We Care' initiative. This is a comprehensive framework that promotes physical and mental wellbeing, addresses challenges, promotes active discussions and offers resources for employees.
- Siemens is committed to providing comprehensive and competitive benefits package to all its employees. This includes Health Benefits (Mediclaim coverage), which includes employee, their spouse, dependent children and Parents (on cost basis). Risk Benefits (Group Term Life Insurance, Group Term Personal Accident Insurance and Business Travel Accident Insurance, Medical Scheme).
 - Group Term Life insurance cover is two (2) years with Target Pay or ₹10 Lakhs whichever is higher
 - Group Personal Accident - accidental insurance cover up to ₹ 40 Lacs or two years target pay, whichever is higher
 - Health insurance with a critical illness over and above base policy. For blue collar workforce, critical illness coverage goes upto 200% of base coverage.
- Our robust health and wellbeing program is a collaborative effort involving key business stakeholders, anchored by People and Organization, Health Management, and Environment, Health and Safety teams.
- Employees undergo preventive health check and regular physical health screening.
- We offer an employee assistance program (EAP) through an external partner for employees and their families (100% coverage) and have dedicated counselors on site. The EAP program offers assistance and counselling on topics of health, finance, grief, legal, and work life areas.
- Through the Reach Out Program, Siemens doctors and paramedics visiting remote project sites to promote health, educate, treat, and advise site personnel. We ensure health and safety at all project and customer sites.
- We promote fitness through initiatives such as Stepathon, Walkathon, yoga sessions and other fitness events and wellbeing sessions.
- First Responders Training promotes a buddy support system to avoid mental stress and burnout. We also have regular communications, webinars, training sessions on medical know-how and health-related topics. We also provide Cognitive Behavioral Therapy training sessions, which are open to employees and their families, to help cope with stress and build resilience. Our learning management system My Learning World also has curated content on topics of health, safety, and wellbeing.
- Through Tranquil app, employees and their families can access guided and unguided mindfulness tracks and learnings.
- Through Practo app, employees and their families can access free medical advice from 23 specialties, 24x7

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

Safety Incident/Number	Category*	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million manhours worked)	Employees	0.05	0.10
	Workers	0.14	0.34
Total recordable work-related injuries	Employees	6	3
	Workers	9	19
No. of fatalities	Employees	0	0
	Workers	0	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

Notes:

1. The count of employees considered for the above disclosure comprises permanent employees and workers on the Company's payroll and temporary employees under direct contract. The count of workers comprises contractor workforce and third-party employees. The Company has included both permanent employees and workers within the employee's category basis its internal policies, including processes followed by Siemens AG Group for the purpose of monitoring and reporting LTIFR KPIs. Had the Company classified employees and workers separately, the LTIFR for employees and workers would be 0.04 and 0.16, respectively. This definition has been applied only for this and the corresponding leadership indicator (number 3).

2. As per the Company policy, a person injured in a work-related accident or in a commuting accident that results in one or more days away from work, excluding the day the accident occurred, irrespective of whether or not this day away is a scheduled working day for the injured person, based on a medical note / certification issued by a physician, other licensed health care professional is considered as Lost Time Injury.
3. The BRSR Core requires disclosure of "Number of Permanent Disabilities", however, it does not include the definition of 'Permanent Disabilities'. The Company in the absence of any other guidance, has considered High Consequence Work-related injury or ill health, which results in an injury from which the employee / worker cannot or is not expected to recover fully to the previous health status, this does not include fatalities.

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

Maintaining health, safety, and well-being is a shared responsibility between management and employees. This responsibility goes beyond providing workplaces that comply with all applicable norms, standards, and requirements. To ensure the protection and training of employees, Siemens has established the Safety Essentials, which include core safety behaviors. Employees are expected to adhere to these essentials at all times and prioritize health, safety, and the environment in all their activities while working for Siemens.



Siemens has proactively implemented the "Zero Harm Culture" campaign to maintain workplace safety and health. Various initiatives under the Zero Harm Culture (ZHC) campaign have been undertaken to mitigate safety risks and ensure employee well-being.

In FY 2020-21, Siemens in India launched the "Hamari Suraksha, Hamara Sankalp" campaign to ensure a safe workplace and employee well-being, which has continued into FY 2024. A CAPA (Corrective and Preventive Action) tracker has been implemented to proactively identify EHS risks in high-risk activities by Cross Functional Teams and to implement engineering controls to mitigate these risks. To date, eight cycles of the CAPA tracker have been successfully completed by FY 2024.

Focused training on "Behavioral Based Safety" (BBS) is conducted to raise awareness among third-party and contractor employees, promoting the adoption of safe work practices.

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

Category	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
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

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

Some of the measures that Siemens has adopted to provide a favourable working conditions are as follows:

- A mobile working policy (2-3 days in office) based on output, employees can decide on how and where they work, in alignment with their role requirements and their manager.
- Operate with high level of trust and offer unlimited sick leave, and also do not have formal attendance monitoring.
- Listening to employees consistently through half-yearly Siemens Global Engagement Survey. This survey is open for all employees across the organization and serves as important forum for employees to voice their opinion
- Foster employee communities and resource groups so that employees can connect, share experiences, and support each other, enhancing their sense of belonging and wellbeing. All new hires are paired with a buddy as part of the new hire assimilation program to help them successfully integrate at Siemens.
- Foster a diverse, equitable, and inclusive organization through sensitization programs, inclusive policies and practices across the organization. We have focused on hiring women talent on shopfloor in our factories.
- The organization sponsors a picnic for blue collar employees once a year to enable team bonding.
- All employees (white collar and blue collar) can participate in the Siemens AG share matching program.

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

Under the campaign "Hamari Suraksha and Hamara Sankalp" We initiated 2 cycles CAPA tracker program to mitigate Safety Risks arising out of work-related incidents and assessments. This initiative is driven by a cross functional team, the identifies high/ significant risks related activities and the risks are mitigated by implementing control measures as per risk reduction hierarchy.

CAPA cycle 7 and 8: Total 239 activities and areas of improvements have been taken into consideration covering the focus areas such as material handling, work at height, electrical safety, track work safety, service activity and environmental protection.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes. Siemens Limited has Life Insurance scheme for all its permanent employees and workers.

In addition, financial assistance through contribution is available under the "Siemens Sahayta Scheme". This scheme is applicable to permanent employees and workers. Under this scheme, each employee contributes on the demise of a fellow employee. The Company matches the joint contribution amount.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Upstream Value Chain Partners: Under the External Sustainability Audit (ESA) conducted at suppliers' site/ factory, the auditor checks whether the Provident Fund (PF) is deducted & is deposited under employee name in Employees' Provident Fund Organisation (EPFO) portal and whether the Employees' State Insurance (ESIC) scheme is being followed or not. Gratuity is applicable if the employee has completed 5 years & above in the organization.

Downstream Value Chain partners: Key downstream counterparts are assessed on multiple ESG parameters including labour compliance through an ESG due diligence tool before entering into business contracts with them.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers	No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
		FY 2024	FY 2023
Employees	0	0	0
Workers	0	3	1

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, in-house Transition Assistance programs like 'Phir Milenge' are available to Employees aged 55 and above. These include sessions on health, financial wellness, social security, holistic wellness, etc. Employees are also offered a personalised retirement planning service to help manage finances at the end of their careers.

Services like the Employee Assistance Program which are available to all employees play an important role in helping employees address psychosocial and personal concerns through individual counselling.

5. Details on assessment of value chain partners:

ESG assessment of Upstream partners: Siemens uses the following 4 assessments (desk-top to on-site) for evaluating the suppliers' sustainability efforts.

- i. **Corporate Responsibility Self-Assessments (CRSA):** Siemens employs Corporate Responsibility Self-Assessments (CRSA) to ensure suppliers meet our sustainability standards. CRSA helps:
 - Inform suppliers about minimum requirements
 - Identify risks and improvement opportunities early in the partnership
 - Develop corrective actions where needed
- ii. **External Sustainability Audits (ESA):** Siemens conducts External Sustainability Audits (ESA) to verify supplier compliance with the "Code of Conduct for Siemens Suppliers and Third-Party Intermediaries" and evaluate their sustainability performance. In certain situations, the outcome of a CRSA indicates the need for an ESA to address potential sustainability risks.
- iii. **Responsible Minerals Sourcing (RMS):** To support the responsible sourcing of minerals in our supply chain, Siemens has developed the Responsible Minerals Sourcing Policy, which is integrated into our purchasing process. Siemens has introduced a uniform, enterprise-wide process to determine the use, source, and origin of relevant minerals in its supply chain, including the "Responsible Minerals Assurance Process" (RMAP) as part of the "Responsible Minerals Initiative." The company collaborates closely with its suppliers to support these efforts. When necessary, Siemens works with suppliers to remediate risks and perform additional due diligence, ensuring responsible sourcing through established management processes.
- iv. **Carbon Web Assessment (CWA):** Siemens goes beyond legal requirements by measuring suppliers' sustainability performance through the "Carbon Reduction @ 'supplier+s' platform by 'ctrl+s' GmbH Suppliers" program. This is assessed via the Carbon Web Assessment (CWA) on the supplier+s platform by ctrl+s GmbH.

The "Carbon Reduction @ Supplier" approach supports our suppliers in setting targets and action plans to reduce their climate footprints. A key process in this approach is the Carbon Web Assessment (CWA).

ESG risk assessment of downstream activities: Under the ESG Risk Framework adopted by Siemens in October 2020, the Company undertakes ESG risk assessment of opportunities that fall above a threshold as defined by individual businesses. Opportunities that fall in the criteria are assessed using the ESG Due Diligence tool. The opportunities' risk assessment includes downstream counterparts assessment. The tool provides for mitigation measures that the Company is required to undertake before entering into a formal contract with the counterpart.

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	Upstream suppliers
Working conditions	CRSA 94% ESA 26%
	Downstream
	21% order intake assessed

Total 346 ESA audits were conducted over a period of 3 years (FY 2022-2024).

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners

Improvement measures agreed-upon with suppliers relate either to actual deviations from the Siemens Group Code of Conduct for Suppliers or to structural improvements in management systems and the lack of specific processes and guidelines implemented by the supplier.

For monitoring purposes, audits can be repeated or follow-up audits can be performed by external audit service providers. It is also possible for the responsible purchasing departments at Siemens to agree on a series of improvement measures with the supplier. During this process, the Company remains committed to partnerships with suppliers and helps them to improve. However, if the problems continues or a supplier does not show a willingness to take necessary remedial action, the Company may choose to phase out that supplier.

Corrective actions taken to address significant risks / concerns arising from assessments include:

Health and safety related

1. Installation of fire-fighting equipment
2. Obstacle-free exits, PPEs provided and safety guards installed at required areas
3. Implemented secondary containment, conducted mock drills, and added exits

Working conditions related

1. Maintenance of payroll and time records for all workers, ensuring wage and working hour compliance
2. Controlling overtime within legal limits, paying premium rates, providing weekly rest days
3. Extending social benefits and leave with wages to eligible workers
4. Prompt payslip issuance, ensuring timely payments

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

1 NO POVERTY



5 GENDER EQUALITY



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Siemens prioritizes proactive engagement and responsiveness to its diverse stakeholders, including employees, customers, suppliers, communities, and policymakers. Guided by its DEGREE sustainability framework, the company integrates stakeholder interests into its business strategies and decision-making processes. Siemens engages with stakeholders through regular consultations, collaborative forums, and partnerships to address key concerns such as decarbonization, circular economy, and digital transformation. Siemens also ensures transparency and accountability by incorporating stakeholder feedback into its sustainability performance metrics and continuously improving its practices to meet the evolving expectations of all stakeholders.

Essential Indicators

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

Stakeholder groups are identified based on the nature of their engagement with the entity. Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This inter alia includes employees, shareholders and investors, customers, channel partners and key partners, regulators, lenders, research analysts, communities and non-governmental organizations, suppliers amongst others

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	1) Email - Siemens India Monthly Update and Siemens employee newsletter (Siemens Sansar)- sent to all employees 2) Notice Boards in factories 3) Company Intranet and Website 4) Regular updates are put up on our internal Siemens social media group. 5) Townhalls and virtual meetings	1) Employee satisfaction survey- Taken half yearly through survey tool and for workers, it is a paper survey 2) Emails are sent to employees monthly 3) Business specific monthly/ quarterly townhalls 4) Annual meeting	1) Information about Company's business growth plans and business performance 2) Top-down communication about important changes, policies, wellbeing initiatives 3) Platform for gathering informal feedback 4) Workplace diversity is encouraged through various diversity, equity and inclusion initiatives.
Shareholders	No	Email, Newspaper, Notice board, Website	Quarterly and need based	Shareholder related communication
Investors	No	Conference calls, virtual meetings	Half-yearly plus as and when requested by investors	To understand the Company's results, major events and future direction

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Analyst	No	Email, conference calls, virtual meetings	Half-yearly and as requested by analysts	To understand the Company's results, major events and future direction
Customers/ Service partners	No	Email, Website, Webinars, Newsletter, Siemens channel partners, Fairs and Tradeshows	As and when required	Information on Business offerings; service calls
NGOs & Communities	Yes	Meetings and Annual Reports	Quarterly/ periodic review meetings based on the characteristics of each CSR projects	To develop the CSR project along with the community, according to the need of the community
Suppliers	No	Email, conference calls, virtual meetings	Need basis for any centrally driven topic	To understand the new market trends and educating the suppliers

Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Response to 1 & 2: The stakeholders as mentioned in essential indicator 2 in this principle are systematically engaged by various functions of the Company. The Board of Directors / Committee thereof takes feedback of the status of various functions and provide directions for improving processes / practices wherever applicable. The Company also regularly consults its internal and external stakeholders to identify and manage environmental and social topics.

- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Siemens is driven by one idea: to improve the lives of people through its technology. Siemens is committed to improve quality of life and create lasting value for society and thereby contribute to a liveable sustainable future.

Based on the UN Sustainable Development Goals and the Company's core competencies, Siemens in India has defined 3 strategic focus areas for its Corporate Social Responsibility: Education, Social and Environment. Broadly, these initiatives include creating sustainable communities through use of simple and inclusive technologies, developing innovative solutions that help sustain the environment and improve quality of life. Furthermore, fostering India's youth by making them industry-ready while also making technology and knowledge accessible to a wide number of people. Siemens has been transforming communities across India through Corporate Citizenship initiatives. Communities now have access to power, clean drinking water, healthcare, quality education and livelihood. For more details, please refer Annual CSR report under the Annual Report.

Principle 5: Businesses should respect and promote human rights

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Siemens is fully committed to respecting and safeguarding human rights at every stage of its value chain. This commitment is regarded as a fundamental element of acting with integrity and responsible business conduct. Siemens adopts a holistic approach to respecting human rights across the entire value chain, ensuring compliance with relevant laws and regulations through a robust risk management framework. The company continuously assesses actual and potential adverse impacts on people and the environment, integrating these findings into its policies, procedures, and due diligence practices. Consequently, the commitment to respecting human rights is an integral part of Siemens' management systems and is embedded across its functions and business operations.

Relevant DEGREE measures

Ethics	Governance
DEGREE ambitions	DEGREE ambitions
<ul style="list-style-type: none"> → Striving to train 100% of people on Siemens' Business Conduct Guidelines every three years 	<ul style="list-style-type: none"> → ESG-secured supply chain based on supplier commitment to the Supplier Code of Conduct → Long-term incentives based on ESG criteria³
Additional highlights:	Additional highlights
<ul style="list-style-type: none"> → Zero-tolerance approach to breaches of applicable laws and our own internal guidelines → A global, risk-based compliance system → Ensure the development and use of responsible artificial intelligence → Aiming for a leading role in cybersecurity 	<ul style="list-style-type: none"> → Focus on human rights within supply chain: climate protection, occupational safety, and responsible sourcing of minerals

³Assessment based on a Siemens ESG/Sustainability Index. Currently, ESG criteria include CO₂e emissions and digital learning hours

Essential Indicators

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

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	8,003	8,003	100	7,212	5,830	81
Other than permanent	2,274	414	18	1,111	0	0
Total	10,277	6,798	66	8,323	5,830	70
Workers						
Permanent	1,431	862	60	1,321	0	0
Other than permanent	0	0	0	0	0	0
Total	1,431	862	60	1,321	0	0

All permanent employees, direct contract and permanent workers are required to mandatorily undergo a training on Business Conduct Guidelines (BCG), that includes human rights, once every three years.

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

Category	FY 2024				FY 2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	Total (D)	Equal to Minimum Wage		More than Minimum Wage	
	No. (B)	No. (C)	% (B / A)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees									
Permanent									
Male	6,781	0	0	6,781	100	6,289	0	0	6,289
Female	1,222	0	0	1,222	100	923	0	0	923
Other than permanent									
Male	2,175	357	16	1,818	84	1,046	0	0	1,046
Female	99	3	3	96	97	65	0	0	65
Workers									
Permanent									
Male	1,370	0	0	1,370	100	1,276	0	0	1,276
Female	61	0	0	61	100	45	0	0	45
Other than permanent									
Male	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	8	3,280,000	1	3,610,000
Key Managerial Personnel	3	65,976,743	0	
Employees other than BoD and KMP	7,172	1,705,000	1245	1,200,000
Workers	1,370	585,000	61	191,000

Note: The groups covered in the Employees are a. Permanent employees and b. Direct Contract

Since 2020, sustainability has been integrated into management compensation, particularly through long-term incentives. The incorporation of ESG criteria in the long-term incentives is defined in the Governance field of action within the DEGREE sustainability framework. This index includes CO₂e emissions and digital learning hours. These criteria are also applicable to all senior managers globally.

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	10	10

Note: For the purpose of calculation of gross wages paid to females and total wages, the actual payouts made to

i) the permanent employees and workers as per payroll register and,

ii) the employees on direct contract and third party workforce included for the year ended September 30, 2024 has been 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)

Yes, the Sustainability Manager is responsible for addressing human rights impacts or issues caused or contributed to by the business.

Siemens applies a value chain approach to address negative environmental and social impact created out of the business operations. For each element in the value chain there are processes and people responsible to evaluate any environmental or social impact caused or contributed to by the business and mitigate them effectively. Being committed to UN Guiding Principles on Business and Human Rights, the Company continuously evaluates its business operations for any negative impacts 'caused by' the Company or 'contributed to' by the action of a third party engaged by the Company. The Sustainability Manager centrally maintains oversight for such impacts occurring across the value chain and ensures that all the processes are in place and the impacts if any are systematically mitigated.

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

Human Rights are a core element for responsible business conduct and value chain hence, compliance with the human rights laws and regulations is essential. Siemens being participant of the United Nations Global Compact expects its employees, suppliers and business partners to act in accordance with the principles of Global Compact. Also, the principles of Global compact are integral part of our Business Conduct Guidelines (BCG)

Siemens has established human rights principles related to fundamental working and employment conditions that are based on international standards, such as the International Labour Organization's (ILO) Declaration and firmly embedded in our Business Conduct Guidelines (BCG) and the International Framework Agreement (IFA) which set the ethical and legal framework for Siemens' daily business.

Any violation related to human rights can be reported as per the mechanism available under BCG guidelines. Information on possible violations of BCG guidelines can be provided confidentially and anonymously. Appropriate action is taken in accordance with the formal company wide process to address the grievances. Siemens will take appropriate disciplinary action in the event of demonstrable violations.

<https://www.siemens.com/in/en/company/investor-relations/corporate-governance.html>

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

Category	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
Sexual Harassment	1	0		1	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		6	0	
Other human rights related issues	0	0		7	2	

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

	FY 2024	FY 2023
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.1	0.1
Complaints on POSH upheld	1	1

Note: Average of number of female employees as at the beginning and end of the reporting period is considered for the purpose of this ratio. The ratio is then converted to a percentage.

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

Any complaint of Discrimination and Harassment can be reported as per the mechanism available under BCG guidelines confidentially and anonymously as needed. Siemens does not tolerate any form of retaliation against complainants. Violation of this is treated as compliance violation. An appropriate disciplinary action will be taken in the event of demonstrable violations.

For cases related to Sexual Harassment, there is an Internal Committee for redressal of the same. The Committee takes concrete actions to ensure that every Complainant is protected. It maintains confidentiality of all complaints. During the pendency of the Inquiry, the complainant is granted leave or it is ensured that the complainant and respondent do not work together or the complainant is reassigned or relocated if both complainant and respondent are in same team or same location.

- Policy for Prevention of Sexual Harassment at Workplace: [Link](#)
- Internal Committees Constituted Under The Sexual Harassment Of Women At Workplace (Prevention, Prohibition And Redressal) Act, 2013: [Link](#)

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

Yes, Siemens suppliers commit to uphold the Siemens Group Code of Conduct for Suppliers and Third Party Intermediaries and Business Partners, which affirms the fundamental human rights of the suppliers' employees.

For downstream, Siemens rolled out a ESG Risk Framework to evaluate and assess Environmental, Social and Human Rights risks associated with the Business counterpart. Based on this risk approach there are specific clauses under 'Representation and Warranties' to ensure Human Rights risks are addressed.

10. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	Not Applicable

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

Not applicable.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

The Company has a robust human rights due diligence process through which it continuously assesses and improves its ability to respond to any negative human rights impacts caused, contributed to or linked because of business operations.

2. Details of the scope and coverage of any Human rights due-diligence conducted, including in the value chain.

Siemens is committed to safeguarding and respecting human rights in every stage of the value chain. The goal is to identify any human rights violations occurring anywhere in the value chain as early as possible and to mitigate identified risks responsibly.

Human rights in the supply chain

Maintaining sustainable supply chains is one of the Company's guiding principles. Siemens suppliers commit to uphold the Siemens Group Code of Conduct for Suppliers, Third Party Intermediaries and Business Partners, which affirms the fundamental human rights of the suppliers' employees.

Human rights in the workplace

The Business Conduct Guidelines are an integral element of all employment contracts. Every employee is responsible for respecting human rights. Siemens does not tolerate discrimination, sexual harassment, or any other form of personal attack on individuals or groups. In addition, the principles of equal opportunity and equal treatment apply without restriction.

Human rights in the case of business decisions

Siemens strives to systematically operationalize any human rights risks within its value chain by means of a Company-wide due diligence approach. This also includes the business conducted by the customers of the entity. The Company has rolled out an internal ESG Risk Due Diligence Tool to help identify and assess possible environmental and social risks and the associated human rights and reputational risks, earlier and on an even more comprehensive basis in the case of business decisions made by customers.

More details on the Siemens Human Rights framework is available on https://new.siemens.com/global/en/Company_sustainability/social-commitments/humanrights.html.

- 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the Company has the necessary infrastructure in place to make the workplaces accessible to differently abled employees and visitors. Such infrastructural arrangements include without limitation, easily accessible sites & building entrances, easily operated doors, push/lever type wash basin fixtures, sufficient illuminated wide corridors and requisite signages.

- 4. Details on assessment of value chain partners:**

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual Harassment	Upstream suppliers
Discrimination at workplace	CRSA 94%
Child Labour	ESA 26%
Forced Labour/Involuntary Labour	Downstream
Wages	21% order intake assessed
Others	

Upstream Value Chain partners : We use the following 4 assessments (desk-top to on-site) for evaluating our suppliers' sustainability efforts.

- i. **Corporate Responsibility Self-Assessments (CRSA):** Siemens employs Corporate Responsibility Self-Assessments (CRSA) to ensure suppliers meet our sustainability standards. CRSA helps:
 - Inform suppliers about minimum requirements
 - Identify risks and improvement opportunities early in the partnership
 - Develop corrective actions where needed
- ii. **External Sustainability Audits (ESA):** Siemens conducts External Sustainability Audits (ESA) to verify supplier compliance with the "Code of Conduct for Siemens Suppliers and Third-Party Intermediaries" and evaluate their sustainability performance. In certain situations, the outcome of a CRSA indicates the need for an ESA to address potential sustainability risks.
- iii. **Responsible Minerals Sourcing (RMS):** To support the responsible sourcing of minerals in our supply chain, Siemens has developed the Responsible Minerals Sourcing Policy, which is integrated into our purchasing process. Siemens has introduced a uniform, enterprise-wide process to determine the use, source, and origin of relevant minerals in its supply chain, including the "Responsible Minerals Assurance Process" (RMAP) as part of the "Responsible Minerals Initiative." The company collaborates closely with its suppliers to support these efforts. When necessary, Siemens works with suppliers to remediate risks and perform additional due diligence, ensuring responsible sourcing through established management processes.
- iv. **Carbon Web Assessment (CWA):** Siemens goes beyond legal requirements by measuring suppliers' sustainability performance through the "Carbon Reduction @ 'supplier+s' platform by 'ctrl+s' GmbH Suppliers" program. This is assessed via the Carbon Web Assessment (CWA) on the supplier+s platform by ctrl+s GmbH.
The "Carbon Reduction @ Supplier" approach supports our suppliers in setting targets and action plans to reduce their climate footprints. A key process in this approach is the Carbon Web Assessment (CWA).

Downstream Value Chain partners: Key downstream counterparts are assessed on multiple ESG parameters in an internal ESG due diligence tool before entering into business contracts with them. Following a risk-based approach, issues identified during the due diligence process are discussed with the counterparts and are effectively mitigated as per the recommendation of the ESG Due Diligence tool.

- **Siemens India Code of Conduct:** <https://assets.new.siemens.com/siemens/assets/api/uuid:5b82cbba-5aa2-4bab-b734-895c7f32dbe9/coc-and-cr-declaration-v5-0.pdf>
 - **Siemens India Environment Health and Safety Requirements:** <https://assets.new.siemens.com/siemens/assets/api/uuid:17cbb29e-c666-4b0c-80f6-1cf4210e943b/siemens-environment-health-and-safety-requirements.pdf>
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Whenever deviations from the principles of the Code of Conduct for Siemens Suppliers, and therefore also violations of the human rights principles defined in the Code are identified, the procurement team works with the supplier to clarify how lasting corrective action can be taken within a reasonable time frame. If all efforts to implement remedial actions remain unsuccessful, Siemens reserves the right to terminate the business relationship and phase out the supplier.

It is also possible for the responsible purchasing departments at Siemens to agree on a series of improvement measures with the supplier. During this process, the Company remains committed to partnerships with suppliers and helps them to improve. However, if the problems continues or a supplier does not show a willingness to take necessary remedial action, the Company may choose to phase out that supplier.

Principle 6: Businesses should respect and make efforts to protect and restore the environment



Siemens' environmental policies require sites to avoid harmful activities on local biodiversity, conduct water risk analyses, and implement water protection measures. These factors are particularly important in vulnerable areas. The policies also include mandatory regulations for managing and reducing CO₂e emissions and waste, especially landfill waste. Siemens drives environmental awareness with its Business Conduct Guidelines and Supplier Code of Conduct, which include environmental protection requirements.

Measuring energy use is crucial to decarbonization. In Kalwa, the electricity, gas, and water consumption data from almost all Siemens sites is gathered on a single platform.

Siemens recognizes the urgency of climate protection and prioritizes contributing to the objectives set out in the Paris Agreement, including the goal of limiting global warming to 1.5°C above preindustrial levels. As a technology company, Siemens acknowledges that its activities along the value chain – including procurement, product design, production, and the use of its products and services – generate greenhouse gas (GHG) emissions. By upgrading from existing science-based target commitment to the stricter SBTi Net-Zero Standard, Siemens AG has pledged to reduce absolute emissions from its own operations (Scope 1 and 2) by 90% and from its value chain (Scope 3) by 30% by fiscal 2030 compared to fiscal 2019. Additionally, Siemens AG commits to achieving Net-Zero by fiscal 2050, reducing absolute emissions across the value chain by 90% by fiscal 2050 compared to fiscal 2019, with any residual emissions permanently compensated. Already in 2024, Siemens AG has achieved its intermediate decarbonization target of -55% in own operations (compared to FY19 baseline).

As a signatory to the UN CEO Water mandate, the Company's sustainable water management includes measures such as utilizing water-efficient appliances, installing rainwater harvesting systems at four major factory locations, and building water reclamation facilities (zero liquid discharge facilities). These measures enable the Company to reduce freshwater consumption by, among other things, utilizing treated water for landscaping and toilet flushing. In addition, Siemens operates its own water treatment plants in some locations. The treatment facilities, for instance, treat process water from production operations so that it can be used for purposes including irrigating the site's green spaces.

Relevant DEGREE measures

Decarbonization	Resource efficiency
Support the 1.5°C target to fight global warming	Achieve circularity and dematerialization
Key ambitions	Key ambitions
<ul style="list-style-type: none">→ Net Zero emissions across value chain by 2050→ 90% emissions reduction in own operations by 2030→ 30% emissions reduction for Scope 3 by 2030 <p>Within the DEGREE sustainability framework, the Company is committed to:</p> <ul style="list-style-type: none">→ 55% emissions reduction in own operations by 2025→ 20% emissions reduction for supply chain by 2030	<ul style="list-style-type: none">→ Robust Eco Design for 100% of relevant hardware, software, and service portfolio by 2030→ Natural resource decoupling through increased purchase of secondary materials for metals and resins→ Circularity through waste-to-landfill reduction by 50% by 2025 and toward zero landfill waste by 2030
Additional highlights	Additional highlights
<ul style="list-style-type: none">→ Part of the EP100, EV100, and RE100 initiative→ Portfolio to support customers in climate protection	<ul style="list-style-type: none">→ Measures implemented to protect local biodiversity→ Accomplished energy reduction as part of energy efficiency ambition→ Robust Eco Design (RED) advanced to our hardware, software, and service portfolio

Essential Indicators

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

As per the Criteria of BRSR Core, as specified by SEBI vide its circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 together with the Annexure 1 - Format of BRSR Core, which provides guidance on Data & Assurance Approach, the below electricity consumption information has been prepared based on purchase of electricity. Accordingly, this does not consider the impact of iRECs purchased, which information has been additionally disclosed in the BRSR

Parameter	FY 2024	FY 2023
From Renewable Sources (in gigajoules)		
Total electricity consumption (A)	39,036	15,942
Total fuel consumption (B)	17,193	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C) from renewable sources	56,229	15,942
From non-renewable Sources (in gigajoules)		
Total electricity consumption(D)	145,525	158,997
Total fuel consumption(E)	8,338	7,821
Energy consumption through other sources(F)	0	0
Total energy consumed from non-renewable sources(D+E+F)	153,863	166,818
Total Energy consumed(A+B+C+D+E+F)	210,092	182,760
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) GJ/ million rupees of turnover	1.03	1.02
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	20.73	23.31
Energy intensity in terms of physical output	Refer note 1	Refer note 1
Energy intensity (optional) - the relevant metric may be selected by the entity	NA	NA

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

Yes, Reasonable assurance by Price Waterhouse Chartered Accountants LLP.

Notes:

- Siemens is into various businesses (including products, services & projects) with highly diverse portfolios ranging from a low value electrical devices to highly complex transmission solutions. The output of the Company cannot be expressed in one physical measure. It is therefore impracticable to calculate output intensities of the environmental indicators and hence not disclosed. The Company believes that any output-based intensity information on one uniform physical unit is incalculable. This note is applicable for Essential indicators 1,3,7 and 9 under this Principle.
- For 'intensity per rupee of turnover', total revenue from operations has been considered as turnover as per note no. 34 of Audited Standalone Financial Statements. This note is applicable for Essential indicators 1,3,7 and 9 under this Principle.
- The Purchasing Power Parity (PPP) factor considered is 20.22 as recommended by World Bank ([Link: PPP conversion factor, GDP \(LCU per international \\$\) | Data](#)). This note is applicable for Essential indicators 1,3,7 and 9 under this Principle.

In line with the company's decarbonization strategy and in accordance with the commitment to the RE100 initiative, the below table considers the impact of such iRECs

Parameter	FY 2024	FY 2023
From Renewable Sources (in gigajoules)		
Total electricity consumption (A) in	172,751	67,213
Total fuel consumption (B)	17,193	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C) from renewable sources	189,944	67,213
From non-renewable Sources (in gigajoules)		
Total electricity consumption(D)	11,811	107,726
Total fuel consumption(E)	8,338	7,821
Energy consumption through other sources(F)	0	0
Total energy consumed from non-renewable sources(D+E+F)	20,149	115,547
Total Energy consumed(A+B+C+D+E+F)	210,093	182,760
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) GJ/ million rupees of turnover	1.03	1.02
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	20.73	23.31
Energy intensity in terms of physical output	Refer note 1	Refer note 1
Energy intensity (optional) - the relevant metric may be selected by the entity	NA	NA

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the Company does not have any site identified as DCs under PAT scheme.

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

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	26,732	46,821
(iii) Third party water	293,037	305,761
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	319,769	352,582
Total volume of water consumption (in kiloliters)	282,315	313,092
Water intensity per rupee of turnover (Total water consumption Revenue from operations) kl/ million rupees of turnover	1.38	1.74
Water intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)	27.85	39.93
Water intensity in terms of physical output	Refer note 1 under Essential indicator 1 of this principle	Refer note 1 under Essential indicator 1 of this principle
Water intensity(optional)-the relevant metric may be selected by the entity	NA	NA

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

Yes, Reasonable assurance by Price Waterhouse Chartered Accountants LLP

4. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	37,454	39,490
- No treatment	37,454	39,490
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	37,454	39,490

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

Yes, Reasonable assurance by Price Waterhouse Chartered Accountants LLP

Note: Domestic water discharge for sites where actual data is not available has been estimated as 80% of the water withdrawal based on CPCB report dated December 24, 2009. (Source: CPCB report on waste water discharge for domestic use - <https://cpcb.nic.in>.)

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

Yes, water being an important environmental resource, necessary initiatives are taken across all the major manufacturing units to conserve and recycle water, thus ensuring the ZLD (Zero Liquid Discharge).

At all manufacturing locations (owned by the company) suitable and efficient wastewater treatment like sewage treatment plants (STP) are installed with primary, secondary, and tertiary treatment which include nano filtration / RO / UV treatment facilities to treat wastewater to usable quality water. The treated water is further used for flushing and gardening activities within the premises. This in-turn has resulted in reduced use of freshwater.

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

Parameter	Please specify unit	FY 2024	FY 2023
NOx	Kg/day (Average of all locations)	4.28	1.17
SOx	Kg/day (Average of all locations)	2.83	1.45
Particulate matter (PM)	Kg/day (Average of all locations)	16.74	21.71
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify			

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

No, the Company did not carry out independent assessment by an external agency.

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

Parameter	Unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7,448	8,345
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Location based: 32,902 Market based: 2,371	Location based: 32,186 Market based: 21,225
Total Scope 1 and Scope 2 emissions per rupee of turnover (MT/ million rupees of turnover)		Location based: 0.20 Market based: 0.05	Location based: 0.23 Market based: 0.16
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		Location based: 3.98 Market based: 0.97	Location based: 5.17 Market based: 3.77
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Refer note 1 under Essential indicator 1 of this principle	Refer note 1 under Essential indicator 1 of this principle	Refer note 1 under Essential indicator 1 of this principle
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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

Yes, Reasonable assurance by Price Waterhouse Chartered Accountants LLP

Notes:

1. We report our emissions with reference to the latest Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol).
2. Scope 1 Emission factors are reported as per the UN's Intergovernmental Panel on Climate Change (IPCC), 2006.
3. Scope 2 Emissions are reported with grid emission factor from Version 19 of the Central Electrical Authority's CO₂ database.
4. Scope 2 Market based emissions have been calculated after considering the Power Purchase Agreements and the International Renewable Energy Certificates (iRECs) purchased for grid electricity.
5. For Financial Year 2023-24, the biogenic CO₂ emissions from combustion of biomass (briquettes) was 1,719 MT
6. In absence of specific SF₆ leakage information in respect of certain plants, resultant emission is estimated as 0.1% per annum during the handling process based on Guide for the preparation of the customized practical SF₆ handling instruction (2005) from CIGRE (Conseil International des Grands Réseaux Electriques). In other cases, the Company has considered specifically determined SF₆ leakage available for respective plants.

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

Yes, Siemens is committed to sustainability through the DEGREE framework.

One of the targets in DEGREE is to achieve decarbonization in own operations by 2030 in line with SBTi (Science Based Target Initiative) pathway. The details of the DEGREE Framework is available at [Sustainability - Siemens IN](#).

Summary of specific initiatives

1. Renewable Energy: 47,986 MWh generated from renewables in FY 2024
 - a. Rooftop solar across locations: 5,256 MWh
 - b. Offsite solar supplied electricity to Kalwa: 5,587 MWh
 - c. International Renewable Energy Certificates (iRECs): 37,143 MWh

- Energy Efficiency - Electrical Savings leading to reduction in Scope 2 emissions - 1055 MWh of annual electricity savings (**Details in Leadership Indicator 4**)
 - Energy efficient and Timing Based lighting system; Occupancy sensors
 - Energy efficient equipment (HVLS and BLDC Fans)
 - Utility optimisation (Pressure in compressors, Optimization of Air Handling Units, Cooling units)
 - Process Optimisations (Electric systems instead of pneumatic system)
 - Upgradation of Data centers and cooling systems

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

Parameter	FY 2024	FY 2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	402	294
E-waste (B)	159	28
Bio-medical waste (C)	0.1	0.1
Construction and demolition waste (D)	7,037	534
Battery waste (E)	7	1
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	241	231
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	7,709	5,392
Total (A+B + C + D + E + F + G + H)	15,555	6,480
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) tonnes / million rupees of turnover	0.08	0.04
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.53	0.83
Waste intensity in terms of physical output	Refer note 1 under Essential indicator 1 of this principle	Refer note 1 under Essential indicator 1 of this principle
Waste intensity (optional) - the relevant metric may be selected by the entity	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	5,227	4,054
(ii) Re-used	7,202	0
(iii) Other recovery operations	81	0
Total	12,510	4,054
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	980	275
(ii) Landfilling	339	655
(iii) Other disposal operations	1,726	1,497
Total	3,045	2,427

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

Yes, Reasonable assurance by Price Waterhouse Chartered Accountants LLP

Notes:

1. Waste is accounted for at the time of disposal and therefore waste disposed has been considered as waste generated.
2. The method of disposal of waste is as per the certificates received from respective waste traders/ handlers/ aggregators. Where such certificates are not available, the waste generated is assumed to be disposed through 'other disposal operations' for FY 2024.
3. The nature of the waste generated is assumed to be non-hazardous for leased offices and warehouses, considering the type of the setup.
10. **Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

Siemens has initiated an Eco Efficiency @ Siemens program since FY 2021. The Eco Efficiency program marks a transition from environmental management to a holistic lifecycle perspective. In terms of waste management, the program strives towards 100% zero landfill rate by 2030, a continuous increase of the waste fraction used for material recycling, and increased waste reduction by own use of end-of-life production equipment.

As a process to reclaim electrical and electronic (EEE) waste and plastic packaging for recycling the Extended Producer Responsibility (EPR) is implemented. Producer Responsible Organizations (PROs) are nominated centrally for the collection of e-waste and plastic waste from customers. The collected waste/s are recycled.

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

Currently no Siemens office or factory locations are part of ecologically sensitive areas.

For projects at customer sites, the Company assesses the location related ESG risks via an internal ESG Risk Radar tool. The tool helps in risk identification, risk assessment and risk management (mitigation) for customer related business activities. Mitigation measures are suggested basis the location and country data entered in ESG tool where Siemens is to perform operations for customer.

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

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

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

No projects were implemented in FY 2024 which required EIA to be undertaken.

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-	-	-	-	-

Yes, Siemens complies to all the applicable environmental law/ regulations/ guidelines in India.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: Puducherry and Gurugram
- (ii) Nature of operations: Manufacturing of fire protection devices, fire extinguisher assembly
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024	FY 2023
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	15,653	17,262
(iii) Third party water	12,010	11,547
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	27,663	28,809
Total volume of water consumption (in kilolitres)	27,663	28,809
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		0
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatments	0	0
- With treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

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

The Company did not carry out independent assessment by an external agency.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024	FY 2023
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	1000 Metric tonnes of CO ₂ equivalent	74,834	74,964
Total Scope 3 emissions per rupee of turnover	1000 Metric tonnes / million rupees of turnover	365	417
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	7,382	9,560

The Scope 3 emissions are calculated for the following categories:

- Scope 3 Upstream: Purchased goods and services, Fuel and Energy related activities not included in Scope 1 and Scope 2, Upstream transportation and distribution, Waste generated in operations, Employee commuting and Business travel.
- Scope 3 upstream (in 1000 Metric tonnes of CO₂ equivalent) : 776
- Scope 3 downstream: Emissions from use of sold products.
- Scope 3 downstream (in 1000 Metric tonnes of CO₂ equivalent) : 74,058

The source of the emission factors applied in the 2024 reporting year is the "IEA Emission Factors 2023" published by the International Energy Agency. For example, the India CO₂e emission factor used for electricity generation is 710.3 g CO₂e/kWh.

Similarly for FY 2023 the emission factor applied is the "IEA Emission Factors 2022". For FY 2023, the India CO₂e factor for electricity generation is 692.9 g CO₂e/kWh.

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

No, the Company did not carry out independent assessment by an external agency.

3. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Currently no Siemens locations are part of ecologically sensitive areas

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Implementation of timing-based lights at outbound warehouse, mezzanine floor and administrative area at Smart Infrastructure (SI) Electrification and Automation (EA) Goa Factory	Refer "Initiative undertaken"	32 MWh of annual electricity savings
2	Replacement of old fans with Installation of energy efficient High Volume Low Speed (HVLS) and Brushless Direct Current (BLDC) fans	Refer "Initiative undertaken"	33 MWh of annual electricity savings
3	Consumption optimization in Air Handling Unit (AHU) for cooling system in Aurangabad	Refer "Initiative undertaken"	102 MWh of annual electricity savings
4	Optimization of compressed air pressure from 7.5 kg/cm ² to 6.5 kg/cm ² at Mobility (SMO) Aurangabad factory.	Refer "Initiative undertaken"	270 MWh of annual electricity savings
5	Installation of energy efficient lighting of 200W instead of 400W used earlier in Mobility Aurangabad factory.	Refer "Initiative undertaken"	144 MWh of annual electricity savings
6	Installation of day-night sensors with timer-based controllers for overhead 100W Hi-bay lights and High Volume Low Speed (HVLS) and Brushless Direct Current (BLDC) fans at SI EP Factory at Kalwa.	Refer "Initiative undertaken"	106 MWh of annual electricity savings

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
7	At Mobility Nasik factory, replacement of old air conditioning system for Co-ordinate Measuring Machine (CMM) room with energy efficient air conditioning system	Refer "Initiative undertaken"	98 MWh of annual electricity savings
8	Insulation removal process optimized by replacing pneumatic operation by electric motors consuming lesser electricity at Mobility Nasik factory.	Refer "Initiative undertaken"	15 MWh of annual electricity savings
9	Optimization of compressed air pressure from 6.4 kg/cm ² to 6.0 kg/cm ² at SI Electrical Products (EP) Aurangabad factory.	Refer "Initiative undertaken"	31 MWh of annual electricity savings
10	Installation of occupancy sensors in meeting rooms, conference rooms, storerooms and toilets at Mobility Nasik factory.	Refer "Initiative undertaken"	4 MWh of annual electricity savings
11	Replacement of 200 tons Hydraulic injection molding machine with Electric injection molding machine at SI Switchgear Kalwa factory.	Refer "Initiative undertaken"	69 MWh of annual electricity savings
12	Replacement of pneumatic screw drivers with electric screwdriver at SI Electrical Products (EP) Aurangabad factory	Refer "Initiative undertaken"	3 MWh of annual electricity savings
13	The data center at Kalwa has been upgraded	Refer "Initiative undertaken"	~140 MWh of annual electricity savings
14	Old Air conditioning units replaced with new units at our SI Pondicherry factory	Refer "Initiative undertaken"	8 MWh of annual electricity savings
15	Commissioning of Electric bus charging station at Kalwa resulted in replacement of fuel and CO ₂ emission reduction saving	Refer "Initiative undertaken"	~32,970 liter diesel consumption reduction and CO ₂ emission reduction of ~80 MT CO ₂ e.
16	Replacement of old air conditioning units at SI Building products factory at Pondicherry has eliminated 25.5 kg of ozone depleting substance (R22 gas) with ozone friendly substance (R32 gas).	Refer "Initiative undertaken"	Elimination of 25.5 kgs of Ozone depleting substances
17	Installation of domestic and hydrant water pipes above ground level has led to eradication of water leakages and reduction in water Siemens Energy Transformer Kalwa factory.	Refer "Initiative undertaken"	Water consumption reduction by 32,179 m ³ annually
18	Diversion of landfillable waste to co-processing units to be used as fuel in cement factory is a step towards zero waste to landfill efforts of Siemens at SI Aurangabad factory	Refer "Initiative undertaken"	28 metric tons waste diverted to co-processing units annually
19	At Transformer factory, Kalwa and SI Electrification and Automation (EA) factory in Goa, replacement of old air conditioning units and replacement of ozone depleting substance (R22 gas) with ozone friendly substance (R32 gas).	Refer "Initiative undertaken"	Replacement of 63.7 kg of Ozone depleting substance

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
20	Installation of aerator taps at SI Electrification and Automation (EA) Goa factory.	Refer "Initiative undertaken"	Fresh water consumption reduction by 3.45 m3 annually
21	Reuse of the plastic received as packaging of products from suppliers at Transformer, Kalwa factory.	Refer "Initiative undertaken"	Reduction of 2,450 kgs of packaging plastic annually
22	Reduction of plastic packaging by elimination of one layer of Low density polyethylene (LDPE) plastic bags at Transformer factory Kalwa	Refer "Initiative undertaken"	Reduction of 18,587 kg of packaging plastic annually
23	Re-engineering of packaging design to reduce the weight of steel per product packaging at Transformer, Kalwa factory	Refer "Initiative undertaken"	Reduction of 170 tons of steel usage annually
24	Replacement of foam rolls and bubble sheets with biodegradable plastic at SI Building Products (BP) Pondicherry factory	Refer "Initiative undertaken"	Reduction of 265 kgs of packaging plastic annually
25	Replacement of plastic air fills in packaging with honeycomb paper at SI Electrification and Automation (EA) Goa factory.	Refer "Initiative undertaken"	Reduction of 8,000 kgs of packaging plastic annually
26	Reduction of packaging plastic use through standardizing plastic wrapping of transformer accessories and reuse of original packing material of raw material and components at Transformer Kalwa factory.	Refer "Initiative undertaken"	Reduction of 1,554 kgs of packaging plastic annually
27	Optimization of size of wooden packaging during dispatch at Siemens Energy Vadodara factory.	Refer "Initiative undertaken"	Reduction of 18 tons of wood annually
28	Replacement of wooden pallets with recyclable and durable High-density polyethylene (HDPE) pallets usage at SE Vadodara factory.	Refer "Initiative undertaken"	Reduction of 11 tons of wood annually
29	Reuse of wooden packaging from supplier for packaging the products at Transformer Kalwa factory.	Refer "Initiative undertaken"	Reduction of 18 tons of wood usage annually

For details on energy conservation initiatives, please refer Annexure II Conservation of Energy, etc. in the Annual Report

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, the Company has a crisis management plan for managing crisis affecting Company's operations, assets and staff under its responsibility and duty of care. There is a Crisis Management Team (CMT) that provides direction to the Incident / Emergency Management Teams. Decisions of the CMT are binding.

The Company's Business Continuity Plan (BCP) covers the following components:

- the ACP (Asset Classification and Protection) process covering location assets, information assets, people assets and project sites.
- Preventive crisis management plans for every location,
- Disaster recovery planning for IT Applications and Infrastructure,
- Situation specific business level BCP.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Siemens strives to ensure that there are no adverse impacts to the environment arising from its value chain. For the upstream value chain i.e. at the suppliers', regular External Sustainability Audits (ESA) are conducted to assess their environmental impact and course corrected as necessary.

Sample Recommendations/ Guidance are made to our supplier partners based on assessments/audits:

- Regular risk assessments for sites and processes
- Evaluate environmental factors (Air, Water, Chemicals)
- Identify and address significant risks
- Periodic pollution consent as legally mandated
- Separate Storage of Hazardous and Non-Hazardous Waste

The downstream value chain is governed under the ESG Risk Framework. This ESG Risk Framework defines the minimum global standard the Company shall fulfil in relation to environmental and social risk due diligence in order to avoid or at least reduce and responsibly mitigate within our leverage potential business and reputational risks as well as risks to people and planet.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

26% of the suppliers were assessed for environmental impacts through External Sustainability Audit (ESA) during the reporting period. Total 346 ESA audits were conducted over a period of 3 years (FY 2022-2024).

Additionally, 94% of suppliers took the Corporate Responsibility Self Assessment (CRSA) as a part of 'Ready for Business' (R4B). If CRSA or ESA reveal infringements of Siemens sustainability requirements, they must be remedied by the suppliers in question within a reasonable period of time.

Similarly, 21% of order intake was assessed for environmental impacts through the internal ESG risk due diligence tool.

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



The way that regulations and legislation are shaped affects Siemens' products and solutions in many ways. Therefore, Siemens believes that maintaining an ongoing dialogue with political decision-makers is crucial for its success and commitment to sustainability. For this, Siemens participates in dialogues undertaken by industry associations. Siemens prioritizes activities based on its business strategies and innovation fields. As a result, its advocacy activities focus on, but are not limited to, the following topics: competitiveness, digitalization, cybersecurity, climate protection, environment, energy, connected and automated mobility, research, development, innovation, and skills, trade policy, and sustainability-related reporting legislation.

Essential Indicators

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

Siemens Limited is affiliated with 12 trade and industry chambers

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Bombay Chamber of Commerce and Industry (BCCI)	State
2	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
3	Confederation of Indian Industry (CII)	National
4	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
5	Indo German Chamber of Commerce (IGCC)	National
6	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
7	Indian Merchants Chambers	National
8	Indian Machine Tool Manufacturers Association (IMTMA)	National
9	Capital Goods Sector Skills Council of India	National
10	Gurgaon Industrial Association	State

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

Name of authority	Brief of the case	Corrective action taken
-	-	-

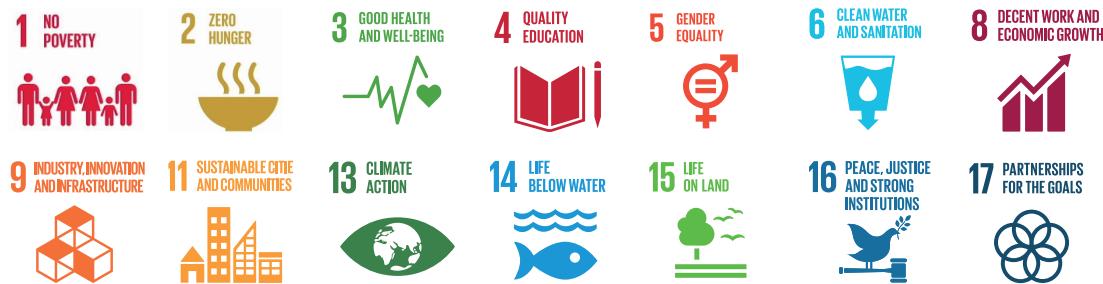
There were no cases of anti-competitive conduct during the reporting period.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	The Company has advocated on adoption of international standards relevant to its solutions in the areas of e-mobility and infrastructure (chargers), renewable energy, energy storage, distributed energy systems, smart grids and digitalization, business ethics and skill development. The Company continuously makes efforts to further contribute on specific sustainable business issues.	Through membership with trade and industry associations the Company shares its feedback on matters as mentioned in the adjacent cell. Also, as and when the government seeks inputs from Industry the Company provides feedback on these issues through Industry Associations.	This is part of Stakeholder consultation by the respective Industry Associations.	Reviewed by relevant business management on as and when basis.	Not applicable.
2	Cyber security for power sector	Represented as one of the members of Indian Electrical and Electronics Manufacturers Association (IEEMA) for interaction with Central Electricity Authority and Power Ministry, Quality Council of India.	No	Nil	Not applicable.
3	BIS certification policy for Indian made low voltage switchgear products, including those in industrial applications.	Engaged as member for interaction with Ministry of Heavy Industries.	No	Nil	Not applicable.
4	Machinery Safety Omnibus Technical Regulation (OTR) by Ministry of Heavy Industries	Engaged with industry associations (IEEMA, CII, FICCI) to represent the challenges faced	Yes	Regular reviews by respective management at BU level	Machinery Safety Omnibus Technical Regulation (OTR) by Ministry of Heavy Industries
	Draft National Capital Goods Policy 2024.	Engaged thru CII, IEEMA and FICCI.	Yes	Policy is under formulation.	
	Public Procurement Order (PPO)	Engaged through FICCI	No	Inputs being operational in nature are reviewed by business units	

Principle 8: Businesses should promote inclusive growth and equitable development



As a technology company, Siemens is driven by the aspiration to address the world's challenges by leveraging the convergence of digitalization and sustainability. Siemens takes the lead and transforms everyday life for over a billion people by creating technology with purpose, providing answers for a better future, and creating value for all stakeholders. The Company is committed to improving quality of life and creating lasting value for society. Based on the UN Sustainable Development Goals and its core competencies, Siemens has defined three strategic focus areas for its Corporate Social Responsibility: Education, Social, and Environment. To achieve sustainable impact on communities, Siemens partners with a broad number of external stakeholders to implement its projects on the ground.

Essential Indicators

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

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

SIA was not applicable in the reporting year.

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

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

Rehabilitation and Resettlement (R&R) was not applicable in the reporting year.

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

The Company has a defined a process to ensure all the complaints and feedback from all stakeholders including communities are received and addressed. This defined process includes:

- (i) A dedicated toll-free number
- (ii) A dedicated contact page on the website
- (iii) Complaints / Feedback received on contact Email
- (iv) Complaints / Feedback received directly by Siemens representative

Dedicated teams within the businesses manage all the complaints and feedback to ensure timely response.

Apart from this, Siemens has a reporting channel called "Tell Us" and Ombudsman for receiving grievances of stakeholders.

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

Name of Product / Service	FY 2024	FY 2023
Directly sourced from MSMEs/ small producers	23	21
Directly from within India	51	52

Note: Total Purchases have been calculated as follows: Total Expenses - Finance Cost - Depreciation and Amortisation Expense – Employee Benefits Expense – Other expenses with respect to Exchange loss / (gains), Rates and taxes, Donation, Commission to directors, Bad debts, Corporate Social Responsibility expenditure, Impairment allowance on financial and contract assets, Commodity derivatives (gains) / loss + Capital expenditure.

The data in the above table for financial year 2022-23 has been restated to ensure consistency with the methodology followed in the current financial year.

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

Location	FY 2024	FY 2023
Rural	0%	0%
Semi-urban	0%	0%
Urban	4.8%	5.4%
Metropolitan	95.2%	94.6%

Notes:

1. The locations have been categorized as per RBI Classification System – rural/semiurban/urban/metropolitan

Source: <https://censusindia.gov.in/nada/index.php/catalog/42560/download/46186/2011-IndiaStateDistSbDistTwnWrd-0000.xlsx>

2. The data in the above table for financial year 2022-23 has been restated to ensure consistency with the methodology followed in the current financial year.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
-	-

Not applicable as no SIA was undertaken in the reporting period.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Andhra Pradesh	Y.S.R. Kadapa	1,025,000
2	Assam	Baksa	45,910
3	Assam	Barpeta	44,625
4	Assam	Dhubri	4,500
5	Bihar	Aurangabad	284,700
6	Bihar	Banka	21,330
7	Bihar	Begusarai	184,600
8	Bihar	Gaya	411,460
9	Bihar	Muzaffarpur	149,432

S. No.	State	Aspirational District	Amount spent (In ₹)
10	Bihar	Nawada	149,432
11	Bihar	Sitamarhi	219,036
12	Jharkhand	Bokaro	64,914
13	Jharkhand	Dumka	64,914
14	Jharkhand	Garhwa	170,102
15	Jharkhand	Giridih	114,466
16	Jharkhand	Hazaribagh	102,546
17	Jharkhand	Latehar	64,914
18	Jharkhand	Palamu	64,914
19	Jharkhand	Ramgarh	64,914
20	Jharkhand	Ranchi	302,808
21	Karnataka	Raichur	265,800
22	Karnataka	Yadgir	106,460
23	Kerala	Wayanad	86,000
24	Maharashtra	Osmanabad	861,822
25	Maharashtra	Washim	68,550
26	Telangana	Khammam	195,000
27	Telangana	Waranqal	218,500
28	Uttar Pradesh	Fatehpur	71,050
29	Uttar Pradesh	Siddharthnagar	51,147
30	Uttarakhand	Haridwar	112,968
31	Uttarakhand	Udham Singh Nagar	941,717
32	West Bengal	Birbhum	180,418
33	West Bengal	Dakshin Dinajpur	58,800
34	West Bengal	Murshidabad	57,350
35	West Bengal	Nadia	30,710
36	Assam	Barpeta	514,119
37	Assam	Goalpara	514,119
38	Madhya Pradesh	Damoh	2,056,476
39	Odisha	Dhenkanal	514,119
40	Uttarakhand	Haridwar	447,049
41	Uttarakhand	Nagar	357,639
42	Andhra Pradesh	YSR Kadappa	536,459
43	Andhra Pradesh	Alluri Sithamaraju	89,410

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
 No, contracts are awarded on merit and not on preference.
- b. From which marginalized /vulnerable groups do you procure
 Not applicable.
- c. What percentage of total procurement (by value) does it constitute?
 Not applicable.

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)
-	-	-	-

Siemens Limited does not have (acquired or owned) Intellectual Property Rights based on the traditional knowledge during the reporting period.

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
-	-	-

Not applicable.

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Siemens Scholarship Program Batch VIII	155	100
2	Siemens Scholarship Program Batch IX	160	100
3	Siemens Scholarship Program Batch X	160	100
4	Siemens Scholarship Program Batch XI	220	100
5	Project Asha - Jawhar Cluster I	15,700	100
6	Project Asha - Mokhada Phase out	10,500	100
7	Project Asha - Mokhada (Koshimshet - Dhamanshet)	10,500	100
8	IGnITE	21,978	96
9	Dual VET in ITIs	54,154	97
10	Project Jigyaasa - STEM in schools	21,500	100
11	Disaster relief – Catastrophe fund	26,300	100

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner



Siemens is committed to helping customers achieve their sustainability goals. More than 90% of Siemens' business enables customers to achieve a positive sustainability impact. By combining the real and digital worlds, Siemens supports customers along key impact areas : decarbonization and energy efficiency, resource efficiency and circularity and people centricity and societal impact. Siemens is committed to engaging with consumers responsibly by providing clear and accurate information about their products and services. This includes details on safe usage, disposal, and the environmental impact of the products. The Company has mechanisms in place to receive and respond to consumer feedback. This includes surveys, customer service hotlines, and online feedback forms.

Essential Indicators

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

Siemens Limited has defined a process to ensure all the complaints and feedback from customers received from multiple channels are addressed. These multiple channels integrated within the defined process include,

- (i) Dedicated toll-free number that is active from 8am - 8pm Monday to Saturday
- (ii) Dedicated contact page on website that includes multiple enquiry forms to address different types of enquiries and is accessible 24*7, all days of the week
- (iii) Complaints/Feedback received on Email
- (iv) Complaints/Feedback received directly by Siemens representative via phone or other means

Dedicated expert teams within the businesses manage all the complaints and feedback to ensure prompt response and timely resolution. The received complaints and feedback are captured within an online tool where tickets are generated, assigned to the experts from relevant business units, tracked, and managed as per the defined process.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	18
Safe and responsible usage	100
Recycling and/or safe disposal	100

3. Number of consumer complaints in respect of the following

Category	FY 2024			FY 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	0	0	0	
Advertising	0	0	0	0	0	
Cyber-security	0	0	0	0	0	
Delivery of essential services	0	0	0	0	0	
Restrictive Trade Practices	0	0	0	0	0	
Other	989	83		1382	54	

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

Category	Number	Reasons for recall
Voluntary recalls	1	Fault in product lamination
Forced recalls	0	

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Cybersecurity

Siemens AG has established a global Product Computer Emergency Response Team (CERT) to address the reported vulnerabilities in its products and Siemens publishes the remedial measures for these reported vulnerabilities.

More details on the framework are available on

<https://new.siemens.com/global/en/products/services/cert.html#SecurityPublications>

<https://new.siemens.com/global/en/Company/topic-areas/cybersecurity.html>

Data Privacy

Siemens processes personal data in compliance with applicable laws on data protection and data security. This policy is applicable to all entities of Siemens AG. For data privacy there is a global policy available at <https://new.siemens.com/global/en/general/legal/business-partner-privacy-notice.html>

Every information asset needs to undergo Asset Classification and Protection process, a risk based approach during which the Business Impact Assessment (BIA) is carried out. BIA questionnaire has sections on cybersecurity as well as Data Privacy related risks pertaining to the information asset.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There were no consumer complaints on issues relating to advertising, delivery of essential services, cyber security and data privacy of customers.

The complaints in 'others' category under indicator 5 of this principle pertains to either product delivery or service issues. The respective businesses have resolved the complaints effectively.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	0
c. Impact, if any, of the data breaches	Currently there are no incidents recorded pertaining to data breaches.

Notes: The above information in respect of data breach has been disclosed based on the Company's internally defined criteria for such incidents. The Company qualifies any incident after necessary forensics by Cybersecurity experts as a breach when unauthorized parties access sensitive or confidential information resulting to financial or reputational damage to the organization.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

The information on products and services is available on the Siemens website as under:

- 1) Siemens India website: <https://www.siemens.com/in/en.html>
- 2) Siemens India Twitter/X: <https://twitter.com/SiemensIndia>
- 3) Siemens India Instagram: <https://www.instagram.com/siemensindia>

- 4) Siemens India Facebook: <https://www.facebook.com/SiemensInIndia/>
 - 5) Siemens Global LinkedIn (India also uses this account): <https://www.linkedin.com/company/siemens/posts/>
 - 6) Siemens Global YouTube (India also uses this account): <https://www.youtube.com/@Siemens>.
- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
- The usage of products and services is outlined in manuals and videos available on the Siemens platforms.
- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
- Siemens is not involved in directly providing essential services (as per essential service definition given in The Essential Services Maintenance Act, 1981), however, Siemens also supplies its product and services to customer who are provider of essential services like Railways, Power utilities etc. Siemens strives to ensure that its customer face minimum disruption in their operations and services. Siemens maintains continuous connect with its customers which ensures smooth running of their operations.
- 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, products / services of Siemens Limited adhere to all relevant laws and applicable regulations including product labelling. Beyond that the Company also adhere to the product labelling norms as applicable and required as per global established standards e.g., Siemens uses EPD (Environmental Product Declaration) for communication.

Siemens Limited carried out consumer satisfaction survey based on Net Promoter Score (NPS) methodology. NPS is an internationally followed and recognized approach based on the commonly applied performance indicators. Besides the NPS, customer feedback is gathered post customer interaction, such as product or service delivery as well as during the project execution / completion. The inputs are analysed for bringing about relevant continual process improvements.

Annexure I

Web Links of Siemens Policies

Siemens Policies in line with the National Guidelines on Responsible Business Conduct

1. Siemens Business Conduct Guidelines

<https://assets.new.siemens.com/siemens/assets/api/uuid:5c242542-e991-4b97-af63-090ad509be74/sag-bcq-en.pdf>

2. Siemens Group Code of Conduct for Suppliers and Third Party Intermediaries:

<https://assets.new.siemens.com/siemens/assets/api/uuid:cbb1292b-f2d5-4f67-9bad-28e2823568b0/Code-of-Conduct-English.pdf>

3. Corporate Social Responsibility Policy

<https://assets.new.siemens.com/siemens/assets/api/uuid:e1481e4a-6230-45b7-91e7-984f5084c845/siemenslimitedcsrpolicy11may2021.pdf>

4. Policy for determination of materiality of any event / information

<https://assets.new.siemens.com/siemens/assets/api/uuid:398df169-595e-4694-8274-b4bca1797b59/sl-materiality-policy-05102024.pdf>

5. Human Rights related to Siemens' fundamental working and employment conditions on Siemens' employees

[SAG-LkSG-Policy-Statement](#)

Whistle-blower Policy: <https://assets.new.siemens.com/siemens/assets/api/uuid:62f4943a-6aaf-4a85-9dd0-00010b0baae0/Compliance-Violation-Reporting-Policy-SL-2024-6.pdf>

Policy on Related Party Transactions: <https://assets.new.siemens.com/siemens/assets/api/uuid:9cf8d29c-cfe9-4a72-a3ef-e5117950f638/SL-Policy-on-Related-Party-Transactions-April2022.pdf>

6. General Policies

<https://new.siemens.com/in/en/company/investor-relations/corporate-governance.html>

All other policies are available on the Company's internal network.

Price Waterhouse Chartered Accountants LLP

Independent Practitioner's Reasonable Assurance Report on Identified Sustainability Information in Siemens Limited's Business Responsibility and Sustainability Report pursuant to the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

To the Board of Directors of Siemens Limited

We have undertaken to perform a reasonable assurance engagement for Siemens Limited (the "Company") vide our Engagement Letter dated May 24, 2024, in respect of the agreed Sustainability Information referred in "Identified Sustainability Information" paragraph below (the "Identified Sustainability Information") in accordance with the Criteria stated in the "Criteria" paragraph below. The Identified Sustainability Information is included in the Business Responsibility and Sustainability Report ("BRSR") section in the Annual Report of the Company for the financial year ended September 30, 2024, pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"). The Reporting Boundary for BRSR is on a standalone basis as disclosed under Question No. 13 of Section A of the BRSR. This engagement was conducted by a team comprising of assurance practitioners and environment experts.

Identified Sustainability Information

The Identified Sustainability Information for the financial year ended September 30, 2024, is as summarised in Appendix 1 to this report.

Our reasonable assurance engagement was with respect to the financial year ended September 30, 2024, information only and we have not performed any procedures with respect to prior periods or any other elements included in the BRSR [other than those listed as BRSR Core Key Performance Indicators ("KPIs") in Appendix 1 to this report] and, therefore, do not express any opinion thereon.

Criteria

The criteria used by the Company to prepare the Identified Sustainability Information is the "BRSR Core" as detailed in Appendix 1 to this report (the "Criteria"), which is a subset of the BRSR, consisting of a set of KPIs/ metrics under nine Environmental, Social and Governance ("ESG") attributes, as specified by SEBI vide Annexure I and Annexure II to its circular SEBI/HO/CFD/CDF-SEC-2/P/CIR/2023/122 dated July 12, 2023 (the "SEBI Circular").

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Price Waterhouse (a Partnership Firm) converted into Price Waterhouse Chartered Accountants LLP (a Limited Liability Partnership with LLP identity no: LLPIN AAC-5001) with effect from July 25, 2014. Post its conversion to Price Waterhouse Chartered Accountants LLP, its ICAI registration number is 012754N/N500016 (ICAI registration number before conversion was 012754N)

Price Waterhouse Chartered Accountants LLP

Independent Practitioner's Reasonable Assurance Report
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Management's Responsibilities

The Company's Management is responsible for determining the Reporting Boundary of the BRSR and for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations including the SEBI Circular, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR.

Inherent limitations in preparing the Identified Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse Gas ("GHG") quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India ("ICAI") and the International Code of Ethics for Professional Accountants (including International Independence Standards) ("IESBA Code") issued by the International Ethics Standard Board for Accountants, which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Price Waterhouse Chartered Accountants LLP (the "Firm") applies Standard on Quality Control 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", the International Standard on Quality Management ("ISQM") 1 "Quality Management for Firms that perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and ISQM 2 "Engagement Quality reviews", and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

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Practitioner's Responsibilities

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information based on the procedures we have performed and the evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements ("SSAE") 3000, "Assurance Engagements on Sustainability Information" and the Standard on Assurance Engagements ("SAE") 3410, "Assurance Engagements on Greenhouse Gas Statements", both issued by the Sustainability Reporting Standards Board of the ICAI and the International Standard on Assurance Engagement ("ISAE") 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and the ISAE 3410 "Assurance Engagements on Greenhouse Gas Statements" both issued by the International Auditing and Assurance Standards Board (collectively referred to as "the Standards"). These Standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information is prepared, in all material respects, in accordance with the Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures referred above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/ or measurements of the Identified Sustainability Information.
- Made enquiries of the Company's Management, including the various teams such as Environment Social Governance, Corporate Social Responsibility, Human Resources, etc., and those with responsibility for managing the Company's BRSR.
- Obtained an understanding and performed an evaluation of the design of the key systems, processes, and controls for managing, recording and reporting on the Identified Sustainability Information as per Appendix 1, including at the sites and corporate offices visited. This did not include testing of the operating effectiveness of management controls. However, for select Identified Sustainability Information, in addition to obtaining an understanding and performing evaluation of certain Information Technology General Controls (ITGCs), the operating effectiveness of such ITGCs were also tested.
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures.
- Performed substantive testing on a sample basis of the Identified Sustainability Information within the standalone boundary (as mentioned in the BRSR) to verify that data had been appropriately measured with underlying documents recorded, collated and reported. This included assessing records and performed testing/ recalculation of sample data.

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- Checked the consolidation for sites and corporate offices under the Reporting Boundary (as mentioned in the BRSR) for ensuring the completeness of data being reported.
- Assessed the level of adherence to the BRSR format issued by SEBI and followed by the Company in preparing the BRSR.
- Assessed the BRSR for detecting, on a test basis, any major anomalies between the information reported in the BRSR on performance with respect to the Identified Sustainability Information and relevant source data/ information.
- Where applicable for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited books and records and audited standalone financial statements of the Company for the year ended September 30, 2024.
- Evaluated the reasonableness and appropriateness of significant estimates and judgments made by the Management in the preparation of the Identified Sustainable Information.
- Obtained representations from Company's Management.

Exclusions

Our reasonable assurance scope excludes the following and therefore we do not express an opinion on the same:

- Operations of the Company other than the Identified Sustainability Information listed in Appendix 1 to this report.
- Aspects of the BRSR and data/ information (qualitative or quantitative) included in the BRSR other than the Identified Sustainability Information.
- Data and information outside the defined reporting period, i.e., the financial year ended September 30, 2024.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/ or data.

Opinion

Based on the procedures performed and the evidence obtained, the Company's Identified Sustainability Information summarised in Appendix 1 to this report and included in the BRSR for the financial year ended September 30, 2024, are prepared, in all material respects, in accordance with the Criteria.

Other Matter

The information included for the prior year ended September 30, 2023, for BRSR Core is unaudited and is as furnished by the Management of the Company.

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Restriction on use

Our work was performed solely to assist you in meeting the reporting requirements. Our obligations in respect of this report are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have as auditors of the Company or otherwise. This report has been issued solely at the request of the Board of Directors of the Company to whom it is addressed, solely to comply with the requirement of SEBI Circular and LODR Regulations, in reporting the Company's sustainability performance and activities and for publishing the same as a part of the BRSR forming part of Company's Annual Report. Accordingly, we accept no liability to anyone, other than the Company. Our report should not be used for any other purpose or by any person other than the addressees of our report. We do not accept or assume any liability or duty of care for any other purpose or to any other person to whom this report is shown or into whose hands it may come without our prior consent in writing.

For Price Waterhouse Chartered Accountants LLP
Firm Registration Number: FRN012754N/N500016

Sumit Seth
Partner
Membership Number: 105869
UDIN: 24105869BKFWWL2903
Place: Mumbai
Date: December 17, 2024

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Appendix 1

Identified Sustainability Information (BRSR Core KPIs)

Sr. No.	Principle and indicator reference*	Attribute	Parameters (KPIs) Assured
1.	Principle 6 – E7	Green-house gas (GHG) footprint	<ul style="list-style-type: none"> 1. Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) 2. Total Scope 2 emissions (Break-up of the GHG (CO₂e) into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) 3. GHG Emission Intensity (Scope 1 +2) <ul style="list-style-type: none"> a) Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP b) Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services
2.	Principle 6 – E3 and E4	Water footprint	<ul style="list-style-type: none"> 1. Total water consumption 2. Water consumption intensity <ul style="list-style-type: none"> a) Water Intensity per rupee of turnover adjusted for PPP b) Water Intensity in terms of physical output 3. Water Discharge by destination and levels of Treatment
3.	Principle 6 – E1	Energy Footprint	<ul style="list-style-type: none"> 1. Total Energy Consumed 2. % of energy consumed from renewable sources 3. Energy intensity <ul style="list-style-type: none"> a) Energy Intensity per rupee of turnover adjusted for PPP b) Energy Intensity in terms of physical output
4.	Principle 6 – E9	Embracing circularity- details related to waste management by the entity	<ul style="list-style-type: none"> 1. Total waste generated <ul style="list-style-type: none"> a. Plastic waste (A) b. E-waste (B) c. Bio-medical waste (C) d. Construction and demolition waste (D) e. Battery waste (E) f. Radioactive waste (F) g. Other Hazardous waste (G) h. Other Non-hazardous waste generated (H) i. Total waste generated (A+B + C + D + E + F + G + H) 2. Waste intensity <ul style="list-style-type: none"> a) Waste Intensity per rupee of turnover adjusted for PPP b) Waste Intensity in terms of physical output 3. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 4. For each category of waste generated, total waste disposed by nature of disposal method

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5.	Principle 3 – E1(C) Principle 3 – E11	Enhancing employee wellbeing and Safety	<ul style="list-style-type: none"> 1. Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company 2. Details of safety related incidents for employees and workers <ul style="list-style-type: none"> a) Number of Permanent Disabilities b) Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) c) No. of fatalities
6.	Principle 5 – E3(b) Principle 5 – E7	Enabling Gender Diversity in Business	<ul style="list-style-type: none"> 1. Gross wages paid to females as a % of wages paid 2. Complaints on POSH <ul style="list-style-type: none"> a) Total Complaints on Sexual Harassment (POSH) reported b) Complaints on POSH as a % of female employees / workers c) Complaints on POSH upheld
7.	Principle 8 – E4 Principle 8 – E5	Enabling Inclusive Development	<ul style="list-style-type: none"> 1. Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and directly from within India 2. Job creation in smaller towns- wages paid to people employed in smaller towns (permanent or non-permanent/on contract) as % of total wage cost
8.	Principle 9 – E7 Principle 1 – E8	Fairness in Engaging with Customers and Suppliers	<ul style="list-style-type: none"> 1. Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9.	Principle 1 – E9	Open-ness of business	<ul style="list-style-type: none"> 1. Concentration of purchases & sales done with trading houses, dealers, and related parties <ul style="list-style-type: none"> a) Purchases from trading houses as % of total purchases b) Number of trading houses where purchases are made from c) Purchases from top 10 trading houses as % of total purchases from trading houses d) Sales to dealers / distributors as % of total sales e) Number of dealers / distributors to whom sales are made f) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors 2. Loans and advances & investments with related parties <ul style="list-style-type: none"> Share of RPTs (as respective %age) in- <ul style="list-style-type: none"> a) Purchases b) Sales c) Loans & advances d) Investments

*'E' indicates Essential Indicator