

# **Business Responsibility and Sustainability Report**

Financial Year 2023



**SIEMENS**

## Our Purpose

# We create technology to transform the everyday, for everyone

### Key figures



**9,644**

Employees



**₹177 billion**

Revenue



**60%**

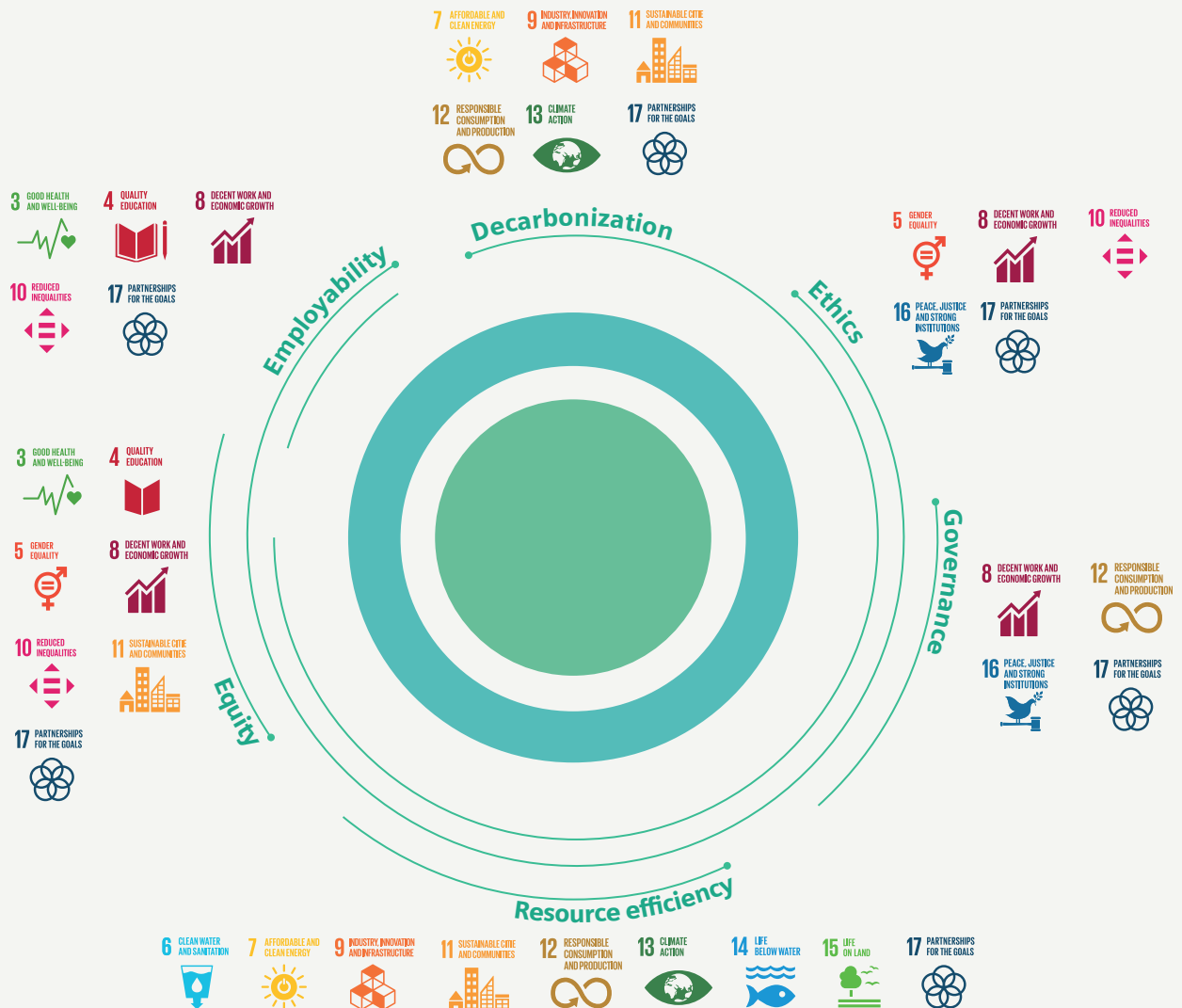
Orders assessed for ESG risks



**81%**

waste recovered through recycling and reuse

Allocation of the SDG goals to Siemens sustainability framework DEGREE



# Foreword

Today, it is no longer about managing negative footprints; it is about a company's handprint and increasingly expanding businesses' net-positive impact on the world. Siemens' technology and portfolio enable a positive impact on our planet and society at scale. That is why we have integrated our sustainability strategy into our business activities, technology roadmap, investment decisions, own operations and governance.

Amid a tumultuous year of record-shattering heatwaves, floods and growing geopolitical tensions, we continue to remain optimistic about the power of technology to solve sustainability challenges. By combining the real and the digital world, we empower our customers and partners to scale their sustainability impact faster along three impact areas: decarbonization & energy efficiency, resource efficiency & circularity, people centricity & societal impact. To help our customers and partners accelerate their transformation, we recently introduced Siemens Xcelerator, an open digital business platform. A key element of this platform is a growing ecosystem of partners, whose collective strengths create a higher and lasting sustainability impact.

We define our ESG ambitions within our DEGREE sustainability framework – a 360-degree approach reflecting our core sustainability values. We have clear ambitions in six fields of action – Decarbonization, Ethics, Governance, Resource efficiency, Equity, and Employability. We are pleased to disclose in this BRSR FY23 report all the Core indicators a year ahead of SEBI's mandate.

At Siemens, what's good for business and good for the planet and society go hand in hand.

**Sunil Mathur**

**Dr. Daniel Spindler**

## 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](mailto:communication.in@siemens.com)
7. Telephone: 1800 209 1800
8. Website: [www.siemens.co.in](http://www.siemens.co.in)
9. Financial year for which reporting is being done: 1<sup>st</sup> October 2022- 30<sup>th</sup> September 2023
10. Name of the Stock Exchange(s) where shares are listed:  
BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital: ₹ 712,240,510
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](mailto: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.  
  
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  
Not applicable.
15. Type of assurance obtained  
Not applicable.

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Electrical equipment, General Purpose and Special purpose Machinery & equipment, Transport equipment	91

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	14
3	Manufacture of other electrical equipment	279	11
4	Installation of industrial machinery and equipment	332	11
5	Manufacture of railway locomotives and rolling stock	302	4
6	Repair of fabricated metal products, machinery and equipment	331	4

### 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	15	35
International	0	7	7

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)	7,212	6,289	87	923	13
2	Other than Permanent (E)	1,111	1,046	94	65	6
3	Total (D + E)	8,323	7,335	88	988	12
WORKERS						
4	Permanent (F)	1,321	1,276	96	45	3
5	Other than Permanent (G)					
6	Total (F + G)	1,321	1,276	96	45	3

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)	8	8	100	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total (D + E)	8	8	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

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 2023 (Turnover rate in current FY)			FY 2022 (Turnover rate in previous FY)			FY 2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.6%	13.9%	11%	9.8%	14.5%	10.4%	6.3%	9.6%	6.7%
Permanent Workers	3.1%	2.3%	3.1%	2.8%	2.6%	2.8%	2.2%	11.4%	2.4%



## 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 Aktiengesellschaft, Germany	Ultimate holding company	47.70 % through Siemens International Holding B.V. 3.30% through Siemens Metals Technologies	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	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 2023
(ii) Turnover (in million ₹)	177,007
(iii) Net worth (in million ₹)	129,719

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks
Investors (other than shareholders)	<a href="http://www.scores.gov.in">www.scores.gov.in</a> & Stock Exchanges	29	2		31	2	
Shareholders							
Employees and workers	Yes, internal mechanisms in place	14	2		20	4	
Customers	Yes, through toll free number and Email	1,382	54		1,105	90	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web link for grievance redress policy)	FY 2023 Current Financial Year			FY 2022 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks
Communities Value chain partners Others (pl specify)	Yes, Complaints received from several stakeholders on "Tell Us" and the Ombudsperson and Siemens Limited web portal <a href="https://new.siemens.com/global/en/Company/sustainability/compliance/reporting-channels.html">https://new.siemens.com/global/en/Company/sustainability/compliance/reporting-channels.html</a>	25	1		31	5	

















## 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.

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 <a href="https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#!/siemens/en/our-degree-framework/">https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#!/siemens/en/our-degree-framework/</a>	Positive
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



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)
5	Sustainable use 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	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
7	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
8	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
9	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
10	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
11	Customer safety and product quality	Risk	Management and minimization of issues unintended characteristics of products or services sold that may create health and safety risks to end-users.		Negative
12	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
13	ESG risk management	Risk	Management system for identification, prevention, minimization of potential ESG-risks.		Negative
14	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

		Sustainability topics	SDGs	Strategic priorities	DEGREE
Dimension	Shared values	Climate protection <sup>1</sup>	7 9 11 12 13	 	Decarbonization
		Sustainable product design and life-cycle management <sup>1</sup>	6 7 9 11 12 13 14 15	 	Resource efficiency
		Innovation and business model <sup>2</sup>	6 7 9 11 12 13 14 15	 	Decarbonization Resource efficiency
		Partner management and collaboration <sup>2</sup>	7 8 9 11 12 13 16 17	 	Decarbonization Governance
		Sustainable handling of natural resources and material efficiency <sup>2</sup>	6 7 9 11 12 13 14 15	 	Resource efficiency
		Future of work <sup>2</sup>	3 4 5 8 10 11	 	Equity Employability
	Responsibility	Social and ecological standards in the supply chain <sup>1</sup>			Governance
		Cybersecurity and data management <sup>2</sup>	8 12 16 17		Ethics
		Employee health and safety <sup>2</sup>	5 8 10 16 17	 	Employability
		Diversity, equity & inclusion <sup>2</sup>	3 4 8 10	 	Equity
		Customer safety and product quality <sup>2</sup>	3 4 5 8 10 11		Governance
		Corporate governance and sustainability leadership <sup>2</sup>	8 12 16 17		Governance
		ESG risk management <sup>2</sup>	8 12 16 17	 	Governance Ethics
		Compliance management <sup>2</sup>	5 8 10 12 16 17	 	Governance Ethics

<sup>1</sup> Top 3 material sustainability topics.

<sup>2</sup> 12 additional material sustainability topics.

Result of the assessment of organizational impacts (inside-out, i.e., on the environment and society), stakeholder relevance and business criticality (outside-in)



TECHNOLOGY WITH PURPOSE



STRENGTHENING AND EMPOWERING PEOPLE



CUSTOMER VALUE



GROWTH MINDSET

## 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
<b>Policy and management processes</b>											
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	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
4.		Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your 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, IFRS as issued by the IASB.								
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: <a href="https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#!/siemens/en/our-degree-framework/">https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#!/siemens/en/our-degree-framework/</a>								
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

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 CEO & Managing Director and CFO & Executive Director 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

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
The entity does not consider the principle material to its business (Yes/ No)	No	No	No	No	No	No	No	No	No
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)	No	No	No	No	No	No	No	No	No
The entity does not have the financial or/human and technical resources available for the task (Yes/ No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/ No)	No	No	No	No	No	No	No	No	No
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.



#### 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	1	100% employees and KMPs are required to undergo the Siemens Business Conduct Guidelines (BCG), Data Privacy, Cybersecurity, Anti-corruption and Antitrust essentials trainings once in three years.	100
Employees other than BoD and KMPs	5		81
Workers	1	Workers are required to undergo training on the BCG once in every three years. Almost all workers were trained on BCG in FY21-22. Only the new joiners were trained in FY22-23.	3

#### 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):

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary		Has an appeal been preferred? (Yes/No)
			Amount (In ₹)	Brief of the case	
Penalty /Fine	Principle 1	Deputy State Tax Officer – 1, o/o Assistant Commissioner, (ST) (INV), Trichy	145,902	Clerical error in documentation. Incorrect consignee address mentioned in Delivery Challan basis which the goods were shipped. Penalty of ₹ 1,45,902/- imposed u/s 129 of Tamil Nadu Goods and Services Tax Act, 2017 and Central Goods and Services Tax Act, 2017	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	NA		
	Punishment			

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.

Details of Siemens Compliance system and the BCG are available at <https://new.siemens.com/global/en/Company/sustainability/compliance.html>

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

	FY 2023	FY 2022
Directors	0	0
KMP	0	0
Employees	0	0
Workers	0	0

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

	FY 2023	FY 2022
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 2023	FY 2022
Number of days of accounts payable	106	125

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 2023	FY 2022
<b>Concentration of Purchases</b>	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	-	-
<b>Concentration of Sales</b>	a. Sales to dealers / distributors as % of total sales	8	6
	b. Number of dealers / distributors to whom sales are made	591	631
	c. Sales of top 10 dealers / distributors as % of total sales to dealers / distributors	31	31
<b>Share of RPTs in</b>	a. Purchases (Purchases with related parties / Total Purchases)	38	39
	b. Sales (Sales to related parties / Total Sales)	14	14
	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

## 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	7	P1, P2, P3, P4, P5, P6, 7	40% suppliers covered by purchasing volume

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



### Essential Indicators

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

	FY 2023	FY 2022	Details of improvements in environmental and social impacts
R&D	-	-	R&D for improving environmental and social impacts of product is done by Siemens AG considering the global and local requirements.
Capex	-	-	

2.
  - a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
  - b. If yes, what percentage of inputs were sourced sustainably?
    - a. Yes, Siemens requires all its suppliers to make a firm commitment to Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries.  
Details are available at <https://new.siemens.com/global/en/Company/about/corporate-functions/supply-chain-management/sustainability-in-the-supply-chain/code-of-conduct.html>
    - b. Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries is a prerequisite for the suppliers to do business with Siemens. We strive 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.**

<b>Plastic Waste</b>	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.
<b>E-Waste</b>	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.
<b>Hazardous Waste</b>	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.
<b>Hazardous Waste</b>	
<b>Other Waste</b>	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 or it is given as resource for piggeries.

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.
271	Gas turbine	1	Cradle to grave	No	Available upon request
281	Gas Insulated Switchgear	8	Cradle to grave	No	Available upon request
279	Automation controllers, network switches, power supply	6	Cradle to grave	No	Available upon request
332	Steam turbines	1	Cradle to grave	No	Available upon request

Our Eco Design approach is also embedded in our DEGREE sustainability framework. The program intends to introduce methods and rules for dematerialization along the entire value chain. Our aim has been to intensify the use of lifecycle assessments (LCAs) and environmental product declarations (EPDs), which will allow us to identify environmentally compatible design alternatives that take circularity into account and can be integrated into product specifications. Our ambition is to apply the Robust Eco Design (RED) approach to all relevant products, systems, solutions, and services by 2030. This is associated with our goal to increase the number of LCAs and EPDs available.

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 <a href="#">LCA EPD Brochure (siemens.com)</a>		

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 2023	FY 2022
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 2023			FY 2022		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastics (including packaging)	0	325	17	0	296	10
E-waste	0	11	0	0	10	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	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



### 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	6,289	6,289	100	6,289	100			6,289	100	3,885	62
Female	923	923	100	923	100	923	100			723	78
Total	7,212	7,212	100	7,212	100	923	100	6,289	100	4,608	64
II. Other than Permanent Employees											
Male	1,046	1,042	99.6	1,042	99.6	0	0	397	38	762	73
Female	65	65	100	65	100	65	100	0	0	32	49
Total	1,111	1,107	99.6	1,107	99.6	65	6	397	38	794	71

#### 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	1,276	1,276	100	1,276	100	0	0	1,276	100	928	73
Female	45	45	100	45	100	45	100	0	0	41	91
Total	1,321	1,321	100	1,321	100	45	3	1,276	97	969	73
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 2023	FY 2022
Cost incurred on well-being measures as a % of total revenue of the company	0.08	0.11

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

Benefits	FY 2023			FY 2022		
	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	Not Applicable	100	100	Not applicable
ESI	0.91	5.45		0.74	1.80	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 <https://new.siemens.com/in/en/Company/investor-relations/business-ethics.html>

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	99.5	87.3	100	97.9
Female	96.3	61.8	100	100
<b>Total</b>	<b>99.1</b>	<b>83.4</b>	<b>100</b>	<b>98</b>

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	<p>The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 for grievance redressal mechanism for the permanent workers where 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</p> <ol style="list-style-type: none"> <li>1. "Tell Us" Hotline</li> <li>2. Siemens Ombudsperson</li> <li>3. Chief Compliance Officer</li> <li>4. Human Resources personnel</li> <li>5. Line Managers</li> <li>6. Compliance and Legal department</li> </ol> <p>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.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023			FY 2022		
	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	7,212	0	0	6,799	0	0
Male	6,289	0	0	5,998	0	0
Female	923	0	0	801	0	0
Total Permanent Workers	1,321	1,311	99	1,275	1,275	100
Male	1,276	1,276	100	1,259	1,259	100
Female	45	35	78	16	16	100

8. Details of training given to employees and workers:

	FY 2023					FY 2022				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	6,289	2,556	41	6,289	100	5,998	3,593	60	5,904	98
Female	923	312	34	923	100	801	379	47	784	98
<b>Total</b>	<b>7,212</b>	<b>2,868</b>	<b>38</b>	<b>7,212</b>	<b>100</b>	<b>6,799</b>	<b>3,972</b>	<b>58</b>	<b>6,688</b>	<b>98</b>
<b>Workers</b>										
Male	1,276	819	64	773	61	1,259	229	18	490	39
Female	45	32	71	25	56	16	8	50	10	63
<b>Total</b>	<b>1,321</b>	<b>851</b>	<b>64</b>	<b>798</b>	<b>60</b>	<b>1,275</b>	<b>237</b>	<b>19</b>	<b>500</b>	<b>39</b>

Skill Building Trainings are available to employees on the Siemens MyLearning World platform, which is accessible 24x7 and training can be self-paced. Other than these, 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.

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

Category	FY 2023			FY 2022		
	Total (A)	No.(B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	6,289	6,289	100	5,998	5,998	100
Female	923	923	100	801	801	100
<b>Total</b>	<b>7,212</b>	<b>7,212</b>	<b>100</b>	<b>6,799</b>	<b>6,799</b>	<b>100</b>
<b>Workers</b>						
Male	1,276	1,276	100	1,259	1,259	100
Female	45	45	100	16	16	100
<b>Total</b>	<b>1,321</b>	<b>1,321</b>	<b>100</b>	<b>1,275</b>	<b>1,275</b>	<b>100</b>

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 organisational 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



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 healthy and safe.

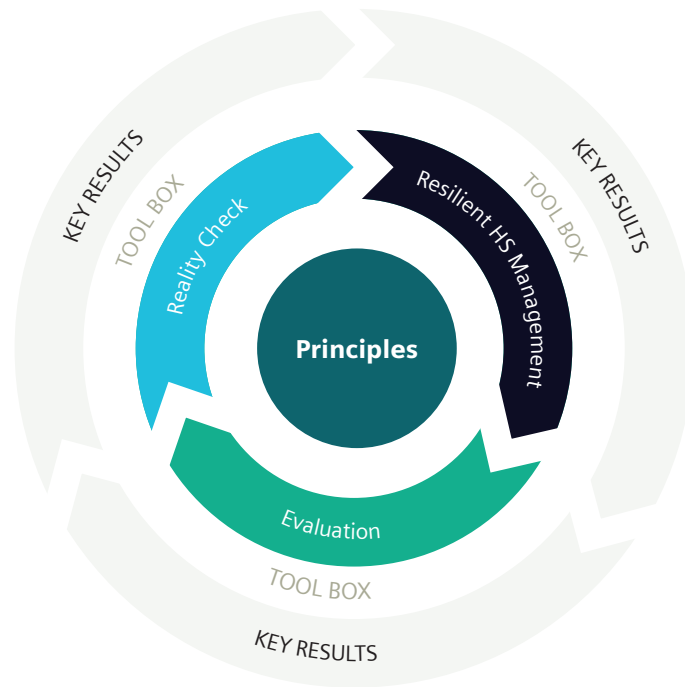


We prepare for and adapt well to changing circumstances.



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 safety risks in high risk activities and implement engineering controls to mitigate the risks. A Cross Functional Team reviews high risk activity and implements engineering controls, as feasible to mitigate 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 are reviewed every month with Business Management.

- 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 Wellbeing Assistance Partner (EWAP).



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

Safety Incident/Number	Category*	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million manhours worked)	Employees	0.10	0.05
	Workers	0.34	0.22
Total recordable work-related injuries	Employees	3	6
	Workers	19	16
No. of fatalities	Employees	0	1
	Workers	2	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	0

\* the count of employees includes employees on the rolls of the company and employees on direct contract. The worker count includes third party employees and contractor workforce as well. This understanding is for this indicator and the corresponding leadership indicator (number 3) only.

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

The EHS management system has enabled businesses to mitigate EHS related risks and ensure providing safe and healthy workplace. Siemens has implemented "Zero Harm Culture" campaign to proactively ensure safe and healthy workplace. Various initiatives were taken under the campaign of Zero Harm Culture (ZHC) to mitigate safety risks and ensure well-being of employees. Siemens in India launched a campaign "Hamari Suraksha, Hamara Sankalp" in FY 2021 to ensure safe workplace and well-being of employees the same has been continued in FY 2023. A three pronged program called CAPA (Corrective And Preventive Action) tracker is implemented to proactively identify safety risks in high risk activities and implement engineering controls to mitigate the risks.

It comprises a Cross Functional Team that reviews high risk activity and implement engineering controls, as feasible to mitigate risks. Focused trainings are conducted on "Behavioral Based Safety" (BBS) to promote awareness amongst third party and contractor employees to adopt safe work practices.

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

	FY 2023			FY 2022		
	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:

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

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.

In CAPA cycle 1: Numerous activities and areas of improvements have been taken into consideration covering 6 focus areas such as material handling, civil work, metro project works, work at height, shot blasting, electrical safety. In CAPA cycle 2: Numerous activities and areas of improvements have been taken into consideration covering 4 focus areas such as electrical safety, material handling, work at height, track safety.

## 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 if the employee has completed 5 years & above in the organization gratuity is applicable.

**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:

	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 2023	FY 2022	FY 2023	FY 2022
Employees	0	1	0	0
Workers	3	0	1	0

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 'Siemens Nivrtti' 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.

5. Details on assessment of value chain partners:

New suppliers are required to undertake a **Corporate Responsibility Self-Assessment (CRSA)** as part of a binding qualification process, while existing suppliers are re-assessed every three years. The CRSA outlines what Sustainability means for Siemens. Based on an online questionnaire, Siemens decides if the partner fulfils the Siemens sustainability requirements. If not, the prospective supplier is required to set up development measures to be considered 'Ready for Business' (R4B).

Apart from CRSA, **External Sustainability Audits (ESA)** intend to verify adherence to the requirements of the 'Code of Conduct for Siemens Suppliers (based on UN global compact principles, ILO conventions, local law) and assess the sustainability performance of the supply chain. Siemens has appointed internationally recognized auditing companies which conduct on-site audits based on the universally valid principles of the Code of Conduct for Siemens Suppliers. The outcome is an in-depth assessment and report that enables Siemens and its suppliers to identify and manage potential sustainability risks.

**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.

% of value chain partners (by value of business done with such partners) that were assessed	
Health and Safety Practices	Upstream suppliers
	CRSA 88%
Working conditions	ESA 26%
	Downstream
	60% orders assessed

Total 281 ESA audits were conducted over a period of 3 years (FY 2021-2023).

**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



### 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, Annual Report	Quarterly and need based	Shareholder related communication
Investors	No	Email, conference calls, virtual meetings	Half-yearly plus as and when requested by investors	To understand the Company's results, major events and future direction
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 project	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 inform about new market trends and company policies

## Leadership Indicators

1. **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.**
2. **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.**

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. Based on both an outside-in and an inside-out perspective (double materiality), the Company has prioritised 15 sustainability topics for implementation– at the Siemens AG level, within business units, and in the countries where it operates. The Board of Directors are regularly apprised about the materiality as well as the DEGREE initiatives intended to address the material topics as identified during the materiality assessment.

Please refer to disclosure 26 in Section A for an overview of the top material issues for Siemens.

3. **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



### 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 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	7,212	5,830	81	6,799	837	12
Other than permanent	1,111			1,598	114	7
<b>Total</b>	<b>8,323</b>	<b>5,830</b>	<b>70</b>	<b>8,397</b>	<b>951</b>	<b>11</b>
<b>Workers</b>						
Permanent	1,321	46	3	1,275	1,275	100
Other than permanent	0	0	0	0	0	0
<b>Total</b>	<b>1,321</b>	<b>46</b>	<b>3</b>	<b>1,275</b>	<b>1,275</b>	<b>100</b>

All permanent employees and workers are required to mandatorily undergo a training on Business Conduct Guidelines (BCG) once in three years.

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

	FY 2023					FY 2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	6,289	0	0	6,289	100	5,998	0	0	5998	100
Female	923	0	0	923	100	801	0	0	801	100
<b>Other than permanent</b>										
Male	1,046	0	0	1,046	100	1,520	0	0	1520	100
Female	65	0	0	65	100	78	0	0	78	100
<b>Workers</b>										
<b>Permanent</b>										
Male	1,276	0	0	1,276	100	1,259	0	0	1,259	100
Female	45	0	0	45	100	16	0	0	16	100
<b>Other than permanent</b>										
Male	0					0				
Female	0					0				

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	8	4,650,000	1	3,380,000
Key Managerial Personnel	3	81,858,298	0	-
Employees other than BoD and KMP	6,289	1,793,450	923	1,418,821
Workers	1,276	502,026	45	230,340

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

	FY 2023	FY 2022
Gross wages paid to females as % of total wages	10%	10%

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 and Regional Compliance Officer are 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 our 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 it 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)

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 via the Tell Us helpline / Ombudsperson. Appropriate action is taken in accordance with the formal company-wide process to address the grievances.

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

	FY 2023			FY 2022		
	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		3	2	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	6	0		17	2	
Other human rights related issues	7	2		0	0	



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

	FY 2023	FY 2022
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	3
Complaints on POSH as a % of female employees / workers	0.1	0.3
Complaints on POSH upheld	1	3

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

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.

Any complaint of discrimination and harassments 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.

**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 customers 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 10 above.**

No significant risks were identified out of the assessments.

## 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.

**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 and 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/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 88%
Child Labour	ESA 26%
Forced Labour/Involuntary Labour	
Wages	Downstream partners
Others	60% orders assessed

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.

### 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



### Essential Indicators

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

Parameter	FY 2023	FY 2022
From Renewable Sources (in gigajoules)		
Total electricity consumption (A) in	66,959	18,346
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C) from renewable sources	66,959	18,346
<b>From non- renewable Sources (in gigajoules)</b>		
Total electricity consumption(D)	95,160	141,227
Total fuel consumption(E)	7,177	6,348
Energy consumption through other sources(F)	0	0
Total energy consumed from non-renewable sources(D+E+F)	102,337	147,575
Total Energy consumed(A+B+C+D+E+F)	169,296	165,921
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) GJ/ million rupees of turnover	0.96	1.11
Energy intensity per rupee of turnover adjusted for Purchasing power parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP*)	21.91	25.32

\*Purchasing power parity (PPP) conversion factor is a spatial price deflator and currency converter that controls for price level differences between countries, thereby allowing volume comparisons of gross domestic product (GDP) and its expenditure components. This conversion factor is for GDP. For India PPP conversion factor, GDP (LCU per international \$) is 22.9 for the year 2022 as per World bank data available at <https://data.worldbank.org/indicator/PA.NUS.PPP>

**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 assessment by external agency.

#### 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 2023	FY 2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	25,029	21,834
(iii) Third party water	294,012	252,641
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>319,042</b>	<b>274,475</b>
Total volume of water consumption (in kiloliters)	319,042	274,475

Parameter	FY 2023	FY 2022
Water intensity per rupee of turnover (Total water consumption Revenue from operations) kl/ million rupees of turnover	1.80	1.83
Water intensity per rupee of turnover adjusted for Purchasing Power Parity(PPP)	41.29	41.89

**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.

**4. Provide the following details related to water discharged:**

Parameter	FY 2023	FY 2022
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	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

Initiatives are taken across all the manufacturing units to conserve and recycle wastewater, thus ensuring the ZLD (Zero liquid Discharge). At all manufacturing locations suitable and efficient wastewater treatment facilities like sewage treatment plants (STPs) are installed with primary, secondary, and tertiary treatment to treat wastewater to usable quality water. The entire treated water is used for flushing and gardening activities within the location premises. This in-turn has resulted in reduced intake of freshwater.

**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.

**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 company owned factories and offices to conserve and recycle water, thus ensuring the ZLD (Zero liquid Discharge).

At all manufacturing locations 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.

However, there are a few small leased locations where ZLD is not implemented since the property owner has not implemented these measures.

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

Parameter	Please specify unit	FY 2023	FY 2022
NOx	Kg/day (Average of all locations)	1.17	1.02
SOx	Kg/day (Average of all locations)	1.45	1.17
Particulate matter (PM)	Kg/day (Average of all locations)	21.71	4.00
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 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	8,203	11,794
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	18,776	30,565
Total Scope 1 and Scope 2 emissions per rupee of turnover (MT/ million rupees of turnover)		0.15 metric tonnes CO <sub>2</sub> e / million rupees of turnover	0.28 MT CO <sub>2</sub> e / million rupees of turnover
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)			

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.

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

Yes, to achieve net-zero in own operations, Siemens has installed solar panels on the factory roofs at some locations. The Company has entered into a Power Purchase Agreement for procuring renewable energy for certain factories. Apart from solar power, the Company is driving multiple Energy Efficiency programs to reduce the CO<sub>2</sub> emissions.

Details of rooftop solar installation at one location is available at

<https://www.siemens.com/global/en/home/Company/about/businesses/real-estate/green-greener-kalwa.html>

Siemens is committed to sustainability through the DEGREE framework.

One of the targets in DEGREE is to achieve net-zero in own operations by 2030 in line with SBTi (Science Based Target Initiative) pathway.

The details of the DEGREE Framework is available at

<https://www.siemens.com/in/en/company/sustainability.html>

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

Parameter	FY 2023	FY 2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	258	276
E-waste (B)	27	47
Bio-medical waste (C)	0	-
Construction and demolition waste (D)	521	21
Battery waste (E)	1	7
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	226	255
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,653	2,957
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>4,687</b>	<b>3,564</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) tonnes / million rupees of turnover	0.03	0.02
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.61	0.54
Waste intensity in terms of physical output		
Waste intensity (optional) - the relevant metric may be selected by the entity		
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	3,810	3,068
(ii) Re-used		
(iii) Other recovery operations		63
<b>Total</b>	<b>3,810</b>	<b>3,131</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	275	136
(ii) Landfilling	602	296
(iii) Other disposal operations	0	0
<b>Total</b>	<b>877</b>	<b>432</b>

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

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

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 due diligence 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 2023 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: Pondicherry, Vadodara\*, 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 2023	FY 2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	NA
(ii) Groundwater	17,262	2,902 KL
(iii) Third party water	11,547	4,022 KL
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)	28,809	6,924 KL
Total volume of water consumption (in kilolitres)	28,809	6,924 KL
Water intensity per rupee of turnover (Water consumed / turnover)		0.047 ml/ rupee of turnover



Parameter	FY 2023	FY 2022
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatments		0
- With treatment – please specify level of treatment		0
(ii) Into Groundwater		
- No treatment		3,480 KL
- With treatment – please specify level of treatment		0
(iii) Into Seawater		
- No treatment		0
- With treatment – please specify level of treatment		0
(iv) Sent to third-parties		
- No treatment		0
- With treatment – please specify level of treatment		0
(v) Others		
- No treatment	0	102 KL (Losses due to cooling tower)
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	3,582

As disclosed in Essential indicator 5 pertaining to Zero Liquid Discharge (ZLD), the company operates in few leased locations falling under water stressed areas. We have not reported the quantity of liquid discharged at these locations in this indicator.

\*Varodara is critical in terms of water stressed area report by Central Groundwater Authority (CGWA) in 2023. The location was not reported as water stressed in 2022.

**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 2023	FY 2022
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	74,834,000	69,850,000
Total Scope 3 emissions per rupee of turnover (kilo tonnes/ million rupees of turnover)		422.77	465.28
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			13,090 MT CO <sub>2</sub> e /FTE

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 downstream: Emissions from use of sold products.

The source of the emission factors applied in the 2023 reporting year is the "IEA Emission Factors 2022" published by the International Energy Agency. For example, the India CO<sub>2</sub>e emission factor used for electricity generation is 692.9 g CO<sub>2</sub>e/ kWh.

Similarly for FY 2022 the emission factor applied is the "IEA Emission Factors 2021". For FY 2022, the India CO<sub>2</sub>e factor for electricity generation is 726.1 g CO<sub>2</sub>e/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 lighting timers	Implementation of lighting timers for administration office in Smart Infrastructure (SI) Energy Automation Goa Factory.	10 MWh of annual electricity savings
2	Reduction of oven cycles in transformer factory	In the transformer factory, multiple active parts are sent to the oven instead of a single part, which resulted in reduction of oven cycles	59 MWh of annual electricity savings
3	Installation High Volume Low Speed (HVLS) fans	Replacement of old fans by High Volume Low Speed (HVLS) fans at Kalwa and Goa.	52 MWh of annual electricity savings
4	Modification in Vacuum Process Impregnation (VPI)	At VPI in Nasik factory, instead of dipping of whole stator housing of 6 FRA motor in resin, the resin is poured on stator windings. This change resulted in reduction of machine run time by 30 minutes and contributed to a saving of 18 KWh/ job	7 MWh of annual electricity savings
5	Air Handling Unit (AHU) optimization	AHU consumption optimization for cooling system resulted in 126 MWh of electricity savings at Aurangabad factory	126 MWh of annual electricity savings
6	HVLS fans and Building Management Systems (BMS) control software at Goa factory	Installation of HVLS fan in production hall to optimize Heating Ventilation and Air Conditioning (HVAC) equipment load with Building Management Solutions (BMS) control software resulted in electricity savings at Goa factory	121 MWh of annual electricity savings
7	Replacement of old chillers with new energy efficient chillers	Replacement of 130 TR Chiller with new energy efficient chiller and creation of partition in shop floor for optimizing chiller load resulted in electricity savings at Goa factory.	21 MWh of annual electricity savings
8	Hanger modification in surface treatment plant	Hanger modification in surface treatment plant to accommodate more components on the hanger helped improve production efficiency	85 MWh of annual electricity savings
9	Elimination of a prebrazing cycle in vacuum furnace	Elimination of one pre-brazing cycle in vacuum furnace operation by modification of batch carrier to accommodate more pre-brazing components in same cycle resulted in energy savings.	45 MWh of annual electricity savings
10	Replacement of fixed speed split ACs with 5-star inverter split ACs	Replacement of fixed speed split ACs with 5-star inverter split ACs resulted in electricity savings at Aurangabad factory.	1.8 MWh of annual electricity savings

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:

- a. the ACP (Asset Classification and Protection) process covering location assets, information assets, people assets and project sites.
- b. Preventive crisis management plans for every location,
- c. Disaster recovery planning for IT Applications and Infrastructure,
- d. 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 Company 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 281 ESA audits were conducted over a period of 3 years (FY 2021-2023).

Additionally, 88% of suppliers took the 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, 60% of orders received were 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



### 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)	National
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	Thane Belapur Industries Association	State
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
-	-	-

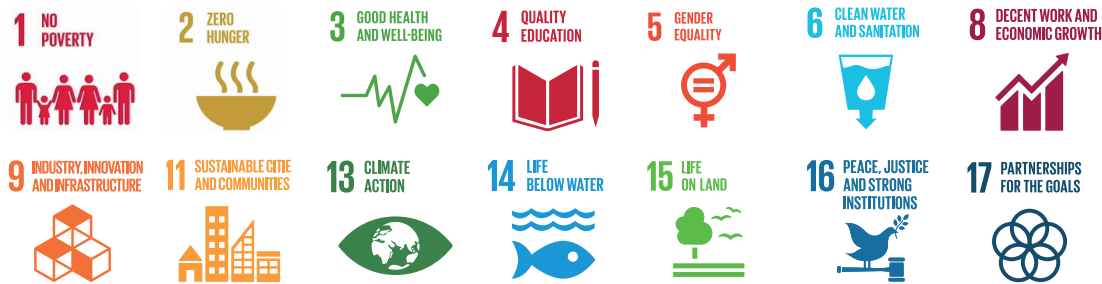
There were no cases of anti-competitive conduct during the reporting period.

## 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	The Company represented as one of the members of IEEMA for interaction with Ministry of Heavy Industries.	No	Nil	Not applicable.
4	Draft OTR on Machinery Safety by Ministry of Heavy Industry	Expert Member of Indo-German Working Group on Quality Infrastructure.	No	Nil	Not applicable.

## Principle 8: Businesses should promote inclusive growth and equitable development



### Essential Indicators

- 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.

- 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.

- 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:

- A dedicated toll-free number
- A dedicated contact page on the website
- Complaints / Feedback received on contact Email
- 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.

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

Name of Product / Service	FY 2023	FY 2022
Directly sourced from MSMEs / small producers	31%	32%
Directly from within India	78%	79%

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

Location	FY 2023	FY 2022
Rural	4.89%	5
Semi-urban	0	
Urban	60.47%	63
Metropolitan	34.64%	32

## 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	Parvathipuram Manyam	19,000
2	Andhra Pradesh	Y.S.R. Kadapa	706,659
3	Assam	Barpeta	75,700
4	Assam	Dhubri	66,870
5	Assam	Goalpara	42,500
6	Bihar	Aurangabad	33,320
7	Bihar	Banka	36,730
8	Bihar	Begusarai	404,600
9	Bihar	Gaya	157,646
10	Bihar	Nawada	74,110
11	Jharkhand	Garhwa	31,507
12	Jharkhand	Hazaribag	116,439
13	Jharkhand	Pashchimi Singhbhum	33,000
14	Jharkhand	Purbi Singhbhum	60,559
15	Jharkhand	Ranchi	60,539
16	Madhya Pradesh	Damoh	242,000
17	Maharashtra	Osmanabad	746,256
18	Maharashtra	Washim	116,209
19	Odisha	Dhenkanal	74,000
20	Telangana	Bhadradi-Kothagudem	93,000
21	Uttarakhand	Haridwar	484,072
22	Uttarakhand	Udham Singh Nagar	766,500
23	Uttar Pradesh	Fatehpur	76,050
24	Uttar Pradesh	Siddharthnagar	65,877
25	Uttar Pradesh	Sonbhadra	127,300

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 X	160	100
2	Siemens Scholarship Program - Batch IX	160	100
3	Siemens Scholarship Program - Batch VIII	158	100
4	Siemens Scholarship Program - Batch VII	150	100
5	Dual Education for Management Students 2023	2	100
6	Dual Education for Management Students 2022	6	100
7	Dual Education for Management Students 2021	9	100
8	Disaster Relief - Catastrophe Fund	2,500	100
9	Project Jigyaasa	19,924	99
10	IGNITE	22,314	95
11	Dual VET in ITIs	50,000	94
12	Project Asha - 28 villages Koshimshet Damanshet	10,517	100
13	Project Asha - Upgradation of technology (other than 28 villages)	2,495	100



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



### Essential Indicators

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

Siemens Limited has a 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	16
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

	FY 2023			FY 2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Other	1,382	54		1,105	90	

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

	Number	Reasons for recall
Voluntary recalls	4	Quality defects
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 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.

Voluntary product recalls have been made due to quality defects all affected customers have been notified and corrective actions as per mutual agreement have been deployed.

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 customer data breaches.

### 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 under [www.siemens.co.in](http://www.siemens.co.in).

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. The NPS in FY 2023 was 79. 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-bcg-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-05102023.pdf>
5. 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.