

Compliance Audit: Bajaj Auto Ltd

Period: FY2024-25

OVERALL RISK: N/A

1. Forensic Business Intelligence

LABOUR CODE FINANCIAL IMPACT (FY26):

INR61 crores

pursuant to the amendment in the definition of wages under the new labour code, we recognized INR61 crores as a onetime exceptional charge towards the past service cost arising from the changes introduced under the new labour code. This is essentially towards gratuity.

KEY PRODUCTS	MAJOR CUSTOMERS
Pulsar, Dominar, KTM, Husqvarna, Triumph, Freedom 125, Chetak, GoGo	Not extracted

2. Executive Summary

Overview: This is a Forensic Compliance Audit Report for Bajaj Auto Ltd.

■ **Key Insight:** The company demonstrates a strong commitment to employee well-being and safety, but there are areas for improvement in supply chain compliance and gender diversity.

3. Supply Chain & Vendor Intelligence

Key Vendors Identified (Related Parties):

- Refer to Annual Report Note: Related Party Disclosures

Principal Employer Liability Analysis: The company appears to be taking measures to ensure compliance by value chain partners.

4. Financial Intelligence

Revenue	EBITDA	Net Income	Emp. Cost
50,010 Crore	10,101 Crore	8,151 Crore	1,577 Crore

5A. Wages & Remuneration

Area	Status	Evidence Snippet
Minimum Wage	COMPLIANT	All employees and workers are paid more than minimum wage.
Equal Pay	RISK IDENTIFIED	Gross wages paid to females as % of total wages 3.9%
Profit Sharing	N/A	No evidence of profit sharing found in the provided documents.

5B. OSH & Safety

Area	Status	Evidence Snippet
Safety Systems	COMPLIANT	All our plants are certified with ISO 45001:2018 by M/S Bureau Veritas.
Accident Records	RISK IDENTIFIED	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) Workers 0.08
Audit Scores	POSITIVE	We have implemented various auditing and inspection processes to identify hazards and risks.

5C. Industrial Relations

Area	Status	Evidence Snippet
Unionization	RISK IDENTIFIED	73% of male permanent workers are part of an association or union.
Collective Bargaining	COMPLIANT	This is exemplified by the timely signing of the Long-Term Wage Settlement at the Waluj plant.
Disputes Strikes	N/A	No major disputes or strikes were mentioned in the provided documents.

5D. Social Security

Area	Status	Evidence Snippet
Leave Policy	COMPLIANT	As accumulated leave can be availed and/or encashed at any time during the tenure of employment, subject to terms and conditions of the scheme
Retirement Benefits	COMPLIANT	Payment for present liability of future payment of gratuity is being made to approved gratuity fund
Healthcare Welfare	COMPLIANT	Employees have access to state-of-the-art health and sports facilities.

6. Workforce Profile

Category	Total	Male	Female	Turnover
Permanent Employees	N/A	2498	N/A	95%
Other than Permanent Employees	N/A	206	N/A	73%
Permanent Workers	N/A	2830	N/A	96%
Other than Permanent Workers	N/A	115	N/A	93%

7. Strategic Recommendations

1. Improve gender diversity across all levels of the organization.
2. Strengthen monitoring and enforcement of labor standards within the supply chain.
3. Enhance transparency in reporting on environmental and social impacts.
4. Continue investing in employee training and development programs.