

# Compliance Audit: Ola Electric

Period: FY 2024-25

OVERALL RISK: MODERATE

## 1. Forensic Business Intelligence

**LABOUR CODE FINANCIAL IMPACT:**  
*No data extracted.*

KEY PRODUCTS	MAJOR CUSTOMERS
Electric Scooters	Individual consumers (B2C), Commercial operators (B2B)

## 2. Executive Summary

**Overview:** Ola Electric demonstrates a commitment to sustainability and employee well-being, but faces challenges in supply chain due diligence and transparency in public policy advocacy. While the company has established various policies and procedures, there are gaps in implementation and monitoring, particularly in ensuring human rights requirements in business agreements and contracts.

■ **Key Insight:** The company needs to strengthen its supply chain due diligence to ensure responsible sourcing and mitigate risks related to environmental and social impacts.

## 3. Supply Chain & Vendor Intelligence

**Key Vendors Identified (Related Parties):**

- Refer to Annual Report Note: Related Party Disclosures

**Principal Employer Liability Analysis:** The company has a well-defined mechanism for employees to redress grievances by emailing the following designated address (safework@olaelectric.com). Once a complaint is received, the committee members will validate for merit and then begin the resolution process. has partnered with an external vendor that works in close co-ordination with our internal committee.

## 4. Financial Intelligence

Revenue	EBITDA	Net Income	Emp. Cost
4,932 crores	N/A	N/A	N/A

## 5A. Wages & Remuneration

Area	Status	Evidence Snippet
Minimum Wage	COMPLIANT	More than minimum wage
Equal Pay	RISK IDENTIFIED	Median remuneration/ salary/ wages of respective category
Profit Sharing	NOT DISCLOSED	Not applicable

## 5B. OSH & Safety

Area	Status	Evidence Snippet
Safety Systems	COMPLIANT	OHS Management System is designed to proactively manage risks and ensure a safe working environment for all employees and contractors.
Accident Records	COMPLIANT	Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)
Audit Scores	COMPLIANT	Assessments of all manufacturing facilities, the corporate office, and the BIC R&D; facility have been conducted internally according to a defined schedule

## 5C. Industrial Relations

Area	Status	Evidence Snippet
Unionization	NOT DISCLOSED	Membership of employees in association(s) or unions recognised by the listed entity:
Collective Bargaining	N/A	NA
Disputes Strikes	COMPLIANT	Nil

## 5D. Social Security

Area	Status	Evidence Snippet
Leave Policy	COMPLIANT	Maternity Benefits
Retirement Benefits	COMPLIANT	PF
Healthcare Welfare	COMPLIANT	Health insurance

## 6. Workforce Profile

Category	Total	Male	Female	Turnover
Permanent Employees	3231	3024	N/A	54%
Other than Permanent Employees	8097	7851	N/A	N/A
Permanent Workers	806	N/A	806	29%
Other than Permanent Workers	1593	314	N/A	N/A

## 7. Strategic Recommendations

1. Strengthen supply chain due diligence to ensure responsible sourcing and mitigate risks related to environmental and social impacts.
2. Enhance transparency in public policy advocacy to ensure responsible and ethical engagement with regulatory bodies.
3. Improve the grievance redressal mechanism to ensure timely and effective resolution of employee and worker complaints.
4. Promote diversity and inclusion in the workforce to foster innovation and creativity.