

Compliance Audit: Royal Enfield

Period: FY2024-2025

OVERALL RISK: MEDIUM

1. Forensic Business Intelligence

LABOUR CODE FINANCIAL IMPACT:

No data extracted.

KEY PRODUCTS	MAJOR CUSTOMERS
Guerrilla 450, Hunter 350, Meteor 350, Super Meteor 650, Interceptor 650, Continental GT 650, Shotgun 650, Himalayan adventure tourer, Scram 411 ADV Crossover, Bullet 350, Classic 350	Not extracted

2. Executive Summary

Overview: Royal Enfield's labor compliance posture appears generally compliant based on the provided documents. Key areas of focus include ensuring fair wages, maintaining robust OSH practices, and fostering positive industrial relations. Supply chain due diligence and adherence to ethical sourcing are also critical.

■ **Key Insight:** The company demonstrates a commitment to rider satisfaction through initiatives like the 'Borderless Warranty Program' and 'Rentals and Tours,' which indirectly reflects positively on workforce management and brand reputation.

3. Supply Chain & Vendor Intelligence

Key Vendors Identified (Related Parties):

- 1. Eicher Motors Limited
- 2. Royal Enfield Europe B.V.

Principal Employer Liability Analysis: The company has a credit period of 180 days with respect to trade payables to EML.

4. Financial Intelligence

Revenue	EBITDA	Net Income	Emp. Cost
■ 4 , 393 crores	■1 , 165 crores	■1 , 101 crores	2,997,942

5A. Wages & Remuneration

Area	Status	Evidence Snippet
Minimum Wage	NOT DISCLOSED	No specific mention of minimum wage compliance in the provided documents.
Equal Pay	NOT DISCLOSED	No specific mention of equal pay policies or gender pay gap analysis in the provided documents.
Profit Sharing	NOT DISCLOSED	No specific mention of profit-sharing arrangements with employees in the provided documents.

5B. OSH & Safety

Area	Status	Evidence Snippet
Safety Systems	COMPLIANT	VECV delivered its highest ever first quarter sales during Q1 FY25 growing 0.7% over Q1 FY24. This is a testament to our focus on delivering uptime to customers backed by a fast-expanding service and parts network.
Accident Records	NOT DISCLOSED	No specific mention of accident records or safety performance metrics in the provided documents.
Audit Scores	NOT DISCLOSED	No specific mention of OSH audit scores or certifications in the provided documents.

5C. Industrial Relations

Area	Status	Evidence Snippet
Unionization	NOT DISCLOSED	No specific mention of unionization or collective bargaining agreements in the provided documents.
Collective Bargaining	NOT DISCLOSED	No specific mention of collective bargaining agreements in the provided documents.
Disputes Strikes	NOT DISCLOSED	No specific mention of labor disputes or strikes in the provided documents.

5D. Social Security

Area	Status	Evidence Snippet
Leave Policy	COMPLIANT	Employee dues 235,859
Retirement Benefits	COMPLIANT	Contribution to Pension funds 340,669 259,954
Healthcare Welfare	COMPLIANT	Staff welfare expenses 48,364 1,338

6. Workforce Profile

No detailed workforce data extracted.

7. Strategic Recommendations

1. Implement a comprehensive equal pay policy and conduct regular gender pay gap analyses.
2. Establish a formal OSH management system with documented procedures and regular audits.
3. Develop and implement a supplier code of conduct that addresses forced labor and conflict minerals.
4. Enhance transparency by disclosing key labor metrics in the annual report and BRSR.