

Compliance Audit: Maruti Suzuki India Ltd

Period: FY 2024-25

OVERALL RISK: MEDIUM

1. Forensic Business Intelligence

LABOUR CODE FINANCIAL IMPACT (Q3FY26):

5,939 mn

employee benefit expenses include one off expense related to new labour code

KEY PRODUCTS	MAJOR CUSTOMERS
Not extracted	Not extracted

2. Executive Summary

Overview: Maruti Suzuki India Ltd demonstrates a commitment to responsible business conduct, with established policies and mechanisms for stakeholder engagement. Key strengths include comprehensive health and safety management systems, a focus on environmental sustainability, and robust grievance redressal processes. However, there are areas for improvement, such as enhancing gender diversity in key management positions and ensuring consistent implementation of human rights requirements across the value chain.

■ **Key Insight:** While the company has a strong commitment to environmental sustainability, there is a need to enhance gender diversity in key management positions.

3. Supply Chain & Vendor Intelligence

Key Vendors Identified (Related Parties):

1. Refer to Annual Report Note: Related Party Disclosures

Principal Employer Liability Analysis: The company has a mechanism in place to assess and monitor the safety performance of component suppliers. The Company requires its suppliers to implement time-bound corrective actions in response to the assessment recommendations. Besides, the Company also provides awareness sessions and shares best practices with the suppliers to continuously improve occupational health and safety systems

4. Financial Intelligence

Revenue	EBITDA	Net Income	Emp. Cost
1,519,001	177,852	139,552	61,370

5A. Wages & Remuneration

Area	Status	Evidence Snippet
Minimum Wage	COMPLIANT	Permanent Employees 14,280 0 0% 14,280 100%
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	The Company has established a robust Occupational Health and Safety Management System (OHSMS) aligned with ISO 45001:2018 standards across its operations.
Accident Records	COMPLIANT	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) *
Audit Scores	COMPLIANT	Independent third-party safety audits of all plant locations

5C. Industrial Relations

Area	Status	Evidence Snippet
Unionization	COMPLIANT	Total Permanent Workers 5,686 5,552 97.64%
Collective Bargaining	COMPLIANT	Regular Workers' Representatives Meetings are held with the Managing Director, Executive Officers, and Plant Heads to provide a direct channel for feedback and grievance resolution.
Disputes Strikes	N/A	Not applicable

5D. Social Security

Area	Status	Evidence Snippet
Leave Policy	COMPLIANT	Not applicable
Retirement Benefits	COMPLIANT	PF 100%
Healthcare Welfare	COMPLIANT	the Company provide its employees with health care services PAN India by directly empanelling reputed hospitals for all health related issues and annual health check-ups.

6. Workforce Profile

Category	Total	Male	Female	Turnover
Permanent Employees	14,280	13,279	1,001	3.99%
Other than Permanent Employees	1,621	1,540	81	N/A
Permanent Workers	5,686	5,679	7	0.56%
Other than Permanent Workers	24,358	24,309	49	N/A

7. Strategic Recommendations

1. Enhance gender diversity in key management positions.
2. Ensure consistent implementation of human rights requirements across the value chain.
3. Strengthen mechanisms for addressing community grievances.
4. Continue to invest in renewable energy and circular economy initiatives.