

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L34300DL1983PLC016136
2.	Name of the Listed Entity	RACL Geartech Ltd
3.	Year of incorporation	1983
4.	Registered office address	15th Floor, Eros Corporate Towers, Nehru Place, New Delhi-110019
5.	Corporate address	B-9, Sector-3, Noida-201301, Uttar Pradesh
6.	E-Mail	investor@raclgeartech.com
7.	Telephone	0120-4588500
8.	Website	www.raclgeartech.com
9.	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	Equity Shares listed at Bombay Stock Exchange (BSE)
11.	Paid-up Capital	Rs. 10,78,16,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name of the Contact Person	Ms. Neha Bahal
	Contact Number of the Contact Person	0120-4588500
	E-Mail of the Contact Person	investor@raclgeartech.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 Financial statements have been prepared on Consolidated Basis, which includes a Foreign Subsidiary (RACL Geartech GmbH). However, disclosures under this report have been made on a standalone basis.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Manufacturing & Services	Manufacturing of Auto Components	100%

15. 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	Manufacturing of Auto Components	34300	100%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	2	2	4
International	Nil	1	1

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	4
International (No. of Countries)	10

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Exports contribute around 70% of the total turnover of the company;

Particulars	FY 2022-23
Exports Revenue	Rs. 249.97 Crores
Total Revenue	Rs. 358.21 Crores
% of exports in total revenue	69.78%

c. A brief on types of customers:

The entity has B2B customers and supplies to OEMs. The customers are from different sectors manufacturing mainly vehicles like Two wheeler; Three wheeler; Passenger Car; Recreational Vehicle; Commercial Vehicle; Industrial Gears; Tractor and Agriculture Equip; Electric Vehicle.

IV. Employees

18. 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)	414	394	95.17	20	4.83
2.	Other than Permanent (E)	155	150	96.77	5	3.23
3.	Total employees (D + E)	569	544	95.61	25	4.39
WORKERS						
4.	Permanent (F)	124	124	100	-	-
5.	Other than Permanent (G)	500	500	100	-	-
6.	Total workers (F + G)	624	624	100	-	-

Note 1: Other than Permanent Workers, majorly include workforce hired through third party job contracts. A sizable number is engaged to carryout expansion projects. The organization is focused on skilling and automation to further optimize manpower and improve productivity.

Note 2: We understand that traditionally the industrial and manufacturing sector is perceived less attractive for women, compared to the service sector. As a result, the participation rate of females in the automobile manufacturing industry has been lower. Furthermore, our operations are in remote parts of India, wherein limited opportunities are available to engage the marginalized community. We want to strive for better representation of larger society and create opportunities for all creating a diverse and inclusive environment.

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/ A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differentlyabled employees (D+E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Tota differentlyabled workers (F + G)	-	-	-	-	-

Note: We are an equal opportunity employer and are trying to create more inclusive work environment. We also are in process of creating awareness sessions for disabilities and inclusion initiatives.

19. **Participation/Inclusion/Representation of women**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	2	25.00%
Key Management Personnel	3	1	33.33%

20. **Turnover rate for permanent employees and workers**

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)*			FY 2020-21 (Turnover rate in the year prior to the previous FY)*		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.00%	0.90%	7.9%	-	-	-	-	-	-
Permanent Workers	9.6%	0.00%	9.6%	-	-	-	-	-	-

*Data for FY 2021-22 & 2020-21 was not available, hence, not presented

Note: Turnover rate includes retirement

V. **Holding, Subsidiary and Associate Companies (including joint ventures)**

21. (a) 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	RACL Geartech Gmbh	Subsidiary Company	100%	No

VI. **CSR Details**

Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
Turnover (in Rs.)	Rs 367.34 Crores
Net worth (in Rs.)	Rs 167.48 Crores

VII. **Transparency and Disclosures Compliances**

22. 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 the grievance redress policy	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of Complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	http://www.raclgeartech.com/corporate_govr.html	-	-	-	-	-	-
Investors (other than shareholders)	Yes	http://www.raclgeartech.com/corporate_govr.html	-	-	-	-	-	-
Shareholders	Yes	http://www.raclgeartech.com/corporate_govr.html	-	-	-	4	-	-
Employees and workers	Yes	http://www.raclgeartech.com/pdfs/Vigil%20Mechanism%20%20Whistle%20Blower%20Policy.pdf	-	-	-	-	-	-
Customers	Yes	http://www.raclgeartech.com/corporate_govr.html	-	-	-	-	-	-
Value Chain Partners	Yes	http://www.raclgeartech.com/corporate_govr.html	-	-	-	-	-	-

RACL has a comprehensive grievance mechanism in place. We also have an Investor Relation Committee to address queries from investors. Additionally, we have a CSR Committee which looks into the grievance redressal for the community wherever and if necessary. The Company has a publicly available Whistle Blower Policy for addressing the complaints from employees and workers.

Our customers are very important to us and are treated with utmost diligence. They can log complaints directly by mailing at customer-care@raclgeartech.com.

Any grievance related to business transactions are handled through sales and vendor management team.

23. 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 Change Action	R	RACL Geartech, believe that managing our impact on the climate is an important key to decarbonization. With the increasing awareness and concern about Climate across our key stakeholder groups like investors, customers, local communities, and employees, it becomes imperative that we treat this global risk as a company risk and turn it into an opportunity while there is still time.	- Adopted a clear road map to reduce its Green House Gas (GHG) footprint with initiatives in place like Renewable energy (off-site wind), energy efficiency etc,	Negative
2.	Water Management	R	RACL Geartech is conscious that water is a scarce resource and that we have a duty to our social and ecological ecosystems to ensure adequate availability of fresh and clean water.	- Wastewater is treated and used for Gardening purpose in our company. - Introduced processes to minimize the use of water in our canteens.	Negative
3.	Waste Management	R	Our approach to waste management reflects the principles of a circular economy, namely Reduce, Reuse and Recycle. We operate to zero defect standard in our manufactured products in order to minimize the generation of waste and maximize its reuse and recycling after the completion of manufacturing processes	- Segregation of waste as hazardous and non-hazardous, and disposed in appropriate ways, while adhering to the applicable safety norms and regulations for each type of waste. - Going forward, we are committed to working to ensure zero waste to landfills.	Negative
4.	Occupational Health and Safety	R	For us, employees are the backbone of our organization. We emphasize and safeguard the health and safety of our employee. We are constantly working towards ensuring total adherence to the Company's safety, health, and environmental policy.	- Our Safety policies (SHE) are instrumental in ensuring our employee performance. - We work to promote a 'Zero incident work culture' and provide health and safety training to all our employees on how to maintain safety in the workplace environment.	Negative
5.	Employee Wellbeing	O	We continuously ensure the physical, mental, emotional and financial well-being through various employee welfare initiatives.	NA	Positive
6.	Customer Centricity	O	Customer centricity will remain a key driver of our growth initiatives and we will continue to align all our operations with internationally established standards to address dynamic customer needs and deliver zero deficit products.	NA	Positive

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.

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes										
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	http://www.raclgeartech.com/corporate_govr.html								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes. Various executive committees have also been formulated with specific responsibilities to govern these policies, which are chaired by senior leadership.								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes.								
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>We are certified under:</p> <ul style="list-style-type: none"> • ISO9001 - Quality Management System • ISO14001 – Compliance to environmental management • ISO/TS 22163 – Standardised Quality Management system • OHSAS18001 – Occupational Health and Safety Management System <p>We also have our own Environment, Health and Safety Guidelines.</p>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The company has integrated ESG objectives into its business strategy. Some of the common key aspirations include:</p> <p>Environment Goals</p> <p>1. GHG Emissions: Reduction in emissions by lowering energy use & switching to renewable energy. We aim to source 40% electricity from Solar Energy by March, 2024</p>								

		<p>2. Water Management: Bring further improvements in the water treatment plant & rain water harvesting plant by 2024.</p> <p>Social Goals</p> <p>3. Health & Safety: Moving towards an Injury Free Workplace by 2025</p> <p>4. Diversity & inclusion: Enhanced women participation across the organization</p> <p>Governance Goals</p> <p>5. Supplier Evaluation: To achieve 100% supplier evaluation of RM & OSP by 2024</p> <p>6. Compliance: Aim to achieve 100% statutory and regulatory compliance.</p>	
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Objectives	Performance
		To achieve Zero reportable safety incidents	Achieved zero reportable safety incidents
		To retain talents by reducing attrition rate to 5%	Achieved attrition rate of 5% in FY 22-23
		To achieve a customer satisfaction index of 90% in FY 22-23	Achieved a customer satisfaction index of 90%
		To achieve 100% supplier evaluation of RM & OSP (Supplier parts) in FY 22-23	100% supplier evaluation of RM & OSP (supplier parts) achieved
		To achieve 100% statutory and regulatory compliance in FY 22-23	Achieved 100% statutory and regulatory compliance
Governance, leadership and oversight			
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p> <p>RACL Geartech, a socially responsible company has committed to make its business truly sustainable in bringing together all the 3 dimensions (Environmental, Social and Economic) to create a long-term positive impact to our stakeholders.</p> <p>Our company recognizes climate change as a key business risk and thus focuses on identifying and mitigating environmental and social risks both in operations and value chain by adopting practices like renewable energy generation for captive consumption, monitoring and tracking greenhouse gases in operations to reduce the carbon footprint, ensuring supplier evaluation on environment & social aspects, reducing waste and water consumption in our operations on a continuous improvement basis etc.</p> <p>In order to support the transition to low carbon economy, our Company actively engages in rigorous research and development in fields like automation and renewable energy. Our ESG performance is constantly reviewed to ensure that it meets statutory requirements and committed to submit all compliance reports to the appropriate authorities on a regular basis. Finally, as part of the Company's vision, our goal is to give back to the community by operating as a philanthropic, service-oriented organization with a primary focus on healthcare and education.</p>		
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Mr. Gursharan Singh Designation: Chairman & Managing Director DIN : 00057602 Telephone No: 0120-4588500 Email id: gsingh@raclgeartech.com</p>	

9.	<p>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.</p>	<p>Yes, the Company has the following Committees:</p> <ol style="list-style-type: none"> Corporate Social Responsibility Committee which is responsible for decision making on sustainability related issues. The Committee consists of an appropriate mix of Executive and Independent Directors. Stakeholder Relationship Committee: This Committee considers and resolves the grievances of the shareholders, debenture holders and other security holders of the Company, including complaints relating to non-receipt of Annual Report, transfer and transmission of securities, non-receipt of dividends/interests and such other grievances. Risk Management Committee: The Board has constituted the Risk Management Committee to assist the Board in fulfilling its oversight responsibilities regarding management of element wise key risks, including strategic, financial, operational, sectoral, sustainability (Environment, Social and Governance) related risks, information & cyber security and compliance risks. 																																																																												
10. Details of Review of NGRBCs by the Company:																																																																														
	<table border="1"> <thead> <tr> <th data-bbox="228 840 560 957">Subject for Review</th> <th colspan="9" data-bbox="560 840 1019 957">Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</th> <th colspan="9" data-bbox="1019 840 1479 957">Frequency (Annually/Half-yearly/ Quarterly/ Any other – please specify)</th> </tr> <tr> <td data-bbox="228 957 560 1035"></td> <td data-bbox="560 957 603 1035">P 1</td> <td data-bbox="603 957 646 1035">P 2</td> <td data-bbox="646 957 689 1035">P 3</td> <td data-bbox="689 957 732 1035">P 4</td> <td data-bbox="732 957 775 1035">P 5</td> <td data-bbox="775 957 818 1035">P 6</td> <td data-bbox="818 957 861 1035">P 7</td> <td data-bbox="861 957 904 1035">P 8</td> <td data-bbox="904 957 948 1035">P 9</td> <td data-bbox="1019 957 1062 1035">P 1</td> <td data-bbox="1062 957 1106 1035">P 2</td> <td data-bbox="1106 957 1149 1035">P 3</td> <td data-bbox="1149 957 1192 1035">P 4</td> <td data-bbox="1192 957 1235 1035">P 5</td> <td data-bbox="1235 957 1278 1035">P 6</td> <td data-bbox="1278 957 1321 1035">P 7</td> <td data-bbox="1321 957 1364 1035">P 8</td> <td data-bbox="1364 957 1479 1035">P 9</td> </tr> </thead> <tbody> <tr> <td data-bbox="228 1035 560 1260">Performance against above policies and follow up action</td> <td colspan="9" data-bbox="560 1035 1019 1260">The Senior Management of the Company regularly reviews the performance of the Company against various policies. Key aspects of such reviews are also updated to the Board and various Board Committees by the Management from time to time.</td> <td colspan="9" data-bbox="1019 1035 1479 1260">Quarterly</td> </tr> <tr> <td data-bbox="228 1260 560 1457">Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td> <td colspan="9" data-bbox="560 1260 1019 1457">Committee of the Board</td> <td colspan="9" data-bbox="1019 1260 1479 1457">Quarterly and as required.</td> </tr> </tbody> </table>	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)										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Performance against above policies and follow up action	The Senior Management of the Company regularly reviews the performance of the Company against various policies. Key aspects of such reviews are also updated to the Board and various Board Committees by the Management from time to time.									Quarterly									Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									Quarterly and as required.									
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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.	<table border="1"> <thead> <tr> <th data-bbox="922 1457 965 1551">P 1</th> <th data-bbox="965 1457 1008 1551">P 2</th> <th data-bbox="1008 1457 1051 1551">P 3</th> <th data-bbox="1051 1457 1094 1551">P 4</th> <th data-bbox="1094 1457 1137 1551">P 5</th> <th data-bbox="1137 1457 1181 1551">P 6</th> <th data-bbox="1181 1457 1224 1551">P 7</th> <th data-bbox="1224 1457 1267 1551">P 8</th> <th data-bbox="1267 1457 1310 1551">P 9</th> </tr> </thead> <tbody> <tr> <td colspan="9" data-bbox="922 1551 1479 1593" style="text-align: center;">No</td> </tr> </tbody> </table>	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	No																																																																		
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12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:
Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

RACL offers multiple training programmes throughout the year, as and when required. Orientation and awareness sessions for the Directors of the Company, KMPs, Employees and Workers are regularly organised, covering issues related to the topics such as code of conduct; POSH; whistle-blower policy; environmental, health & safety, ethics & governance, regulatory matters, anti-bribery, quality management, cyber security etc.

For example: new joiners are trained on a series of programmes (technical and non-technical) that starts with basic environmental, health & safety, as part of induction program. In addition, employees and workers are provided need-based training as per their job requirement. Coverage depends on the circumstances and requirements, and cannot be defined.

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):

Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Penalty/ Fine	No such instances			
Settlement				
Compounding fee				
Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an Appeal been preferred? (Yes/No)
Imprisonment	No such instances			
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. - NOT APPLICABLE

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, RACL has an anti-bribery policy. The purpose is to ensure that everyone conduct their operations and business activities in consonance with applicable laws and with the highest ethical standards and ensure the prevention and detection of fraud, bribery and corruption.

The weblink of the Policy is as follows: http://www.raclgeartech.com/corporate_govr.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: NIL

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

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the principles during the financial year:**
 Various awareness programs are regularly conducted for our value chain partners like security staffs, contractor and non-permanent staffs located inside the factory premises. These programmes include awareness regarding code of conduct/ethics, POSH, basic environmental, health and safety program etc.
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. The Code of Conduct specifies the principles on management of conflict of interests to identify actual of potential conflict of interest of Company with its directors and employees, which may arise during the course of its business activities. The Policy is available at www.raclgeartech.com.
 The Company receives an annual declaration from its Board of Directors and all employees confirming adherence to the Code of Conduct, which includes the provisions on dealing with conflict of interest.

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 2022-23	FY 2021-22	Details
R&D	Exact figures not available. The Company is in the process of segregating such R&D and Capex investment from its ordinary courses. Since the data is not available for these reporting periods, hence, the same is not disclosed.		In its vision to be a part of electric mobility revolution, RACL is actively involved in developing its product base ready to be catered to future e-mobility.
Capex			<ul style="list-style-type: none"> - Energy efficient profile grinding machines with dust extraction system, safety interlocks etc. - Installation of dry hobbing machine that do not require any cutting oil, thereby eliminating usage of fossil based oil

2.
 - a. **Does the entity have procedures in place for sustainable sourcing? - YES**
 - b. **If yes, what percentage of inputs were sourced sustainably?**
 RACL Geartech had always advocated for sustainable practices in its supply chain. Vendors/service providers are encouraged to follow management practices outlined in international standards such as ISO 9001 and ISO 14001. In the future, the company plans to create a sustainable supply chain programme that will formalize environmental and social assessments for suppliers.
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.**
 Reclamation of product is not feasible as it becomes the part of the final good sold as a whole i.e. a vehicle. We are analyzing product life cycle to understand if any improvements are possible.

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.**

The organization is in the process of applying for and registering for the EPR. The SOPs for recycling plastic waste is under development and it will be established across all operations after the registration process.

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?**

The Company is in the process of shortlisting few products to evaluate positive life cycle impact of few product categories in the near future.

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.**

Unknown, since, the Company is still in the process of LCA.

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).**

We are in process of identification.

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed**

We are in process of identification.

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

We are in process of identification.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. **Details of measures for the well-being of employees:**

Category	% of employees covered										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	414	414	100	414	100	-	0	-	0	414	100
Female	20	20	100	20	100	20	100	-	0	20	100
Total	434	434	100	434	100	20	100	-	0	434	100
Other than Permanent employees											
Male	150	150	100	150	100	-	0	-	0	150	100
Female	5	5	100	5	100	5	100	-	0	5	100
Total	155	155	100	155	100	155	100	-	0	155	100

- b. **Details of measures for the well-being of workers:**

Category	% of Workers covered										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	124	124	100	124	100	-	-	-	-	124	100
Female	-	-	-	-	-	-	-	-	-	-	-
Total	124	124	100	124	100	-	-	-	-	124	100
Other than Permanent employees											
Male	500	500	100	500	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	500	500	100	500	100	-	-	-	-	-	-

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

Benefits	FY 2022-23			FY 2021-22		
	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%	NA	100%	100%	NA
ESI	100%	100%	Yes	100%	100%	Yes
Others – please specify	-	-	-	-	-	-

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, the premises of RACL Geartech are accessible to the differently abled employees and workings. In addition to this, all our significant units are equipped with, occupational health centres and wheelchairs.

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. We have implemented equal opportunity policy across all our operating facilities in accordance with the Rights of Persons with Disabilities Act, 2016. The policy is available to all our employees through the company portal. RACL Business Responsibility Policy (www.raclgeartech.com)

5. **Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	50	50%	NA	NA
Total	50	50%	NA	NA

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.**

Categories	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has in place the Whistle Blower policy and Welfare Committee that takes care of employee grievances. In addition to this, the Company has Grievance Handling Policy available on the Company's portal accessible to each of its employees. It also conducts POSH Meetings and Union Meetings, Canteen/Works/Safety Committee meetings Communication meeting. Dedicated channels for raising such grievances have been put in place and communicated to all the concerned stakeholders for smooth and direct communication. All non-permanent employees who work in RACL Geartech manufacturing locations are covered as part of RACL Geartech Policy Framework
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:**

There are no associations or unions recognized by the Company.

8. **Details of training given to employees and workers:**

Category	FY 2022-23					FY 2021-22*				
	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)
Employees										
Male	414	389	93.96	367	88.65					
Female	20	20	100	26	130					
Total	434	409	94.24	393	90.55					
Workers										
Male	500	457	91.4%	422	84.4%					
Female	0	0	0	0	0					
Total	500	457	91.4%	422	84.4%					

*Data for FY 2021-22 was not available with the Company, hence, not presented.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (D)	No. (E)	% (F/D)
Employees						
Male	389	389	100%			
Female	20	20	100%			
Total	414	414	100%			
Workers						
Male	500	500	100%			
Female	0	0	0%			
Total	500	500	100%			

*Data for FY 2021-22 was not available with the Company, hence, not presented.

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, Occupational health & safety management system has been implemented in all plant locations. 100% of our operations are covered under EOHS and certified for ISO 45001 (Occupational health & Safety standards) and ISO 14001 (Environmental Management standards)

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

- Hazard identification and risk assessment is being carried out for identifying potential hazards/risks and risk reduction programs are taken up based on this risk assessment for elimination/minimizing risks.
- SHE committee meetings are conducted with equal participation from workmen, management & contractors for addressing safety hazards & risks.
- Safety critical points such as Limit switches, sensors etc. checks are covered under PM checklist and their working conditions are ensured.
- Annual safety audit through external experts are also planned for all the plant locations.
- On a weekly basis - Safety review meetings are conducted at all levels/Safety walk carried out by Plant team and safety professionals.
- Identified critical areas will undergo assessment on a weekly/monthly/quarterly/ annual basis, which includes unsafe acts, unsafe working conditions, etc.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes, workers would use EHS Reporting card/EHS Suggestion scheme to report their work-related hazards. RACL has implemented Safety Steward Program, where workers are trained to collate/update/report safety observations, also they will participate in Safety Committee Meetings, to report work related hazards.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the employees/workers have access to non-occupational medical and health care services. For smaller issues/concerns they get treated at factory occupational health centres and assisted by trained first aid personal. For other issues, on a need basis they are referred to hospitals and get covered under medical insurance.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

For ensuring a safe and healthy workplace, the following actions are being taken,

- For preventing re-occurrence of same phenomenon, each accident is being analysed, root causes are identified, and corrective measures are taken.
- As a proactive approach, for eliminating potential hazards & risks the following actions are being taken:
 - o Leadership dashboard update on Safety performance
 - o Regular Leadership guidance/review on the safety process establishments
 - o Safety Inspection/walkthroughs/Toolbox talks
 - o Safety audit (Internal & External experts)
 - o Process wise hazard identification & risk assessment.
 - o Safety training to all categories of employees including safety induction
 - o Fire drills & mock drills for emergency preparedness and handling.
 - o Health camps & medical check-ups
 - o Consequence management for safety
 - o LOTO system for electrical safety
 - o Work permit system
 - o Safety checks & testing on material handling equipment's, pressure vessels, earth pits, Power presses for ensuring safe operation
 - o Acoustic enclosures for identified high noise equipment's
 - o Interlock & machine guarding has been implemented on the applicable processes

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

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.

- Hydraulic scissor lifting platform for handling materials in component stores
- Human detection system (Artificial Intelligence) installation in applicable forklifts for preventing accidents during forklift movement
- Inter-bay transfer trolley for shifting the materials from one bay to other in Helical assembly
- Ammonia leak detection system in furnace (Gas Nitriding Furnace)
- Self-contained breathing apparatus kit to safely evacuate victims during emergency
- Moving alarm and Reverse movement indication Light in forklifts
- Extraction system for thread milling machines
- Portable cylinder handling trolleys provided for safe movement
- ELCB Installation in electrical panel boards of applicable power tools
- LOTO system implemented
- 5'S maintained at shop floor
- Ground leakage detector (GLD) for all Electric Induction Furnace
- Dust extraction system in applicable areas (Furnace, Knockout areas)
- Acoustic enclosure for applicable equipment of high noise generation
- Interlock arrangements in Electric panel of Induction furnace for Dust extraction system and cooling line system
- Roof sheet replacement in applicable areas
- Anti-slippery mats in applicable working tables of worm assembly
- Emergency control system implemented

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of;**
 - a. **Employees: Yes**, the Company extends life insurance/compensatory package in the event of death of its employees
 - b. **Workers: Yes**, the Company extends life insurance/compensatory package in the event of death of its workers
2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

Agreements & work orders with our value chain partners mandates the compliance with the statutory laws, regulations and rules made thereunder.
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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

No such incident recorded during the current and the previous year.

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, RACL Geartech provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement but not from termination of employment.

Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	RACL conducts assessments for all its value chain partners through site visits to their respective facilities.
Working Conditions	RACL will also review suppliers' safety standards and working conditions and ensures that the partners comply with all relevant laws and regulations in and around SGL premises.

5. 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.

We are, at present, looking into formulating a sustainable supply chain program to assess social and environmental practices of our suppliers.

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.

At RACL Geartech, we place a great value on stakeholder input and feedback, which is taken into account while developing our business strategy and sustainability practices. We work with our stakeholders to identify the social, environmental, and economic issues that are important to them and also to the organization, through formal and informal channels that include consultations with local communities, supplier/vendor meetings, customer/employee engagement surveys, investor forums, Corporate Social Responsibility (CSR) initiatives, dealer conferences etc. The Company considers its employees, business associates, suppliers, dealers, customers, shareholders/investors and communities surrounding its operations and regulatory authorities who have the potential to impact the Organisation, as its key stakeholders.

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 & Marginalised group	Channels of Communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice Board, Website, others)	Frequency of engagement (Annually/ Half Yearly/ Quarterly/ Others – Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ investors	No	<ul style="list-style-type: none"> Earning calls, One-to-one meetings, General Meetings, E-mail, SMS Newspaper, Notice Board, Website, others 	<ul style="list-style-type: none"> Quarterly, Annually and as and when required. 	<ul style="list-style-type: none"> Strategic & Business development Addressing investor queries Corporate governance matters
Suppliers	No	<ul style="list-style-type: none"> Supplier evaluation visits General meetings, E-mail, SMS Supply chain assessment Training and support 	<ul style="list-style-type: none"> As per team plan Annually/Quarterly/ Monthly/a s and when required 	<ul style="list-style-type: none"> Feedback on Products & Logistics thereon Sustainability and risk assessments Regular communications and updates on products Routine ordering and payment related matters

Employees	No	<ul style="list-style-type: none"> • Training and support • Regular work meetings • Performance reviews • Employee surveys • Senior Leadership meetings • Committee Meetings 	<ul style="list-style-type: none"> • As per team plan • Annually/Quarterly/ Monthly/as and when required 	<ul style="list-style-type: none"> • On-Boarding, employee satisfaction & Work environment • Personal development and growth • Health and safety • Grievance redressal • Compensation
Customers	No	<ul style="list-style-type: none"> • Customer service team • Customer meets • Senior management visits • Webinars • Customer engagement and survey 	<ul style="list-style-type: none"> • Need Based • Annually/Quarterly/ Monthly/as and when required 	<ul style="list-style-type: none"> • Feedback on Products & Logistics thereon • Product/Service quality and safety • Maintenance of privacy & confidentiality • Support
Community	Yes	<ul style="list-style-type: none"> • CSR meetings • Coordination meetings with the community 	<ul style="list-style-type: none"> • Annually/Quarterly/ Monthly/as and when required 	<ul style="list-style-type: none"> • Allocating CSR budget • Disbursing CSR Funds • Imparting education and rehabilitation programmes

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.**

The Company leverages various formal as well as informal channels communication to engage its stakeholders with the Board. These encompass digital means as well as Corporate Social Responsibility (CSR) initiatives, statutory report, learning and development platforms and events for internal communications. Other significant topics are communicated to the Board at regular intervals through various channels.

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.**

Yes. Stakeholder Consultation plays a pivotal role in arriving at the material issues for RACL Gears. Each of the stakeholder group bring a different perspective on materiality and the Company has developed the strategy basis stakeholder priorities. Further, action plan and roadmap have been set in place to fulfil the requirements of expectations of stakeholders.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

RACL Geartech, is known for its tradition of philanthropy and community service. The Company's philanthropy is to reach out to the community especially the underprivileged disadvantaged, vulnerable and marginalized stakeholders and continuously engages with all such stakeholders in identifying, prioritising, and serving their needs accordingly especially in the field of education and healthcare (core focus area). The company has been upholding the Group's tradition by earmarking a part of its income for carrying out its social responsibilities. Various program identified & implemented in the last fiscal year include providing infrastructure support to various school i.e., smart digital learning tools, refurbishing classrooms to upgrade the facilities available to students, providing scholarships to meritorious students with financial constraints.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees or workers covered (B)	% (B/A)	Total (C)	No. of employees or workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	414	350	84.54%			
Other permanent	155	130	83.87%			
Total Employees	569	480	84.35%			
WORKERS						
Permanent	124	95	76.61%			
Other permanent	500	200	40%			
Total Workers	624	295	47.27%			

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

Category	FY 2022-23					FY 201-22				
	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)
EMPLOYEES										
Permanent	434	0	0	434	100%					
Male	414	0	0	414	100%					
Female	20	0	0	20	100%					
Other than Permanent	155	0	0	155	100%					
Male	150	0	0	150	100%					
Female	5	0	0	5	100%					
WORKERS										
Permanent	124	0	0	124	100%					
Male	124	0	0	124	100%					
Female	0	0	0	0	0					
Other than Permanent	500	150	30%	350	-					
Male	500	150	30%	350	70%					
Female	0	0	0	0	0					

3. Details of remuneration/salary/wages

a. Median remuneration /wages (Monthly)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	8,66,861	2	216,250
Key Managerial Personnel	2	11,90,083	1	79,083
Employees other than BoD and KMP	394	42,815	20	22,444
Workers	124	33,945	NA	NA

Board of directors include 3 Male and 1 Female Independent directors who draw no remuneration from the Company, except sitting fees.

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

	FY 2022-23	FY 2021-22
Gross wages paid to females as % of total wages	2.60%	2.39%

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 Internal Complaints Committee (w.r.t POSH) and the human resources departments are responsible for addressing human rights impacts or issues caused or contributed to by the business.

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.**

The Company has a POSH policy in place that acts as a blanket in addressing grievances related to human rights issues. Further, RACL Geartech Whistle Blower Policy and Code of Conduct provides guidelines for the committee formation and working, should there be an investigation.

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

	FY 2022-23			FY 2021-22		
	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	NIL					
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human Rights related issues						

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

	FY 2022-23	FY 2021-22
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company has an internal committee (w.r.t POSH policy) which addresses grievances related discrimination and harassment cases. Whistle-blower Policy provides Directors, Employees, customers and vendors an avenue to raise concerns, in line with the commitment of RACL Geartech to the highest possible standards of ethical, moral and legal business conduct and its commitment to open communication. Code of Conduct addresses grievances related to employee's conduct at work.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, the Company gives human rights high importance thereby making it an integral part of its business agreements and contracts.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our plants and offices are assessed by the entity for compliance on key human rights by the internal teams of the Company and HR Department as part of the regular on-going reviews by the senior leadership team of the Company.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

There were no significant risks or concerns identified during the year 2022-23. However, being a responsible company, we ensure continuous monitoring and capability building of our value chain partners.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

The HR Department continuously monitors and reviews the issues related to Human Rights.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Due diligence exercise covers the following human rights;

- Child Labour
- Forced/Involuntary Labour
- Fair Wages
- Equal Opportunities
- Health and safety
- Non-Harassment
- Right to clean air & water

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's operating locations are accessible to differently abled employees, workers and visitors. Corporate office locations and plants have Ramps, sidewalks and elevators and all the necessary infrastructure to support differentially abled. Sign-boards are placed at every location to assist employees/workers with hearing aids. Wheel-chairs are available in Occupational Health Centres in all major facilities.

4. Details on assessment of chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	We are, at present, looking into formulating a sustainable supply chain program to assess social and environmental practices of our suppliers.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

NOT APPLICABLE

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 2022-23	FY 2021-22
Total electricity consumption (A)	51719256	40203360
Total fuel consumption (B)	1017576	1117699.2
Energy consumption through other sources (C)	52736832	41321059.2
Total energy consumption (A+B+C)	53010414	41321059.2
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.014430742	-
Energy intensity (optional) – The relevant metric may be selected by the entity	-	-

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

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

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	14410.3	14190.5
(iii) Third party water	1866.4	1157.4
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	16276.7	15347.9
Total volume of water consumption (in kilolitres)	16276700 liter's	-
Water intensity per rupee of turnover (Water consumed / turnover)	0.004430919	-
Water intensity (optional)-the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment		
- With treatment – please specify level of treatment	8098 m3 (By ETP & STP)	
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment	Rain Water Harvesting System available	
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	8098 m3 (Inside Company premises)	

Data for FY 2020-21 is not available, hence, not presented.

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.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

YES, we have implemented a mechanism for ZLD. We have installed ETP (10KLD) & STP (80KLD) with RO treatment Plant. We treat effluent and sewage water and reuse it in various functions inside the factory premises; Such as bathroom flushing, gardening and cooling towers. Rain water harvesting system is available to bring rain water back into the ground.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Mg/Nm3	60	64
SOx	Mg/Nm3	22	17
Particulate matter (PM)	Mg/Nm3	42	38
Persistent organic pollutants (POP)		NIL	NIL
Volatile organic compounds (VOC)		NIL	NIL
Hazardous air pollutants (HAP)		0	0
Others – please specify		0	0

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.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY2022-23	FY2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	We are in the process of identifying GHG emissions	We are in the process of identifying GHG emissions
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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.

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

Yes, we have projects related to reducing greenhouse gas emissions. For example Solar System (To reduce co₂ from electricity), Improved Energy Efficiency techniques, Using new manufacturing techniques, carbon capture utilization and storage, Air emission control system & Plantation.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	50 kg	48 kg
E-waste (B)	29 nos	26 nos
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	Scrap grinding wheel 412 kg, Oil soaked cloth 424 kg	Scrap grinding wheel 295 kg, Oil soaked cloth 226 kg
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	ETP sludg 550 kg. used scrap oil 510 kg, Scrap Oil and Air filters 46 Nos	ETP sludg 131 kg.; used scrap oil kg, scrap oil and air filters 16 Nos
Total (A+B + C + D + E + F + G + H)	1946 kg/ 75 no's	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste- Not applicable		
(i) Recycled	1137 MT	
(ii) Re-used		
(iii) Other recovery operations		
Total		

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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.

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.

We have hazardous waste authorization and have agreement with government authorized company for disposal, to whom we give scrap on quarterly basis and maintain its records as per legal standards. We have made RCC floor with proper segregation to store the hazardous waste without causing any harm to the environment.

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:

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.
1.	No, The Company does not have operations around around ecologically sensitive areas		

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					

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:

Yes, the company is compliant of Environmental laws.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable -and non renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	273582	Nil
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	273582	0
From non-renewable sources		
Total electricity consumption (D)	51719256	40203360
Total fuel consumption (E)	1017576	1117699.2
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	52736832	41321059.2

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment Please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment Please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment Please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment Please specify level of treatment		
(v) Others		
- No treatment		
- With treatment Please specify level of treatment		
Total water discharged (in kilolitres)		

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.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

No plant/facilities are based in areas of water stress

For each facility / plant located in areas of water stress, provide the following information: Not Applicable

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) -The relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 equivalent</i>		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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.

5. With respect to the ecologically sensitive areas reported at Question 11 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. Not Applicable

6. 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	Ocems System Installed	Connect With CPCB	For Monitoring of Water Dischare as Per Standard Limits.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, the Company has an emergency plan in place, focusing on business continuity to address disruptive events like, fire, cyber security and all other industry specific hazards and their control measures with the help of government authorities. Police, Chief Medical Officer, Fire Brigade, Hospitals, DM & others. Roles and responsibilities have been properly defined in it.

8. 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. –

No significant adverse impact on the environment.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

We are, at present, looking into formulating a sustainable supply chain program to assess social and environmental practices of our suppliers.

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.
- 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.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation Of Indian Industry	National
2	Indo-German Chamber of Commerce	National
3	Engineering Export Promotion Council	National
4	Export Promotion Bureau	National
5	U P Export Promotion Council	State

1. 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
None		

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
	The Company works with all the stakeholders, apex industry associations like Confederation Of Indian Industry, Indo-German Chamber of Commerce, Engineering Export Promotion Council, Export Promotion Bureau & U P Export Promotion Council.				

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.** – Not Applicable as per laws.
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:** - Not Applicable.
3. **Describe the mechanisms to receive and redress grievances of the community.** – Not Applicable.
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	17.32%	12.43%
Sourced directly from within the district and neighbouring districts	17.32%	12.43%

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

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 INR)
1.	Uttar Pradesh	Gautam Bhuddh Nagar, Noida	51.54 Lakhs

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**
 (b) **From which marginalized /vulnerable groups do you procure?**
 (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)	Basis of calculating benefit share

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

6. Details of beneficiaries of CSR Projects: Not applicable

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
NOT APPLICABLE			

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.

Though, the company has B2B operations, however, we are sensitive to the needs of the ultimate consumer. Our customers are very important to us and are treated with utmost diligence. They can log complaints directly by mailing at customercare@raclgeartech.com.

Any grievance related to business transactions are handled through sales and vendor management team.

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	The products sold by the Company, become part of the final product sold as a whole i.e vehicles. Hence, not applicable.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	0	0		0	0	

Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary Recalls		The Company follows high quality standards which are monitored through productivity and quality metrics. Any quality issues are addressed through these to reduce the impact of safety concerns for its products.
Forced Recalls		

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.**

The Company is in the process of framing a policy on cyber security.

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.**

The Company follows high quality standards which are monitored through productivity and quality metrics. Any quality issues are addressed through these to reduce the impact of safety concerns for its products.

Also, the Company is in the process of framing a policy on cyber security.

7. **Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches along-with impact** – No such breaches
- b. **Percentage of data breaches involving personally identifiable information of customers**-Not Applicable