

# ANNEXURE-I

## BUSINESS RESPONSIBILITY STATEMENT

### Section A: General Information about the Company

1	Corporate Identity Number (CIN) of the Company	L74899DL1992PLC050333
2	Name of the Company	Minda Industries Limited
3	Registered Address	B-64/1, Wazirpur Industrial Area, Delhi-110052
4	Website	www.unominda.com
5	E-mail id	csmil@mindagroup.com
6	Financial Year Reported	FY 2021-22
7	Sector(s) that the Company is engaged in (Industrial Activity code- wise)	
	Name and Description of main product/ services	NIC Code of the Product/Service
	(i) Switches, Horns and Electronic Components for Automobiles	2930
	(ii) Lighting Components for Automobiles	2740
8	List three key products/ services that the Company manufactures /Provides	Switches, Horns and Lighting
9	Total number of locations where business activity is undertaken by the Company	
	(i) Number of International Locations	12 (through subsidiaries)
	(ii) Number of National Locations	23
10	Markets served by the Company-Local/ State/ National/ International	All over India, Asia, Europe, North America and South America, Africa

### Section B: Financial details of the Company

(₹ in Crores)

Financial details of the Company		FY 2021-22	FY 2020-21
1	Equity Share Paid up Capital	57.12	54.39
2	Total Turnover		
	(a) Revenue from Operations (net of excise duty)	4,959.73	3,700.64
	(b) Other Income	79.92	54.62
3	Total Profit After Taxes	196.03	118.98

#### 4. Total spending on Corporate Social Responsibility (CSR) as a Profit after Tax (%):

During FY 2021-22, the CSR budget of the Company being 2% of average profits of previous three years of the Company was ₹ 3.26 Crores. Out of 3.26 Crores, ₹ 1.89 Crores was spent during FY 2021-22. There is unspent amount of ₹ 1.37 Crores, which will be spent, in next three financial years on an ongoing project as approved by the CSR committee of the Board. List of activities in which expenditure in 4 above has been incurred:

- Promoting Education including special education and employment enhancing Vocation Skills
- Promoting Healthcare including preventive healthcare

### Section C: other details

Other details	Details
1 Does the Company have any Subsidiary Company/ Companies	Yes
2 Do the Subsidiary Company/ Companies participate in the Business Responsibility initiatives of the Parent Company? if Yes, then indicate the number of such subsidiary Company(s)	No, BR initiatives of the Company are limited to its own operations
3 Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with; participate in the Business Responsibility initiatives of the Company? If yes, then indict the % of such entity/entities? (Less than 30%, 30-60%, more than 60%)	No, BR initiatives of the Company are limited to its own operations

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### Section D: Business Responsibility Information

#### 1. Details of Director/Directors Responsible for Business Responsibility

##### a) Details of the Director/ Directors responsible for implementation of the Business Responsibility Policy/ Policies

DIN	00014942
Name	Mr. Nirmal K. Minda
Designation	Chairman & Managing Director

##### b) Details of the Business Responsibility Head

Name	Mr. Sunil Bohra
Designation	Group CFO
Telephone Number	0124-2290427/28
Email-ID	investor@mindagroup.com

##### List of Principles

Principle 1	Principle 2	Principle 3
Business should conduct and govern themselves with Ethics, Transparency and Accountability.	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.	Businesses should promote the well-being of all employees.
Principle 4	Principle 5	Principle 6
Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised.	Businesses should respect and promote human rights	Business should respect, protect, and make efforts to restore the environment.
Principle 7	Principle 8	Principle 9
Businesses when engaged in influencing public and regulatory policy should do so in a responsible manner.	Businesses should support inclusive growth and equitable development.	Businesses should engage with and provide value to their customers and consumers in a responsible manner.

##### c) Principle-Wise (as per National Voluntary Guidelines) Business Responsibility Policy/ Policies (Reply in Y/N)

Sl. No.	Question	Principle (Yes/No)								
		1	2	3	4	5	6	7	8	9
1	Do you have a Policy for					Yes				
2	Has the Policy been formulated in Consultation with the relevant stakeholders					Yes				
3	Does the policy conform to any national/ international standards? If yes, specify?					Yes				
4	Has the Policy been approved by the Board? If yes, has it been signed by MD/ Owner/ CEO / appropriate					Yes				
5	Does the Company have a specified committee of the Board / Director/ Official to oversee the implementation of the Policy					Yes				
6	Indicate the link for the Policy to be reviewed online?					<a href="https://www.unominda.com/investor/corporate-governance">https://www.unominda.com/investor/corporate-governance</a>				
7	Has the Policy been formally communicated to all relevant Internal and external stakeholders?					Yes				
8	Does the Company have in-house structure to implement the Policy/ Policies?					Yes				
9	Does the Company have a grievance redressal mechanism related to the Policy/ Policies to address stakeholders' grievances related to the policy/ policies					Yes				
10	Has the Company carried out independent audit/ evaluation of the working of this policy by internal or external agencies?					No				

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- d) If Answer to S. No. 1 against any Principal is "No", please explain why: Not applicable

## 2. Governance Related to Business Responsibility

1. **Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assess the Business Responsibility performance of the Company. Within 3 months, 3-6 months, annually, more than 1 year**

Annually and from time to time.

2. **Does the Company publish a Business Responsibility or a Sustainability Report? What is the hyperlink for viewing this Report? How frequently it is published?**

Company has published business responsibility report as part of Annual Report and is available on Company's website: <https://www.unominda.com/investor/annual-reports>.

### Section E: Governance Related to Business responsibility

#### PRINCIPLE 1: BUSINESS SHOULD CONDUCT AND GOVERN THEMSELVES WITH ETHICS, TRANSPARENCY AND ACCOUNTABILITY

1. **Does the policy relating to ethics, bribery and corruption cover only the Company? Does it extend to the Group/ Joint Ventures/ Suppliers/ Contractors/ NGOs/ Others?**

The Company has articulated a comprehensive Code of Conduct and a Whistle Blower Policy which are applicable to its subsidiaries.

2. **How many stakeholders' complaints have been received in the past financial years and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.**

Total 22 stakeholders complaints have been received in the last Financial Year. The said complaints were addressed satisfactorily as per the accepted timelines and resolved..

#### PRINCIPLE 2: BUSINESS SHOULD PROVIDE GOODS AND SERVICES THAT ARE SAFE AND CONTRIBUTE TO SUSTAINABILITY THROUGHOUT THEIR LIFE CYCLE

1. **List upto 3 of your products or services whose design has incorporated social or environmental concerns, risks and/ or opportunities.**

The Company Manufactures Auto electrical parts including switches, horns and lighting. These products have insignificant social or environmental concern or risk.

2. **For each such product, provide the following details in respect of resource use {(energy, water, raw material etc.) per unit of product optional}.**

The products mentioned above requires minimum energy. The Company always take efforts for optimum utilisation of natural resources.

3. **Does the Company have procedures in place for sustainable sourcing (including transportation)?**

Yes

**If yes, what percentage of your inputs was sourced sustainably? also, provide details thereof, in about 50 words or so**

Our sourcing strategy takes into consideration the environmental, social and ethical factors besides economic factors. The Company has an environment policy and safety policy. We encourage our vendors to ensure compliance with these policies. It covers various issues like health of workers and safety measures.

4. **Has the Company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?**

The Company undertakes initiatives to build capacities of the suppliers and also procures from MSMEs. The Company keeps on strengthening quality across the value chain. The Company keeps on developing local vendors; visit their facilities, analyse quality related aspects, and create action plans jointly with the suppliers, customers and monitored performance. The Company imparts training and supports the suppliers with knowledge in specific areas that have a major impact on quality.

5. **Does the Company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof in about 50 words or so.**

The nature of the Company's business is such that there are no significant emissions or process wastes. The Company recycle materials wherever it is usable within the Company, which cannot be reused is disposed off in a manner in compliance with applicable statutory provisions.

#### PRINCIPLE 3: BUSINESS SHOULD PROMOTE THE WELLBEING OF ALL EMPLOYEES

1. **Please indicate the total number of employees**

The number of permanent employees was 5,766 as on 31 March 2022 in the Company.

**Please indicate the total number of employees hired on temporary/ contractual / casual basis.**

The total contractual/ temporarily manpower employed was 8,937 as on 31 March 2022 in the Company.

2. **Please indicate the number of permanent women employees**

There were 895 permanent female employees as on 31 March 2022 in the Company.

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### 3. Please indicate the number of permanent employees with disabilities:

There were 6 permanent employees with disabilities as on 31 March 2022 in the Company.

### 4. Do you have an employee association that is recognised by management?

Yes, we have Employee Union in our Plants at MIL (Switch) Hosur, MIL Casting Hosur, MIL Lighting, Pune and MIL Seating (Hosur, Pune, Chennai) which is recognised by management.

### 5. What percentage of your permanent employees is members of this recognised employee association?

It is around 12% as at 31 March 2022.

### 6. Please indicate the number of complaints relating to child labour, forced labour, in voluntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year:

Sl. No.	Category	No. of complaints received during the financial year	No. of complaints pending as on 31 March 2022
a	Child labour/ forced labour/ involuntary labour	Nil	Nil
b	Sexual harassment	02	Nil
c	Discriminatory employment	Nil	Nil

### 7. What percentage of your under mentioned employees were given safety and skill upgradation training in the last year?

S. No.	Particulars	Comments
A	Permanent Employees	Yes, all categories of employees are given training on safety & skill up-gradation on periodic basis.
B	Permanent Women Employees	
C	Casual/Temporary/ Contractual Employees	
D	Employees with Disabilities	

## PRINCIPLE 4: BUSINESS SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TOWARDS ALL STAKEHOLDERS, ESPECIALLY THOSE WHO ARE DISADVANTAGED, VULNERABLE AND MARGINALISED.

### 1. Has the Company mapped its internal and external stakeholders? Yes/ No

Yes

### 2. Out of the above, has the Company identified the disadvantaged, vulnerable and marginalised stakeholders?

Yes

### 3. Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalised stakeholders? If so, provide details thereof, in about 50 words or so.

There are different initiatives taken to engage and empower underprivileged people through Education, Vocational Trainings and Healthcare programs, as detailed at principle No. 8

## PRINCIPLE 5: BUSINESS SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### 1. Does the Policy of the Company on human rights cover only the Company or extend to the group/ joint venture/ suppliers/ contractors / NGOs/ others?

All policies related to Human Resource Management including welfare, environment, health and safety are applicable to all stakeholders extending to all Joint Venture Plants of the group. The stakeholders include suppliers, contractors, consultants and outsourced employees besides employees and directors of the Company. The awareness is augmented through measures where:

- The Company is an equal opportunity employer where gender equality is strongly advocated in employment.
- The group identifies with the statutes of citizen rights spelt in the Constitution of India. The primacy to all fundamental rights is respected.
- The Company has formulated a comprehensive policy on Prevention of Sexual Harassment at workplace. All complaints under this policy are promptly addressed and concluded. The Company has formulated a code of conduct which applies universally to all stakeholders thereby addressing any infringement of rights.

### 2. How many stakeholder complaints have been received in the past financial year and what % was satisfactorily resolved by the management?

Total 22 stakeholder complaints have been received in the last Financial Year. The said complaints were addressed satisfactorily as per the accepted timelines and resolved.

## PRINCIPLE 6: BUSINESS SHOULD RESPECT, PROTECT AND MAKE EFFORTS TO RESTORE THE ENVIRONMENT

### 1. Does the Policy related to Principle 6 covers only the Company or extends to the group/ joint ventures/ suppliers/ contractors / NGOs/ others?

Environmental Policy is applicable to all the business units extended to joint ventures plants and also encourage our business partners including suppliers, vendors and contractors to follow this policy.

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2. **Does the Company have strategies initiatives to address global environmental issues such as climate change, global warming etc. Y/N. If yes, please give hyperlink for webpage etc.**

Yes, the Company has an Environmental Policy. The Company works continuously to reduce the waste.

3. **Does the Company identify and assess potential environmental risks?**

Yes, the Company regularly reviews its environmental risks and undertakes initiatives to mitigate them.

4. **Does the Company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if yes, whether any environmental compliance report is filed?**

Most of the locations in India are certified for requirements under ISO 14001 (Environmental Management System) and OHSAS 18001 (Occupational Health and Safety System), Audits by independent auditors are carried out to check the level of compliance. Deviation management system ensures that the corrective actions are closed looped and issues are addressed within a reasonable time frame. Environment, Health and Safety (EHS) performance assessment is carried out annually to review the situation and identify the areas for improvement.

5. **Has the Company undertaken any other initiatives on clean technology, energy efficiency, renewal energy etc. if yes, please give hyperlink for webpage etc.**

Covered under Boards' Report which forms a part of the Annual Report.

6. **Are the emissions/ Waste generated by the Company within the permissible limits given by CPCB/SPCB for the financial year being reported?**

All emissions and waste generated by the Company are within the permissible limits given by CPCB/SPCB.

7. **Number of show cause/ legal notices received from CPCB/ SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.**

None.

**PRINCIPLE 7: BUSINESS WHEN ENGAGED IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A RESPONSIBLE MANNER.**

1. **Is your Company a member of any trade and chamber or association? If yes, name only those major ones that your business deals with:**

Minda Industries Limited regularly engages with industry bodies, expert agencies and contributes to the policy making process. An indicative list of the Company's major membership is:

- Automotive Component Manufacturers Association of India (ACMA)
- Confederation of Indian Industry (CII)

2. **Have you advocated /lobbied through above associations for the advancement or improvement of public good? Yes/ No, if yes, specify the broad areas.**

No

**PRINCIPLE 8: BUSINESS SHOULD SUPPORT INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

1. **Does the Company have specified programmes/ initiatives/ projects in pursuit of the policy related to principle 8? If yes, details thereof.**

Group is committed to supporting various social causes. Today, the Group is involved in spreading happiness through vocational training, skill development, education, promoting sports, medical facilities home to the needy. All our programs are designed and tailored as per the need of the community.

Core Programs -

1. Vocational Training Program - In line with the 'Skill India Scheme' by the Ministry of Skill Development and Entrepreneurship, our vocational training programme at Samarth-Jyoti, aims to build the capacity of rural people by developing their skill in various fields. The initiative also fulfills 'Goal for Reduced Inequalities' and 'Goal for Gender Equality' of Sustainable Development Goals as identified by the UN.
2. Pre-Primary and Primary Education - Our endeavor of providing education to the underprivileged children supplements Sarva Shiksha Abhiyan, a flagship scheme of the Ministry of Human Resource Development. The initiative also fulfills goal of quality education of Sustainable Development Goals as identified by UN. We have established schools and learning spaces for children in the rural areas, thus creating a life of dignity and opportunities for them.
3. Remedial Program - Remedial classes is a need based program, designed to ensure better education, develop creative thinking abilities and self-learning in children. Lack of access to quality resources in education has made it unavailable to the deprived children. We conduct remedial classes for children with a focus on their overall development.
4. Environmental Sustainability - Our strategy for environmental sustainability focuses on embedding the elements of our sustainability program into our corporate culture. We have taken the necessary

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steps by investing in waste and effluent treatment plants to reduce toxic discharges and emissions, minimise waste and prevent pollution. In addition, we are also committed to focus on the areas where we can make a positive impact in our industry and drive the most significant improvements.

We celebrated the World Environment Day by initiating tree plantation drive at Samarth-Jyoti. This supplements the National Mission for Green India by the Ministry of Environment, Forest and Climate Change. As a part of our idea of creating a greener country, we planted trees. The Company celebrates World Environment Day by involving its employees, top Management and dignitaries in initiatives like tree plantation campaigns, reducing pollution and conservation of energy.

**2. Are the programmes / projects undertaken through in house team/ own foundation/ external NGO/ government structures/ any other organisation**

All the programs have been undertaken through its own trust Suman Nirmal Minda Charitable Trust under the aegis of the Company.

**3. Have you done any impact assessment for your initiative?**

Every year at the end of the vocational training program, each center records the success stories of pass out students which shows that each student is doing well in their fields as some of them become self-employed and some of them are working as an employee.

**4. What is your Company's direct contribution to community development projects- amount in ₹ and the details of the projects undertaken?**

Kindly refer Annexure-B of Board Report.

**PRINCIPLE 9: BUSINESS SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS AND CONSUMERS IN A RESPONSIBLE MANNER**

**1. What percentages of customer complaints/ consumer cases are pending as on the end of the financial year?**

The Company has a robust system for addressing customer complaints, which are resolved promptly.

**2. Does the Company display product information on the product label, over and above what is mandated as per local laws. Yes/ No/ NA / Remarks (additional information)?**

No.

**3. Did your Company carry out any consumer survey/ consumer satisfaction trends?**

Yes, regular feedback is received from the customers and corrective actions are taken. The Company's endeavor is to achieve the highest level of satisfaction and perform their operation accordingly. The Company has received various awards from the customers.

**4. Is there any case filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and / or anti-competitive behaviour during the last five years and pending as on end of financial? If so, provide details thereof, in about 50 words or so.**

No.