



Business Responsibility & Sustainability Report

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L29130PN1981PLC023734
2. Name of the Listed Entity:	ZF Steering Gear (India) Limited
3. Year of incorporation:	1981
4. Registered office address:	Gat No. 1242/44, Village Vadu-Budruk, Tal. Shirur, Dist. Pune, 412-216
5. Corporate address:	Pride Parmar Galaxy, 3rd Floor, C + E Wing at CTS No: 10+10A, Connaught Road, Sadhu Vaswani Chowk, Pune 411-001.
6. E-mail:	investor@zfindia.com
7. Telephone:	02137-305100
8. Website:	www.zfindia.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:	BSE Limited
11. Paid-up Capital:	Rs.9,07,33,000 comprising 90,73,300 shares of Rs. 10 each.
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: Anant Kalvit, Designation: President (Business Development & Design) Email: anant.kalvit@zfindia.com Tel: 02137-305100
13. Reporting boundary -	The Disclosures under this report are made on standalone basis for ZF Steering Gear (India) Limited.

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 entity
1	Sale of Auto Components	Manufacture/ Sale of Power and Mechanical Steering Gears requisite spares for Steering Gears.	96.4%

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	Sale of Steering Gears (Power and Mechanical) and requisite spares for Steering Gears.	29301	96.4%

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	6	1	7
International	Nil		

* locations/ offices of the entity

Segment	Address
Auto Components	1. Gat No. 1242/ 44, Village Vadu-Budruk, Tal. Shirur, Dist: Pune- 412 216. (Maharashtra)
	2. Plot number 3, Industrial Area, Sector V growth centre, Pithampur, Dist. Dhar, M.P. – 454775.
Solar Power Project	Plot No. 45 & 46, Survey No. 152/1, Charanka, Santalpur, Patan (Gujarat)

Segment	Address
Wind Power	1. Supa, Dist. Ahmednagar (Maharashtra) 2. Sadawaghapur Dist. Satara (Maharashtra) 3. Ajnadi, Dist. Sambhajinagar (Maharashtra)
Corporate Office	Pride Parmar Galaxy, 3rd Floor, C + E Wing at CTS No: 10+10A, Connaught Road, Sadhu Vaswani Chowk, Pune 411-001.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	3
International (No. of Countries)	Nil

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

3%

c. A brief on types of customers:

ZF Steering Gear (India) Limited is manufacturer and supplier of Power and Mechanical Steering Gears for Light Commercial Vehicles, Medium and Heavy Commercial Vehicles (M&HCV) and tractors.

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)	340	330	97.1	10	2.9
2.	Other than Permanent (E)	76	73	96.1	3	3.9
3.	Total employees (D + E)	416	403	96.9	13	3.1
WORKERS						
4.	Permanent (F)	1	1	100.0	Nil	Nil
5.	Other than Permanent (G)	1080	1029	95.3	51	4.7
6.	Total workers (F + G)	1081	1030	95.3	51	4.7

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 differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

19. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	4	Nil	Nil

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	330	10	340	249	1	250	238	1	239
Permanent Workers	1	Nil	1	77	Nil	77	77	Nil	77

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	DriveSys Systems Private Limited	Wholly-Owned Subsidiary	100%	No
2	NexSteer Systems Private Limited			

VI. CSR Details
22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (Rs. in crore) 464.41

(iii) Net worth (Rs. in crore) 419.58

VII. Transparency and Disclosures Compliances

23. 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 grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	HR function handles the grievances of the local communities for redressal	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Company has a separate Email ID investor@zfindia.com , where the investors address their concerns	Nil	Nil	NA	Nil	Nil	NA
Stakeholder group from whom complaint is received		FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Complaints are addressed by the shareholders to the Company's Registrar and Transfer Agent (RTA). If the complaints are not resolved by the RTA within a given time, then shareholders escalate it to the Company at its dedicated Email ID investor@zfindia.com for resolution.	6	Nil	All the Complaints were resolved to the satisfaction of shareholders	10	Nil	All the Complaints were resolved to the satisfaction of shareholders
Employees and workers	The Company has a mechanism which is well communicated to the Employees and workers. Concerns are reported to firstly to the concerned head of the departments, subsequently to the HR department and if the same is not resolved it is escalated to the senior management of the Company.	Nil	Nil	NA	Nil	Nil	NA
Customers	The Company has a Quality Control and Application Department to which the Customers address their grievances and the concerned officials look into the same in order to take further remedial action.	Nil	Nil	NA	2	Nil	All the Complaints were resolved to the satisfaction of the Customers

24. 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	Handling Hazardous Material/ Waste	Risk	Handling hazardous material/ waste in business operations with care to avoid any threats posed to the health and well-being of our employees and to our surrounding environment.	<ol style="list-style-type: none"> 1. Adherence to standards pertaining to Occupational Health and Safety and highest operational standards. 2. The Company's Pithampur Plant is Zero Water Pollutants discharge plant, meaning there is no pollutants discharged from that plant. 3. The hazardous wastes generated at the Vadu Budruk plant are being disposed as per the Maharashtra Pollution Control Board (MPCB) approved sources. 	Negative: Impact on health and well-being of employees and local communities near its Manufacturing facility
2	Safety Risk	Risk and Opportunity	The manufacturing operations of the Company requires its employees to interact with plant, machinery and material handling equipment, all of which carry an inherent risk of injury.	<ol style="list-style-type: none"> 1. Adherence to the optimum safety standards for minimizing adverse impact. 2. Periodic Training to the employees to observe basic precautions in order to prevent fatal accidents. 	Negative: Any injury sustained by the employee(s) would pose compensatory risk for the Company.
3	Environmental (Regulatory) Risk	Risk and Opportunity	Changes in existing regulations/ emerging regulations impacting sourcing of materials, missions, waste generation, storage and use of material or quality of finished goods.	<ol style="list-style-type: none"> 1. The Company continues to monitor all emerging regulations, incidents, developments and map it for compliance. 2. The Company has an established structure for carrying out various facets of manufacturing functions as per business process defined by ISO 14001 and 45001 and IATF: 16949 	Positive: Scope for building new product portfolio on the basis of changing regulations and explore new sources of raw materials.
4	Labour Unrest	Risk	Disruption in manufacturing due to labour unrest	<ol style="list-style-type: none"> 1. Implementing alternative settlements in the plants – productivity measure changed from norm based output to output/ group based output in many plants; 2. Knowledge sharing sessions on labour laws, situations based learnings, employee life cycle documentation, regular management and Contract Labour management; 	Negative: Labour unavailability can impact manufacturing.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

P	Principle wise performance Disclosures
P1	Businesses should conduct and govern themselves with integrity and 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 to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and 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 customers in a responsible manner

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	Since all the policies are not required to be approved by the Board of Directors, the approval of the Board has been obtained wherever it is mandatory								
c. Web Link of the Policies, if available	www.zfindia.com								
2. Whether the entity has translated the policy into procedures. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Internal stakeholders are made aware of the policies. External stakeholders are communicated to the extent applicable								
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has an established structure for carrying out various facets of manufacturing functions as per business process defined by ISO 14001 and 45001 and IATF: 16949.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Goals and targets are set annually and specific commitments are set periodically. Specific sustainability targets have been identified and timelines for achieving carbon neutrality are being defined.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	For all identified Key Performance Indicators, performance reviews are conducted on an annual basis by the Top Management in Board Meetings.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: ZF India is committed to inclusive growth objectives and as a responsible corporate citizen continues to strive for improving its performance towards environmental and social impacts while maintaining focus on economic development.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Utkarsh Munot – Managing Director								
9. 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.	The Board of Directors of the Company provides direction to the management and exercises oversight on the implementation of ESG guidelines across the various business operations of the Company.								

10. Details of Review of National Guidelines for Responsible Business Conduct (**NGRBC**) by the Company:

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Business Responsibility Policies of the Company are reviewed annually. During the evaluation, effective implementation of the policies is assessed and changes, if any, are carried out in the said policies								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company complies with all the applicable statutory requirements.									Quarterly- through statutory compliance report placed before the Board.								

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/ No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/ No)									
The entity does not have the Financial and/ or Human and technical resources available for the task (Yes/ No)									
It is planned to be done in the next financial year (Yes/ No)									
Any other reason (please specify)									

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:

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors and Key managerial personnel	6 (as part of board meetings)	Updates and awareness related to regulatory Changes Topics covered includes: Corporate Governance, Companies Act, SEBI Listing Regulations etc.	100
		Familiarization Programmes for Independent Directors	
Employees other than BoD and KMPs	10	Industrial Safety-EOHS & Emergency preparedness plan	100
		Communication & Presentation skill	
		Team Work and Time Management & Personality Development	
		Product knowledge, Steering Gear System & advantage of power steering & Basic Product Knowledge on hydraulic Power steering & Mechanical Steering System	
		ZFI QA process with QMS system, IATF, EMS(14001), EHS (45001)	
		ZFI Maintenance process, Preventive maintenance, Predictive maintenance & Timebase maintenance	
		Leadership Skills	
		Lean Six Sigma	
		Product Safety	
Workers	5	Basic introduction of rubber/ Plastic process and Inspection	100
		Types of material used in ZF, Heat Treatment Process, Metallurgical Inspection & Traceability process	
		Store, Dispatch Management & Inventory Management	
		Fire Fighting	
		MSDS - Hazardous Waste Management Training	

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:

During the financial year 2022-23, there were no instances of any material (monetary and non-monetary) fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by Directors/ KMPs) levied by the regulators/ law enforcement agencies/ judicial institutions.

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:

The existing policies like Vigil Mechanism (including Code of Conduct), rules and regulations adopted by the Company are in conformity with the legal and statutory framework on anti-bribery and anti-corruption legislation prevalent in India.

5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

There were no instances of any disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors/ KMPs/ employees/ workers.

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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:

Total number of awareness programmes held	Topics/ principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
NIL	NIL	NIL

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 Company has a Code of Conduct for Board of Directors and senior management personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors and senior management personnel on the entities they are interested in, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with each entities.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. **Percentage of Research and Development (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:**

Environmental and Social impact assessment is one of the key inputs for the new product development/ process changes. Capital expenditure and R&D expenditure incurred by the Company embeds cost incurred to mitigate environmental & social hazards. These are inseparable cost of the projects and hence separately identifying such cost is not feasible. Increasing share of renewable energy in overall energy portfolio is a flagship initiative which demonstrated our commitment towards sourcing clean energy and reducing environmental footprint.

2. **a. Does the entity have procedures in place for sustainable sourcing?**

Yes

- b. If yes, what percentage of inputs were sourced sustainably?**

The Company has developed a Sustainable Supply Chain Framework which uses an ESG criteria for vendor assessment which encompass compliance certifications like ISO 14001, IATF: 16949 performance on emissions, water use, human rights, etc.

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.**

The Company aims to reduce waste and dispose the same responsibly and it follows circularity principles in the manufacturing and end use stage of the product lifecycle. The Company also relies on captive consumption of renewable energy to prevent exhaustion of conventional energy. The above initiatives result in lower usage of natural resources, thereby reducing environmental footprints and curtailing emissions.

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.**

Yes, it is a business imperative that the Company ensures safe disposal of the pre-consumer and post-consumer packaging. The Company has been ensuring the collection and safe disposal of its waste in line with the EPR approach.

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?**

Yes the Company Conducts Life Cycle Assessment of its Products

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
29301	Sale of Steering Gears (Power and Mechanical) and requisite spares for Steering Gears.	96.4%	As it is a safety critical product, the life cycle is assessed periodically through accelerated endurance tests.	No	No

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.

Name of Product/ Service	Description of the risk/ concern	Action Taken
Not applicable		

3. Percentage of recycled or reused input material to total material (by value) used in Products (for manufacturing industry) or providing services (for service industry).

Nil, as the Company disposes the scrap/ used material through sale.

4. Percentage of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not Applicable.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	

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 by										
	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	380	144	38	380	100	Nil	Nil	2	1	Nil	Nil
Female	13	5	38	13	100	2	15	Nil	Nil	Nil	Nil
Total	393	155	39	393	100	2	0.51	2	0.51	Nil	Nil
Other than Permanent employees											
Male	73	73	100	32	44	Nil	Nil	Nil	Nil	Nil	Nil
Female	3	3	100	Nil	Nil	3	100	Nil	Nil	Nil	Nil
Total	76	76	100	32	42	3	0.03	Nil	Nil	Nil	Nil

Vendors are also required to adhere to the statutory compliances as per applicable laws and rules thereunder

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

Category	% of workers covered by										
	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	1	1	100	1	100	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	1	1	100	1	100	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent workers											
Male	1030	1030	100	967	94	Nil	Nil	Nil	Nil	Nil	Nil
Female	50	50	100	32	64	50	100	Nil	Nil	Nil	Nil
Total	1080	1080	100	999	93	50	0.04	Nil	Nil	Nil	Nil

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.)
Gratuity	100% of the applicable employees, as per the Payment of Gratuity Act	100% of the applicable Workers, as per the Payment of Gratuity Act	NA	100% of the applicable employees, as per the Payment of Gratuity Act	100% of the applicable Workers, as per the Payment of Gratuity Act	NA
ESI	100% of the applicable employees, as per the Act	100% of the applicable Workers, as per the Act	Yes	100% of the applicable employees, as per the Act	100% of the applicable Workers, as per the Act	Yes
PF	100% of the applicable employees, as per the Act	100% of the applicable Workers, as per the Act	Yes	100% of the applicable employees, as per the Act	100% of the applicable Workers, as per the Act	Yes

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?

The Company does not have differently abled employees and hence, this clause is Not Applicable to the Company.

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.

Equal Opportunity is covered as a part of the Company's Code of Conduct available on the Company's website: <http://www.zfindia.com/profile/code.php>

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	100	100	Nil	Nil
Female	100	100	100	100
Total	100	100	100	100

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.

	Yes/ No
Permanent Workers	The Company has a mechanism which is well communicated to the Employees and workers. Concerns are reported to firstly to the concerned head of the departments, subsequently to the HR department and if the same is not resolved it is escalated to the senior management of the Company.
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 unions recognised 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 (A)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B/A)	No. (C)	%(C/A)		No. (B)	% (B / A)	No. (C)	%(C/A)
Employees										
Male	403	403	100	373	92.56	415	415	100	372	89.64
Female	13	13	100	9	69.23	4	4	100	3	75
Total	416	416	100	382	91.83	419	419	100	375	89.50
workers										
Male	250	250	100	197	100	243	243	100.00	197	81.07
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	250	250	100	197	100	243	243	100	197	81.07

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 (c)	No. (D)	% (D / C)
Employees						
Male	403	403	100	415	415	100
Female	13	13	100	4	4	100
Total	416	416	100	419	419	100
Workers						
Male	250	250	100	197	197	100
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	250	250	100	197	197	100

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 of such system?**

Yes, the Company has implemented ISO Framework to provide a safe and healthy workplace and the Company is certified for ISO 14001:2015 & ISO 45001:2018 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?**

HIRA (Hazard Identification & Risk Assessment) & Daily Observations.

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

Yes

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

Yes

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	1.00	2.00
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	1	3
	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.-

The Company provides Trainings, Appropriate PPE's, Induction trainings. The Company also has an Environmental Health and Safety Policy, conducts periodical medical check-up, has an OH Centre.etc.

13. Number of Complaints on the following made by the 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
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

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. -

Updating work processes and Retraining employees on procedures and 5s implementation is under process.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

A. Yes

B. Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company procures returns for payment of dues towards Employee Provident Fund Organisation (EPFO) and Employees' State Insurance (ESIC) etc., from its value chain partners, in order to ensure the payment of statutory dues by its value Chain Partners

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:

	Total no. of affected employees / workers		No.of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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, subject to requirements the Company provides short term assignments to the employees for specific projects across the organization.

5. 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	100%
Working Conditions	100%

6. 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:

Improvement measures agreed-upon with suppliers relate to structural improvements in management systems and the lack of specific processes and guidelines implemented by the supplier. Purchasing department at the Company agree on a series of improvement measures with the supplier. During this process, the Company remains committed to partnerships with suppliers and helps them to improve.

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.

The Company has categorised the stakeholders in following groups:

Shareholders play a significant role in the functioning of our entity, providing both financial and non-financial inputs.

Employees and workers are vital stakeholders as they share our goal and are instrumental in helping us become industry leaders

Dealers, distributors, vendors, suppliers, and alliance partners are critical players that help us satisfy our logistical demands on schedule.

Communities help us become a better corporate citizens as we strive for their all round development

Central, State, and Local Government and Various Statutory and Regulatory Bodies are also salient stakeholders for the Company, as it is guided by the laws and regulations, helping in the ethical conduct of business, with transparency and accountability.

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 & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	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	Yes	1. Physical and virtual meetings (AGM/ EGM) 2. Email 3. Newspaper 4. Digital Platforms 5. Disclosures to Stock Exchange	Annual/ as per requirement	Financial and Non-financial Report sharing/ Dividend/ IEPF related matters, Sustainable performance, Stability and reputation
Employees and Workers	Yes	1. Email 2. Meetings 3. Digital Platforms	As per requirement	Sharing Policies, Welfare Schemes, Appraisals, Career Development, Health & Safety, Learning & Development
Dealers and Distributors	Yes	1. Email 2. Meetings 3. Digital Platforms	As per requirement	Sales plan, Sales meeting, Order, Payment, Grievances, Business value, Innovation
Vendors/ suppliers and alliance partners	Yes	1. Email 2. Meetings 3. Digital Platforms	As per requirement	Production plans, Invoices, Bill payments, Grievances, Long term relationship
Communities	Yes	1. Newspapers 2. Advertisements 3. Digital Platforms 4. Disclosures to Stock Exchange	As per requirement	Education, Health, Employability, Empowerment, Environment
Central, State and Local Governments and various Statutory and Regulatory Bodies	Yes	1. Email 2. E-Filings 3. Website	As per requirement	Compliance

LEADERSHIP INDICATORS

1. 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.

No

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

Not Applicable

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. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	340	340	100	332	332	100
Other than permanent	76	76	100	87	87	100
Total Employees	416	416	100	419	419	100
Workers						
Permanent	1	1	100	1	1	100
Other than permanent	1080	1080	100	1043	1043	100
Total Employees	1081	1081	100	1044	1044	100

2. Details of minimum wages paid to employees and workers, in the following format: All the employees and workers are paid above Minimum Wages Stipulated under Minimum Wages Act.

Category	FY 2022-23			FY 2021-22		
	Total (A)	Equal to Minimum Wage		Total (D)	Equal to Minimum Wage	
		No.(B)	% (B / A)		No.(E)	% (E/D)
Employees						
Permanent						
Male	330	Nil	Nil	318	Nil	Nil
Female	10	Nil	Nil	14	Nil	Nil
Other than permanent						
Male	73	Nil	Nil	82	Nil	Nil
Female	3	Nil	Nil	5	Nil	Nil

Category	FY 2022-23				FY 2021-22			
	Total (A)	Equal to Minimum Wage		Total (D)	Equal to Minimum Wage			
		No.(B)	% (B /A)		No.(E)	% (E/D)		
Workers								
Permanent								
Male	1	Nil	Nil	Nil	1	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than permanent								
Male	1029	Nil	Nil	Nil	995	Nil	Nil	Nil
Female	51	Nil	Nil	Nil	48	Nil	Nil	Nil

3. Details of remuneration/ salary/ wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	3,00,000	1	5,20,000
Key Managerial Personnel	4	2,14,58,694	0	Nil
Employees other than BoD and KMP	416	32,500	13	29,167
Workers	1081	21,741	51	15,500

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, the Company has formulated mechanism to address the concerns pertaining to Human rights to deal with the following:

HR Operational Issues: benefits, remuneration, overtime etc.

Compliance concerns: Fraud, Theft, Corruption, Conflict of Interest, Breach of Code of Conduct/ Policy, Harrassment, Bullying or Discrimination.

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

The Company has adopted various employee oriented policies or frameworks such as code of conduct, Prevention of Sexual Harrassment Policy, diversity and equality policy, which provides a safe grievance redressal mechanism for all employees.

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						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

The concerns pertaining to discrimination and harassment are addressed by the Company's HR Function.

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

Yes

9. Assessments for the year:

	"% of your plants and offices that were assessed (by entity or statutory authorities or third parties)"
Child labour	
Forced/ involuntary labour	
Sexual harassment	100%
Discrimination at workplace	
Wages	

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

Since there have been no issues as highlighted in Question 9, no corrective actions were required. To address the risks and concerns, the Company has created organisation-wide awareness of all aspects mentioned above.

LEADERSHIP INDICATORS

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/ complaints.

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

The Company is committed to protecting and respecting Human Rights and remedying rights violations in case they are identified; for example, issues relating to human trafficking, forced labour, child labour, freedom of association, right to collective bargaining, equal remuneration and discrimination. Providing equal employment opportunity, ensuring distributive, procedural, and interactional fairness, creating a harassment-free, safe environment and respecting fundamental rights are some of the ways in which we ensure the same.

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

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)	13095946	9491006
Total fuel consumption (B)	17165	13725
Energy consumption through other sources (C)	88200	85400
Total energy consumption (A+B+C)	13201311	9590131
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.284119103	0.287318923

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

Details of Renewable energy Projects of the Company

Solar

The Company has Rooftop Solar Power Project at its Vadu Budruk Plant.

The Company's 5 MW Solar Power Project at Gujarat Solar Park, Charnka Village, District Patan (Kutch), Gujarat, generated 0.80 crore Units of Electricity with sales-re venue of Rs. 8.90 crore in the FY 2022-2023. The entire electricity is purchased by Gujarat Urja Vikas Nigam Limited (**GUVN**L), a Government of Gujarat Company, in terms of the multi-year Power Purchase Agreement.

Windmill

Wind Turbine Machines, owned and operated by the Company, located in districts of Satara, Ahmednagar & Sambhajinagar, having aggregate capacity of over 8.10 MW generated a total of 1.22 crore units in FY 2022-2023. Out of this, 0.64 crore units were used as captive consumption, which accounted for approximately 41.38% of the energy-consumption of the Company's factory at Village Vadu Budruk, and remaining 0.58 crore units were sold to Maharashtra State Electricity Board.

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, the Company does not have any site identified as DCs under PAT scheme

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	10604	10121
(ii) Groundwater	2428	3570.89
(iii) Third party water	2000	2000
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	15032	15691.89
Total volume of water consumption (in kilolitres)	10859.26	10415.93
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000234	0.00000312

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

Yes, The Company's Pithampur Plant is Zero Water Pollutants discharge plant, meaning there is no pollutants discharged from that plant. Water discharged from operations in the Company's Pune Plant situated at Vadu - Budruk is treated and used for gardening and hence there is no liquid discharge in lakes, rivers etc. in the vicinity of the said plant.

5. 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	26.04	23.74
Sox	Kg/Day	19.95	16.53
Particulate matter (PM)	Mg/NM3	87.92	81.01
Persistent organic pollutants (POP)	NA	Nil	Nil
Volatile organic compounds (VOC)	NA	Nil	Nil
Hazardous air pollutants (HAP)-Carbon monoxide	Mg/NM3	0.82	0.60
Others– please specify	NA	Nil	Nil

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.

YES (GREEN ENVIRO-ENVIRONMENTAL COUNSULTANCY AND LABORATORY)

CARBON EMISSION CREDIT UNITS (CERS)

The Company has so far received 64,000 CERS from its Wind Power Project and 51,000 CERS from its Solar Project. These CERS can be sold in Carbon Credit Market.

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

Parameter	Unit	FY 2022-23	FY 2021-22
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	Nil	Nil
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	Nil	Nil
Total Scope 1 and Scope 2 emissions per rupee of turnover	Not Applicable	Nil	Nil

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

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. Not Applicable

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

The Company has procedures in place to handle waste at its office premises for - paper, plastic, water and excess electricity consumption waste. The Company is actively trying to collect data on the amount of waste generated.

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste

	FY 2022-23	FY 2021-22
(i) Recycled	Used or spent oil-1800 ltr	Used or spent oil-2200 ltr
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total	Used or spent oil-1800 ltr	Used or spent oil-2200 ltr

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	1)Oily cotton waste-3.7MT, 2)Paint sludge-28.09MT, 3)ETP Sludge-0.327MT	1)Oily cotton waste-1.748MT, 2)Paint sludge-36.56MT, 3)ETP Sludge-0.745MT
(ii) Landfilling	1)Grinding dust-36.44MT	1)Grinding dust-52.44MT
(iii) Other disposal operations	NA	NA
Total	68.559	91.493

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

9. 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.

The Company disposes hazardous wastes in line with Maharashtra Pollution Control Board (MPCB) norms

10. 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.
	Nil	NA	NA

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

The Company has not undertaken any new projects in FY 2022-23 and it has not conducted any environmental impact assessments of projects.

12. 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

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)	1309595	949101
Total fuel consumption (B)	1717	1373
Energy consumption through other sources (C)	8821	8538
*Total energy consumed from renewable sources (A+B+C)	1320133	959012
From non-renewable sources		
Total electricity consumption (D)	11786351	8541905
Total fuel consumption (E)	15448	12352
Energy consumption through other sources (F)	79379	76862
Total energy consumed from non-renewable sources (D+E+F)	11881178	8631119

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. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** Not Applicable as the Company does not have plant in areas of water stress

For each facility/ plant located in areas of water stress, provide the following information:

- (i) Name of the area: Not applicable
- (ii) Nature of operations: Not Applicable
- (iii) Water withdrawal, consumption and discharge in the following format: Not Applicable

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

- 3. 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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Nil	Nil

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. With respect to the ecologically sensitive areas reported at Question 10 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 as the Company does not have any plants in ecologically sensitive areas.

5. 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	Nil	NA	NA

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:**

The Company one affiliation with trade and industry chamber/ 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 Association (State/ National)
1	Automotive Components Manufacturers' Association (ACMA)	National

2. **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
Not Applicable: Since there was no anti-competitive conduct on part of the Company.		

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.**

Currently the Company does not have any Social Impact Assessment (SIA) projects in place.

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

No, the Company does not have any projects for which R&R is being undertaken

3. **Describe the mechanisms to receive and redress grievances of the community:**

The Company has devised Vigil Mechanism to address concerns of all the Stakeholders

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	36%	39%
Sourced directly from within the district and neighbouring districts	55%	49%

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):**
Not Applicable
2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**
Not Applicable, as the Company had no CSR Obligation for the Financial Year 2022-23
3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups?**
No, the Company has no preferential procurement policy
- (b) **From which marginalized/ vulnerable groups do you procure?**
Not Applicable
- (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:**
The Company has not acquired any Intellectual Property Rights during the Financial Year 2022-23.
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:**
Not Applicable
6. **Details of beneficiaries of CSR Projects :**
Not Applicable, as the Company had no CSR Obligation for the Financial Year 2022-23

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:**

The Company treats customer complaints with utmost importance and believe that it needs to be agile, transparent and solution-oriented to resolve them efficiently and satisfactorily. The Company ensures to keep the customer informed throughout the entire process of complaint resolution and focus on resolving retail customer complaints. The Company also maintains multiple points of communication with the customer. Customers can lodge Complaints with the Company's Quality Control Department and the said complaints are resolved in time bound manner on priority basis as well as the nature of Complaints.

2. **Turnover of products as a percentage of turnover from all products that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/ or safe disposal	Not Applicable

3. Number of consumer complaints in respect of the following:

	FY		Remarks	FY		Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	NA	NA	NA	NA	NA	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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:

There is no defined Policy on Cyber Security framed by the Company.

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:

During the Financial Year ended March 31, 2023, no instances were identified on issues relating to advertisement and delivery of essential products, cyber security and data privacy of customers, re-occurrence of instances of product recalls. No penalties were levied or actions taken by any regulatory authorities on safety of products/ services.

LEADERSHIP INDICATORS

1. Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if available) also available on website of the co. www.zfindia.com:

The platforms used for the information are Website, Integrated Annual Report and Media advertisement/ publications also available on the website of the Company at www.zfindia.com

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services:

Yes, the Company ensures that all the information as required to be displayed on the product labels as per the applicable rules and regulations are properly displayed.

3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services:

Customers are informed through emails, telecommunications, further the Company also informs to the stock exchange in case there is disruption/ temporary closure of operations.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/ Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No):

Not Applicable

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact:

The Company has not had any known incident of data breach during the Financial Year 2022-23.

b. Percentage of data breaches involving personally identifiable information of customers:

Not Applicable