

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L25209PN1961PLC012046
2. Name of the Listed Entity	Bharat Forge Limited
3. Year of Incorporation	1961
4. Registered office address	Mundhwa, Pune Cantonment, Pune - 411 036, Maharashtra, India.
5. Corporate address	Mundhwa, Pune Cantonment, Pune - 411 036, Maharashtra, India.
6. E-mail	secretarial@bharatforge.com
7. Telephone	+91-20-67042777
8. Website	www.bharatforge.com
9. Financial year for which reporting is being done	FY 2021-22
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE)/BSE Limited (BSE)
11. Paid-up Capital	₹ 93,11,77,264
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	Mr. Yogesh Inamdar, Associate Vice President, Mobile: +91 98817 23971 / Telephone: +91 020 6704 2740 / E-mail ID: yinamdar@bharatforge.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 disclosures under this report are made on 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 Entity
1.	Manufacturing	Metal & Metal Products	97%

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.	<ul style="list-style-type: none"> Steel Forgings Finished Machined Crankshafts Front Axles assembly and components 	25910 3099	97%

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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	5	8	13
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States and Union Territories)	36
International (No. of Countries)	29

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

58.7%

c. A brief on types of customers

Bharat Forge is a global leader in metal forging and serves several sectors including Automotive, Railways, Aerospace, Marine, Oil & Gas, Power, Construction and Mining. Some of BFL's largest customers include Daimler Group, VW Group, Meritor and Dana etc. The Company also has an extensive collaboration with major truck manufacturers. Being the world's largest forging Company and amongst one of the best aerospace and automotive forging Companies; the Company has transcontinental presence spread across India, Germany, Sweden, France and North America. BFL is also a leading supplier of various components for the aviation sector making it a renowned name amongst aerospace forging companies in India and around the world.

IV. Employees

18. Details as at the end of Financial Year i.e.

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)	2522	2483	98.45	39	1.55
2.	Other than Permanent (E)	368	361	98.10	7	1.90
3.	Total employees (D + E)	2890	2844	98.41	46	1.59
WORKERS						
1.	Permanent (F)	1557	1556	99.93	1	0.07
2.	Other than Permanent (G)	0	0	0	0	0
3.	Total Workers (F + G)	1557	1556	99.93	1	0.07

b. Differently abled employees and workers

S. No	Particulars	Male		Female		
		No. (B)	% (B/A)	Total (C)	% (C / A)	
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	1	1	100	0	0
3.	Total differently abled employees (D + E)	1	1	100	0	0
DIFFERENTLY ABLED WORKERS - NIL						

19. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	12	1	8.33%
Key Management Personnel*	13	1	7.69%

* Key Management Personnel includes Sr. Vice President and above

20. Turnover rate for permanent employees and Workers

	FY '22 (Turnover rate in current FY)			FY '21 (Turnover rate in previous FY)			FY '20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.94%	30.23%	7.96%	8.49%	33.04%	8.16%	6.79%	13.04%	6.09%
Permanent Workers	14.07%	0%	14.07%	1.03%	0%	1.03%	1.13%	0%	1.13%

V. Holding, subsidiary and associate companies (including joint venture)

21. a. Name of the holding / subsidiary / associate companies / joint ventures (A) –

Please refer to **Form AOC-1** annexed to the Financial Statements for the above information.

The Company's subsidiaries, associates, and joint venture companies do not participate in its Business Responsibility initiatives.

VI. CSR details

22. Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

- i. **Turnover:** ₹62,546.12 million
- ii. **Net worth:** ₹66,267.51 million

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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 (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY '22			FY '21		
		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	Yes https://www.bharatforge.com/contact-us/contact	0	0		0	0	
Investors (other than shareholders)	NA	NA	NA		NA	NA	
Shareholders	Yes As per SEBI Listing Regulations.	1	0		1	0	
Employees and workers	Yes	0	0		0	0	
Customers	Yes https://www.bharatforge.com/contact-us/contact	92	2		99	0	
Value Chain Partners	Yes https://www.bharatforge.com/contact-us/contact	0	0		0	0	

Note: The customer complaints received are attributable to Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.

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	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
1.	Disaster recovery	Risk	<ul style="list-style-type: none"> Business interruption due to natural calamities like earthquakes, cyclones, floods, etc. Inadequate disaster recovery planning Business Interruption due to COVID-19 	<ol style="list-style-type: none"> Adequate protection against calamities including appropriate insurance Introduced additional mitigation to overcome interruptions due to pandemic situations Speed to market 	Disruption to business operations leads to negative financial implication

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
2.	Health, safety and environment	Risk	<ul style="list-style-type: none"> Non-compliance with safety measures by employees Non-awareness of hazardous nature of chemicals Not following COVID-19 safety measures 	<ol style="list-style-type: none"> Strict adherence to BBS (behaviour-based safety system) Focus on reducing the generation of effluent and arresting at the source Detailed SOP for COVID-19, employee training & adherence followed strictly Medical check-up, vaccination drive as per Govt. Regulations Encouraging work from home & multitasking industry 4.0, use of digital technology 	Incidents impact employee morale and business reputation leading to negative financial implication
3.	Climate change	Opportunity	The potential carbon routes for reducing GHG emissions offer distinct operational and energy supply opportunities	<ol style="list-style-type: none"> Clean energy integration in existing electric networks Investment of capital in assets that will serve diversified electricity and fuel retrofitting on the energy supply system 	Initiatives taken around climate change has a positive implication towards business
4.	Intellectual property	Risk	<ul style="list-style-type: none"> Leakage of confidential information IP rights clashes can happen in collaborative research projects IP infringement actions from outside firms 	<ol style="list-style-type: none"> Patent filing Regular patent awareness sessions Consultation with experienced patent attorneys Data exchange with vendors/customer only through secured mode Periodic infosec audits Entering into NDA with parties for exchanging information Antivirus upgradation 	Impacts the brand reputation in the industry thereby leading to financial loss

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S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
5.	Innovation	Risk	Risk of better solutions that meet new requirements, technological advancements, upgradation or existing market needs	<ol style="list-style-type: none"> 1. Structured technology development projects 2. New focus areas are identified to develop future capability needs 3. Focus on light weighting and EV 	Innovation in the industry may impact the business negatively if not considered immediately
6.	IT data centre & far sight disaster recovery (DR)	Risk	Risk of inadequate data centre & far sight DR	<ol style="list-style-type: none"> 1. The disaster recovery (DR) strategy is being updated continuously 2. Data centre is established and near site DR is available 	Business continuity gets impacted leading to financial loss
7.	Training and education	Opportunity	Skilled employees and workers form an asset to the Company. The highly trained employees and worker perform their tasks more efficiently, in less time and with less chances of injury	<ol style="list-style-type: none"> 1. Providing a needs-based and innovative range of training courses, notably in forward-thinking fields of expertise like digitalization 2. Attracting and developing the right talent, ensuring professional development and personal well-being throughout their tenure with the Company 3. Providing programmes that are specifically designed for roles which require upgraded skills 	Consistent efforts would lead to positive impact due to improvement in productivity, reduction in defects, etc.
8.	Maintenance	Risk	Risk of sub-optimal maintenance plan due to manual updating of ODR and MGR reports resulting in un-economical maintenance costs	Operational performance (OEE) & maintenance (PM & breakdown) are being monitored through SAP for all the major plants	Business continuity gets impacted leading to financial loss
9.	Data protection	Risk	<ul style="list-style-type: none"> • Risk of confidential data leakage via USB drives/flash drives • Exposure of Company data because of work from home and access to respective data 	<ol style="list-style-type: none"> 1. All privileged system access are reviewed periodically & data leakage prevention (DLP) system are implemented at these equipment 2. Restricted data access control & data encryption to monitor work from home activities 	Impacts the brand reputation in the industry thereby leading to financial loss

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implication of the risk or opportunity (indicate positive/negative implications)
10.	Pollution free environment	Risk	Failure to provide a safe working environment exposes BFL to compensation liabilities, sub-optimal productivity, loss of business reputation and other costs	<ol style="list-style-type: none"> All the necessary pollution control norms for air, noise etc. are followed Disposal of hazardous waste is monitored within permissible limits 	Incidents impact business reputation leading to negative financial implication
11.	Sustained performance & quality	Risk	<ul style="list-style-type: none"> Risk of customer being lost, in course of business Dissatisfaction amongst the customer due to lack of attention, focus, etc. 	<ol style="list-style-type: none"> Enhance customer satisfaction Coefficient - alignment in strategies, partner of choice Providing end to end solutions, dual shore business model 	Impacts the brand reputation in the industry thereby leading to financial loss
12.	Brand risk/reputation	Risk	<ul style="list-style-type: none"> Risk of threat or danger to the name or standing of business or entity Actions involving the Company directly or indirectly may damage the brand name 	<ol style="list-style-type: none"> Worldwide brand-building activities are an ongoing process Participation in exhibition and trade fairs Good reputation and relations with major trade companies 	Impacts the brand reputation in the industry thereby leading to financial loss

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.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	NA	Y	Y	Y	Y
c. Web link of the policies, if available	Policies on HR, ISO, CSR, Insider Trading, Related Party etc. are available on links such as: http://bflapp.bharatforge.com/hronline/Pages/CodeofConduct.aspx http://www.bharatforge.com/investors/corporate-governance/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name the national and international codes/ certifications/ labels/standards	Y ^a	Y ^b	Y ^c	Y ^d	Y	Y ^e	Y	Y	Y

Company has obtained 26 certifications under national and international codes/ certifications/ labels/standards

a. BFL Code of conduct

b. Quality systems -

- ISO 9001:2015 (QMS Certification for Non-Automotive Parts)
- IATF 16949:2016 (QMS Certification for Automotive Parts)
- AS 9100 Rev D (QMS Certification for Aviation Parts)
- API-20B & API-Q1 (American Petroleum Institute certification for Petroleum product)
- NABL:ISO/IEC 17025:2017 (National Accreditation Board for Testing and Calibration Laboratories)
- Lloyd's Register (Approved for Closed Die C/S Forgings surface induction hardening of C/S)
- Pressure Equipment Directive 2014 and Pressure Equipment Safety Regulation 2016 Certificate (Lloyd's Register EC Certificate for CDFD and HFD Parts)
- Nadcap (Aerospace, Heat Treating, Measurement and Inspection, Metallic Materials Manufacturing, Non-Destructive Testing)
- ISO 27001:2013 (Data Security Management System)

c. ISO 14001:2015 (Environment Management System Certification)

d. ISO 45001:2018 (Safety Management System Certification)

e. ISO 14001:2015 (Environment Management System Certification)

5. Specific commitments, goals, targets set by the entity with defined timelines, if any.	Bharat Forge Limited is committed to working towards the ISO 50001 Energy Management Certification and has set to achieve the target in a year from April 2022.
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	Bharat Forge ESG Roadmap with specific commitments, goals and targets is under development. This would be published after approval from Board's ESG Committee and measured in the coming year

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) "ESG Committee at the board level oversees the ESG / Sustainability initiatives of the company. Roadmap with specific goals and targets are under development. Once they are in place, implementation of actions would be monitored for their progress and updates shared with all the stakeholders on a periodical basis."	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	ESG Committee continuously evaluates the Company's social, environmental, governance, and economic obligations.
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.	Yes. Bharat Forge has set up an ESG Committee, which continuously evaluates the Company's social, environmental, governance, and economic obligations. Further details regarding the ESG Committee are provided in the Corporate Governance section in the Annual Report.

10. Details of Review of NGRBCs 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)								
	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 ESG Committee reviews the Company's policies every year. During this evaluation, the policy's effective implementation is assessed, and required policy and procedure adjustments are adopted.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all legal responsibilities that are relevant to the principles, and in case of any non-compliances, the ESG committee looks into and rectifies the issues.									Annually								

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

Yes. The Policies on Quality, Safety, Health and Environment are subject to internal and external audits as part of the ISO Systems certification process and ongoing periodic assessments. Other policies are periodically evaluated for their efficacy through Internal Audit mechanism. DQS India (Deutsch Quality Systems Private Limited) is the agency that carries out these assessments.

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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 as all principles are covered by respective policies

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	% Of persons in respective category covered by the awareness programmes
Board of Directors & Key Managerial Personnel (KMP)	Nil	Nil	Nil
Employees other than Board of Directors or KMPs	77	POSH, Stress Management, Team Building, Personal Effectiveness, Communication Skills, Effective Business Communication Skills, FMEA	47.27
Workers	77	POSH, Stress Management, Team Building, Personal Effectiveness, Communication Skills	45

Note: KMPs include all employees at Sr. Vice President level and above.

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 Requirements) Regulations, 2015 and as disclosed on the entity's website):**

No fines/penalties/punishment/award/compounding fees/settlement amount were paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year

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, Bharat Forge has zero tolerance for any form of corruption or bribery, and has an Anti-Corruption and Anti Bribery Policy which commands strict actions against anyone caught engaging in such unethical behaviour. The policy applies to all employees of the Company, its subsidiaries, joint ventures, and affiliates at all levels and in all locations around the world. In every sector of action, all employees are required to act with the utmost honesty. All of the Company's facilities must adhere to a variety of anti-bribery and anti-corruption laws and regulations. All agents, suppliers, contractors, and business partners are informed of the Company's zero-tolerance policy to bribery and corruption during the commencement of the Company's business engagement with them. At the time of joining, new employees are given a copy of the policy to read. All existing associates are also informed of the policy. Trainings are conducted throughout the Company as part of the prevention, identification, and detection of anti-corruption issues.

Wherever it operates, the Company maintains the highest standards and does not tolerate bribery or corruption. The policy can be accessed at: https://www.bharatforge.com/assets/pdf/investor/download/Anti-Corruption_and_Bribery_Policy.pdf

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

No disciplinary action was taken by any law enforcement agency against any of the Company's Directors, KMPs, employees, or

workers for the charges of bribery or corruption.

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

No complaints with regard to conflict of interest in the reporting period.

7. Provide details of any corrective action taken or under way 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

i. Awareness programmes conducted for value chain partners on any of the principles during the financial year.

Total no of awareness programmes held	Topics/principles covered in training	% Of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Business Ethics and Sustainability	56% of Critical Suppliers

ii. 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, Bharat Forge has processes in place to avoid/manage conflict of interests involving members of the board and it is as per the Terms of Appointment of Directors to Board. The Company's Code of Conduct states that the Board members and Senior Management of the Company are needed to abstain themselves from discussion, voting, or otherwise influencing a decision on any matter in which they have or may have a conflict of interest; restrict themselves from serving as a Director of any Company that is in direct competition with the Company, or must take prior approval from the Company's Board of Directors before accepting such position.

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 '22	FY '21
Capex	Rs.3,783.65 million 5.89% of total revenue	Rs. 3,339 million 8.8% of total revenue
R & D	Rs.577.99 million 0.9% of total revenue	Rs. 447.4 million 1.43% of total revenue

We have started to track the investments made 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. This would be reported in the coming year.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

No, Bharat Forge does not yet have the exact protocols in place for sustainable sourcing, but the Company plans to introduce such procedures in place from the next financial year. The Company being conscious of the role of sustainability in its business, screens all of its suppliers based on social and environmental criteria, and all of the Company's operations are reviewed on a regular basis to ensure that the sourced materials are handled responsibly.

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

Not Applicable

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.

Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle. The Company, however, has systems in place to recycle plastics (including packaging), e-waste, and hazardous waste in a safe manner. For the disposal of such waste, the Company contracts with authorised recyclers and files returns with the appropriate statutory bodies.

Also, the Company has optimised its processes to the point where the majority of the waste produced is recycled and reused in its own operations. As a result, the amount of waste that leaves the Company is reduced.

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.

No.

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 has not conducted any life cycle assessment for the products till date. However, it is planning to carry out the LCA for products in the next two years.

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.

Not Applicable. We are in the process of carrying out the Life Cycle Assessment in the coming year.

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).

Indicate input material	Recycled or reused input material to total material	
	FY '22	FY '21
Waste Water	100%	100%
Waste Heat	30%	30%
Raw material	38%	38%

4. 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:

	FY '22 (Tons)			FY '21 (Tons)		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastic (Including Packaging)	-	96.00	-	-	62.48	-
E-Waste	-	5.55	-	-	4.10	-
Used Oil (Spent Oil) Liquid -Hazardous waste	-	196.22	-	-	233.52	-
Discarded Containers/Barrels (Solid) (Nos.)	-	17,207	-	-	12,711	-
Waste & Residues Containing Oil (Liquid)	-	387.29	-	-	160.13	-
MS Scrap/Scale/Bur/Flash (Solid)	-	81,240	-	-	47,961	-
Incineration-spent bath Sludge/ETP Sludge/Oily Cotton waste/Paint Sludge	-	230.38	-	-	158.68	-
Landfilling after incineration-spent bath Sludge/ETP Sludge/Oily Cotton waste/Paint Sludge	-	0	-	-	0	-

Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle

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

Since the product is directly supplied to the OEMs, the Company has limited scope for reclaiming it at the end of its life cycle.

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**

% Of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	2483	2483	100	2483	100	-	-	-	-	-	-
Female	39	39	100	39	100	39	100	-	-	-	-
Total	2522	2522	100	2522	100	39	100	-	-	-	-
OTHER THAN PERMANENT EMPLOYEES											
Male	361	361	100	361	100	-	-	-	-	-	-
Female	7	7	100	7	100	7	100	-	-	-	-
Total	368	368	100	368	100	7	100	-	-	-	-

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

% Of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	1556	1556	100	1556	100	-	-	-	-	-	-
Female	1	1	100	1	100	1	100	-	-	-	-
Total	1557	1557	100	1557	100	1	100	-	-	-	-
OTHER THAN PERMANENT WORKERS - NIL											

2. Details of retirement benefits for the current and previous financial year

All benefits as per various employment acts are given to employees

Benefits	FY '22			FY '21		
	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	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y

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.

The Company's various locations, including the offices/premises have been equipped with ramps, lifts, and handrails for stairwells to facilitate the movement of differently abled individuals. Thus, Company's premises has been made access friendly.

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.

Bharat Forge provides equal employment opportunities, without any discrimination on the grounds of age, colour, disability, marital status, nationality, race, religion, sex, sexual orientation. The Company strives to maintain a work environment that is free from any harassment based on above considerations. This Equal Opportunities Policy is subject to applicable regulations, qualifications and merit of the individual.

The policy is available to the internal stakeholders on the Company's intranet platform.

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

Gender	Permanent employees		Permanent employees	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	-	NA	-
Total	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 (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The Company has a Grievance Policy to give its employees a way to voice their concerns arising from employment. The Policy ensures that such grievances are handled quickly, in a fair and impartial manner by a Grievance Committee and in compliance with the Organization's other policies. This comprises employee concerns about a supervisor's, another employee's, or Management's behaviour, inaction, or proposed action in relation to them.

According to the policy's grievance redress system, the first step in resolving any problem is to communicate openly. An employee should seek informal resolution of any concern with his or her immediate supervisor first. If such informal dialogue fails to resolve the issue, and the employee believes his or her complaint has progressed to the level of a grievance, the employee may file a formal grievance as stated in this policy in order to seek a fair resolution.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY '22			FY '21		
	Total employees/workers in the respective category (A)	No of Employees/workers in the respective category who are part of association/union (B)	% (B/A)	Total employees/workers in the respective category (C)	No of Employees/workers in the respective category who are part of association/union (D)	% (D/C)
EMPLOYEES						
Total Permanent Employees	2552	0	0	2586	0	0
Male	2483	0	0	2546	0	0
Female	39	0	0	40	0	0

Category	FY '22			FY '21		
	Total employees/workers in the respective category (A)	No of Employees /workers in the respective category who are part of association/ union (B)	% (B/A)	Total employees/workers in the respective category (C)	No of Employees /workers in the respective category who are part of association/ union (D)	% (D/C)
WORKERS						
Total Permanent Workers	1557	1557	100	1811	1811	100
Male	1556	1556	100	1810	1810	100
Female	1	1	100	1	1	100

8. Details of training given to employees and workers

Bharat Forge provided Online Health Awareness Sessions on COVID-19 for the employees & their family members as a health and safety/wellness measure.

Category	FY '22					FY '21				
	Total (A)	On health and safety/wellness measures		On skill upgradation		Total (D)	On health and safety/wellness measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Male	2483	2200	89	1161	47	2546	80	3	1000	39
Female	39	35	90	25	64	40	15	38	25	63
Total	2522	2235	89	1186	47	2586	95	4	1025	40
WORKERS										
Male	1556	500	32	700	45	1810	40	2	110	6
Female	1	1	100	-	-	1	1	100	-	-
Total	1557	501	32	700	45	1811	41	2	110	6

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

Category	FY '22			FY '21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	2483	2483	100	2546	2546	100
Female	39	39	100	40	40	100
Total	2522	2522	100	2586	2586	100
WORKERS						
Male	1556	1556	100	1810	1810	100
Female	1	1	100	1	1	100
Total	1557	1557	100	1811	1811	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 a system?**

Yes. Bharat Forge places great emphasis on maintaining and improving its employees' health and safety. Workplace safety of employees forms the foundation of the Company's strategy to attain sustainability. To ensure the safety of all, the Company has implemented comprehensive compliant protocols across all touch points.

Bharat Forge is committed to create and maintain a safe and healthy workplace in the organization and the Company achieves this by developing and implementing its occupational health, safety, and environmental management system conforming to International Standards and driving excellence in operations and support functions.

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

While continuously employing measures to promote employee well-being and healthcare, a proper hazard identification risk management system has been put in place to ensure continuous improvement of occupational health and safety of the organization.

Hazard Identification Risk Assessment (HIRA) is carried out regularly at all levels in following six steps by a highly-skilled Process owner or a Qualified Safety coordinator well versed with details of all activities and Safety standards:

1. Pre- Assessment preparations
2. Pre-Assessment meeting with HSE Leaders
3. Conducting interviews
4. Walk-Round Tour/Quantification of Hazards
5. Evaluation of Hazard/Person/Severity Factors
6. Post Evaluation activity

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

Yes. The Company has put in place Safety Observation and Near Miss Reporting System.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Y/N)

Yes. Bharat Forge believes in creating an environment for employees in which their financial needs are met beyond their salary. All of the Company's employees are offered a variety of health and wellness benefits, including medical insurance and accident insurance for the employee and his immediate family, which provides financial assistance in the event of an accident or serious illness. Aside from that, Bharat Forge offers coverage for dependent parents, periodic health checks, wellness programmes, as well as nutritious and subsidised food.

11. Details of safety-related incidents in the following format:

Safety Incident/Number	Category	FY '22	FY '21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.30	0.42
	Workers	0	0
Total recordable work-related injuries	Employees	3	3
	Workers	0	0
No. of fatalities (safety incident)	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Bharat Forge considers employees as its most valued asset, and the Company prioritizes their health and safety. The majority of its personnel are employed in the manufacturing facilities. The Company has created extensive compliant measures at all touchpoints to safeguard everyone's safety in the workplace and to ensure a safe working environment. The Company has taken the following measures to assure a safe and healthy workspace:

1. Safety Policy, Competence, Communications system/policy, Insurance Systems, First Aid, Training, Occupational Health, Inspection Systems, Audits, Procurement, Contractors Control & Risk Assessments.
2. The Company has taken measures which are compliant with all statutory preventive healthcare and occupational health and safety requirements. In doing so, the Company strives to create, implement, and maintain a process for proactive hazard identification and determination of controls to eliminate or reduce risks to an acceptable level, as well as to identify the Risks and Opportunities that are relevant to the OH&S management system's intended outcomes.
3. The Company emphasizes on providing training on safety measures during induction to all new employees, including specific training such as working at height, in confined space entry, refresher training, on-site emergency training to tackle contingent or urgent situations, and on the job training inclusive of safety topics.
4. A Safety Committee has been formulated to assist and collaborate with management and achieving objectives as outlined in the 'HSE Policy'. The Committee deals with matters concerning health, safety, and the environment and delivers practical solutions to problems encountered, promotes safety awareness amongst all workers, and undertakes educational, training, and promotional activities.

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

No complaints were made by any employee or worker on the working conditions and/or health and safety practices of the Company.

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	Internal Safety Audit – 100%
Working Conditions	Internal Safety Audit – 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 and safety practices and working conditions.

Bharat Forge tracks accidents rates in all of its locations. The overall reduction in health and safety incidences is attributed to the strong commitment of both management and workers to ensure a safe working environment by adhering to the Company's set management approach and adopting a health and safety-first mind-set in the execution of duties.

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)
Yes, Bharat Forge offers assistance in the event of a tragic occurrence, such as death, and has a death relief policy in place for its employees.
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 takes great care to ensure that the statutory dues applicable are deducted and deposited by the value chain partners. The details are outlined in the Bharat Forge Supplier Code of Conduct. All supply chain partners must adhere to it in every way in order to support business responsibility principles and ideals of transparency and accountability.
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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	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 '22	FY '21	FY '22	FY '21
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

Yes, Bharat Forge, as a desirable employer, provides future-oriented opportunities and the right environment for people to grow personally and contribute to the moulding of the future. Employees who are terminated by the Company before their customary retirement date or who accept voluntary redundancy in exchange for these benefits are eligible for termination benefits. The benefits are offered through the VRS scheme and include the monetary benefits too.

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	56% of the Critical Suppliers through Supplier Self-Assessment on Business Ethics and Sustainability
Working conditions	

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

In compliance with Bharat Forge's Supplier Code of Conduct, suppliers are audited and monitored on a variety of sustainability topics. Health and safety topics are given high priority in this operation. The corporation recognises the significance of health and safety regulations in every business. As a result, the Company has offered its assistance in developing such policies for suppliers who do not have them.

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.

Key Stakeholders are identified on the basis of the material influence they have on the Company or on how they are materially influenced by the Company's corporate decisions and the consequences of those decisions.

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 (Yes/No)	Channels of communication (Email, 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
Employees	No	<ul style="list-style-type: none"> Conferences, workshops, Publications, newsletters & reports, online portals, employee surveys, Idea management, internal media One-on-one interactions Employee involvement in CSR activities. 	Periodically Half Yearly Quarterly	<ul style="list-style-type: none"> Inform about important advances in the Company. Help the employees expand their knowledge in the industry. Getting employee feedback and resolving their issues.
Investors	No	<ul style="list-style-type: none"> Annual report, sustainability report, press releases Investor presentations Corporate website Quarterly & Annual results ESG calls 	Annually Annually Periodically Quarterly Quarterly	Investors prefer to invest in the organizations that are socially and environmentally responsible.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, 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
Customers	No	<ul style="list-style-type: none"> Interviews, personal visits, publications, mass media & digital communications, plant visits, Support programmes, social media, Conferences and events 	Weekly and Quarterly Annually Monthly	Internal customers (Employees) <ul style="list-style-type: none"> Feel motivated to get involved in CSR projects and serve the community Guided by the CSR Team Enhance employee volunteerism. External customers - Prefer to connect with the organization that is socially & environmentally responsible
Suppliers & service providers	No	<ul style="list-style-type: none"> Supplier & vendor meets Workshops & trainings, Audits Policies IT-enabled information sharing tools and recognition platforms Dialogue in the context of industry initiatives, joint events, training courses, presentations Supplier risk assessments 	Periodically Periodically Periodically Annually Periodically Annually	<ul style="list-style-type: none"> Supply of material & services.
Business Partners	No	Dialogue with sales organisations and coordinating units of importers	Periodically	Provide service to present customers while increasing the potential for future growth.
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> Official communication channels Regulatory audits/ inspections Environmental compliance Policy intervention Good governance 	Monthly Annually Annually Periodically Annually	They help and guide in terms of connecting with Govt. Schemes in the same area for increased effectiveness.
Communities	Please refer to the following link for information about the Company's community work: https://www.bharatforge.com/sustainability/corporate-social-responsibility			

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.

Bharat Forge has established an ESG Committee at Board level. The ESG committee is responsible for keeping the board informed about various developments and seeking inputs from the Directors. Continuous stakeholder engagement, combined with an in-depth assessment by the ESG committee, aids the organisation in aligning its business with ESG, allowing it to better serve its stakeholders.

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, Bharat Forge has always maintained a regular and proactive engagement with the Company's key stakeholders, allowing it to effectively work on its ESG strategies and be transparent about the outcomes. In response to current regulations and interactions with stakeholders, the Company performs periodic evaluations to update and reissue policies as needed.

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

Please refer to the following link for information about the Company's community work:
<https://www.bharatforge.com/sustainability/corporate-social-responsibility>

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 '22			FY '21		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	2552	300	11.75	2586	70	2.71
Other than Permanent	0	0	NA	0	0	NA
Total Employees	2552	300	11.75	2586	70	2.71
WORKERS						
Permanent	1557	609	39.11	1811	10	0.55
Other than Permanent	0	0	NA	0	0	NA
Total Workers	1557	609	39.11	1811	10	0.55

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

Category	FY '22					FY '21				
	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	2552	0	0	2552	100	2586	0	0	2586	100
Male	2483	0	0	2483	100	2546	0	0	2546	100
Female	39	0	0	39	100	40	0	0	40	100
Other than permanent	368	0	0	368	100	507	0	0	507	100
Male	361	0	0	361	100	494	0	0	494	100
Female	7	0	0	7	100	13	0	0	13	100

Category	FY '22					FY '21				
	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)
WORKERS										
Permanent	1557	0	0	1557	100	1812	0	0	1812	100
Male	1556	0	0	1556	100	1811	0	0	1811	100
Female	1	0	0	1	100	1	0	0	1	100
Other than permanent	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

	Male		Female	
	Number	Median Remuneration/salary/wages of respective category in ₹^	Number	Median Remuneration/salary/wages of respective category in ₹^
Board of Directors (BoD) (Whole-time directors)	6	440.63	Nil	NA
Key Managerial Personnel (other than BoD)	12	94.20	1	37.65
Employees other than BoD and KMP*	2328	8.45	25	8.19
Workers	1556	7.79	1	7.29

^Remuneration mentioned above is in lakhs per annum

*Key Managerial Personnel includes Sr. Vice President and above.

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)

The Company has formulated a Human Rights Policy which states that the employees can address their complaints or grievances to the Human Resource department or to the Senior Management. There shall be no retaliation or reprisal taken against any employee or associate who raises concerns in accordance with the policy. A committee may be formed or delegated to investigate the reported issues. The Committee is responsible for evaluating the reported issues and ensuring that they are addressed and rectified. In collaboration with Senior Management, the Committee may also recommend a suitable resolution.

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

Bharat Forge recognises the important role that business can play in ensuring the long-term protection of human rights, and the Company is dedicated to upholding the human rights of its employees, communities, contractors, and suppliers in accordance with the International Bill of Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact.

The Company has formulated a Human Rights Policy which works in conjunction with the Grievance Policy to ensure that grievances are addressed promptly and effectively.

The mechanism works by following the instructions outlined below:

1. The employees/ affiliates address their complaints or grievances or report instances to the Human Resource department/ Senior Management. No reprisal or retaliatory action is taken against any employee/ affiliate for raising concerns under this policy.

2. A committee is formed/ designated to investigate the violations reported. The Committee evaluates the violations reported and ensures that the same is addressed and resolved. The Committee also, in consultation with the Senior Management, provides a suitable remedy.
3. The Company periodically undertakes human rights due diligence process for management and oversight/monitoring of the policy and identify any shortcomings.

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

	FY '22			FY '21		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL			NIL		
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.

While dealing with the complaints as a part of grievance redressal mechanism every care is taken to conduct the enquiry in a peaceful manner for avoiding any stressful conditions. The entire process is carried out in a highly confidential manner. The Company has a Grievance Policy which states that all members of the Grievance Committee and those entrusted to record keeping, as well as any staff member questioned about an issue, are bound by a duty of confidentiality at all times and must keep all paperwork and information exchanged in the process confidential. Harsh or insulting behaviour of anyone participating in or conducting grievance proceedings is not at all tolerated. Any such behaviour will be viewed as misconduct under the Organization's disciplinary policies and strict actions will be taken against such unethical behaviour.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, human rights requirements form part of Bharat Forge Supplier Code of Conduct. Suppliers are urged to respect internationally recognized human rights standards and to work towards them in all business activities within their own sphere of influence. Any forced or compulsory labour is prohibited.

To be a part of the Company's value chain, the supplier must meet the following human rights requirements:

1. Child Labour: Only workers who meet the minimum employment age requirement in the country where there are working, may be hired by a Supplier. The Suppliers must comply with all the applicable labour laws, including those related to hiring, wages, hours worked, overtime and working conditions. The Suppliers are urged to formulate work-study programs and government-sponsored educational programs for the younger working section of the society.
2. Wages and Hours: Working hours, wages and overtime pay must comply with all applicable laws. Workers must be paid at least the minimum legal wage or a wage that meets local industry standards. Workers should be paid annual leave and holidays as per the applicable laws.
3. Equal Opportunities / Anti-Discrimination: Suppliers are obliged to refrain from any discrimination and to ensure equal employment. Supplier shall not discriminate the employees, on the basis of nationality, colour, origin, ideology, religion, race, caste, creed, trade union or political activity, sexual orientation, age, sex, illness, disability, pregnancy or any medical condition.

The Company's Supplier Code of Conduct can be viewed on the following link:

<https://www.bharatforge-gh.com/fileadmin/mediamanager/cdp/Downloads/Bharat-Forge-Supplier-Code-Of-Conduct-rev-01072017.pdf>

9. Assessments for the year:

Bharat Forge has assessed 100% of its plants and offices by external auditors who audit the statutory compliances in relation to the indicators mentioned below. The assessments are done on a quarterly basis.

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
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.

All the plants and offices of the Company were found to be having no negative impacts and as a result no corrective actions were required on the criteria stated above.

LEADERSHIP INDICATORS

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

Nil

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

Human rights due diligence is being covered as part of the other audits presently. Exclusive Human rights due diligence is yet to be conducted. We are planning to take it up in the coming years.

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

4. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	56%
Discrimination at workplace	
Child labour	
Forced labour/Involuntary labour	
Wages	

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

In compliance with Bharat Forge's Supplier Code of Conduct, suppliers are audited and monitored on a variety of sustainability topics. Health and safety topics are given high priority in this operation. The corporation recognises the significance of health and safety regulations in every business. As a result, the Company has offered its assistance in developing such policies for suppliers who do not have them.

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	Unit	FY '22	FY '21
Total electricity consumption (A)	GJ	11,16,684	8,53598
Total fuel consumption (B)	GJ	11,82,321	9,71440
Energy consumption through other sources (C)	NA	NA	NA
Total energy consumption (A+B+C)	GJ	22,99,005	18,25038
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/₹ millions	36.75	48.12

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 '22	FY '21
Water Withdrawal by the Source in Kilolitres (KLS)		
(i) Surface Water	5,50,452	4,98,867
(ii) Ground Water	2,09,914	1,42,576
(iii) Third Party Water	8,667	1,628
(iv) Sea Water/Desalinated Water	0	0
(v) Others- Recycled Water (ETP)	2,96,595	2,81,116
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv)	7,69,033	6,43,071
Total volume of water consumption (in kilolitres) (i + ii + iii + iv + v)	10,65,628	9,24,187
Water intensity per rupee of turnover (Water consumed / turnover)	17.03 (KL/₹ millions)	24.37 (KL/₹ millions)

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.

Bharat Forge has effectively controlled the industrial wastewater generated by its activities, products, and services, and formulated the waste management systems for handling wastewater properly. The Company makes the best utilisation of the wastewater treatment system and as a Zero Liquid Discharge (ZLD) plant, the Company is not discharging wastewater as well as treated water. ZLD is an approach to water treatment where all water is recovered and contaminants are reduced to solid waste. While many water treatment processes attempt to maximize the recovery of freshwater and minimize waste, ZLD is the most demanding target since the cost and challenges of recovery increase as the wastewater gets more concentrated. Salinity, scaling compounds, and organics all increase in concentration, which adds costs associated with managing these increases. ZLD is achieved by stringing together water treatment technology that can treat wastewater as the contaminants are concentrated. Since Bharat Forge has installed ETP & STP plant to treat its generated wastewater, the treated wastewater is recycled for use to reduce the consumption of freshwater.

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

Parameter	Unit	FY '22	FY '21
NOx	Mg/Nm3	14.6	15.6
SOx	Mg/Nm3	11.62	12.5
Particulate matter (PM) (Less than 2.5 Micron)	Mg/Nm3	22.6	20.3
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	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.

Yes, Mahabal Enviro Engineers Pvt Ltd.

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

Parameter	Unit	FY '22	FY '21
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	70,304	62,569
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	1,68,568	1,53,954
Total Scope 1 and Scope 2 emissions	tCO ₂ e	2,38,872	2,16,523
Total Scope 1 and Scope 2 emission (per million rupee of turnover)	tCO ₂ e/₹ millions	3.82	5.71

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.

Bharat Forge is constantly improving and innovating ways to reduce consumption and the resulting emissions in the Company's manufacturing processes. The Company has taken the following projects as an effort to reduce Green House Gas (GHG) emissions:

- To reduce GHG emission, the Company has utilized 64,061.27 MWh of solar electricity and 32,164.83 MWh of electricity from wind-based turbines. It is working on the decarbonization plan which includes the improvement of the energy mix towards the adoption of renewable energy and the replacement of fossil dense fuels with those with comparatively lesser emissions.
- PNG and LPG-powered systems are both more environmentally friendly and less expensive than the ones powered by diesel. The Company has installed conversion kits in its forging and heat treatment furnace pipelines to replace furnace oil with natural gas, which serves as a cleaner option with a higher energy saving potential and can reduce GHG emissions. Natural gas emits 50 to 60 percent less carbon dioxide (CO₂) when combusted in a new system.
- The Company uses an induction heater instead of an electric furnace to heat die parts in a coating process before casting. This can effectively reduce power consumption.
- Use of micro-alloy steel which improves engine performance and can increase driving safety.
- LED lighting provides high luminous efficiency and increased safety. Fuel consumption by LED lights reduces the CO₂ emission to a greater extent as compared to conventional lights.

Bharat Forge has begun a programme to retrofit existing machinery and fuel systems in order to use less carbon-intensive fuels. As a result of these measures, LDO consumption has been reduced to the greatest extent possible, and equivalent energy has been replaced to a greater extent by the increased use of CNG, which is a less energy-intensive fuel which results in a reduction in carbon emissions from manufacturing.

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

Parameter	FY '22	FY '21
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	113.52	73.47
E-waste (B)	5.55	4.1
Bio-medical waste (C)	0.016	0.017
MS Scrap/Scale/Bur/Flash (Solid)	81,240	65,743

Parameter	FY '22	FY '21
Total Waste Generated (in metric tonnes)		
Used/Spent Oil (Liquid)-HW	196.22	233.52
Discarded Containers/Barrels (Solid)-HW	17,207	12,711
Waste & Residues Containing Oil (Liquid)-HW	387.29	160.13
Construction and demolition waste (D)	0	0
Battery waste (E)	3	3.4
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) (Cotton Waste (Qty.) kg Chemical Sludge from ETP, Paint Sludge/ Residues, Spent Bath Sludge)	230.38	158.68
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	82,175.9 Tons and 17207 Nos	66,376.3 Tons and 12711 Nos

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

Total Waste Generated in Metric Tonnes		
Category of Waste		
(i) Recycled	705.50	474.63
(ii) Re-used	81,240	65,743
(iii) Other recovery operations	0	0
Total	81,945.50	66,217.63

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

Category of Waste		
(i) Incineration	230.38	158.68
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	230.38	158.68

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.

Bharat Forge has made waste management a priority by incorporating the 3R waste management principles into Company decision-making. Using the principles of the solid waste management hierarchy, the Company encourages its teams to innovate and divert waste. The Company is constantly working to reduce hazardous and non-hazardous waste in its manufacturing sites. Throughout the year, the Company has implemented measures such as recycling waste oil via a change in disposal pathway, which reduces hazardous waste load and recycling ETP sludge, which reduces disposal to landfills.

In order to better understand the Company's waste profile, its sites mapped their waste generation and disposal methods. In addition, the Company improved its data collection systems and incorporated waste volumes into its monthly environmental dashboard. These activities enabled the Company to identify the three primary barriers preventing its facilities from diverting waste from landfills: cost, regulatory challenges, and lack of resources.

Managing Hazardous Waste

Hazardous wastes are handled as per the requirements and a waste registry is maintained. They are transported to the relevant authorised agencies for proper handling. Bharat Forge complies with all MPCB rules and regulations on how these products must be properly stored, handled, shipped, or recycled to limit exposure potential as well as all international standards that apply to the Company in the locations where it operates.

Managing Non- Hazardous Waste

For non-hazardous waste, BFL's priority is to reduce waste at the source by purchasing and bringing into its facilities only what is needed. The Company has found solutions requiring little, if any, investment, ensuring that its progress makes business as well as environmental sense. Some of the shared successes include using recycled cardboard boxes as filler for packing materials, creating re-usable pallets for parts delivery from vendors, as well as product delivery to dealers to eliminate the use of wood pallets, and recycling initiatives for paper and plastic from offices and break rooms.

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:**

In all areas of its activities, Bharat Forge is dedicated to regulatory environmental compliance and ethical conduct and since the Company operates in industrial areas/estates, its influence on biodiversity is very modest.

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

In all areas of its operations, Bharat Forge is in compliance with the regulatory environmental laws and ethical conduct.

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, and Environment Protection Act and Rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

The Company is in compliance with all applicable 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 '22	FY '21
From renewable sources (GJ)		
Total electricity consumption (A)-Solar + Wind	3,48,530	1,77,291
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	3,48,530	1,77,291
From non-renewable sources (GJ)		
Total electricity consumption(D)	7,68,153	6,76,564
Total fuel consumption (E)	11,82,321	10,40,154
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	19,50,474	17,16,718

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. **Provide the following details related to water discharged:**

We do not discharge water to any of the water bodies

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

Not applicable, as we do not have any operations in areas of water stress.

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

Scope-3 emissions are not considered in Bharat Forge emission calculations presently. We are in the process of doing the same in the coming year.

5. 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.

In all areas of its activities, Bharat Forge is dedicated to regulatory environmental compliance and ethical conduct and since the Company operates in industrial areas/estates, its influence on biodiversity is very modest.

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.	Use of Industry 4.0	Energy Meters connected to Central Energy Monitoring System	System will trigger automatic notification for excess energy consumption without manual intervention

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

Yes, the Company recognises the importance of business continuity in its business and has put in place policies to ensure mission-critical operations continue in the event of an interruption.

Policy is available in - <https://www.bharatforge.com/assets/pdf/investor/download/risk-management-policy>

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?

The Supplier is expected to implement its binding code of conduct and make reasonable efforts to promote the Supplier Code's principles in its supply chain. During the fiscal year 2021-22, the Company screened all of its critical suppliers (61 in total) using social and environmental criteria and found no negative social or environmental impacts on its value chain.

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

Bharat Forge has assessed 56% of its Value Chain partners for environmental impacts and found no negative social or environmental impacts on its value chain.

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.

Bharat Forge affiliates with 17 trade and industry chambers/associations.

- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such a 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 Industries [CII]	National
2.	Automotive Components Manufacturers' Association [ACMA]	National
3.	Society of Indian Defence Manufacturers [SIDM]	National
4.	All India Management Association [AIMA]	National
5.	Association of Indian Forging Industry [AIFI]	National
6.	Indo German Chamber of Commerce [IGCC]	National
7.	Swedish Chamber of Commerce in India [SCCI]	National
8.	Indo American Chamber of Commerce [IACC]	National
9.	Federation of Indian Chambers of Commerce & Industry [FICCI]	National
10.	Mahratta Chamber of Commerce Industry & Agriculture [MCCIA]	State

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.

There were no incidents of anti-competitive behaviour involving the Company during the reporting period (2021-22).

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

The Company directly or through trade bodies and other associations puts forth a number of suggestions with respect to the industry in general and its activities in particular.

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.

Name and Brief details of the Project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
Village Development Project at Purandar- 6 villages from Purandar covering our initiatives in the area of Health, Internal Roads, Water Harvesting, livelihood and Education	-	-	Yes	Yes	https://www.bharatforge.com/sustainability/corporate-social-responsibility
Village Development Project at Satara - 8 Villages out of 29 from Satara covering Covid Initiatives under health indicators	-	-	Yes	Yes	

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (INR)
Covid -19 relief support to villages from Maharashtra - <ul style="list-style-type: none"> During Covid - 19 pandemic, health support to the people from villages Bharat Forge has done strengthening of infrastructure of 20 Primacy Health Care Centres (PHCs) as the existing PHCs were in bad conditions BFL created 24 isolation wards for villages as there were no isolation wards available in the villages. Provided ambulance and other medical equipment essential to handle patients at the health centers as they were not available 	Maharashtra	Taluka Purandar, Ambegaon from Dist Pune & Taluka Madha from Dist Solapur, & Taluka Koregaon Maan & Khatav from Satara	1,28,219 villagers	65	₹ 1.96 Crores invested in Covid relief work in villages

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

Bharat Forge has a CSR Team to monitor the CSR Projects regularly which continuously interacts with the concerned communities in the areas of operation. The grievances as and when they arise are timely addressed & resolved by the CSR Team.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers.

	FY '22	FY '21
Directly sourced from MSMEs/ small producers	5.97%	6.49%
Sourced directly from within the district and neighbouring districts	66%	55%

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):

Bharat Forge under CSR is developing 100 villages from Maharashtra on 5 major indicators of development – Water for agriculture & drinking, livelihood, internal roads, health & education.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

We will be working with a few villages from Osmanabad (the aspirational district) in the FY 2022-23.

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised / vulnerable groups? (Yes/No)

Yes

b. From which marginalised / vulnerable groups do you procure?

The required aprons and boiler suits (uniform) by Bharat Forge are procured from Self Help Groups of women from community centres.

c. What percentage of total procurement (by value) does it constitute?

The boiler suits and aprons required (uniform) by Bharat Forge are provided by Self Help Groups from community centers having approximate value of Rs. 0.7 Million.

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.

Not Applicable

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:**

S. No.	CSR Project	No. of persons benefitted from CSR projects	% Of beneficiaries from vulnerable and marginalized groups
1.	Village Development Project in 100 villages in Maharashtra State.	More than 1,50,000 villagers	90
2.	Covid -19 relief to villages from Maharashtra	1,28,219 people from villages	90
3.	Health initiative - Cancer screening, No tobacco awareness, Telemedicine centres	<ul style="list-style-type: none"> • 750 women for cancer screening; • 1,587 students from Government schools and community people; • 8,673 people benefitted from 5 Telemedicine centers. 	>90
4.	Education Project in collaboration with Pratham Pune Education Foundation	10,254 children (from 8 communities)	100
5.	Education Project vide Pradnya Vikas Programme	129 children (from 3 communities)	100
6.	Education Project - Anubhav Shala - Khelghar	145 children (from 3 communities)	100
7.	Skill Development Project - Development of Industrial Training Institutes (ITIs)	1,500 rural youths	>75
8.	Women empowerment project - establishing community centres, vocational training & income generating activities	950 women	>75

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.**

Customer response and customer satisfaction are one of the most important factors of Bharat Forge. The Company engages with its customers at various platforms to understand their expectations. The Company obtains customer feedback directly or referring to customer portal on monthly basis and compiles the "Voice of Customer report" to identify the areas of concern reported. Accordingly, corrective measures have been planned and implemented. Customer satisfaction trends are compiled, monitored and reviewed by top management at defined intervals for getting the directives for improvement.

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

Environmental and social parameters relevant to the product, Safe and responsible usage, Recycling and/or safe disposal are not being calculated as percentage of total turnover.

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

	FY '22			FY '21		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	

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	FY '22			FY '21		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Cyber-security	0	0		1	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	

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

No such instances were reported in the reporting period FY22.

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.

Bharat Forge follows the ISO 27001:2013 framework and is certified for IT services, design and defence department. The details are provided in the Company's Privacy policy which is available at <https://www.bharatforge.com/privacy-policy>

An Information Security Policy has been implemented which provides support, management direction and documents how Information Security is managed throughout Bharat Forge; it outlines the appropriate measures through which the Company will facilitate the secure and reliable flow of information, both within the Company and externally.

The policy sets out the principles and an overarching framework for Information Security. It also details the supporting policies and guidelines, which will address the aspects of security. The approach being adopted is based upon the International Standard ISO/IEC 27001:2013 -The Code of Practice for Information Security Management. Bharat Forge's IT and Engineering division is certified for ISO 27001 since 2006. Recently Defence division has been added to this certification scope.

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.

Not Applicable.

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Bharat Forge's website has information about all of the products it offers. The web-link for the site is <https://www.bharatforge.com>

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end product to the general customer, Bharat Forge has limited scope for informing and educating the end user about the safe and responsible usage of its products.

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

Since the products of the Company are directly supplied to the OEMs who assemble and send the end product to the general customer, Bharat Forge has limited scope for informing the end user about the risk of disruption/discontinuation of its essential service.

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)

Yes, Since the Company's product are OEM specific and as per OEM requirements, the Company displays product requirements on packaging as per requirements of OEM and consistent with applicable laws. Typical information displayed on product includes details of manufacturer, heat code, process no., dispatch no., part no. etc.

Yes, Customer response and customer satisfaction are one of the most important factors for Bharat Forge. The Company engages with its customers at various platforms to understand their expectations.

The Company obtains customer feedback directly or referring to customer portal on monthly basis and compiles the "Voice of Customer report" to identify the areas of concern reported. Accordingly, corrective measures have been planned and implemented. Customer satisfaction trends are compiled, monitored and reviewed by top management at defined intervals for getting the directives for improvement.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along with impact -NIL
- b. Percentage of data breaches involving personally identifiable information of customers -NIL

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