



Brakes India

— A  Group Company —

SUSTAINABILITY REPORT

FY 2021-22



**TRANSITION
TO ENHANCE
SUSTAINABILITY**

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Message from Managing Director



Since its incorporation for over six decades now, Brakes India has relentlessly focused on adding value to its customers, employees, community, and environment through sustainable business practices. As an organisation, we have always believed that a business is and will remain successful if it contributes significantly to the environment and serves the community that has helped us grow and sustain. I am firmly of the view that our accomplishments in sustainability have been based on intent and spirit rather than the demonstration of adherence to statutory and regulatory requirements.

With Covid-19, our desire to do more for the people and the society around us has become even stronger. Initiatives such as hiring from within the community around us, extended medical support via Sundaram Medical Foundation and Health Centre, sharing rentals of marriage halls for our shopfloor employees, establishing and maintaining matriculation schools and vocational training centres for the community, extensive participation in charity marathons, and blood donation drives are only a few manifestations of this drive.

The very foundations of the company were laid with these green practices, the ones on which the industry is giving tremendous focus today. Brakes India made it a way of life long ago - rainwater harvesting ponds to recharge groundwater and striving for water neutrality; recycling became a key practice when we constructed newer buildings, utilising waste from the manufacturing process as a key construction ingredient. Recycled packaging for our products and recycling water from our manufacturing processes have been day-to-day practices. When the Brakes India Foundry was established in 1981, it was the vision of our chairman to not cut a single tree to clear land for newer buildings within the premises. Well, it might sound and look astonishing, but we are still doing it! Furthermore, today, Brakes India facilities together have more than 1,00,000 trees across its factories and offices, and this number keeps growing year on year. It is a testimonial from many of our visitors and guests that they have felt that they are entering a garden or park and not a factory. In the last year, Brakes India became a proud recipient of the GreenPro Ecolabel by CII for our green and environmentally conscious manufacturing process in our foundry, and that certifies that products manufactured by the Brakes India Foundry qualify as Green Products. We also launched the very first set of green castings for our esteemed customer Volvo for their engine components, wherein we utilised 100% green energy for the manufacturing processes while using scrap from other industries.

At Brakes India, it has been our vision since inception in 1962 to maintain our facilities as green as they can be, with tree plantations and rainwater harvesting systems at the core. We trickled sustainability deeper into our practices over two decades ago with the purchase of green power well ahead of time – for more than 2 decades now. From then until now, sustainability has only been an upward moving graph for us across the Brakes India locations, and to achieve this, we are focused on emission reduction, material conservation, waste management, and the adoption of a green supply chain.

All in all, our core values – Trust, Value and Service – continue to be our basis in all that we do with our people, our customers, our society, and our environment.

For us at Brakes India, this is not just a target; rather, it is a core part of what represents us and what has built us. To the reader of this sustainability report, I extend my sincere gratitude for being a part of this journey and helping us reach where we are today. With your support and trust, I am sure Brakes India will achieve many more milestones.

Sriram Viji
Managing Director
Brakes India Pvt. Ltd

ESG Highlights FY 2021-22

ENVIRONMENT HIGHLIGHTS



BD consumed
16% rainwater



FD consumed
34% rainwater



Environmental Non-Compliance
Zero



Renewable Energy Usage
20.17%



Waste Diverted from Disposal
26,646 mt (51.5% of generated waste)

Rainwater Collection Pond Capacity
2,52,773 KI

Water Saved
8,886.4 KI

Avoided Emission
58,430.83 tn of CO2 Equivalent

Reduced Emission
78,935.99 tn of CO2 Equivalent

SOCIAL HIGHLIGHTS

Corporate Social Responsibility (CSR) Expenditure
INR 76.6 million

Training Work Hours per Employee
3.41

Property of Brakes Inida Private Limited



Overview of the Report

ABOUT THE REPORT

Sustainability has always been a top priority for us, as we strive to make a positive impact on society by incorporating ecological sensitivity and inclusivity in all areas of our business. It is crucial to us that our initiatives align with regional, national, and international sustainability goals and standards.

To demonstrate our commitment to ethical and environmentally conscious practices that benefit all stakeholders, including the public, we are releasing our sustainability report this year with the theme “Transition to Enhance Sustainability”. This report outlines our approach and progress towards addressing sustainability-related issues. Through our extensive sustainability initiatives, we are walking on the path towards a sustainable tomorrow. Our commitment to the transition is staunch, keeping us determined to focus on sustainability issues.

In this report, ‘Brakes India Private Limited’ is referred to as “Brakes India”, “BIPL”, “We”, “Our”, “Firm”, “Organisation” and “Company”.

REPORTING PERIOD AND BOUNDARY

Our latest sustainability report provides an in-depth look at our sustainability initiatives for the period from 1st April 2021 to 31st March 2022. We are proud to share the progress and milestones that we have made through our sustainability initiatives, actions, and commitments during the reporting period. Our aim is to provide complete transparency about our sustainability efforts and achievements, and this report serves as an important tool to track our progress, identify areas of improvement, and set new sustainability goals and targets.

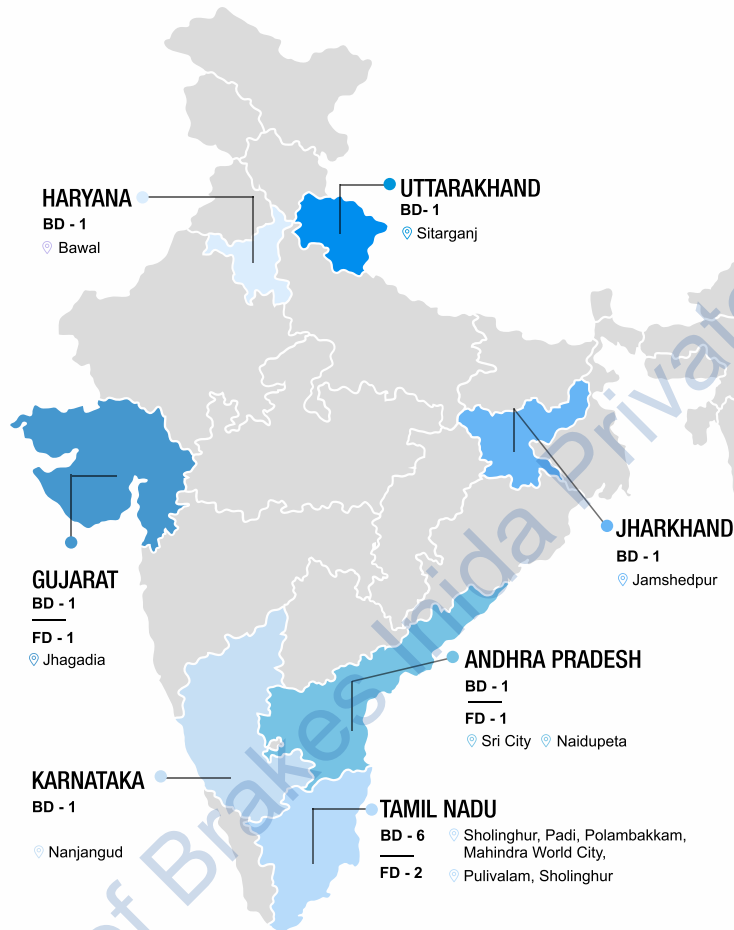
This report encompasses a comprehensive analysis of our 16 manufacturing facilities, including our head office at Padi, twelve Brake Division plants, and four Foundry Division plants located throughout India. Additionally, we’re planning to include all our manufacturing facilities in the upcoming sustainability reporting boundary.

BRAKES DIVISION

- Uttarakhand
- Haryana
- Gujarat
- Jharkhand
- Tamil Nadu
- Karnataka
- Andhra Pradesh

FOUNDRY DIVISION

- Tamil Nadu
- Gujarat
- Andhra Pradesh



We have considered our sixteen production facilities (twelve in Brake Division and four in Foundry Division) as above.

REPORTING STANDARD

Our sustainability report adheres to the Global Reporting Initiative (GRI) Standards 2021. This report also considers the sustainability guiding principles with reference to Automotive Industry Action Group (AIAG).

FEEDBACK

We value your feedback and welcome any comments, questions, or suggestions you may have regarding our sustainability performance. Our aim is to continuously improve and make a positive impact on society.

Feel free to reach out to us through:

Email : esg@brakesindia.co.in
Address : Brakes India Private Limited,
Padi, Chennai - 600 050,
Tamil Nadu
Phone : +91-(0)44 26526000
Website : www.brakesindia.com

We will strive to address your concerns promptly and effectively.

DISCLAIMER

As we move towards a more sustainable future, we are committed to improving our environmental, social, and governance (ESG) performance. Our sustainability report may include futuristic statements that reflect our expectations for our company. However, we acknowledge that there are uncertainties and risks that we may face, and actual outcomes may differ significantly from those stated or suggested. We will continue to review and update our sustainability initiatives based on the latest developments, information, or events and work towards achieving our goals while fulfilling our responsibilities to all our stakeholders. Statements of expectation, forecasts, and projections related to such future events are based on assumptions that may not remain valid for the whole of the relevant period. Except as may be required by law, the Company disclaims any obligation to publicly edit, change, or revise any such statement considering later developments, information, or events.

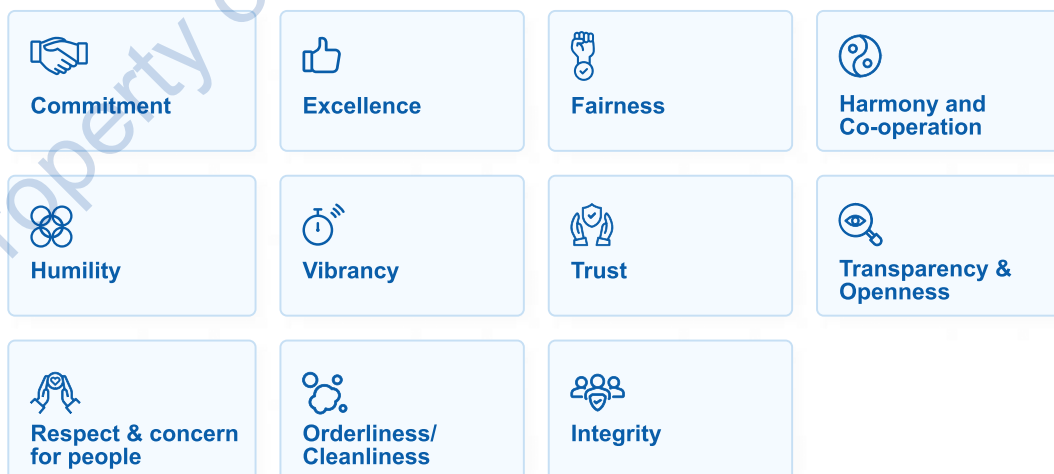


T.S. Santhanam Family (TSF) Group

VISION

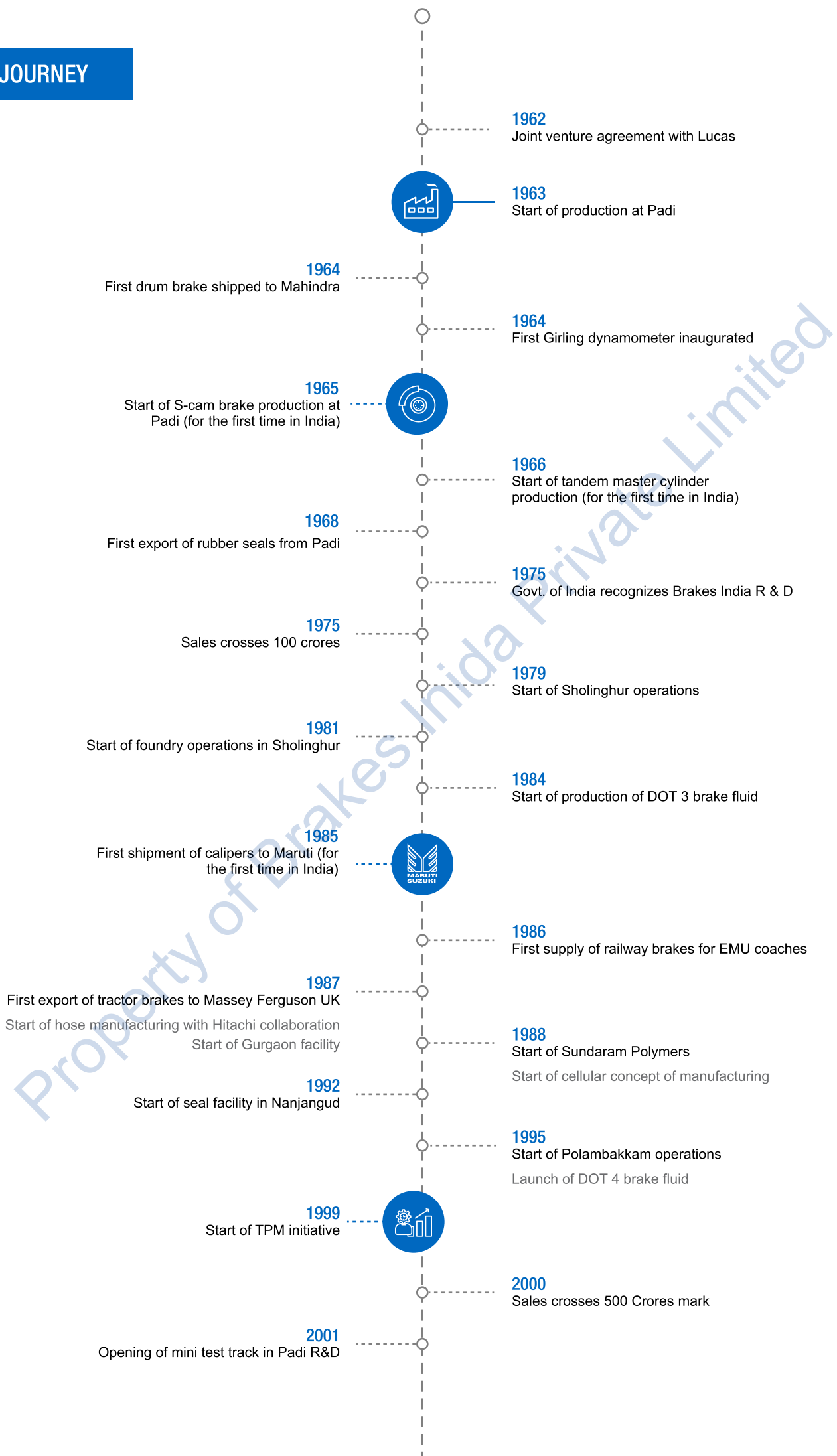
- To champion customer satisfaction by providing high-quality products and services at globally competitive prices
- To be a leading company in our areas of operations in the light engineering industry
- To add value to the quality of life of our employees and fulfil their reasonable aspirations.
- To create an atmosphere of trust and care that is conducive to the team harnessing their potential and showcasing high standards of performance.
- To facilitate a transparent and responsive relationship with our stakeholders
- To conduct ourselves as responsible corporate citizens known for integrity and ethics

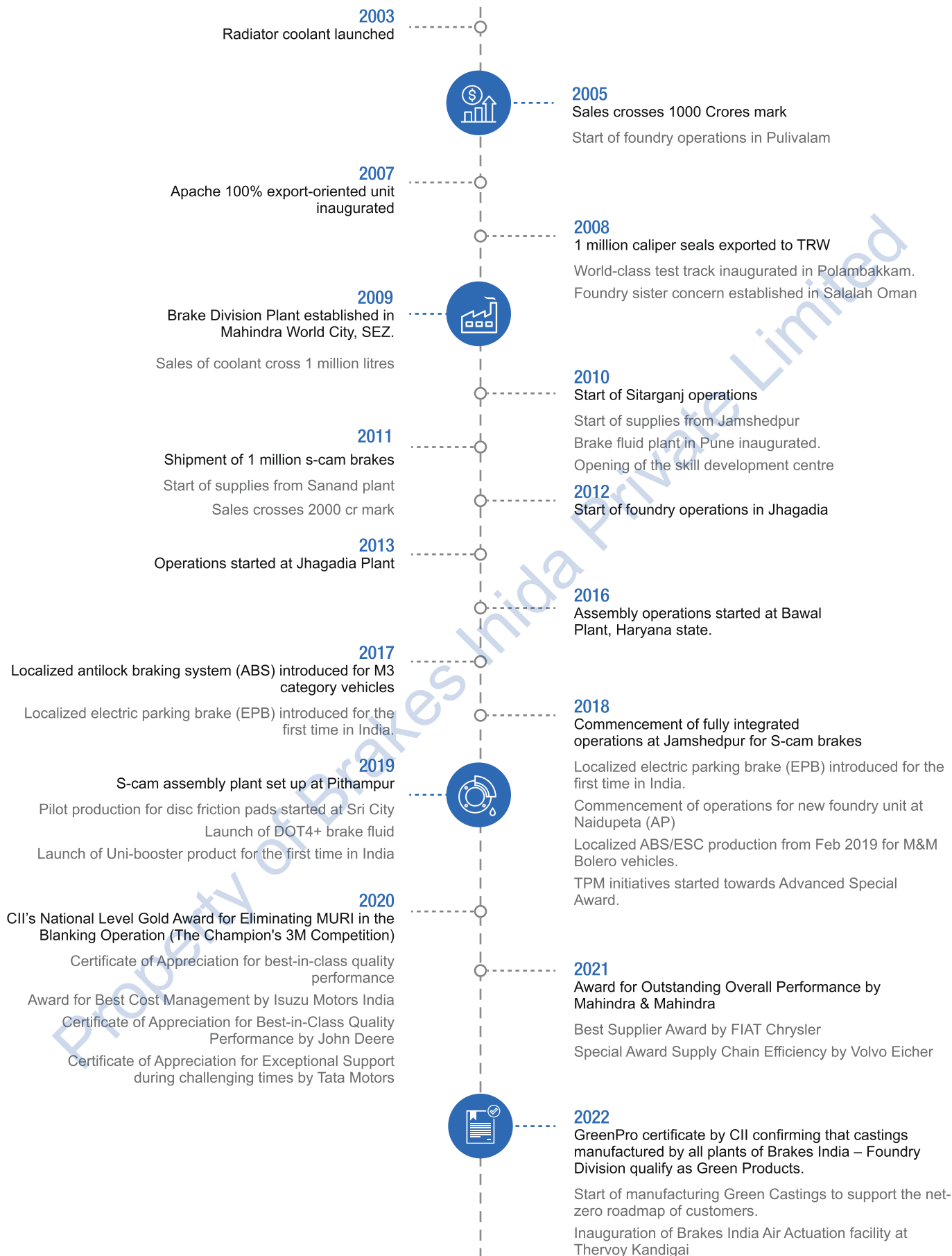
Core Values



For details of TSF Group, Brakes India and its manufacturing facilities, and engineering capabilities, please refer to our website: www.brakesindia.com

OUR JOURNEY





OUR JOURNEY

Awards & Accolades

Brakes India has been conferred with a number of recognitions over the last few years. These awards are a true reflection of our belief in our ability to continue contributing for the greater good. As much as we take pride in our achievements, it sends a resounding message that we are on the right track, and the way forward would be to do even better. We are proud to highlight some of the significant honours received during the current financial year.

Brake Division

Manufacturing Facility	Category	Awarding Agency / Company
Sholinghur	Q Prime	Daimler India
TML supply sites	Quality Excellence	Tata Motors
TML supply sites	Cost Excellence	Tata Motors
Polambakkam	Occupational Health and Safety	National safety Council
Mahindra World City	Quality Sustainability Award	Indian Society for Quality

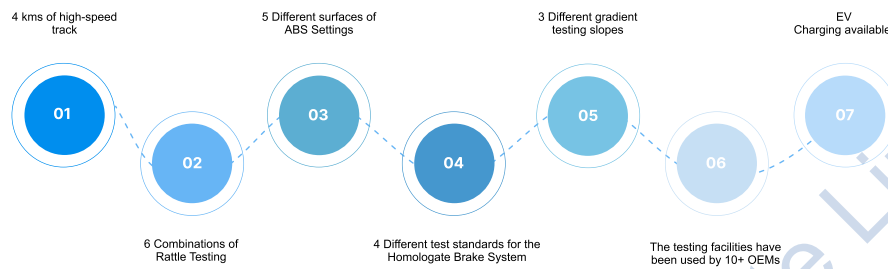
Foundry Division

Manufacturing Facility	Category	Awarding Agency / Company
Sholinghur	Green Conscious Supply Chain Initiative	Bosch
	Innovation Excellence in the Material Field Category for Casting and Machining	
Jhagadia	Kaizen Award	The Institute of Indian Foundrymen

TESTING FACILITIES - POLAMBAKKAM PROVING GROUND (PPG)

Our team conducts extensive analysis of the duty cycle for both passenger vehicles (PV) and commercial vehicles (CV) in India, tailoring the brake design and friction to suit Indian conditions. To ensure the quality and safety of our products, we have set up an Automotive Research Association of India (ARAI) Certified world-class facility proving ground with full-fledged Research and Development, and Homologation test facilities.

Our PPG Highlights



MEETING THE GLOBAL QUALITY STANDARDS


29
Customers covered under
International Automotive Task Force
(IATF) 16949:2016


19
Customers covered under
ISO 9001:2015 for off-
highway vehicle

APPLICABILITY OF 'KAIZEN' IN 'TOTAL PRODUCTIVE MAINTENANCE'

As a manufacturing company, '**Production with Perfection**' is our daily motto, and we don't compromise on that. Total Productive Maintenance (TPM) is the strategy that we apply to maintain our manufacturing facility.

'**Kaizen**' is an approach to creating consistent enhancement constructed on the belief that small, continuing positive changes can reap substantial improvements. 'Kaizen' is a part of Total Productive Maintenance (TPM) activities, and improvement is identified under the following eight pillars.

- Autonomous Maintenance
- Quality Maintenance
- Planned Maintenance
- Development Management
- Administrative TPM
- Environment
- Training and Education
- Occupational Health and Safety

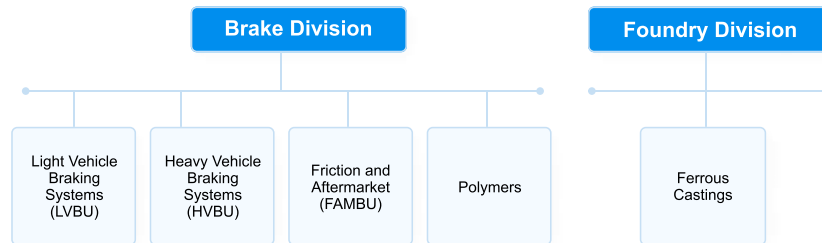
We at Brakes India have a small group at every unit consisting of one supervisor and three or four operators carrying out continual improvement activity in production, quality, cost, delivery, safety, environment, and morale.

Based on the successful implementation of 'Kaizen' in the production line, suitable rewards are provided to employees.

BUSINESS UNITS

Two Divisions and Five Business Units

Our business has been divided into two divisions and five business units as below.

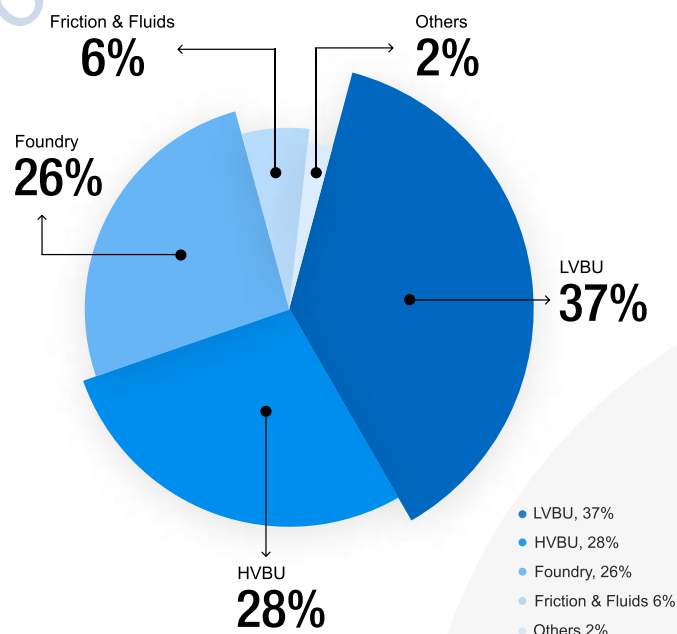


ECONOMIC PERFORMANCE

Our organisation's approach not only reflects our financial performance and stakeholder relationships but also illustrates our capability to produce long-term value by achieving sustainable performance. A strong economic performance is a key indicator for a long-term profitable business, and some of our economic achievements are as follows:

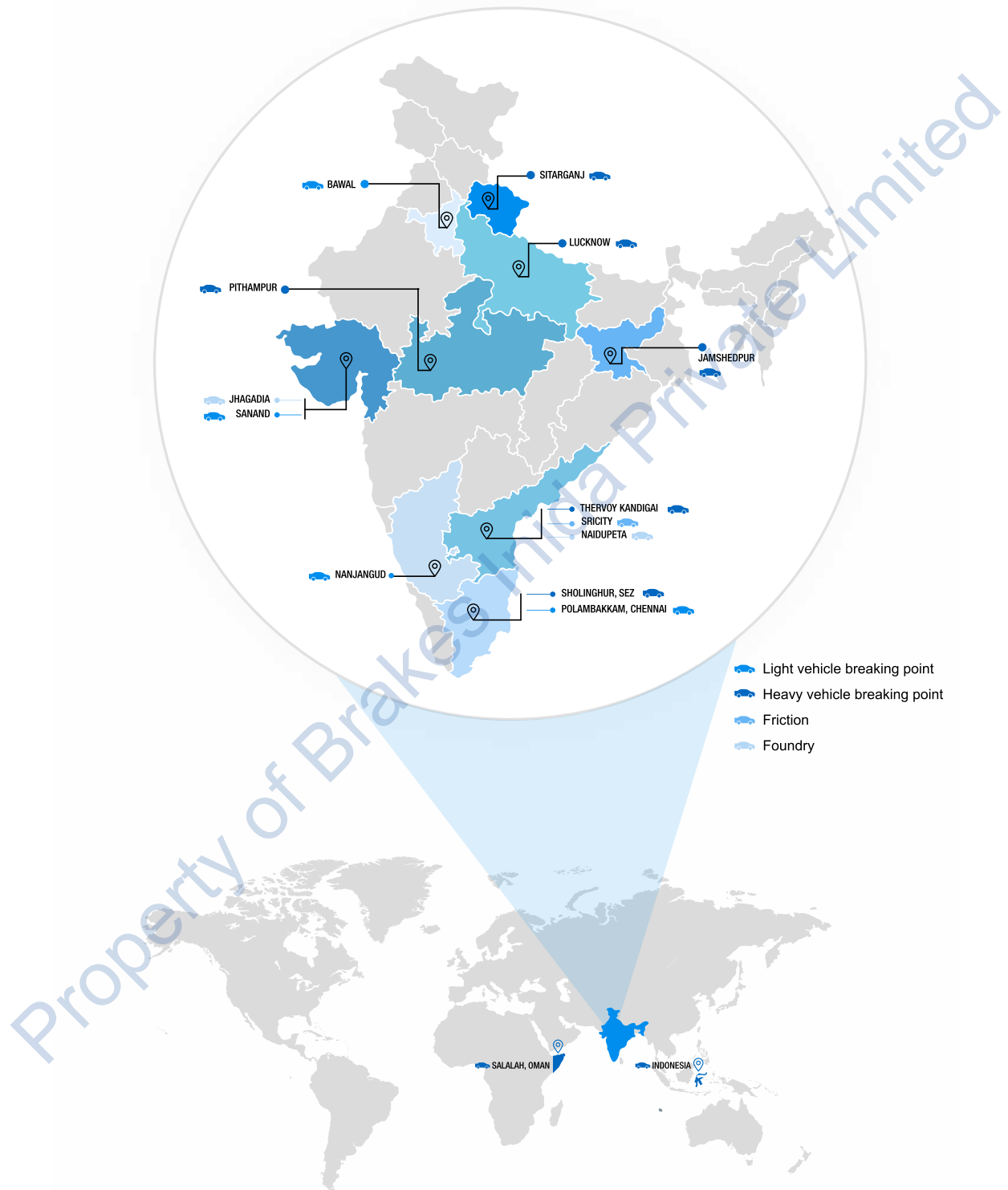
- Sales mix across various segments and geographies helped Brakes India post a growth of 34.8% over FY 2020-21. The Company recorded a sale of INR 4,804 crores during FY 2021-22.
- Foundry Division posted healthy growth as compared to the previous year and crossed a milestone of INR 1,000 crores in its turnover.
- Credit Rating Information Services of India Limited (CRISIL) has retained the long-term credit rating of our company at AA+ (stable) while reaffirming the short-term rating as A1+.

FY-2021-2022 REVENUE



OUR GLOBAL PRESENCE

We have 19 manufacturing facilities (including the Brake and Foundry Division) spanning around seven states in India. Apart from India, we have our manufacturing facilities for the Foundry Division in Oman and the Brake Division in Indonesia.

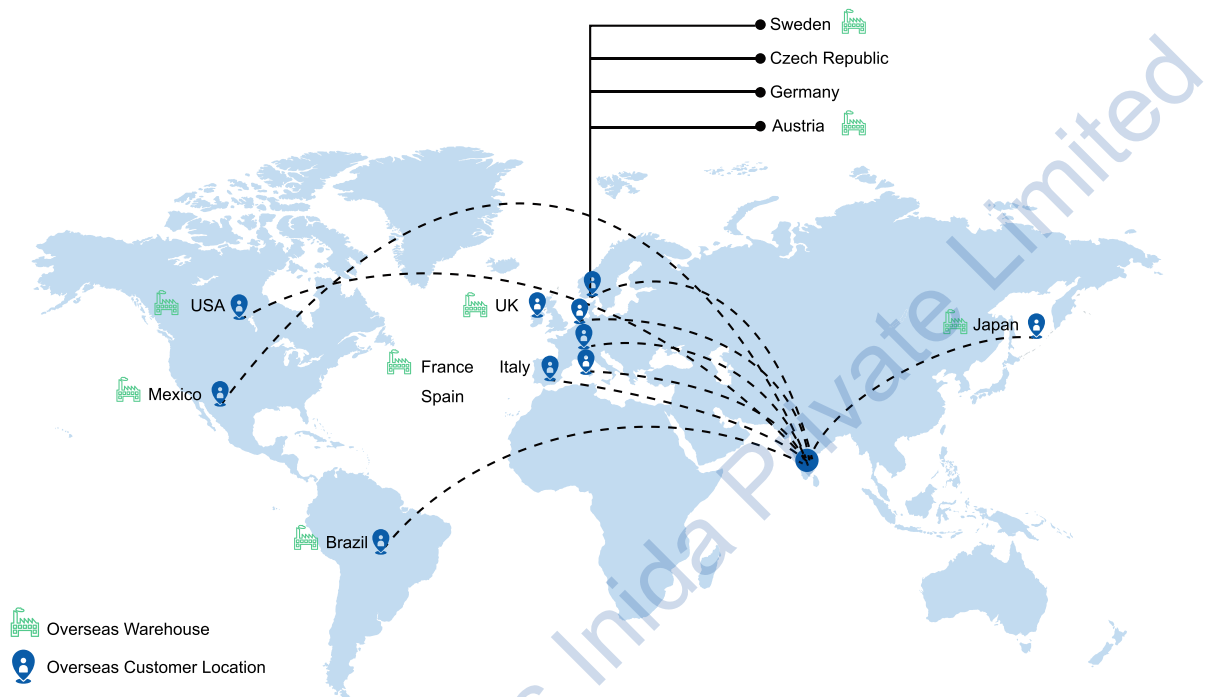


- *Oman houses our Foundry business through a subsidiary company Dunes Oman
- **Indonesia's presence is through a dedicated contracted plant

EXPORTS

Our products have a global market presence, and we cater to global customers across 17 countries. In the current reporting period, our exports have crossed INR 1,500 crore, which is over 30% of our total revenue.

Foundry Division



Brake Division



PARTNERSHIP AND ASSOCIATIONS

- Technical Partnership
 - KLAM
 - ZF
 - Astemo
 - Hitachi Metals Limited
 - Advics
 - Meritor
- Membership Associations
 - Automotive Component Manufacturer Associations (ACMA)
 - Confederation of Indian Industry (CII)
 - Madras Chambers of Commerce (MCC)
 - Institute of Indian Foundrymen (IIF)
 - Industrial Waste Management Association (IWMA)

GOVERNANCE FRAMEWORK

Our standards of corporate governance are based on the principles of trust and accountability, facilitating partner-like relations with all our stakeholders. We effectively implement our principles by conducting business ethically, with integrity, fairness, and transparency, by upholding legal mandates, and by disclosing relevant information in the public domain.

Board of Directors

Our Board of Directors, consisting of six members, possesses the requisite expertise and experience to facilitate our growth and enhance the quality of our decision-making process. We strive to make informed decisions by thoroughly deliberating and considering all viewpoints presented by our directors before accepting the optimal one.

The Board conducts regular meetings to discuss and align strategic, operational, and financial matters.



Mr. R. Ramanujam
Executive Chairman



Mr. S. Viji
Executive Vice Chairman



Mr. Sriram Viji
Managing Director



Mr. R. Srikanth
Joint Managing Director



Mr. T. T. Srinivasaraghavan
Director



Mr. Sampath Ramesh
Director

BIPL COMMITTEES

- Sustainability Committee
- Remuneration Committee
- Internal Controls Committee
- Corporate Social Responsibility Committee
- Health, Safety & Environment Committee
- POSH Committee

BIPL POLICIES

Our company operates based on a defined set of policies and codes, which are aligned with our core values and vision for ethical governance. These policies serve as a guidebook for our daily operations, outlining how we interact with our staff, vendors, contractors, and other stakeholders. We engage in ongoing discussions with key stakeholders to gather feedback and insights that help us identify potential areas for policy development in the future. By adhering to these policies, we are confident that we can sustain our well-intentioned prosperity over time. Our commitment and persistent efforts to uphold ethical practices also contribute to the broader community.

We have the following policies which are also available on our website:

- Brakes India Code of Conduct
- Code of Conduct for Business Partners
- Occupational Health, Safety, and Environmental Policy
- Energy Policy
- Corporate Social Responsibility (CSR) Policy
- Quality Management Policy
- TPM Policy
- Whistle Blower Policy

READ MORE



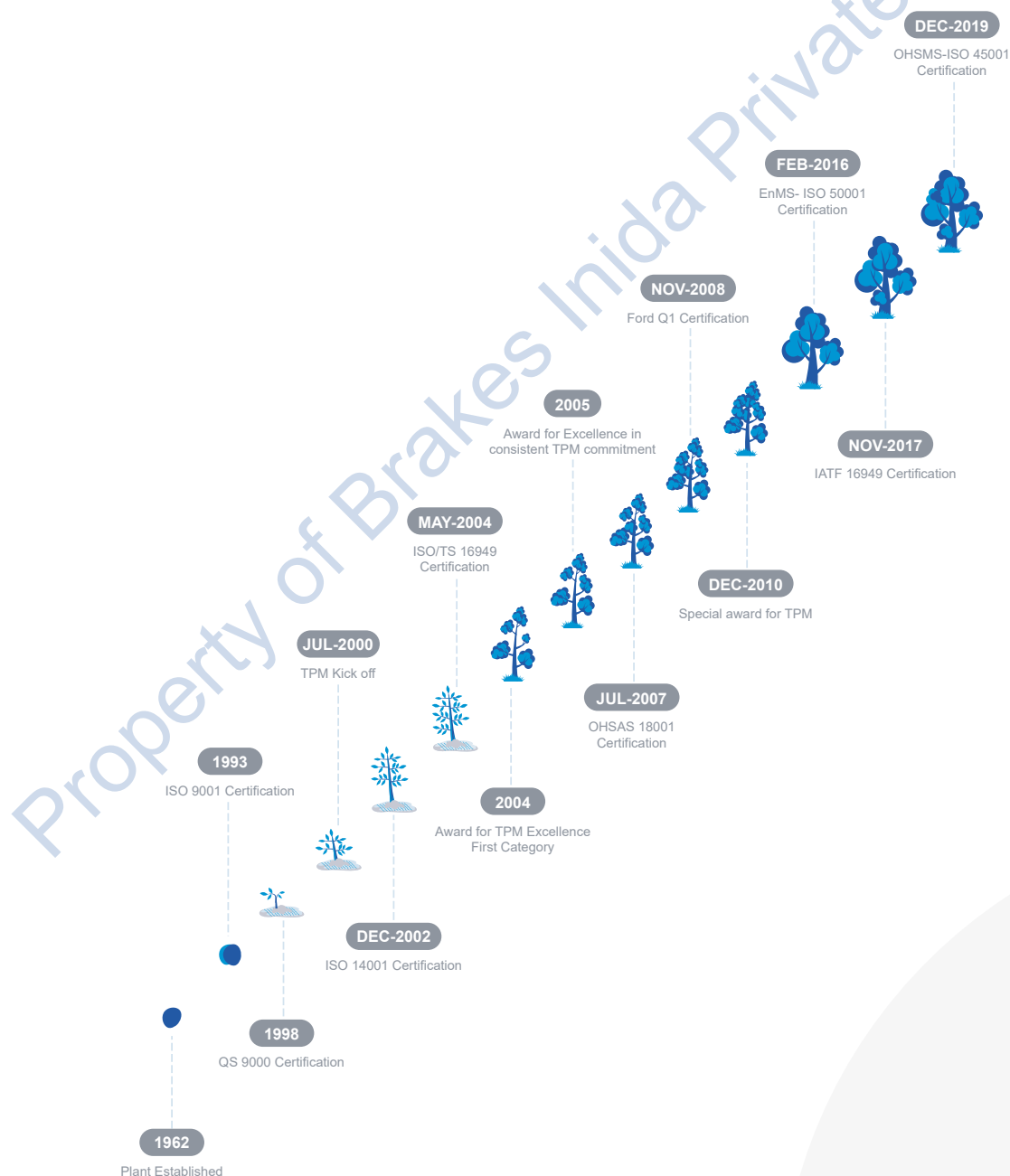
Sustainability at BIPL

Our Theme: "Transition to Enhance Sustainability"

Brakes India prioritises conducting business in the most sustainable manner, and our actions reflect the same. Sustainability, over the years, has always co-existed within our industrial ecosystem in various forms. Although sustainability has recently gained traction, it has been our way of conducting business since our inception. To name a few initiatives, we reuse the return sand from our Foundry Division as a construction material within our facilities; we also repurpose the wooden packaging boxes and convert them into usable furniture; and we recycle all the swarf from our Brakes Division back into the process of our foundry manufacturing. Now is the moment to take it to the next level by enhancing our efforts to become an industry leader in sustainable development through the theme of "Transition to Enhance Sustainability".

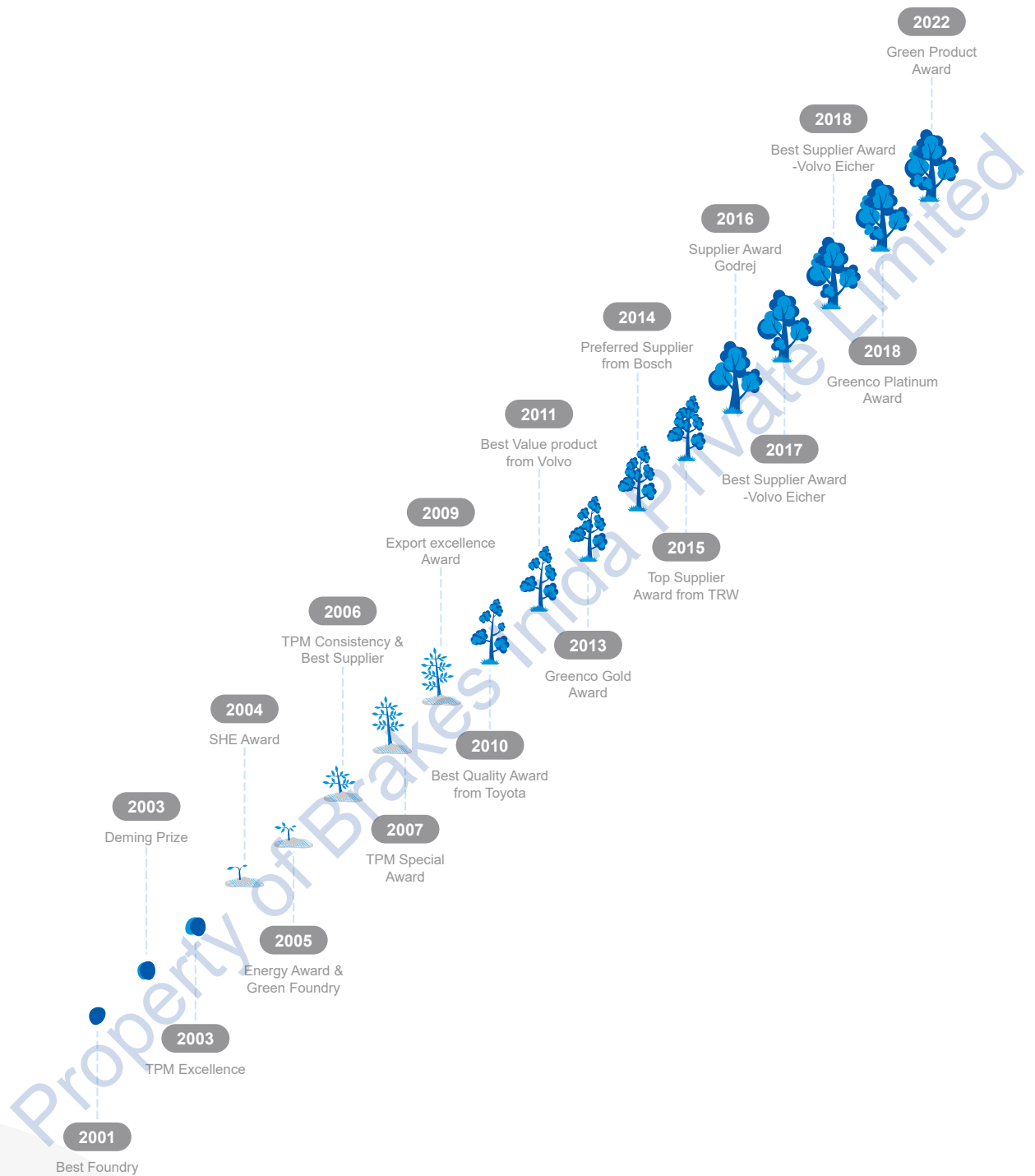
OUR SUSTAINABILITY JOURNEY

Brake Division



OUR SUSTAINABILITY JOURNEY

Foundry Division



SUSTAINABILITY COMMITTEE

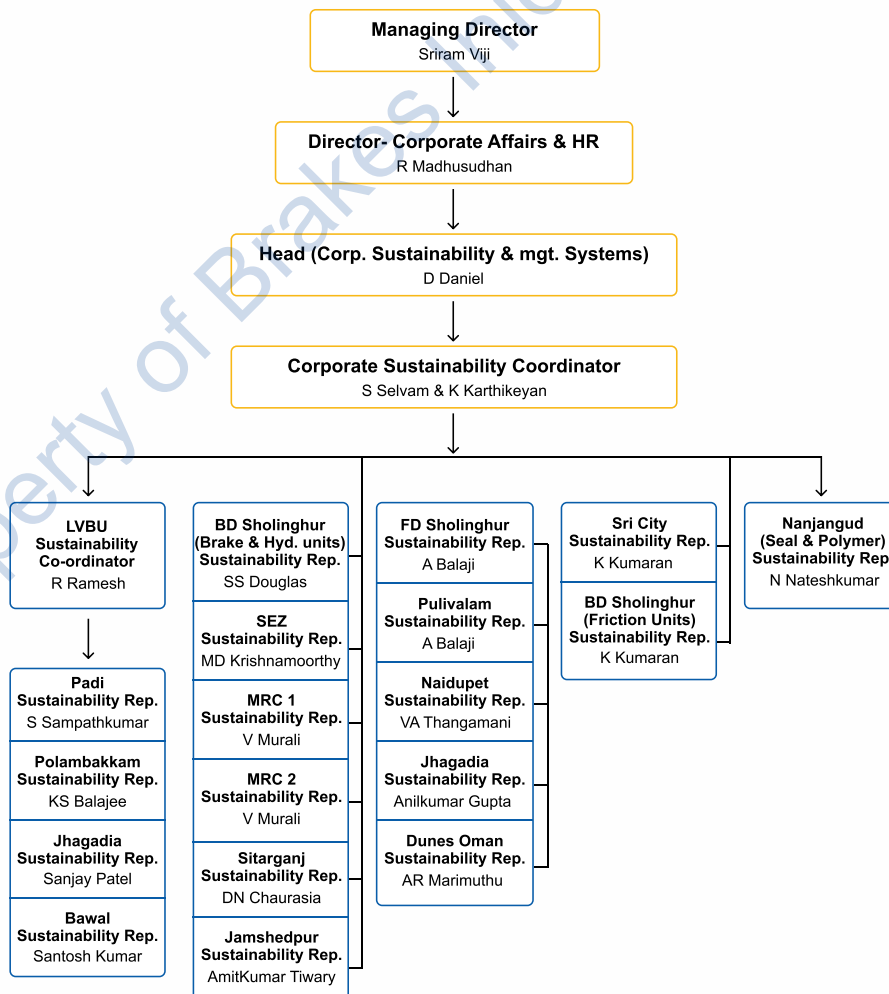
At our company, we recognise the importance of sustainability and strive to integrate it into all aspects of our operations to achieve long-term benefits. Our goal is to grow and transition into a sustainable company by promoting social welfare, environmental protection, and preservation.

To achieve this vision, we have established a robust structure for sustainable governance, with cross-functional senior leadership overseeing sustainability at the board level. We have a dedicated 'Sustainability Committee' to ensure that sustainability is ingrained in our business operations. This department is responsible for overseeing and implementing our strategic sustainability vision, including setting targets and developing a roadmap for achieving our sustainability goals. They also monitor our progress towards these targets and identify areas for improvement.

By keeping sustainability at the core of our business strategy, we believe that we can achieve long-term success while contributing to a better future for everyone. Our commitment to sustainability is a fundamental aspect of our corporate identity and guides our decision-making at all levels.

The department is led by our Managing Director and is made up of seven members from various business units. Designated members from across the company support the 'Sustainability Committee'.

SUSTAINABILITY COMMITTEE



STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Effective stakeholder engagement forms the cornerstone of our business strategy and has played a crucial role in the success of our leadership in the Indian automotive industry. Our collaborative approach involves regular interaction with internal and external stakeholders who are selected based on their relevance to generating value. Through this engagement, we identify both short-term operational and long-term strategic issues that may impact our performance across environmental, social, and economic indicators, in line with our aim to enhance sustainability. We prioritise the protection and creation of value across all capitals and, hence, maintain close engagement with stakeholders on matters of mutual interest.

We communicate with them frequently to comprehend their issues and find solutions by using a strong stakeholder management approach, as follows:

Internal Stakeholders

Stakeholder Group	Communication Channel	BIPL Value Proposition
Board members	Keeping in mind accountability and responsiveness, we have periodic discussions with the board considering the interests of all stakeholders, publishing transparent and fair annual reports and carrying out CSR initiatives to help our communities.	The board is vital for Brakes India for protecting shareholder interests, establishing policies for management, oversight of the organisation, and making decisions about important matters that require the company's attention.
Business Units and Site Heads	Directors have meetings/ discussions to plan new business strategies, improve the status of existing business, establish objectives and statutory requirements, assess customer needs, address sustainability issues, and address other challenges faced by the company.	Business Unit heads work in tandem with Site Heads to maintain an overall oversight of operations, lay out roadmaps, understand customer needs, set business targets, etc. We believe Business Unit and Site Heads are extremely crucial stakeholders.
Department Heads	All department heads report to Business Unit Heads and Site Heads in routine meetings.	A Department Head is an important leader with managerial and fiscal responsibilities for a designated area, such as a department, division, unit, or centre. They provide local oversight to achieve the desired results.
Staff	All staff members are kept in loop with all developments, management's vision, and decisions through organisational update channels, meetings, and discussions.	Supervisors and managerial staff are important to Brakes India as they are at the forefront of implementing the management's vision and directives and communicating business strategies to the workers for effective implementation.
Workers	Workers are made aware of their role and immediate responsibilities as well as training on various aspects of safety, quality, and delivery through training workshops, circulars, meetings, and so on.	Workers are critically conducive to facilitating the successful functioning of an organisation. The employees play a vital role in defining the quality of the workplace, and their unwavering support acts as an inevitable push for our growth.
Employees Union	Raising the voice of the workers with Brakes India senior management through discussion and negotiation.	Working towards the common goal of balancing the rights and responsibilities of all stakeholders, the Brakes India Employees' Union is a cooperative association

External Stakeholders

Stakeholder Group	Communication Channel	BIPL Value Proposition
Statutory Bodies	In-person meetings as part of site visits, expansion projects, and increasing the volume of the business through signatory authority for ensuring that necessary statutory requirements are fulfilled.	Brakes India considers statutory bodies as critical stakeholders in the business.
Customers	We interact with our customers through one-on-one conversations, fostering space for discussions, mail correspondence, and feedback mechanisms.	Customers are the backbone of any business, and we strive to make our products and services as accessible and affordable for our customers as they can be.
Suppliers	We communicate with our suppliers through periodical discussions, supplier assessments, performance evaluation, training sessions, and mail correspondence.	We see our suppliers as valuable partners in our value chain and treat them on par with our customers.
Communities	We consider all concerns raised by our communities during the establishment or expansion of business activities. We have two-way discussions with them to ensure that both parties can benefit from Brakes India's business commitments.	An empowering environment is born out of mutual trust and respect, which speaks to the importance of community development. Keeping this in mind, Brakes India honours their communities.
Certification body/ statutory assessment	We respect third-party assessment processes and ensure that we comply with all requirements to validate the quality, environment, health & safety, energy management systems, and finance-related matters of our company.	Reputable assessors are important as they can provide assurance of an organisation's systems and statements based on objective evidence and independent opinion. It benefits the company in several ways, such as maintaining consistency, rectifying mistakes, and fine-tuning systems. Brakes India always welcomes and treats auditors' findings as value-added inputs.

Collective Bargaining Agreements

Brakes India abides by all permanent regulations in letter and intent while employing unionised labour. We adhere to the Industrial Disputes Act, 1947, in all our labour relations. Most of the working group members (blue-collar workers) are covered under the collective bargaining agreements. The agreements, including elements of workers' safety, welfare, and wages, are mutually agreed upon by the union leaders and the company's senior management. Unit Union meetings are conducted across all facilities to understand the grievances of all the working group members.

Materiality Assessment

At BIPL, we recognise that achieving sustainable, inclusive, and green growth requires a holistic approach that goes beyond merely addressing present issues with our operations and strategy. It extends to our dedication to follow the path to sustainability. We conduct regular materiality assessments to identify the ESG issues that have a direct or indirect impact on our company's operations and footprint in terms of environmental, social, and governance considerations.

These material assessments are crucial for defining the ESG issues that are most significant to both our company and our stakeholders. We completed a materiality assessment in the current fiscal year, and we will continue to conduct them every three years. These assessments are conducive to ensuring that our ESG strategy remains relevant and responsive to the evolving needs and expectations of our stakeholders.

Process of Materiality Assessment

Our materiality assessment is a 3 steps process as follows.

1. Stakeholder Identification
2. Creating a Bucket-list of Material Topics based on ESG frameworks and Peers
3. Prioritisation of Material Topics

The company has identified ten material topics that are important to its business and stakeholders through stakeholder engagement initiatives and changes in the external operating environment. The identified ten-material topic has been categorised into the following three sustainability pillars.

Pillar 1: Responsible Business

1. Corporate Governance
2. Business Ethics

Pillar 2: Sustainable Environment

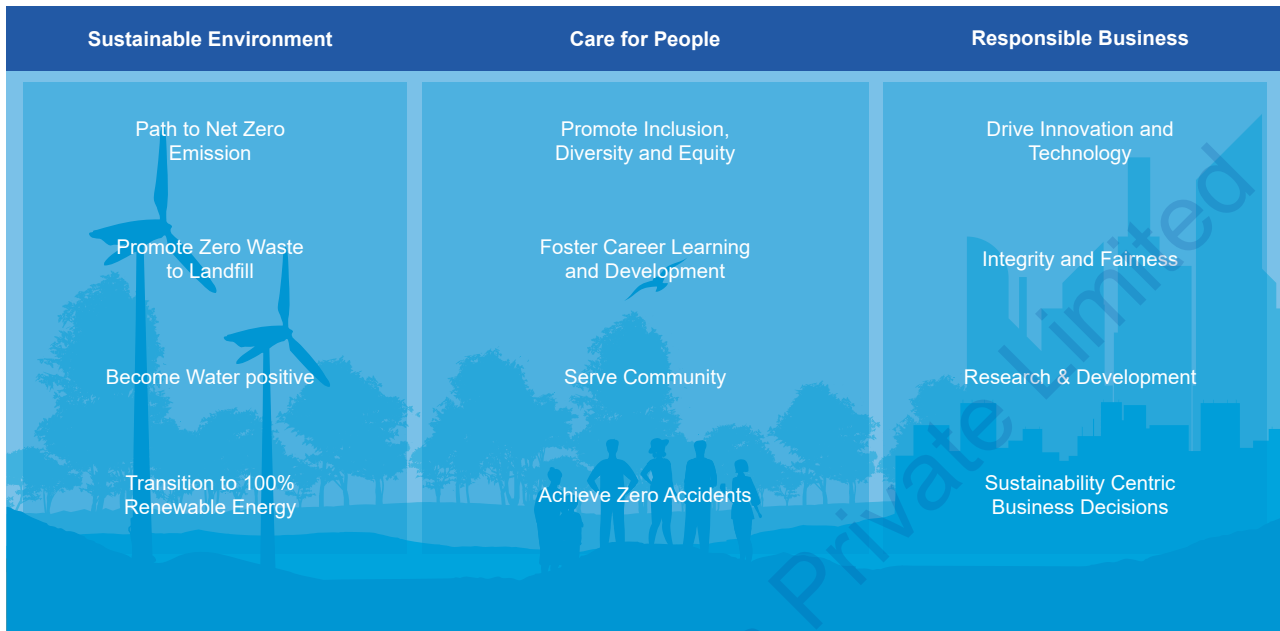
1. Environmental Policy & Management Systems
2. Energy Management
3. Emission Management
4. Water Management
5. Waste Management

Pillar 3: Care for People

1. Occupational Health and Safety
2. Training and Education
3. Corporate Social Responsibility (CSR)

Brakes India - Sustainability Strategy

TRANSITION TO ENHANCE SUSTAINABILITY



SUSTAINABLE DEVELOPMENT GOAL (SDG) MAPPING

Sustainability Pillar	Material Topic	SDG's Impacted
Responsible Business	Corporate Governance	<ul style="list-style-type: none"> SDG 8: Decent Work and Economic Growth SDG 10: Reduced Inequalities SDG 12: Responsible Consumption and Production SDG 16: Peace, Justice, and Strong Institutions
	Business Ethics	
Sustainable Environment	Environmental Policy & Management Systems	<ul style="list-style-type: none"> SDG 6: Clean Water and Sanitation SDG 7: Affordable and Clean Energy SDG 9: Industry, Innovation, and Infrastructure SDG 12: Sustainable Consumption and Production SDG 13 Climate Action SDG 14: Life Below Water SDG 15: Life on Land
	Energy Management	
	Emission Management	
	Water Management	
	Waste Management	
Care for People	Occupational Health and Safety	<ul style="list-style-type: none"> SDG 1: No Poverty SDG 2: Zero Hunger SDG 3: Good Health and Well-being SDG 4: Quality Education SDG 5: Gender Equality SDG 6: Clean Water and Sanitation SDG 8: Decent Work and Economic Growth SDG 10: Reduced Inequality SDG 11: Sustainable Cities and Communities
	Training and Education	
	Corporate Social Responsibility	

RESPONSIBLE BUSINESS

As a responsible company, we at Brakes India have committed to upholding our ethical business practices founded on transparency, integrity, fairness, professionalism, and accountability to win the trust of our diverse stakeholders and pave the road for our long-term success and value creation. The Code of Conduct supports our dedication to conducting business in accordance with the highest ethical standards. Compliance with laws, risk management systems, and ethical business practices always stays at the centre of our business decisions.

Corporate Governance

- **Risk Management**

Foreseeing future risks, challenges, and opportunities is imperative for businesses in a constantly changing business and regulatory environment. The ability to always retain a full grasp of the risks, challenges, and opportunities that the company faces is a crucial strategic factor for Brakes India. As a manufacturing business unit, we at Brakes India have a robust risk management system in place to address any potential risk that might have an impact on our business operations. The robust risk management system at Brakes India, driven by the 'Internal Control Committee (ICC)' promptly detects risks, challenges, and opportunities for our business operations and informs board members and stakeholders about the identification, assessment, and mitigation measures. The ICC periodically meets to create strategies to reduce these risks under the direction of senior management. As a futuristic company, we also have a 'Disaster Management Plan' in place to handle any unforeseen instances.

- **Regulatory Compliance**

Ensuring compliance with rules and regulations is always a top priority for Brakes India. All our manufacturing facilities comply with all the environmental and social laws, rules, and other regulations set forth by the Indian government. Our Internal Control Committee (ICC) continuously monitors and ensures strict adherence and legal compliance all year around. An extensive 'Internal Compliance Controller System' is in place to assure the effective operation, fulfilment of legal requirements, and risk reduction of these compliance criteria. Updates on operational, employee, legal, and financial requirements across Brakes India manufacturing facilities are periodically monitored and communicated through the 'Internal Compliance Controller System'. We also ensure the integrity and compliance of our suppliers through a well-defined systematic criterion through which all suppliers are assessed to ensure compliance. Our Sourcing and Supplier Quality Assurance teams ensure the compliance and integrity of our suppliers.

- **Business Ethics**

An ethical perspective, fairness, and integrity in business activity are prerequisites for building confidence with all stakeholders. The overarching goal of our endeavour is to uphold moral behaviour among our stakeholders. Our code of conduct, establishing our core values and mission, serves as a cornerstone for our ethical behaviour. All the employees and board of directors working at Brakes India are required to abide by the company's code of conduct, and they are frequently informed about the company's mission, values, and ethics.

We have a 'Whistle Blower' policy and mechanism in place to identify and report any instance of unethical behaviours. Our whistleblowing mechanism allows employees and directors to report incidents of fraud, violations, and unethical behaviour (actual or suspected). The confidentiality of the reported person is maintained. In the current reporting period, there have been no instances of unethical behaviour, including corruption and anti-competitive behaviour.

SUSTAINABLE ENVIRONMENT

Material Topics covered

- Environmental Policy and Management Systems
- Energy Management
- Emission Management
- Water Management
- Waste Management

We, at Brakes India, are conscious of our activities and the environmental impact created because of these activities. As a result, we are committed to minimising our negative environmental effects by adopting the best practices and implementing the latest technologies. Our proactive approach enables us to develop innovative solutions driven by technological interventions. Supported by our policies and processes, we place high emphasis on the management of energy, emissions, water, and waste, along with the use of sustainable technologies and systems.

Environmental Policy and Management Systems

ENVIRONMENTAL POLICIES

We conduct ourselves according to a defined set of policies to take care of our environment without compromising on business opportunities and needs. The following environmental policies serve as a roadmap for all our business activities, and we are always looking for ways to increase and review our policies based on stakeholder expectations and changing business requirements.

- Occupational Health, Safety, and Environmental Policy
- Energy Policy

ENVIRONMENTAL CERTIFICATIONS

As a pledge to be an environmentally conscious business, we have the following certifications, and we are ceaselessly working to increase our certifications and coverage to all plants.

	Certification	No. of Plants	
		Brake Division	Foundry Division
ISO 14001:2015	Environmental Management Systems	12	4
ISO 45001:2018	Occupational Health and Safety Management Systems	12	4
ISO 50001: 2018	Energy Management Systems	6	3
	Green Company - Platinum	-	2
	Green Product – Eco Labelling	-	4

ISO certifications are renewed through third parties.

INTEGRATED MANAGEMENT SYSTEMS (IMS)

We have well-established Integrated Management Systems (IMS) in place that are routinely updated to satisfy the various environmental management needs of stakeholders and the constantly evolving business environment. Our Integrated Management Systems (IMS) include 'Environmental Management Systems' (ISO 14001) and 'Occupational Health and Safety Management Systems' (ISO 45001). We have a dedicated team at each of our manufacturing facilities that is responsible for the implementation of IMS. Through this system, we can evaluate our environmental risks and the effects of them on our value chain.

During 2021-22, we set 152 objectives and completed 83 objectives. The progress of the set objectives and areas of improvement are discussed in 'Management Review Meetings (MRM)' that comprise people from the 'Sustainability Committee' and senior management.

EDUCATION ON THE ENVIRONMENT

BIPL offers environmental education and awareness training to employees and other stakeholders to improve the overall environmental performance of the organisation and local communities. We offer training on the following topics.

- IMS Awareness Program
- IMS Internal Auditor Training Program
- Energy Management System Awareness Program
- Energy Management System – Internal Auditor Training Program

We strive to achieve environmental perfection, and we periodically monitor and evaluate our environmental performance.

Energy Management

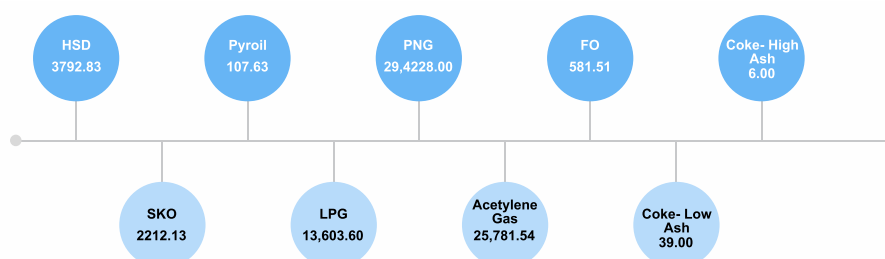
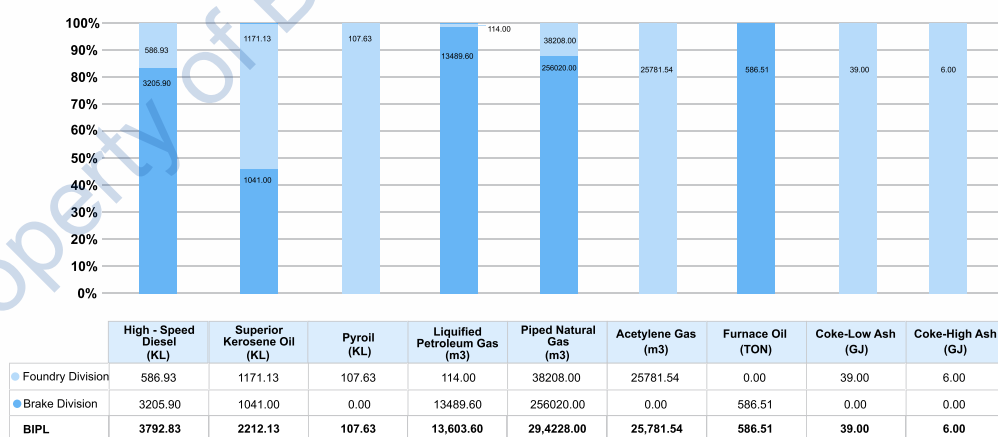
Energy is an important driver for our business operations, and we're committed to using it efficiently and wisely. The two main factors influencing our decision to minimise GHG emissions from our industrial activities are the energy efficiency of our processes and the growing utilisation of renewable energy.

We have a dedicated 'Energy Policy' to drive our actions. We have nine sites (six in the Brake Division and three in the Foundry Division) that are certified for ISO 50001 (Energy Management Systems) and we have plans to extend the coverage of ISO 50001 certification to other sites as well. In the current financial year, we set 82 energy conservation objectives and completed 59 objectives.

Direct Energy Consumption

In the current reporting period, we internally consumed the following type of energy to cater to our business needs.

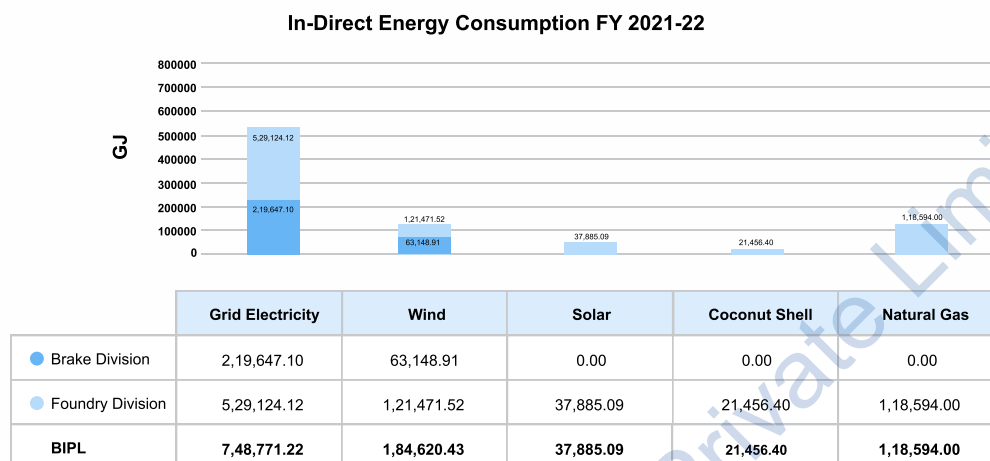
Direct energy consumption fy 2021- 22



We always look for ways to reduce our demand for energy derived from Fossil fuels. In 'Direct Energy Consumption', Pyroil, Rooftop Solar Panels, and Solar Water Heater energy are renewable-based energy consumptions.

Indirect Energy Consumption

In FY 2021-22, we purchased energy from the grid and other third parties as follows.



We are planning to increase the renewable energy share in every aspect of our business operations, and we have outsourced electrical energy from Wind and Solar through Power Purchase Agreements (PPA). Coconut shell is used as a renewable alternative to carbolux in the Foundry Division.

Energy Consumption Outside the Organisation (Scope 3 energy)

	UoM	Foundry Division
Energy for Upstream Activities - Electricity from Grid	GJ	17,516.64

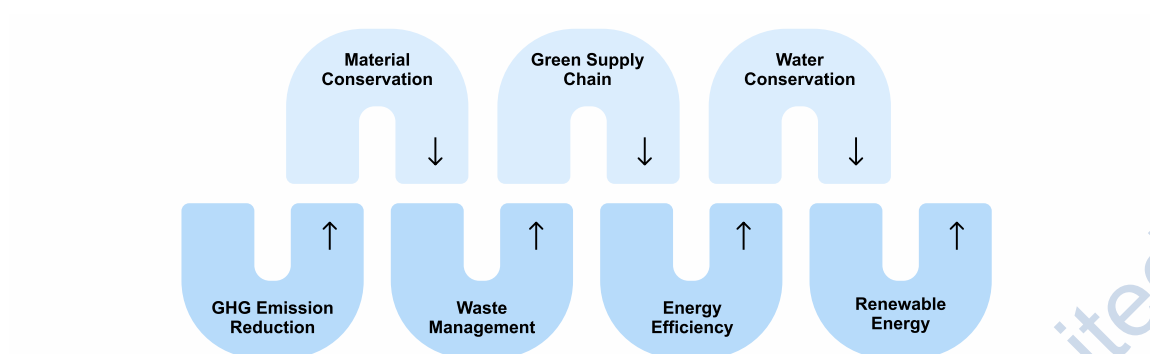
Energy Consumption Pattern

In the current reporting period, we consumed 12,31,779.22 GJ energy through renewable and non-renewable sources.

The Foundry Division contributes to about 77% of the overall energy consumption due to its energy-intensive business operation, and the Brake Division contributes to the remaining 23% (approx.) of the total energy consumption.

Comparing both divisions, the Foundry Division's energy consumption is high due to its highly energy-intensive business operations. Our Foundry division has three main processes – Melting, Moulding, and Finishing. The melting process requires a temperature of 1,500°C to be maintained in the melting furnace, due to which this process alone constitutes 81% of the total energy requirements of the Foundry Division. Foundry Division has already developed a mechanism to produce 'Green Casting', which is made by consuming 100% renewable energy, which will eventually reduce its energy and emissions throughout the value chain. 'Green Casting' will be deployed to our customers in the next financial year.

Green Casting Process

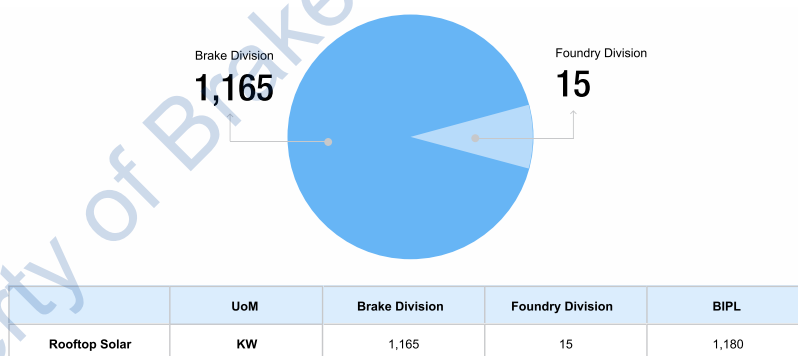


Renewable Energy

Transitioning to renewable energy is the major lever for our business operation to achieve net-zero emissions, and we see it as an opportunity to enhance our business operations. Our long-term goal is to consume 100% of our energy requirements through renewable sources, and we're working towards the same in a phased manner. In the current reporting period, we purchased, generated, and consumed 2,48,400.86 GJ of renewable energy, contributing to 20.17% of our total energy requirements.

1. In-House Rooftop Solar Capacity

We have an in-house rooftop solar capacity of 1,180 KW as follows.



We are focusing on our transition to 100% renewable energy consumption, and we are increasing our renewable energy capacity in a phased manner.

TRANSITION TO 100% RENEWABLE ENERGY

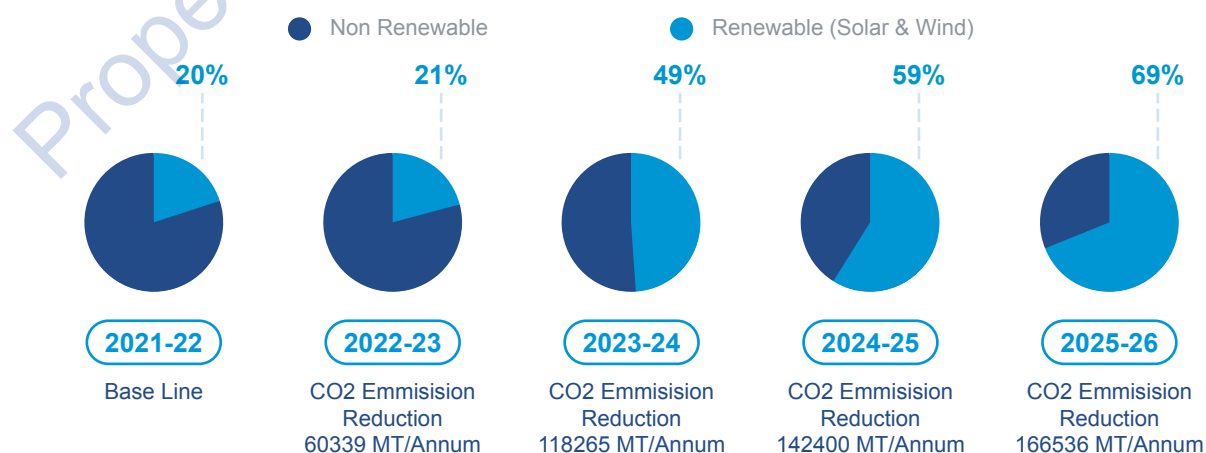
LOCATION: PADI PLANT, BRAKE DIVISION

In Phase – I (FY 16), we installed a rooftop solar capacity of 500 KW through the build-own-operate-transfer (BOOT) model. In the current reporting period (Phase - II), we have installed an additional rooftop solar capacity of 650 KW, through which we were able to achieve a combined capacity of 1,150 KW. In FY 2021-22, we generated twelve lakh units of electricity and avoided 562.71 Tons of CO2 Eq Scope 2 emissions. Through this expansion, we were able to save INR 9,87,615.

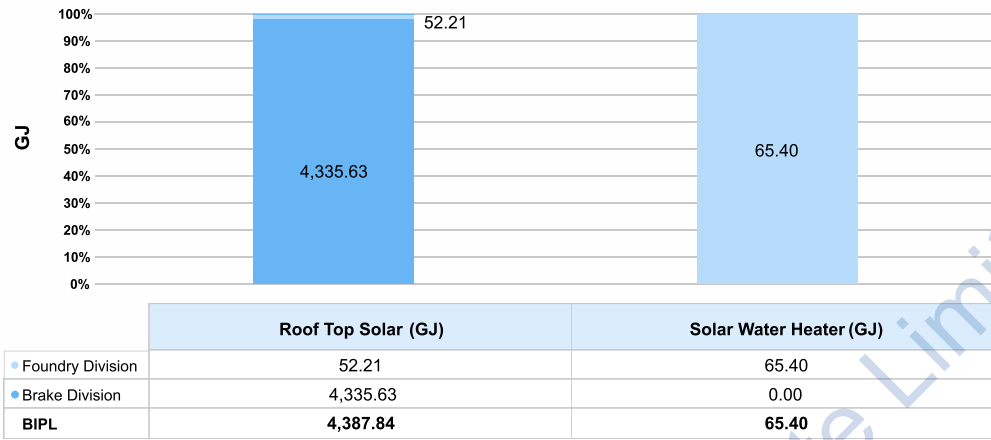


FOUNDRY DIVISION

Our Foundry division has set a target to consume 69% of the total energy consumption through renewable energy by FY 26. The targeted year-on-year improvement and associated emission reduction are as follows.



In-House Rooftop Solar Consumption FY 2021-22



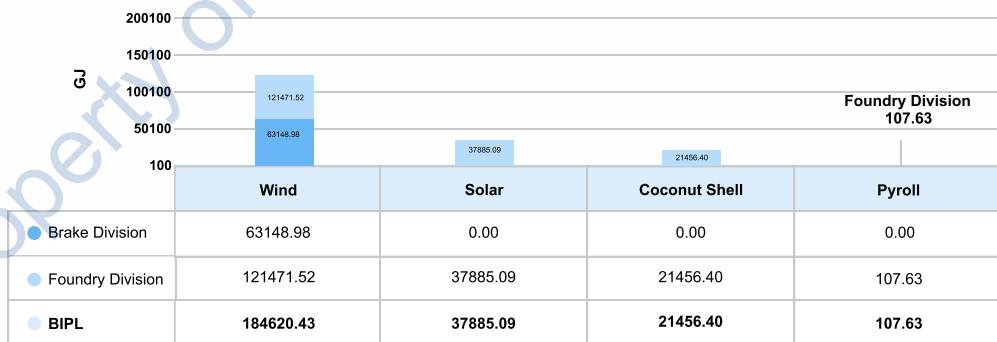
In the current reporting period, through our rooftop solar and solar water heaters, we were able to generate and consume 4,453.24 GJ of electricity, as above.

**Through renewable energy generation, we were able to avoid the consumption of grid electricity, thereby meeting our Scope 2 Emissions.*

2. Purchased Renewable Energy

In the current reporting period, we have purchased and consumed 2,44,069.55 GJ of renewable-based energy as follows.

Purchased Renewable Energy FY 2021-22



	UoM	Brake Division	Foundry Division	BIPL
Total RE purchased	GJ	63,148.91	1,80,920.64	2,44,069.55

Through renewable energy purchases, we were able to reduce our need for conventional energy sources, thereby reducing our emissions.

3. Usage of Pyroil in Foundry Division

Our annealing furnace is operated by using Superior Kerosene Oil as a fuel to heat the castings to the set temperature. To minimise or eliminate fossil fuel consumption, we explored an alternate fuel (pyroil), which is generated from municipal solid plastic waste through the pyrolysis process, towards better environmental performance, thereby reducing our emissions.

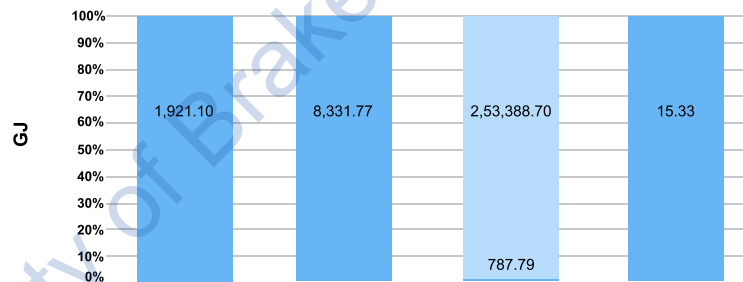
Reduction of Energy Consumption

Our key areas of attention to managing our energy requirements are energy efficiency improvements and energy conservation across our value chain. The company seeks to decrease energy use and, consequently, GHG emissions by enhancing energy efficiency through cutting-edge technologies. In the current reporting period, through various electricity and fuel initiatives, we were able to reduce 2,72,559.09 GJ of energy, thereby reducing our emissions.

1. Through Electricity Saving Initiatives

In the current reporting period, through various electricity-saving initiatives, we were able to save 2,64,444.69 GJ of electricity as follows:

Electricity Saving Initiative FY 2021-22



	Operational Change	Process Modification	Conversion or Retrofitting of Equipment	Employee Behaviour Change	Total
Foundry Division	0.00	0.00	2,53,388.70	0.00	2,53,388.70
Brake Division	1,921.10	8,331.77	787.79	15.33	11,055.99
BIPL	1,921.10	8,331.77	2,54,176.49	15.33	2,64,444.69

CASE STUDY: SHOLINGHUR, BRAKE DIVISION

REDUCING ELECTRICITY AND WATER CONSUMPTION IN 'COOLING WATER PUMP' BY 'INTRODUCING VARIABLE FREQUENCY DRIVE (VFD)'

Our Brake Division Sholinghur plant is a global leader in the manufacturing and supplying of 'Brake Shoes'. One of the processes during the manufacture of 'Brake Shoe' includes 'Induction Hardening' in which the hot-state molten materials are hardened to the desired shape. During this process, water is circulated through a 'Cooling Water Pump' for quenching. The required pumping energy was 5.5 KW, and the 'Water Cooling Pump' was consuming more energy, which indirectly consumed more water.

To decrease electricity and water consumption, we introduced a variable Frequency Drive (VFD) in the pump circuit to reduce the revolution per minute (RPM) for two machines. Through this, we were able to reduce 9504 kWh per year of electricity and save INR 74,100. This initiative reduced our water consumption and 7.43 tons of CO₂ Equivalent Scope 2 emissions.

CASE STUDY: SHOLINGHUR, FOUNDRY DIVISION

CONVERSION OF CHANNEL TO COIL-TYPE HOLDING FURNACE

Our Foundry Division Sholinghur manufacturing facility is equipped with a holding furnace to maintain the required temperature of the molten metal before feeding into the disamatic production. Previously, we were utilising a 60 ton capacity channel-type induction holding furnace in our SF3 line. The channel-type furnaces operate to maintain heel temperature and therefore result in a continuous supply of power owing to the inerrant design harmonics. This has resulted in higher power consumption, leading to higher operational costs and emissions.

In order to reduce our operational costs and emissions, we have replaced the existing holding furnace with a 22-ton capacity coil-type holding furnace that is operable with a main supply frequency of 50 Hz. This new furnace has proven to be advantageous as there is no need to have heel metal and it can be emptied during plant shutdown. This has resulted in a reduction in impact due to harmonics, thereby enhancing the life of the furnace. This has resulted in an annual energy savings of 8.46 lakh kWh per year, which has translated into a cost savings of INR 11.9 million at a simple payback of 26 months. This energy reduction is equivalent to an emission reduction of 668 tons of CO₂ equivalent per year.

2. Through Fuel Saving Initiatives

In the current reporting period, through various fuel-saving initiatives, we were able to save 8,114.40 GJ of energy, as follows.

	UoM	Brake Division	Foundry Division	BIPL
Process modification		8,114.40	0.00	8,114.40
Total		8,114.40	0.00	8,114.40

We have 128 (114 in Brake Division and 14 in Foundry Division) battery-operated vehicles that include Stacker, Forklift, Pallet Truck, Scissor Lift for conducting various industrial operations. Through this, we were able to reduce our diesel consumption and associated emissions. We are in the process of eliminating our diesel-based vehicles in a phased manner.

Emission Management

Climate change has emerged as one of the paramount perils of the 21st century, with nations and businesses across the world devising strategies to arrest its impact on economies and societies.

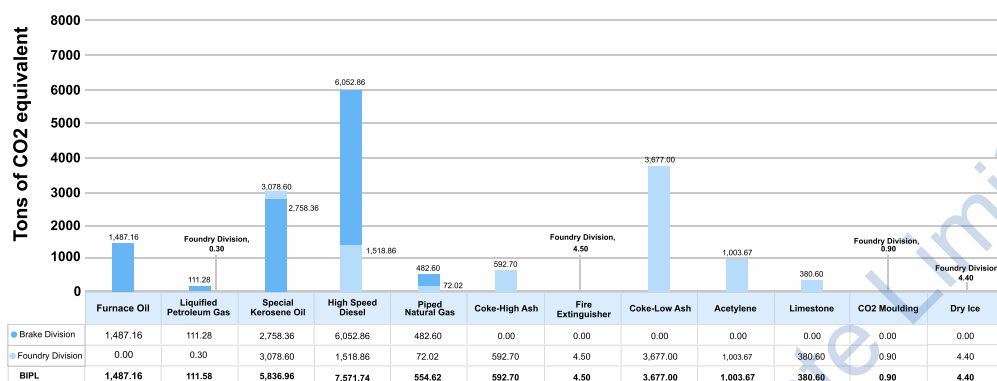
We aspire to achieve net zero emissions across our businesses, and our endeavour is to join our nation in the journey of achieving energy self-sufficiency and net zero emissions by 2070.



Scope 1 Emissions - Direct

In the current reporting period, through our direct energy consumptions, we emitted 21,225.84 Tons of CO2 Equivalent Scope 1 emission as follows.

Scope 1 Emission FY 2021-22



Total Scope 1 emission in Tons of CO2 Equivalent FY 2021-22

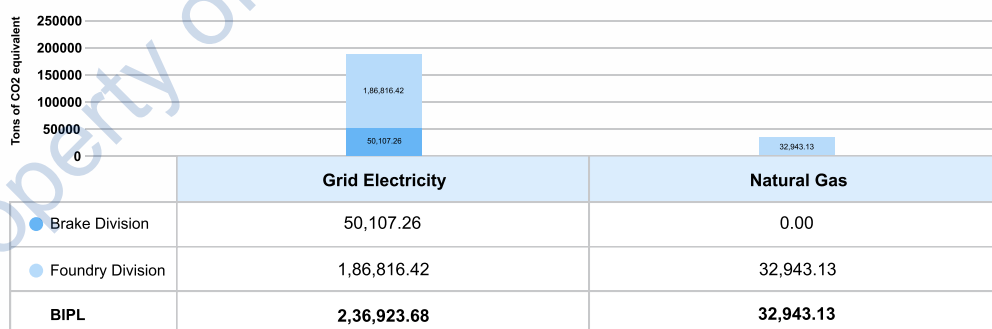
Brake Division (BD)	Foundry Division (FD)	BD + FD
10,892.27	10,333.57	21,225.84

The Brake Division contributes 51% (approx.) of the total Scope 1 emission, and the Foundry Division contributes the remaining 49% (approx.) of Scope 1 emission due to their business operations.

Scope 2 Emissions - Indirect

In the current reporting period, through our purchased energy consumption, we have emitted 2,69,866.81 Tons of CO2 equivalent Scope 2 emissions, as follows.

Scope 2 Emission FY 2021-22



	UoM	Brake Division	Foundry Division	BIPL
Grid Electricity	Tons of CO2 Equivalent	50,107.26	1,86,816.42	2,36,923.68
Natural Gas		0	32,943.13	32,943.13
Total		50,107.26	2,19,759.55	2,69,866.81

Our major energy purchase is from the state electricity board grid, which contributes to 88% (approx.) of the total Scope 2 emissions. The Foundry division outsources electricity from a natural gas power plant through a Power Purchase Agreement (PPA).

Scope 3 Emissions

We track and monitor our Scope 3 emissions, which include all other indirect emissions that occur upstream and downstream of our business activities. In FY 2021-22, only our Foundry Division reported on eight Scope 3 categories. We aim to expand the coverage of Scope 3 emissions to our Brake Division and other categories of Scope 3 emissions in the upcoming years. In the current reporting period, we have emitted 59,821.86 Tons of CO2 Equivalent Scope 3 emissions as follows:

	UoM	Foundry Division
Category - 1: Purchase Goods and Services	Tons of CO2 Equivalent	36,052.89
Category - 2: Capital Goods		1,450.04
Category 3: Fuel- and Energy-Related Activities		17,564.00
Category – 4: Upstream Transportation (Raw Material and Consumables)		312.86
Category – 6: Business Travel		7.20
Category – 7: Employee Commute to Workplace		252.20
Category – 8: Upstream Leased assets		171.83
Category - 9: Downstream Transportation and Distribution		4,010.84
Total		59,821.86

Currently Scope 3 emission is monitored at our Sholinghur and Pulivalam Plant

‘Category - 1: Purchase Goods and Services’ and ‘Category 3: Fuel- and Energy-Related Activities’ of the Scope 3 emissions were contributing to the major share of 60% (approx.) and 30% (approx.). Our foundry division has plans to reduce their Scope 3 emissions by focusing on the following areas.

- Load Consolidation
- Route Optimization
- Alternate Transport Routes

Scope Emissions

	UoM	Brake Division	Foundry Division	BIPL
Scope 1	Tons of CO2 Equivalent	10,892.27	10,333.57	21,225.84
Scope 2		50,107.26	2,19,759.55	2,69,866.81
Scope 3		Yet to Monitor	59,821.86	59,821.86
Total		60,999.52	2,89,914.99	3,50,914.51

In the current reporting period, we have emitted 3,50,914.51 Tons of CO2 equivalent which includes Scope 1, Scope 2, and Scope 3 emissions.

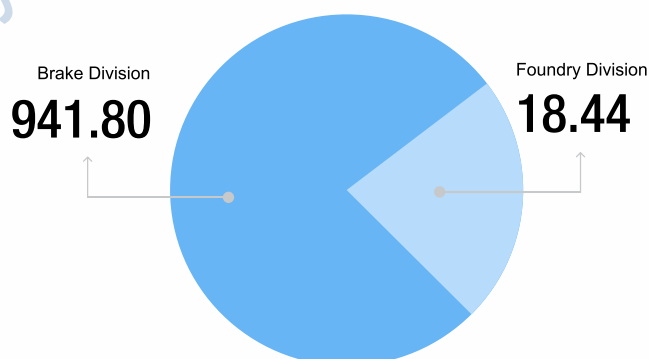
- Our Scope 2 emissions contribute to 77% (approx.) of the overall emissions, followed by 17% (approx.) of Scope 3 emissions and 6% (approx.) of Scope 1 emissions.
- Comparing both divisions, the Foundry Division contributes to 83% (approx.) of the overall emissions, and the Brake Division contributes to the remaining 17% (approx.) of the total emissions.

Renewable Energy and Avoided Emissions

1. Through Renewable Energy Generation

In FY 2021-22, through our 1,180 KW solar panels and 4 solar water heaters, we generated and consumed 4,420.54 GJ of energy, through which we have avoided 960.25 Tons of CO2 equivalent Scope 2 emissions, as follows.

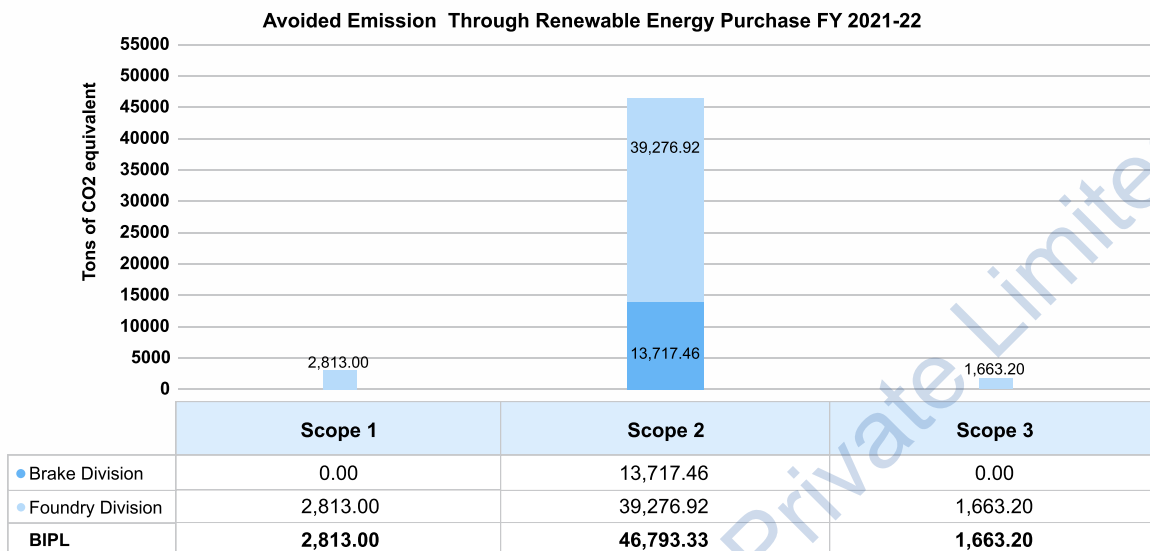
Scope 2 Emission Avoided Through Renewable Energy Generation FY 2021-22



	UoM	Brake Division	Foundry Division	Total
Scope 2 Emission Avoided through Solar Energy Generation	Tons of CO2 Equivalent	941.80	18.44	960.25

2. Through Renewable Energy Purchase

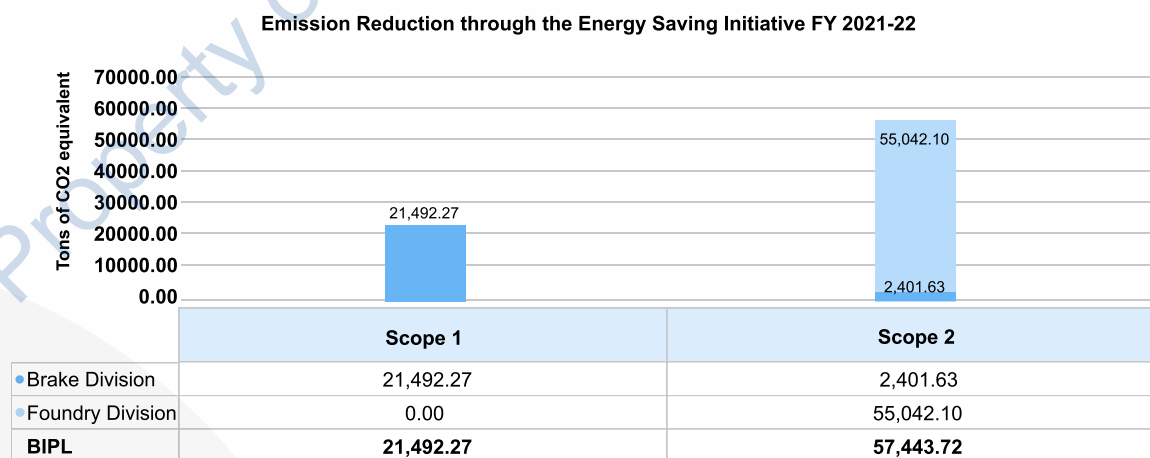
Other than generation, we outsource renewable energy generated from solar and wind through PPA's. The usage of pyroil and coconut shell in the Foundry Division further reduces the need for fossil fuel-based energy. In the current reporting period, through our renewable energy purchase, we consumed 2,43,980.32 GJ of energy, through which we were able to avoid 57,470.58 Tons of CO2 equivalent emissions, including Scope 1, Scope 2, and Scope 3 emissions, as follows.



Emissions Avoided	UoM	Brake Division	Foundry Division	Total
Scope 1	Tons of CO2 Equivalent	0.0	2,813.0	2,813.0
Scope 2		13,717.46	39,276.92	46,793.33
Scope 3		0.0	1,663.2	1663.2
Total		13,717.46	43,753.12	57,470.58

Emission Reduction through the Energy Saving Initiative

Through various fuel and electricity-saving initiatives (mentioned under Energy Management), we were able to reduce 2,72,559.09 GJ of energy and 78,935.99 Tons of CO2 equivalent emissions, including Scope 1 and Scope 2 emissions as follows.



Reduced Emissions	UoM	Brake Division	Foundry Division	Total
Scope 1	Tons of CO2 Equivalent	21,492.27	0.00	21,492.27
Scope 2		2,401.63	55,042.10	57,443.72
Total		23,893.90	55,042.10	78,935.99

CASE STUDY: NAIDUPETA, FOUNDRY DIVISION

REDUCTION OF FOSSIL FUEL BY INTRODUCING ELECTRICAL ENERGY RESISTANCE

Our Foundry Division is a pioneer in manufacturing and supplying ferrous casting. Our casting includes various processes in which the 'Ladle' is used to transfer molten metal from one process to another. At BI Naidupeta, we have a seven-ton capacity ladle. Before pouring on the molten metal into the ladle, it needs to be preheated to negate the moisture content. For the preheating process, Superior Kerosene Oil (SKO) is used to maintain a temperature of 900 - 1000 °C. Now we have introduced an 'Electrical Resistance' preheating methodology in the ladle through which we were able to avoid the usage of SKO.

In FY 2021-22, by eliminating SKO in the preheating process, we reduced 1,700 Tons of CO₂ Equivalent Scope 1 emission and saved INR 9.6 million.

CASE STUDY: POLAMBAKKAM, BRAKE DIVISION

REDUCTION OF SPECIFIC SUPERIOR KEROSENE OIL (SKO) IN A HIGH-PRESSURE HOT WATER (HPHW) GENERATOR

Our Polambakkam, Brake Division, manufacturing facility carries out surface finishing operations by means of the electroplating process. One of the processes includes the use of hot water in the 'Plating Bath'. To maintain the temperature of the 'Plating Bath', hot water is circulated through the pipeline. The 'High Pressure Hot Water (HPHW)' generator generates hot water by utilising 'Superior Kerosene Oil' (SKO). Earlier, the specific SKO consumption was 0.072 litres per component.

Now we have modified the nozzle size of the SKO flow, through which we were able to reduce consumption from 12.5Gallon per Hour (GPH) to 9.5 GPH. Along with it, we replaced our conventional flow metre with a digital flow metre, and we were able to monitor our SKO consumption very precisely. Through this change, we were able to save the following.

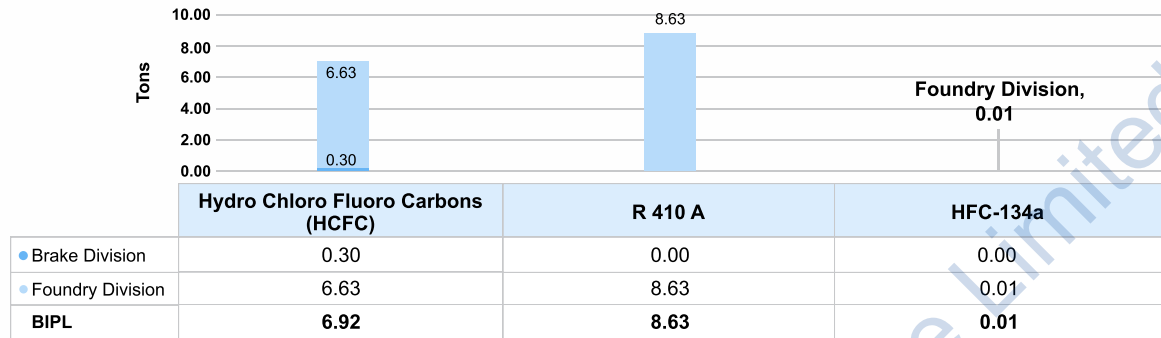
Saving	SKO (Litres)	Reduction in Scope I Emission (Tons of CO2 Eq)	Cost Saving (INR Million)
Per Month	2427	6.43	0.22
FY 2021-22	29124	77.14	2.62

Finally, we were able to reduce our specific SKO consumption from 0.072 litres per component to 0.069 litres per component.

Ozone Depleting Substances (ODS)

Ozone-depleting substances are man-made gases that destroy our protective ozone layer. In FY 2021-22, we consumed 15.56 Tons of ODS gases, as follows.

Ozone Depleting Substances FY 2021-22



	UoM	Brake Division	Foundry Division	BIPL
Hydrochlorofluorocarbons (HCFC)	Tons	0.30	6.63	6.92
R-410 A		0	8.63	8.63
HFC-134a		0	0.01	0.01
Total		0.30	15.26	15.56

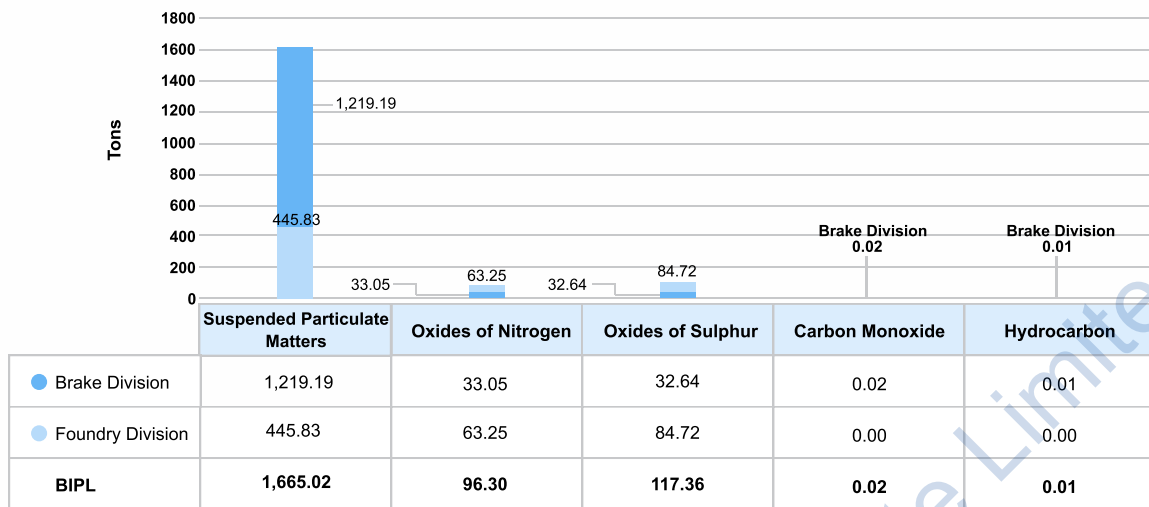
As an organisation, we have equal responsibility for protecting our ozone layer, and we will be reducing our ODS gases in a progressive way.

Air Emissions

We ensure that our operations have minimal impact on the atmosphere by closely monitoring the release of Suspended Particulate Matter (SPM), Oxides of Nitrogen (NOx), Oxides of Sulphur (SOx) and Carbon Monoxide (CO).

To ensure compliance, we monitor and ensure that our emissions remain within the limits prescribed by the Central Pollution Control Board (CPCB). We hire third-party laboratories and agencies approved by the State Pollution Control Board (SPCB) to audit our operations. We submit reports on our air emissions to State Pollution Control Board through the Annual Environmental Statement. In the current reporting period, we released 1,878.71 Tons of air emission as follows.

Air Emissions FY 2021-22



	UoM	Brake Division	Foundry Division	BIPL
Suspended Particulate Matter (SPM)	Tons	1,219.19	445.83	1,665.02
Oxides of Nitrogen (NOx)		33.05	63.25	96.30
Oxides of Sulphur (SOx)		32.64	84.72	117.36
Carbon Monoxide (CO)		0.02	0.00	0.02
Hydrocarbon		0.01	0.00	0.01
Total		1,284.91	593.80	1,878.71

The Brake Division contributes to 68 % (approx.) of the total air emissions, and the Foundry Division contributes to the remaining 32% (approx.) of the air emissions.

Reduction of Suspended Particulate Matter (SPM) in Diesel Generators (DG)

We have reduced the emission of SPM from our Diesel Generator (DG) sets by retrofitting 'Carbon Cutters'. In FY 2021-22, we invested INR 7 million for installing seven carbon cutters in six manufacturing facilities across Brake Division. After the installation, we were able to see a 90.5% (approx.) reduction in SPM, thus enhancing the quality of the air and the lives of employees and communities.

Brake Division Plants	DG Set Capacity (KVA)	SPM Before Retro fitment	SPM After Retro fitment	Percentage Reduction (%)
Padi	1,010	95.8	10.02	89.5
Sholinghur	1,010	91.8	9.2	90.0
	625	96.9	8.7	91.0
Midrange Components - I (MRC-I)	750	88.9	8.6	90.3
Midrange Components - II (MRC-II)	500	94.8	7.9	91.7
Mahindra World City	725	97.9	8.9	90.9
	625	94.3	9.2	90.2

Water Management

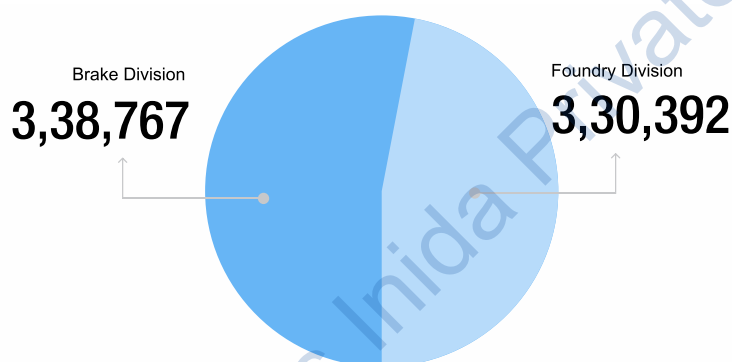
We are committed to creating an ethical and sustainable approach to managing water resources, which presents both a challenge and an opportunity at all our production sites.

To protect water resources and make sure that our operations do not harm natural water bodies, we continually check the quality of both surface and groundwater at all our facilities. We do not have any of our sixteen facilities (twelve plants in the Brake Division and four plants in the Foundry Division) in the water stress area.

Water Withdrawal

We extract water from sources such as surface water, groundwater, third-party water, rainwater (collected and stored by the company), and demineralized water to cater to our daily business operations. Of the total water extracted, the Foundry Division extracted 50% (approx.) and the Brake Division extracted 50% (approx.).

The water bodies from which the water withdrawal is made do not experience any water stress because of the operation at BIPL. The table below explains the specifics of water extraction.



Water Withdrawal (Kilolitres)	
● Brake Division	3,38,767
● Foundry Division	3,30,392
BIPL	6,69,159

Source of Withdrawal	UoM	Brake Division		Foundry Division		Total	
		Fresh Water	Other Water	Fresh Water	Other Water	Fresh Water	Other Water
Surface Water (river)	Kilolitres	72,658	0	84,015	0.0	1,56,673	0
Groundwater		1,70,044	0	1,12,926	30,861	2,82,970	30,861
Third-Party water (including municipal water)		36,170	0	0	0	36,170	0
Rainwater collected directly and stored by the company		5,5341	0	1,02,590	0	1,57,931	0
Demineralized water		4,553.61	0	0.0	0	4,553.61	0
Total		3,38,767	0	2,99,531	30,861	6,38,297.61	30,861
Grand Total		3,38,767		3,30,392		6,69,158.61	

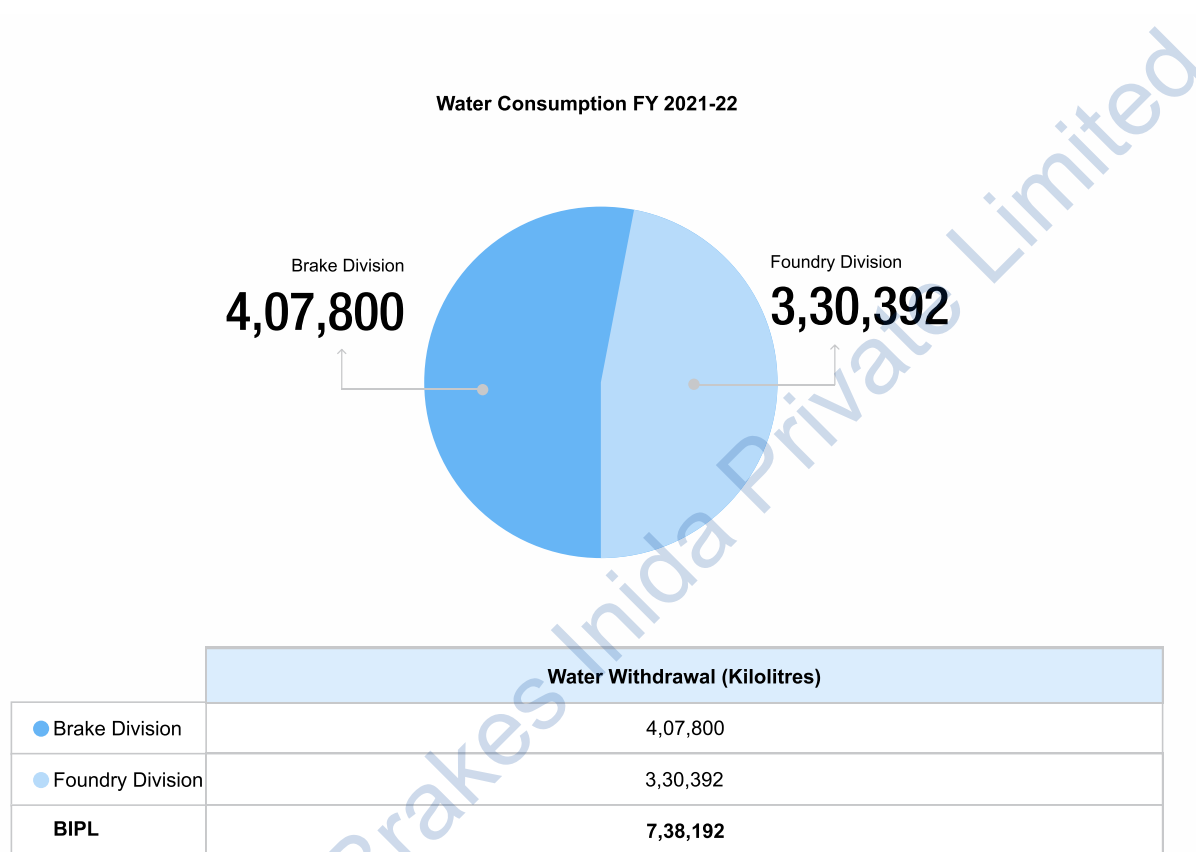
Freshwater: water with a concentration of total dissolved solids equal to or below 1,000 mg/L

Other water: water with a concentration of total dissolved solids greater than 1,000 mg/L

Water Consumption

In the reporting period, we consumed 7,38,192 kilolitres of water, out of which Brakes Division consumption contributes 55% (approx.) and Foundry Division consumes 45% (approx.)

The water consumed by the organisation in the reporting period is as follows



Sewage and Effluent Treatment

We have implemented Zero Liquid Discharge (ZLD) systems across all our facilities, either through onsite treatment or offsite treatment (sending sewage and effluent to Common Effluent or Sewage Treatment Plants for further treatment).

Currently, our 12 plants (Eight Plants in the Brake Division and Four Plants in the Foundry Division) have in-house treatment systems to treat sewage and effluent. One of our Brake division plants located in Mahindra World City, Chennai (Special Economic Zone), has in-house treatment facilities to treat sewage and effluent and it sends the remaining sewage to the Common Sewage Treatment Plant for further treatment.

We are enhancing water productivity by reducing the intake of fresh water and reusing it, plus recycling, to ensure water security at each of our locations. We have a cutting-edge sewage and effluent treatment system across all our facilities. We have a total of 1,703.8 kilolitres per day of in-house capacity to treat the generated effluent and sewage. The following table depicts all our sewage and effluent treatment capacities and their technical specifications:

Sewage and Effluent Treatment Systems	Technical Specification	Number of Plants	UoM	Brake Division	Foundry Division	Total
Sewage Treatment Plant (STP)	Total Suspended Solids (TSS) < 30 ppm Biological Oxygen Demand (BOD) < 20 ppm	12	Kilolitres per Day (KLD)	470	220	690
Effluent Treatment Plant (ETP)	Total Dissolved Solids (TDS) < 1800 ppm	5		215.8	0	215.8
Effluent Treatment Plant (ETP) and Reverse Osmosis (RO) Plant	Recovery: 80 - 85% Total Dissolved Solids (TDS) < 250 - 500 ppm	3		490	0	490
Combined Sewage Treatment Plant (STP) and Effluent Treatment Plant (ETP)	Total Dissolved Solids (TDS) < 1,200 ppm	1		28	0	28
Sewage Treatment Plant (STP) and Reverse Osmosis (RO)	Recovery: 65% Total Dissolved Solids (TDS) < 150 ppm Biological Oxygen Demand (BOD) < 5 ppm Total Suspended Solids (TSS) < 20 ppm	1		200	0	200
Mechanical Evaporator Plant	Recovery: 95 - 98% Total Dissolved Solids (TDS) < 100 - 200 ppm	2		80	0	80
Grand Total				1,483.8	220	1,703.8

Our Brake Division Padi and Polambakkam plant each have a Mechanical Evaporator plant that is installed to meet Zero Liquid Discharge (ZLD).



Our Brake Division Polambakkam plant has a Solar Sludge Drier.



The solar sludge drier reduces 30% of the moisture content in the Effluent Treatment Plant (ETP) sludge, thus reducing weight in hazardous waste disposal.

Water Recycle and Reuse

By using our cutting-edge water treatment systems, we have treated and reused the following amount of water in the reporting period:

	UoM	Brake Division	Foundry Division	Total
Water Used for Gardening	Kilolitres	1,87,711	0	1,87,711
Water Treated and Reused		76,461	0	76,461

Water Discharge

We conduct a thorough analysis of the water before discharging. There have been no violations of the water discharge restrictions specified in the consent to operate. Four plants in the Brake Division are sending sewage and effluent to the common treatment facilities as follows, and we do not discharge any untreated sewage/effluent to nearby waterbodies/ground.

Brake Division	Water Discharged	To	Kilolitres
Sri City	Sewage (Fresh Water*)	Common Sewage Treatment Plant	7,704
Sitarganj			
Mahindra World City			
Jamshedpur	Effluent (Other Water**)	Common Sewage Treatment Plant	2,020.5

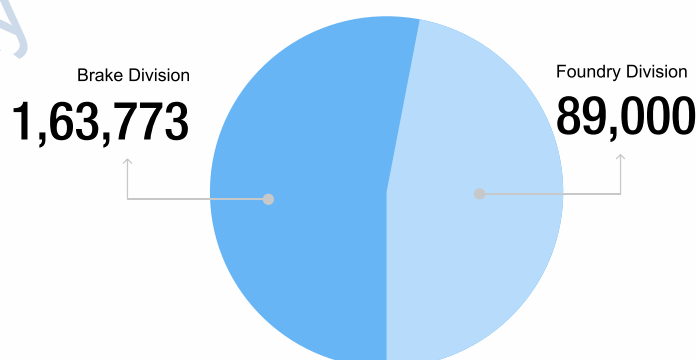
Freshwater: water with a concentration of total dissolved solids equal to or below 1,000 mg/L

Other water: water with a concentration of total dissolved solids greater than 1,000 mg/L

Rainwater Harvesting

Our commitment to rainwater collection has caused our catchment area to grow by 2,52,773 kilolitres as follows.

Rainwater Collection Pond Capacity FY 2021-22



	Rainwater Collection Pond Capacity(Kilolitres)
● Brake Division	1,63,773
● Foundry Division	89,000
BIPL	2,52,773

BEST INDUSTRIAL GARDEN AWARD

LOCATION: NANJANGUD, BRAKE DIVISION

Our commitment as a responsible business continues with the beautification of our factories through gardening to create a better environment for working and recreational activities. Our Nanjangud Plant, Brake Division, has been exceptional in 'Industrial Gardening' and has continuously won the 'Best Industrial Garden Award' for the past 20 Years through 'DASARA Flower Show' which is conducted by the Horticulture Department of Karnataka.



RAINWATER HARVESTING

At Brakes India, Padi, we have a rainwater harvesting pond with a capacity of 37,000 Kilolitres. At Brake Division Sholinghur plant, we have a rainwater harvesting pond with a capacity of 130,000 kilolitres. The pond gets a recharge of 26,000 kilolitre per monsoon and it gets filled twice per monsoon. Around 60 kilolitres per day (KLD) of water is taken from this pond for the daily requirements. Hence, groundwater extraction is reduced.



FOUNDRY DIVISION

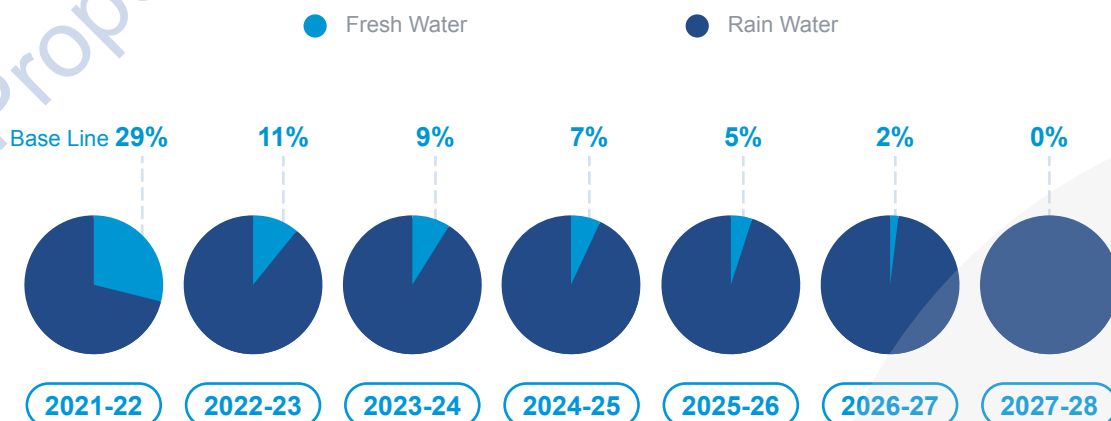
In the current reporting period, we achieved a continuous 203 days without using freshwater in Cupola wet scrubber through 100% use of wastewater.

Roadmap to achieve 100% water consumption by using rainwater

Our Foundry Division had set a target of achieving 100% of its water consumption by using rainwater by 2028. This will be achieved by reducing its net freshwater consumption by 3% year-on-year for the next 10 years.

Total RWHP- 12 Nos
Total RWH Capacity- 110 Megaliters

Rain water Utilization- 130
Megaliters/ Annum (April 23 to February 23)



Water Efficiency Measures

We have taken various water efficiency measures to lower our water consumption. For the reporting period, we have invested INR 0.23 million in water efficiency projects, and we are saving 8,886.4 m3 of water per year. The total cost saved per year to Brakes India by the water efficiency measures is INR 0.57 million. The following table depicts the list of water efficiency measures undertaken by BIPL in the reporting period:

S. No	Initiative	Water Saved (m3/Year)	Amount Invested (INR Million)	Cost Saved (INR Million/Year)
Brake Division				
1	Introduction of 100% water recovery in Ultra Filtration system at Water Treatment Systems	6,094	0.18	0.12
2	Rainwater Harvesting Tank – Water used for Gardening			
3	Sensor-based water flushes			
4	Drip irrigation for vegetation			
Foundry Division				
1	Sensor-based hand wash	2,792.4	0.05	0.45
2	Waterless Urinals			
3	Dishwasher			
4	Push-type taps in urinals and wash basins			
Grand Total		8,886.4	0.23	0.57



CASE STUDY: JHAGADIA, BRAKE DIVISION

REDUCING WATER CONSUMPTION IN THE PRODUCTION OF CALIPERS

Our Brake Division – Jhagadia plant, is a global leader in manufacturing and supplying of ‘Calipers’ to leading Original Equipment Manufacturers (OEM). One of the most intense processes in the production of ‘Calipers’ is ‘Zinc Plating’ i.e., electroplating, in which the finished metal is rinsed with zinc to protect it from corrosion. Our earlier manufacturing systems and processes consumed 10 litre per caliper and we have taken the following measures to reduce our water consumption:

- The water flow has been reduced from four litres per minute to two litres per minute across all three rinse systems.
- The ramp-up time has been reduced from five minutes to two minutes by incorporating changes in the program.

By incorporating the above water conservation measures, the overall cycle time has been reduced from 5.2 minutes to 4.4 minutes, and we were able to save 33 KL of water per month for each Rinse System. In FY 2021-22, for all three-rinse systems, we were able to save 99 KL of water.

Finally, we were able to reduce our water consumption from 10 litres per caliper to 9 litres per caliper.

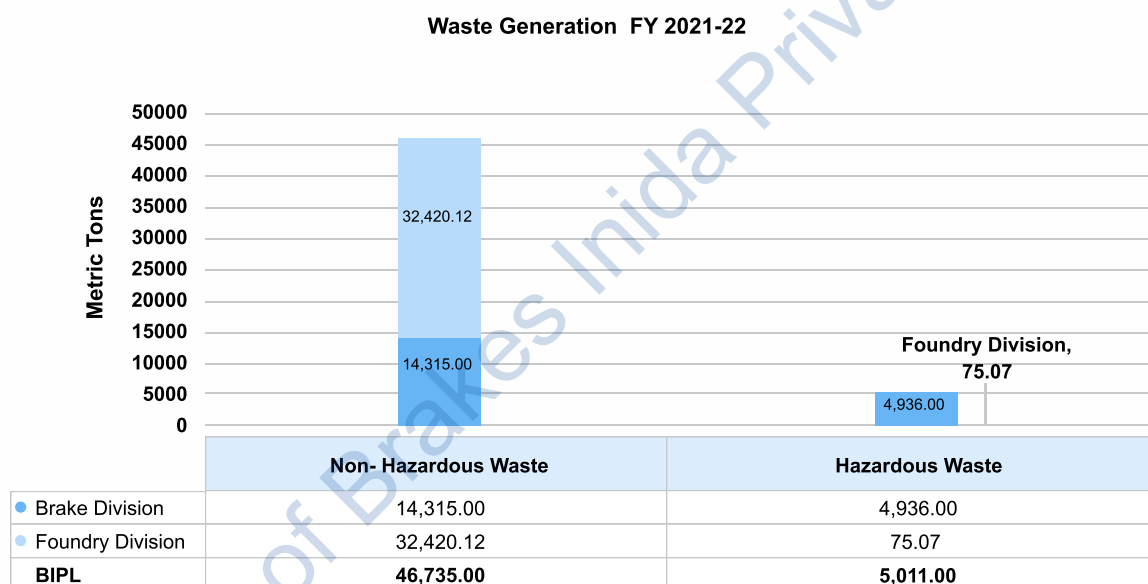
Waste Management

Our goal is to reduce waste production while putting in place reliable waste treatment and disposal systems. We will continue this work to eventually have all our manufacturing activities at the “Zero Waste to Landfill” level.

Effective waste management has been more widely recognised at BIPL, and we have a dedicated crew in charge of classifying, sorting, and disposing of waste in an environmentally friendly manner at each of our production facilities and administrative buildings. We have strong standards in place to make sure that our facilities follow all applicable laws set forth by the Central and State Pollution Control Board. The usage of single-use plastic has been banned in Brakes India since 1st October 2018. Awareness programs have been conducted for all employees on waste management.

Waste Generated

In the current reporting period, we have generated 51,746.19 Metric tons of waste (including hazardous and non-hazardous waste) as follows.

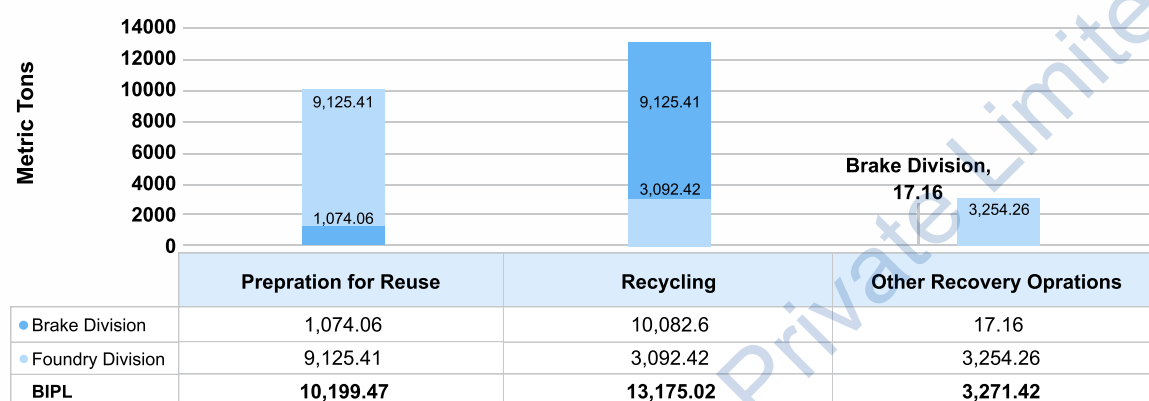


	UoM	Brake Division		Foundry Division		BIPL	
		Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste
Solid	Metric tons	14,315.00	4,813.00	32,420.12	55.71	46,735.00	4,869.00
Liquid		0.00	123.00	0.00	19.36	0.00	142.00
Total		14,315.00	4,936.00	32,420.12	75.07	46,735.00	5,011.00
Grand Total		19251.00		32495.19		51746.19	

Waste Diverted from Disposal

We always look for ways to utilise waste as wealth by maximising the value of our waste streams. In the current reporting period, we have utilised 26,646 Metric tons of waste (including hazardous and non-hazardous waste), i.e., 51% (approx.) of generated waste, as follows.

Waste Diverted from Disposal FY 2021-22



Treatment Method	UoM	Treatment Method	Onsite/ Offsite	Brake Division		Foundry Division		BIPL	
				Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste
Preparation for reuse	Metric tons	Solid	offsite	819.84	234.77	1400.34	85.53	2220.18	320.30
			onsite	19.45	0.00	7639.54	0.00	7658.99	0.00
Recycling		Solid	offsite	9984.10	64.94	3051.12	9.28	13035.22	74.22
		Liquid	offsite	0.00	33.56	0.00	32.02	0.00	65.58
Other Recovery Operations		Solid	offsite	3.28	4.71	3252.14	2.12	3255.42	6.83
		Liquid	offsite	0.00	9.17	0.00	0.00	0.00	9.17
Total		Not Applicable	Not Applicable	10826.67	347.15	15343.14	128.95	26169.81	476.10
Grand Total		Not Applicable			11173.82		15472.09		26645.91

The majority of our waste has been utilised by our offsite authorised business partners through reusing, recycling, and other recovery operations. By using our onsite facilities, we have reused 7,659 metric tons of waste. A few of our on-site waste segregations are as follows.

- » **Brake Division – Nanjangud:** All the biodegradable waste has been converted to vermi compost. The plant generates 2 metric tons of vermicompost per month. It is used for gardening purposes.
- » **Foundry Division – Sholinghur:** Non-hazardous waste, including return sand, slag, and fine dust, is used for construction purposes. The new administration building at Sholinghur has been built by utilising the waste.

CASE STUDY: SHOLINGHUR, FOUNDRY DIVISION

REPLACING RIVER SAND IN CONCRETE WITH RETURN SAND, SLAG AND FINE DUST

One of the major processes in our Foundry Division is Moulding and we have two types of Moulding as follows.

- **Green Sand Moulding:** This process generates 1,000 metric tons of return sand (that includes fine dust) per month.
- **Permanent Moulding:** This process generates 200 metric tons of Slag per month.

The return sand and Slag generated are inert in nature and were disposed of in landfills. We did research on ways to replace the River Sand/Manufacturer-Sand with Return Sand and Slag in concrete.

We conducted a detailed Sieve and Concrete Cube analysis based on IS standards to determine its compressive strength. We took 45 days to collect materials, conduct lab analysis, cast cubes, and test their strength. Based on our research, we were able to identify the perfect mix proportion between return sand, fine dust, and slag. With each mix proportion, 6 cubes were cast and cured for twenty-eight days. The cubes tested have a phenomenal compressive strength of 8.64 N/mm² as against the required strength of 7.42 N/mm².



Sieve set for fine aggregate



Weigh balance



Concrete cubes casted for testing



Compressive strength testing machine

Through our research, we were able to use 60 metric tons of return sand and 200 Tons of slag for construction purposes per month. All the contractors and their workmen were educated on the use of foundry solid waste in place of river sand.

In FY 2021-22, we were able to reduce the usage of 3,120 metric tons of River Sand/Manufacturer Sand and save INR 30% of the total concrete cost.

Circular Economy inside BIPL

We have a 'Circular Economy' strategy in place where the punched scrap generated during the punching process from the Brake division is sent to the Foundry Division where it is melted and reused. This reduces the consumption of virgin materials in the foundry division.

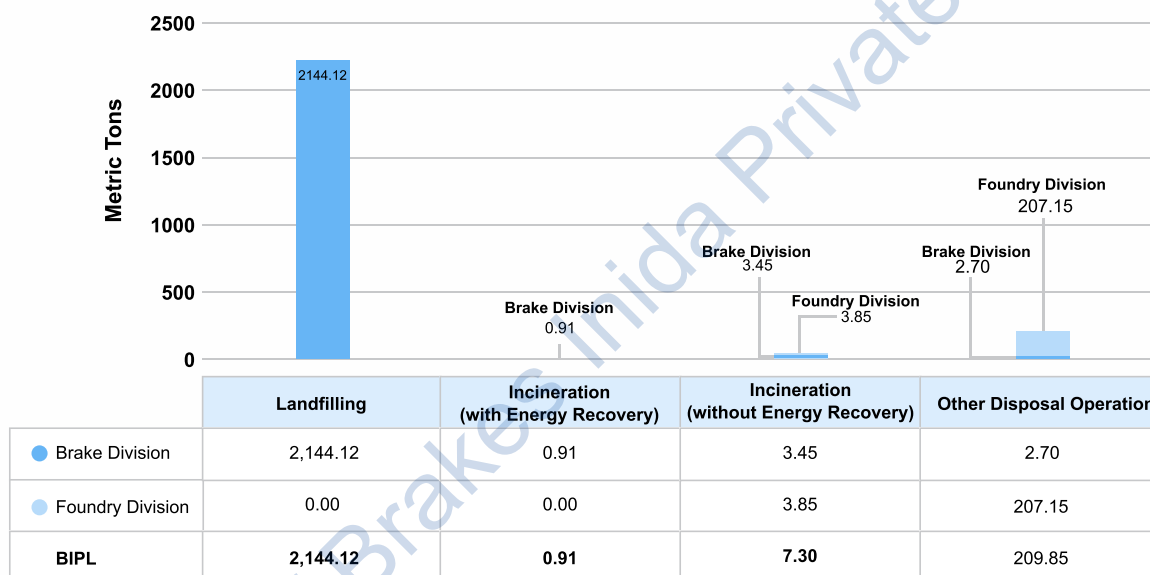
The Foundry Division uses the following percentage of recycled input materials.

- » 97.16% of Recycled Sand
- » 91.75% of Recycled Materials (including used moulds and other metal waste)

Waste Directed to Disposal

Waste that cannot be utilised for any recovery will be disposed of in accordance with the applicable laws. All the disposed waste is handled by our offsite authorized business partners. In the current reporting period, we have disposed of 2,362 metric tons of solid waste (including hazardous and non-hazardous waste), i.e., 4.6% (approx.) of generated waste, as follows.

Waste Directed to Disposal FY 2021-22



Method of Disposal	UoM	Type of Waste	Onsite/ Offsite	Brake Division		Foundry Division		BIPL	
				Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste
Landfilling	Metric tons	Solid	offsite	0.00	2144.12	0.00	0.00	0.00	2144.12
Incineration (With Energy Recovery)				0.00	0.91	0.00	0.00	0.00	0.91
Incineration (Without Energy Recovery)				0.00	3.45	0.00	3.85	0.00	7.30
Other Disposal Operation				2.70	0.00	207.00	0.15	209.70	0.15
Total				2.70	2148.47	207.00	4.00	209.70	2152.47
Grand Total				Not Applicable		2151.17		211.00	

Care for People

MATERIAL TOPICS COVERED

- Occupational Health and Safety
- Training and Education
- Corporate Social Responsibility

Brakes India, like every other organisation, has witnessed unprecedented challenges during and after the COVID 19 pandemic. This has brought about a significant change in both the personal and professional lives of employees, who are our strongest assets. However, amongst all the disruption, Brakes India has consistently supported all the employees through the implementation of health and wellness campaigns.

We also continue to engage with employees by investing in their professional growth and providing a workplace that is conducive to performing at their best. We have designed and implemented new policies and procedures to keep up with the changing world. These methods have seen fruition with the help of reward programs to encourage employees for their innovation and out-of-the-box thinking.

Overall, Brakes India's commitment to care for its people is central to its business strategy, and we ensure that the employees are not only given the necessary support but are also empowered to succeed in their respective roles and play a significant role in the overall success of the organisation.

OCCUPATIONAL HEALTH AND SAFETY

Prioritising health and safety and ensuring the wellbeing of all employees is essential to the growth and success of our organisation. All sixteen of our manufacturing facilities are ISO 45001:2018 certified.

Safety is everyone's responsibility

We ensure safe working conditions by incorporating the highest safety standards with technological advancements. We believe that sharing best practices and invoking a personal commitment in each team member enhances our ability to achieve our goal of zero-injury or zero-accident. Additionally, to avoid unsafe incidents, we also adopted key safety tools and practices, including risk assessment on all machines and equipment, poka-yoke concepts, safety training for all employees, etc.

Occupational Health and Safety Newsletter

As an initiative towards creating awareness about HSE among employees, the Corporate HSE Newsletter is published once every 6 months and circulated to employees, also uploaded to the Employee Portal. This newsletter is released in English for the supervising staff and in regional language for the working group (blue-collar workers).



Inculcating a Speak-up culture

Employees are also encouraged to report work-related hazards in various forums, like Health, Safety, and Environment Committee meetings, daily work management meetings, and the near-miss and unsafe conditions reporting system, etc., and corrective actions are initiated and communicated to workers. We have a complaint register mechanism in place for employees to report any instance of issues related to safety. The confidentiality of the reporting personnel is maintained and protected against reprisals through the Employees' Trade Union.

We have a safety committee at each of our manufacturing plants that includes representation from both management and worker representatives. Safety Month is celebrated in March every year, filled with training and awareness campaigns and competitions to encourage employee participation.

Occupational Health Services

Our care for employee wellbeing is supported by an occupational health centre with qualified doctors and staff to take care of employee health and offer any immediate medical assistance if required. Confidentiality of workers' personal health-related information is maintained by the occupational health centre and Human Resources Department.

Occupational Health and Safety Training

We continue to enhance our employees' knowledge and awareness of occupational health and safety through various training programs. In the current reporting period, we have conducted various training programs covering both our employees and contract workers.

Brakes India has taken several initiatives towards providing benefits to its employees, such as coverage under the ESI scheme, Personal Accident and Health Insurance Coverage for employees, and Personal Accident Coverage for Apprentice. Other programs are conducted by the Field Medical Officer on a monthly basis on wide range of health-related topics - Understanding Diabetes, Hypertension, Fat and mortality, importance of mental health, Heart attacks and Strokes, Good Food Habits, Asthma & Allergies, etc.

For mental well-being, we organise yoga sessions at regular intervals and conduct training sessions on online platforms for handling work stress. To promote mental wellbeing at the workplace, personal counselling is also given to employees with the help of company doctors.

Training and Education

The training and skill development requirements are identified by doing 'Competency Mapping' for 'Management People' (senior, middle and junior management) and by developing a 'Skill Matrix' for 'Working Group' (Blue Collar Workers). Based on the training requirement, our 'Human Resource (HR)' department and 'Personal' department release yearly 'Training Calendar' and 'Training Curriculum' with modules on the following eight thematic areas:

- Awareness Training
- Technical Training
- Customised Training
- Internal Auditor Training
- Behavioural Training
- Wellbeing
- Women's Development Programs
- Mandatory Programs

Programs for Upgrading Skills and Transition Assistance Program

We at Brakes India seek every opportunity to develop our employee skills. We provide sabbatical leaves to employees and funding for external training on a need basis. We care about our employees after retirement and provide support for their transition to a non-working life by providing financial guidance and counselling for intended retirees. Retraining and job placement services are provided to employees who are willing to work again after their retirement or termination.

In FY 2021-22 Brakes India has undertaken the following initiatives and programs to enhance employee engagement, training, and development:

- **Knowledge Sharing Session:** At Brakes India, we always provide the opportunity for our employees to enhance their knowledge. 'Knowledge Sharing Sessions' are conducted once every month by internal and external staff to all the supervising staff (including senior, middle and junior management people). The session covers various topics such as Occupational Health and Safety, Finance, Environment etc.
- **Recreation Club:** Employee mental and physical well-being is our top priority. To support our priority, we have recreational facilities at our major sites that include indoor games such as Carom Board, Table Tennis, and Chess and outdoor games such as Football, Volleyball, and Cricket. Our employees are refreshing themselves during their free hours. Internal competitions are conducted periodically, and winners are felicitated.
- **Annual Get Together:** We rejuvenate our employees' physical and mental well-being by offering 'Annual Get Together Tours' to all our supervising staff. During these tours, our employees enjoy sightseeing, and games are conducted to increase their participation and engagement.
- **Career Guidance Program:** We care for our people's professional and personal development even after they leave Brakes India. These programs are conducted in our Padi Plant, Brake Division, for all Diploma Trainees who have completed their second- or third-year training and are leaving Brakes India. A three-day training program is conducted to enhance their career and personal development.
- **Competitions:** Internal competitions are conducted periodically to increase employee engagement, skills, and knowledge. The internal competitions are conducted in various thematic areas but are not limited to the following.
 - June – Environment month (5th Jun of every year is celebrated as 'World Environment Day')
 - March - Safety Month (4th March of every year is celebrated as 'National Safety Day')
 - November month is celebrated as 'Quality Month.'

During these months, competitions (slogan, essay writing, quiz, elocution, drawing, poem writing, etc.), training programs, and knowledge sharing sessions are conducted by internal and external staff. Pledges are taken by the employees to emphasize the importance of themes. Employees, as well as their family members, participate in the event. The winners of the competitions are felicitated at the valedictory functions with rewards and awards. Other than the internal competitions, our employees are encouraged to participate in external competitions as well.

CASE STUDY: BRAKES INDIA

ENHANCING BUSINESS PERFORMANCE THROUGH 'SUGGESTION PROGRAM'

At Brakes India, we believe that employees are our major asset, and their participation is important to our success. We have a 'Suggestion Program' at all our facilities where all the working group (blue collar workers) employees are encouraged to give suggestions to their immediate superiors to improve the performance in areas such as production, quality, delivery, morale, environment, occupational health, and safety. In the current financial year, 666 (six hundred and sixty-six) persons have been trained on the applicability of the 'Suggestion Program' within Brakes India. We received 10,008 (ten thousand and eight) suggestions to improve our overall business performance, through which we were able to save INR 7,66,000.

In the current reporting period, the 'Best Suggester Award' has been given to Mr. NS Thangarasu who has given 522 (five hundred and fifty-two) suggestions and contributed to a saving of INR 38,000.



Mr. G Rameshbabu, General Manager, Padi Site Head, felicitates Mr. NS Thangarasu

Performance and Career Development Reviews

At Brakes India, employees are appraised based on their performance for improvement. This system aids in the development of a high-performance workplace.

Future success for Brakes India will depend on how quickly and thoroughly it learns, and our 'Training' and 'Skill Development' centre is the cornerstone of that preparation for its employees. We believe in pushing our employees to improve professionally and supporting them with a wide variety of learning opportunities and work-related experiences. By offering chances for professional and personal growth, we uphold our duty towards our employees to enable and support their ongoing growth, networking, teamwork, and strategy, primarily for future fit and creating a competitive edge. BIPL is committed to sustainable development, and our endeavour is to grow together by enriching our employees' professional, personal, and leadership skills.

CORPORATE SOCIAL RESPONSIBILITY

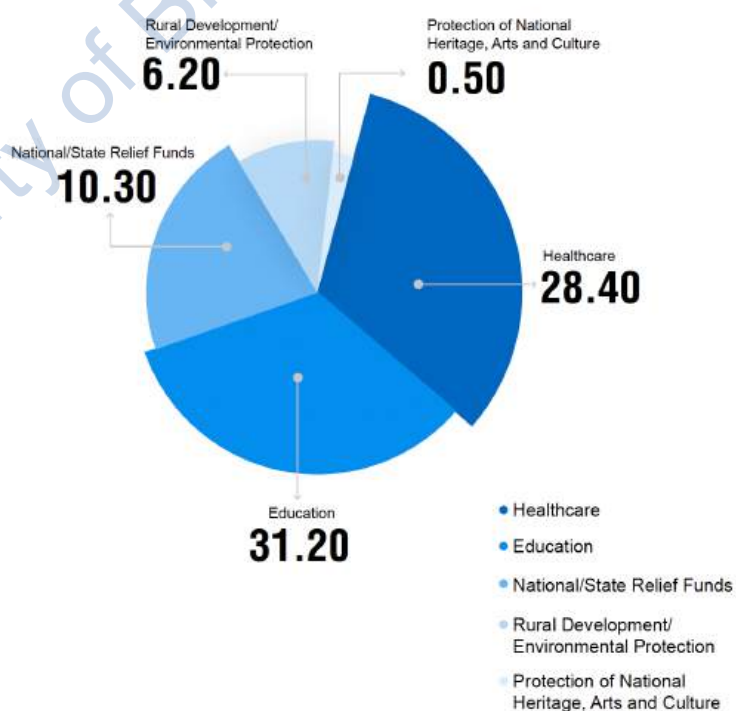
As a responsible business, we at Brakes India are always committed to serve the community. Giving back to the community is part of our core business values, and our actions reflect that.

We have a separate CSR Committee in place to take care of our CSR activities. Our CSR Committee meets regularly to discuss the needs of the project, its progress, and its implementation. Through our CSR activities, we hope to create a positive impact on the world and people's lives. Social Impact Assessment study is carried out to understand the impact of the project.

In the current financial year, we have spent INR 76.6 million and impacted many people's lives through various CSR activities, as follows.

CSR Expenditure (INR Million) FY 2021-22

CSR EXPENDITURE (INR MILLION) FY-2021-2022





BLOOD DONATION AT BRAKES INDIA

Based on requests from NGOs (such as Rotary clubs and voluntary blood banks) and hospitals, blood donation camps are conducted at Brakes India on regular intervals. The medical fitness of eligible people is thoroughly examined by certified doctors. In the current reporting period, Brake Division (Polambakkam and Padi) employees have donated 172 units of blood. Certificates are issued to the donors for appreciation their noble gesture.

Relief Funds:

Institution/Project	INR in Million	BIPL Contribution
Tamil Nadu Chief Minister Public Relief Fund (Covid-19 Relief)	5.0	To support the State Government for exclusive use for oxygen generation, procurement of oxygen concentrators, RTPCR kits, lifesaving drugs, vaccines and other equipment during the second wave of Covid-19.
Tamil Nadu Disaster Management Authority	5.0	Contribution to support the relief operations during the second wave of Covid-19
Others	0.3	Contribution to Ranipet District Collector Covid Relief Fund.
Total	10.3	

Rural Development/Environment Protection:

Institution/Project	INR in Million	BIPL Contribution
Ashoka Trust for Research in Ecology and Environment (ATREE)	5.0	Funds were utilised for Projects: <ul style="list-style-type: none"> • Long Term Monitoring – Effects of the cyclone • Moth monitoring and new species discovery • Restoration of ecosystems (wetlands) • Restoring God's Garden • Engaging with children – Virtual Wild 2.0 • Disappearing trees – Nellai tree mapping initiative • Enhancing and revitalising local skills – a Skill development programme on palm leaf products
Swami Vivekananda Rural Development Society	1.0	Contribution for the construction of 20 Toilets and Bathrooms under Swachh Bharat Abhiyan.
Others	0.2	Road barricades, Solar blinkers etc. for road safety
Total	6.2	

GREEN BELT DEVELOPMENT AT BRAKES INDIA

Sustainable development always stays at the forefront of Brakes India's business operations. We, as an ecologically responsible company, have the responsibility to take care of the environment. To improve the greenery of our manufacturing facilities, corporate offices, and society, we implemented a 'Green Belt Development' program by using the 'Miyawaki Method'. By implementing 'High Density Plantation (HDP)' through the 'Miyawaki Method', we were able to

- Plant more trees in a smaller area.
- Utilise the generated biodegradable waste in HDP.
- Reduce water usage by 50%.
- Protect biodiversity by conserving more species.
- Achieve faster tree growth when compared to conventional tree plantations.
- Sequester carbon emissions.



As of now, we have 1,07,000 trees across all our 16 (sixteen) manufacturing facilities.

We celebrate 'World Environment Day' every year on 5th of June. During this day, we conduct a 'Tree Plantation Drive' within and outside Brakes India. We have a nursery in our Sholinghur Foundry Division, through which we were able to distribute over 6,000 saplings to the public.



Through this, we were able to enhance employee engagement, increase greenery, serve the community, protect species, create awareness among employees, and maintain ecological balance.

BIPL CARE FOR ANIMALS – ‘GOSHALA’

LOCATION: SHOLINGHUR, BRAKE DIVISION

Animals play a vital role in our ecosystem, and we at BIPL are committed to maintain the ecological balance. In our Sholinghur plant, Brake Division, we have a separate area for cattle called ‘Goshala’. Established in 1989, our ‘Goshala’ currently has a total strength of 79 cattle, including 56 cows, 14 cow calves, and 9 bull calves.



The milking is done using an automatic machine, and the yield is approximately 60 litres per day, which is used in the canteen. The cow dung generated from the goshala is used as manure to cultivate fodder for the cattle and is also given to other Sholinghur units to be used as manure for gardening.

GRI CONTENT INDEX

GRI Standard	Disclosure	Location	Page No.
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	2-2 Entities included in the organisation's sustainability reporting	Reporting Period and Boundary	6
	2-3 Reporting period, frequency and contact point		
	2-4 Restatements of information	Not Applicable	-
	2-5 External assurance	Not Applicable	-
	2-6 Activities, value chain and other business relationships	About Brakes India Private Limited	13
	2-7 Employees	About Brakes India Private Limited	
	2-8 Workers who are not employees	Occupational Health and Safety	55
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