

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L34102DL1982PLC129877
2. Name of the Listed Entity: EICHER MOTORS LIMITED
3. Year of incorporation:1982
4. Registered office address: 3rd Floor-Select City walk A-3 District Centre, Saket New Delhi – 110017
5. Corporate Address: #96, Sector 32, Gurugram- 122 001, Haryana, India
6. E-mail: investors@eichermotors.com
7. Telephone: 0124-4415600
8. Website: [http://www.eichermotors.com /](http://www.eichermotors.com/)
9. Financial year for which reporting is being done: April 1, 2021- March 31, 2022
10. Name of the Stock Exchange(s) where shares are listed: Bombay Stock Exchange (BSE) Limited and National Stock Exchange of India (NSE) Ltd.
11. Paid-up Capital: Rs. 27,34,23,102
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:  
Email: investors@eichermotors.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): Standalone basis.

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
I.	Automobile company	Engaged in the manufacturing and selling of motor-cycles, spare parts and related products. Automotive segment includes all activities related to development, design, manufacture, assembly and sale of two-wheelers as well as sale of related parts and accessories.	100%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total turnover contributed
I	Manufacture of motorcycles	3091	100%

### III. Products/services

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

Location	Number of plants	Number of offices	Total
National	The Company operates 2 major manufacturing plants in Oragadam and Vallam Vadagal and one adjunct facility in Thiruvottriyur (all 3 located in Chennai, TamilNadu)	<ol style="list-style-type: none"> <li>Registered office: New Delhi.</li> <li>Significant office: Gurugram, Haryana and Chennai, TamilNadu.</li> <li>Technical centre at Chennai, TamilNadu</li> </ol>	6
International	The Company, in association with local partners, operates 3 Completely Knocked Down (CKD) assembly facilities that assemble our products for local markets in Argentina, Colombia and Thailand.	<p>EML has subsidiaries in North America, Brazil, Thailand, United Kingdom and Canada and also a technology centre in Bruntingthorpe, United Kingdom.</p> <p>The Company has 165 exclusive stores across the UK, USA, Mexico, Colombia, Brazil, Argentina, France, Spain, Indonesia, Thailand, Philippines, Vietnam, Austria, Portugal, Australia, New Zealand and UAE.</p>	9

17. Markets served by the entity:

a. Number of locations

Location	Number of plants
National (No. of States)	All over India
International (No. of Countries)	Our products are sold in over 60 countries across the world. Please refer the section on Business Presence under 'Manufacturing Capital' in the Integrated Report

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

15%

c. A brief on types of customers

Royal Enfield caters to customers in the middle-weight motorcycle segment (350 CC to 750 CC). It is a market leader in India and has also been expanding its foot-print in other geographies across the globe. Our motorcycles differ in many ways as each offers a different experience, while providing the signature Royal Enfield riding pleasure to our customers.

### IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	4,618	4,385	95%	233	5%
2.	Other than Permanent (E)	8,462	7,702	91%	760	9%
3.	<b>Total employees (D + E)</b>	13,080	12,087	92%	990	8%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C/A)
<b>WORKERS</b>						
4.	Permanent (F)	18	18	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	<b>Total workers (F + G)</b>	18	18	100%	0	0%

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### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	4	4	100%	-	-
2.	Other than Permanent (E)	1	-	-	1	100%
3.	<b>Total differently abled employees (D + E)</b>	5	4	80%	1	20%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	<b>Total differently abled workers (F + G)</b>	-	-	-	-	-

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (Includes 3 Independent and 3 non-Independent Director)	6	1	17
Key Management Personnel (Excluding KMP already covered under BoD)	1	0	0

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

(Disclose trends for the past 3 years)

	FY 2021-22 (Turnover rate)			FY 2020-21 (Turnover rate)			FY 2019-20 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	446	51	497	178	27	205	251	20	271
Permanent Workers (contract)	11	0	11	30	0	30	16	0	16

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

### 21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No	Name of the holding/subsidiary/associate companies/joint ventures	Indicate whether it is a holding/ Subsidiary/Associate/ or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Royal Enfield North America Ltd (RENA)	Subsidiary company	100%	No
2	Royal Enfield (Thailand) Ltd.	Subsidiary company	99.99%	No
3	Royal Enfield Brasil Comercio de Motocicletas Ltda	Subsidiary company	99.99%	No
4	Royal Enfield UK Ltd.	Subsidiary company	100%	No
5	VE Commercial Vehicles Ltd (VECV)	Subsidiary company	54.40%	No

S. No	Name of the holding/subsidiary/ associate companies/joint ventures	Indicate whether it is a holding/ Subsidiary/Associate/ or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
6	Eicher Polaris Private Limited	Joint venture company	50%	No
7	Eicher Group Foundation	Subsidiary company	50%	Yes
8	Royal Enfield Canada Ltd.	Subsidiary company of RENA	100% subsidiary company of RENA	No
9	VECV Lanka (Private) Ltd.	Subsidiary of VECV	NA	No
10	VECV South Africa (PTY) Ltd.	Subsidiary of VECV	NA	No

## VI. CSR Details

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

(ii) Turnover (in Rs. Crores): 10,122.86

(iii) Net worth (in Rs. Crores): 10,794.57

## VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22			FY 2020-21		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Investors (other than shareholder)	Yes	Nil	Nil		Nil	Nil	
Shareholders	Yes	105	Nil		54	Nil	
Communities	Yes	The company has established robust mechanisms for engagement with all its stakeholders. Codes of Conduct for our workforce and value chain partners specific expectations from each such stakeholders and provide ample avenues for reporting and resolving grievances. No grievances others than those that may occur in normal course of business (e.g., clarifications on payment status by vendors etc) were reported in the last two years.					
Employees and workers	Yes						
Customers	Yes						
Value Chain Partners	Yes						
Other (please specify)	Yes						

Reporting channel	Country	Contact information
Phone	India	+91-124-4445070
Email		investors@eichermotors.com
Web Portal		<a href="http://www.eicher.in/shareholders-grievances">http://www.eicher.in/shareholders-grievances</a>
Fax		N.A
Post Box		N.A

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### 24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk/opportunity (Indicate positive or negative implications)
1	Responsible use of materials	Opportunity	Please refer the section on 'Materiality' under the Integrated Report for details regarding material issues and risks and opportunities associated with them.		Financial Implications for material issues have not been quantified on an individual basis
2	Climate change	Risk			
3	Energy and emissions	Risk & Opportunity			
4	Water management	Risk & Opportunity			
5	Waste management	Risk & Opportunity			
6	Customer centricity	Opportunity			
7	Attraction and retention of talent	Risk & Opportunity			
8	Training and education	Opportunity			
9	Human rights	Risk			
10	Diversity and equal opportunity	Opportunity			
11	Occupational health and safety	Risk			
12	Responsible supply chain	Risk & opportunity			
13	Community engagement	Opportunity			
14	Economic Performance	Risk & opportunity			
15	Ethical business practices/ Corporate governance	Risk & Opportunity			
16	Regulatory compliance	Risk			
17	Innovation management	Risk & Opportunity			
18	Manufacturing efficiency	Opportunity			
19	Product Quality	Risk & Opportunity			

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	As per note 1 below
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	As per note 1 below
c. Web Link of the Policies, if available	P1: <a href="https://www.eicher.in/codes-and-policies">https://www.eicher.in/codes-and-policies</a> P2: Published in the intranet and to all contractors P3: Published in the intranet P4: <a href="https://www.eicher.in/uploads/1623138899_eicher-corporate-socialresponsibility-policy.pdf">https://www.eicher.in/uploads/1623138899_eicher-corporate-socialresponsibility-policy.pdf</a> P5: Published in the intranet P6: Published in the intranet P7: <a href="http://www.eicher.in/codes-and-policies">http://www.eicher.in/codes-and-policies</a> P8: <a href="http://www.eicher.in/codes-and-policies">http://www.eicher.in/codes-and-policies</a>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	As per note 1 below
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	As per note 1 below
4. Name of the national and international codes/certifications/ labels/standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>• ISO 9001-2015</li> <li>• ISO 14001-2015</li> <li>• ISO 45001-2018</li> </ul>								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any	EML is in the process of defining an overall ESG strategy with goals and targets on material issues.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	N.A								

### Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):

Please refer the 'Managing Director's letter to Shareholders'

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The Corporate Social Responsibility (CSR) committee of the Board is responsible for implementation of the responsible business policies

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes; The Corporate Social Responsibility (CSR) committee is responsible for decision making on sustainability related issues. Please refer the Directors' Report for details.

Note 1: Although EML does not have a board approved policy on customer engagement, systems and processes have been established for addressing issues pertaining to customer satisfaction.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes								As per note below	At regular intervals as required								As per note 1 below
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes								As per note below	At regular intervals as required								As per note 1 below

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes ISO 9001-2015, 14001-2015, 45001-2018								

Note 1: Although EML does not have a board approved policy on customer engagement, systems and processes have been established for addressing issues pertaining to customer satisfaction.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)	P9: At EML, customer satisfaction is of the utmost priority. Detailed systems and processes have been implemented by the Company for handling customer grievances and improving customer experience.								

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

#### PRINCIPLE 1 : Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

##### Essential Indicators

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year:  
Trainings are offered to employees on Codes of Conduct, Human rights related aspects (such as POSH) and safety among others. Please refer the section on ‘Learning and Development’ under Human Capital.
- Details of fines/penalties/punishment/ award/compounding fees/ settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website)

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NIL	NA	NA	NA
Settlement	NIL	NIL	NA	NA	NA
Compounding Fee	NIL	NIL	NA	NA	NA
Non-Monetary					
Imprisonment	NIL	NIL	NA	NA	NA
Punishment	NIL	NIL	NA	NA	NA

- Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:  
Not Applicable
- Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.  
Yes, [https://www.eicher.in/uploads/1630932958\\_EML\\_code\\_of\\_conduct.pdf](https://www.eicher.in/uploads/1630932958_EML_code_of_conduct.pdf)

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

	FY 2021-22	FY 2020-21
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to /penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest.

Nil

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

### Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2021-22	FY 2020-21	Details of Improvements in environmental and social impacts
R&D	Rs. 70.10 crores	Rs. 103.40 crores	Please refer the note below this table.
Capex	Rs. 172.44 crores	Rs. 195.70 crores	

Note: Our R&D efforts are largely focused on development of new products/ modifications that serve to enhance customer experience, quality, safety, reliability (reduced cost of ownership) among others. Currently, R&D expenses that specifically focus on environmental/ social impacts are not tracked separately.

2. a. Does the entity have procedures in place for sustainable sourcing?  
Yes; please refer section on 'Sustainable Sourcing' under Social and Relationship Capital
- b. If yes, what percentage of inputs were sourced sustainably?  
All major suppliers are required to adhere to our Supplier Code of Conduct, which encompasses aspects such as labour conditions & human rights, occupational health & safety, environmental protection and ethical business among others. EML's suppliers are expected to adhere to all applicable laws and comply with the code.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.  
Please refer the section on 'Waste management' under Natural Capital for details on management of wastes. Reclaiming and reuse of products – not applicable.
5. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

No



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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	4,385	4,385	100%	4,385	100%	0	0%	4,385	100%	1,767	40%
Female	233	233	100%	233	100%	233	100%	0	0%	108	46%
<b>Total</b>	4,618	4,618	100%	4,618	100%	233	100%	4,385	100%	1,875	41%
<b>Other than Permanent employees</b>											
Male	7,702	0	0%	0	0%	0	0%	0	0%	2,562	33%
Female	760	0	0%	0	0%	0	0%	0	0%	345	46%
<b>Total</b>	8,462	0	0%	0	0%	0	0%	0	0%	2,907	34%

Note: All contractual employees are included in 'Other than Permanent employees' category. They are covered by the ESIC Act, details of which are described in the subsequent sections.

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

Benefits	FY 2021-22			FY 2020-21		
	No. of employees covered as % of total employee	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as % of total employee	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes	100% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes
Gratuity	100% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes	100% of the applicable employees, as per the Act.	100% of the applicable workers, as per the Act.	Yes
ESI	100% of the applicable employees, as per the Act.	100% of the applicable workers as per the Act.	Yes	100% of the applicable employees, as per the Act.	100% of the applicable workers as per the Act.	Yes

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, EML operating locations are accessible to differently abled employees, workers and visitors. Corporate office locations and plants have Ramps, elevators and all the necessary infrastructure to support differentially abled. Wheelchairs are available in Occupational Health centres in all major facilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

EML is an Equal Opportunities employer. We do not discriminate on the basis of any disabilities. Employment opportunities are provided at plants/ office locations depending on the nature of disabilities.

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

3. Accessibility of workplaces

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	100%	100%
Female	100%	100%
Total	100%	100%

Please refer the 'Human Capital' section of the Integrated Report for further details.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

7.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Whistle-blower, POSH- (Prevention of Sexual Harassment Act), CoC (Code of Conduct), - for all categories of permanent employees and workers are available. Dedicated channels for raising such grievances have been put in case and communicated to all the concerned stakeholders.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2021-22			FY 2020-21		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	4,618	2,086	45%	4,976	2,108	42%
Male	4,385	1,996	46%	4,705	2,010	43%
Female	233	90	39%	271	98	36%
<b>Total Permanent Workers</b>	18	18	100%	29	292	100%
Male	18	18	100%	29	29	100%
Female	0	0	0%	0	0	0%

Note:

In 2021-22, these unions merged into a single internal union for all plants, comprising over 2,100 persons and covering 100% of applicable associate engineers. This merger is a testimony to the strong trust reposed in the organisation by its workforce and vice-versa.

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### 9. Details of training given to employees and workers:

Category	FY 2021-22			FY 2020-21		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who received Skill Training (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Permanent Employees</b>						
Male	4,385	2,293	52%	4,705	1,956	42%
Female	233	104	45%	271	81	30%
Others	0	0	0%	0	0	0%
Total	4,618	2,397	52%	4,976	2,037	41%
<b>Permanent Workers</b>						
Male	18	0	0%	29	0	0%
Female	0	0	0%	0	0	0%
Others	0	0	0%	0	0	0%
Total	18	0	0%	29	0	0%

Note:

Over 38,300 hours of training were imparted in FY 2021-22 compared to 13,215 hours in FY 2020-21. For a new employee at EML, the emphasis on safety begins at the time of joining of the Company. Every fresh hire and new contact worker undergoes mandatory safety training.

Please refer the section on 'Learning & Development' under Human Capital for more details on training.

### 10. Details of performance and career development reviews of employees and worker:

All promotions and increments are based upon an appraisal of employees' annual performance and align with the Company's stated practice of equal pay for genders. Please refer the section on 'Learning & Development' under Human capital for more details.

### 11. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity?  
Yes
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? Please refer the section on 'Occupation health and safety' under Human capital for more details.  
Please refer the section on 'Occupation health and safety' under Human capital for details.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)  
Yes
- Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)  
Yes; please refer the section on Employee Benefits under the Human Capital section of the Integrated Report

12. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.05	0.02
	Workers		
Total recordable work related injuries	Employees	0	0
	Workers	2	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Please refer the section on 'Occupation health and safety' under Human capital for details.

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

Category	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

15. Assessments for the year:

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

16. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.

Nil.

**PRINCIPLE 4 : Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

- Describe the processes for identifying key stakeholder groups of the entity.  
Our organization has identified stakeholders as a person, a group of people or a company that are impacted by our company's actions and inversely, have the potential to impact our company as well.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
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Please refer the section on 'Stakeholder Engagement' under the Integrated Report for details on stakeholders, modes of engagement and topics of concerns.

**PRINCIPLE 5 : Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)
<b>Employees</b>			
Permanent	All the employees are given trainings on human rights, safety and Code of Conduct on a periodic basis		
Other than permanent			
<b>Total Employees</b>			
<b>Workers</b>			
Permanent	All the workers are given trainings on human rights, safety and Code of Conduct on a periodic basis		
Other than permanent			
<b>Total Workers</b>			

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

Category	FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No.(B)	% (B/A)
<b>Employees</b>					
Permanent	NA				
Male					
Female					
<b>Other than Permanent</b>					
Male					
Female					

Category	FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B/A)	No.(B)	% (B/A)
<b>Workers</b>					
<b>Permanent</b>					
Male	18	-	-	18	100%
Female	-	-	-	-	-
<b>Other than Permanent</b>					
Male	-	-	-	-	-
Female	-	-	-	-	-

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in INR)	Number	Median remuneration/ salary/ wages of respective category (in INR)
<b>Board of Directors (BoD)</b>	Please refer to "Corporate Governance Report", "Directors Report" and "Human Capital" sections under the Integrated Report			
<b>Key Managerial Personnel</b>				
<b>Employees other than BoD and KMP</b>				
<b>Permanent Workers</b>				

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

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

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

Please refer the section on "Human Capital" under the Integrated Report for details on grievance redressal related to human rights issues.

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

Category	FY 2021-22	
	Filed during the year	Pending resolution at the end of year
<b>Sexual Harassment</b>	NIL	
<b>Discrimination at workplace</b>		
<b>Child Labour</b>		
<b>Forced Labour/Involuntary Labour</b>		
<b>Wages</b>		
<b>Other human rights related issues</b>		

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

Please refer the section on "Human Capital" under the Integrated Report for details on discrimination and harassment.

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

Yes, Company's Supplier Code of Conduct requires suppliers to uphold human rights in their businesses, prioritising the absence of child and forced labour and upholding the laws of the land relating to human rights related aspects.

## STATUTORY REPORTS

### 9. Assessments for the year:

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

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

Not applicable

## Leadership Indicators

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

Not Applicable

### 2. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, EML operating locations are accessible to differently abled employees, workers and visitors.

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

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

NIL

## PRINCIPLE 6 : Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2021-22	FY 2020-21
Total electricity consumption (A) (GJ)	2,51,478	2,53,677
Total fuel consumption (B) (GJ)	1,49,934	2,08,491
Energy consumption through other sources (C) (GJ)	14,395 (Solar energy)	4,786 (Solar Energy)
Total energy consumption (A+B+C) (GJ)	4,15,806	4,66,954
Energy intensity per rupee of turnover (GJ/Rs Cr) (calculated as per revenue from operations in Rs Cr)	38.31*	46.13
Energy intensity (optional) - the relevant metric may be selected by the entity	--	--

\*Intensity has been calculated taking into account the total energy consumption in plant locations only..

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?

No

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

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water	1,47,570	1,66,426
(iv) Seawater / desalinated water		
(v) Others (Rainwater)	8,507	8,198
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	1,56,077	1,74,624
<b>Total volume of water consumption (in kilolitres)</b>	4,77,347	3,11,000
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover in Rs Cr) (calculated as per revenue from operations in Rs Cr)	47.16	30.72
<b>Water intensity (optional)</b> - the relevant metric may be selected by the entity	1,47,570	1,66,426

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, DNVGL

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

Yes, Both Vallam and ORG plants are Zero Liquid Discharge.



## STATUTORY REPORTS

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

Parameter	Please specify unit	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
NOx	MT	EML consistently tracks the release of particulate matter (PM) and emissions such as SOx and NOx, which emanate from the production processes like painting, fossil fuel-based electricity generation, heating etc. and ensures that these remain within the limits prescribed by the Tamil Nadu Pollution Control Board (TNPCB).	
Sox	MT		
Particulate matter (PM)	MT		
Persistent organic pollutants (POP)	NA		
Volatile organic compounds (VOC)	NA		
Hazardous air pollutants (HAP)	NA		
Others - please Specify	NA		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, METEXLAB

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

Parameter	Unit	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	9,381	13,484
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	49,569	53,652
Total Scope 1 and Scope 2 emissions per rupee of Turnover (calculated as per revenue from operations in Rs. Cr)	tCO2e/INR Cr	5.8	6.6
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> - the relevant metric may be selected by the entity		---	---

\*For the purpose of calculating emission intensity only emission relation to plants have been taken into account

Note: Indicate if any working of its / evaluation/assurance has been carried out by an external agency?

No

5. Does the entity have any project related to reducing Green House Gas emission?

If yes, then provide details.

Yes, on site Group Captive Solar project for Vallam site - 13 MW capacity and several energy savings initiatives. More details are provided in Natural capital section of the Integrated Annual Report 2021-22.

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

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	36	27
E-waste <b>(B)</b>	40	7
Bio-medical waste <b>(C)</b>	NA	NA
Construction and demolition waste <b>(D)</b>	NA	NA
Battery waste <b>(E)</b>	18	14

Parameter	FY 2022 (Current Financial Year)	FY 2021 (Previous Financial Year)
Radioactive waste <b>(F)</b>	NA	NA
Other Hazardous waste. Please specify, if any. <b>(G)</b>	5,154 (ETP Sludge, Spent solvent, Used oil, Empty barrels, etc.)	986
Other Non-hazardous waste generated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e.by materials relevant to the sector)	4,534 (Metal scrap, carton, rubber scrap, wood scrap, gunny bags, etc.)	3,462 (Metal scrap, carton, rubber scrap, wood scrap, gunny bags, etc.)
Total (A+B + C + D + E + F + G + H)	9,782	4,488

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

**Category of waste**

(i) Recycled	All the hazardous and non-hazardous waste generated by company have been recycled through authorized agencies or sold to authorized dealers for its safe disposal. No waste is sent to landfills.
(ii) Re-used	
(iii) Other recovery operations	
<b>Total</b>	

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

Category of waste		
(i) Recycled	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
<b>Total</b>	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

7. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Please refer to "Natural Capital" section under the Integrated Report.

8. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S.No.	Location of operations / offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.

NA

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

NA

## STATUTORY REPORTS

10. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

Yes

S.No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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NA

### PRINCIPLE 7 : Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

#### Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

The list of major affiliations are as below.

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Society of Automotive Fitness and Environment (SAFE)	National
2	Society of Indian Automobile Manufacturers (SIAM)	National
3	Confederation of Indian Industry (CII)	National
4	Bureau of Indian Standards (BIS)	National
5	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
6	Employers' Federation of Southern India (EFSI)	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
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NA

### PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

#### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes / No)	Relevant Web link
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NA

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

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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NA

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

EML conducts needs assessment studies and accordingly focuses its efforts on community development projects in the vicinities of its operating locations. Please refer the section on 'Communities' in the Integrated Report for details.

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

	FY 2021-22
Directly sourced from MSMEs/ small producers	- 9%
Sourced directly from within the district and neighbouring districts	-68%

### Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
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NA

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

S.No.	State	Aspirational District	Amount spent (In INR)
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The CSR projects undertaken by us in localities close to our operating locations, none of which happen to be in aspirational districts.

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

NA

- (b) From which marginalized /vulnerable groups do you procure?

NA

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

NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge :

S.No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Amount spent (In INR)	Benefitshared (Yes / No)
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NA

## STATUTORY REPORTS

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
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NA

6. Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
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Please refer to "Communities" section under the Integrated Report

## PRINCIPLE 9 : Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company reach out to customers through the Royal Enfield app in order to understand Customers' feedback related to sales and services. Customer complaints are monitored and resolved by the respective service / sales team in order to facilitate faster resolution.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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

Category	FY 22 (Current Financial Year)		Remarks	FY 21 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

EML focusses on delivering exceptional experiences for its customers through various customer centric initiatives such as MiY. The Company also reached out to thousands of customers through the Royal Enfield app in order to understand Customers' feedback related to sales and services. Customer complaints are monitored and resolved by the respective service / sales team in order to facilitate faster resolution. Following are the percentages of customer complaints that are outstanding as of:

FY 2022: 1%  
FY 2021: 1.2%

As on end of FY 2022, company has 351 consumer cases pending (FY 2021: 312 open cases). New cases received during the FY 2021-22 are 61 cases

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

Royal Enfield recalled certain batches of Meteor, Classic and Bullet model motorcycles sold in India, Thailand, Indonesia, Philippines, Australia, New Zealand and Malaysia due to defects in the ignition coil which may cause misfiring. The defect was discovered during routine internal testing and the issue was isolated to specific batches of material sourced from external suppliers between December 2020 and April 2021. The issue was rare and did not impact all motorcycles manufactured during that period. The Company has defined adequate steps and is currently the recall actions are in progress.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

No

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Please refer point 4 above

### Leadership Indicators

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

Details on products and services of the company can be accessed on

[Motorcycles | Latest Bikes in India | Two Wheelers | Royal Enfield](#)

2. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Yes, adequate information is provided in the user manuals/website regarding the safe and appropriate use of our motorcycles.

3. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, please refer to "Stakeholder Engagement" & "Customer Centricity" sections under the Integrated Report.

4. Provide the following information relating to data breaches:

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

NIL

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

NIL