



Business Responsibility and Sustainability Report

This year marks the first time that our company has voluntarily released its report against the new Business Responsibility & Sustainability Report guidelines. This report provides enhanced disclosures on our non-financial performance and demonstrates our commitment to the nine principles of the National Guidelines on Responsible Business. It covers our practices and performance on key principles defined by Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, covering topics across the ESG dimensions.

The Schaeffler Group recognises the importance of sustainability and has made it an essential element of its corporate strategy and values. The company is committed to environmental and social responsibility and aims to uphold these values across its entire value chain.

To achieve these goals, the company invested in the development of its sustainability strategy throughout 2022, aligning it with the three ESG dimensions and defining ten action fields. Each of these fields has been further broken down into sections that provide more in-depth information on specific sustainability targets and key figures. The company has set corresponding targets for some of these sections, enabling it to monitor its progress and ensure accountability for its environmental and social impact.

Schaeffler Group's commitment to sustainability extends to us, We have identified eight ESG targets aligned with the Group's strategy. By integrating sustainability into our core values and operations, we aim to continuously improve our sustainability practices and contribute to a more sustainable future.

Section A: General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity

L29130PN1962PLC204515

2. Name of the listed entity

Schaeffler India Limited

3. Year of incorporation

1962

4. Registered office address

15th Floor, ASTP (Amar Sadanand Tech Park), Baner, Pune, Maharashtra, India, 411045

5. Corporate address

15th Floor, ASTP (Amar Sadanand Tech Park), Baner, Pune, Maharashtra, India, 411045

6. E-mail

info.in@schaeffler.com

7. Telephone

+91-20-68198400

8. Website

www.schaeffler.co.in

9. Financial year for which reporting is being done

January 1 to December 31, 2022

10. Name of the Stock Exchange(s) where shares are listed

1. BSE Ltd.
2. National Stock Exchange of India Ltd.

11. Paid-up Capital

As on December 31, 2022 the paid-up capital of the Company stood at ₹312,607,340 consisting of 156,303,670 numbers of Equity Shares of ₹2/- each.

12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Name : Mr. Harsha Kadam, Managing Director
Telephone : +91-20-68198400
E-mail : harsha.kadam@schaeffler.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

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Automotive Technologies	The Automotive Technologies division is dedicated to creating and producing innovative products designed for various applications related to engines, transmissions, and chassis. These products are developed for use in vehicles powered by internal combustion engines, as well as for hybrid and electric vehicles	39%
2.	Industrial	The Industrial division offers a range of products including rolling and plain bearings, linear and direct drive technology, as well as services such as maintenance products and monitoring systems to customers across various industrial sectors. These products are distributed through direct sales channels and a global network of certified distribution partners	35%
3.	Automotive Aftermarket	The Automotive Aftermarket division provides a wide range of components and complete repair solutions to meet the demands of the automotive spare parts market. We also offer comprehensive services to support garages with our extensive expertise in intricate repairs and systems	9%
4.	Exports and Others	The exports and others category primarily comprises revenue generated from exports to group companies, scrap sales, and other forms of operating income	17%

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

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1.	Bearings	21840	60%
2.	Engine and transmission solutions	21840	40%

III. Operations

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

Location	Number of plants	Number of offices	Number of R&D Centres	Total
National	4	8	3	15

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of states)	Pan India Level
International (No. of continents)	4

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

17% contribution from Exports and others in CY22.

c. A brief on types of customers

We serve a wide range of customers in the industrial and automotive sectors, catering to a diverse clientele that includes large original equipment manufacturers (OEMs), public sector undertakings (PSUs), small and medium-sized enterprises (SMEs), as well as emerging startups in the new mobility industry who receive direct service. Furthermore, a significant number of customers are also served indirectly through distribution and aftermarket segments in both the industrial and automotive sectors.



IV. Employees

18 Details as at the end of Financial Year:

a. Employees and workers* (including differently-abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,541	1,443	94%	98	6%
2.	Other than permanent (E)	94	71	76%	23	24%
3.	Total employees (D + E)	1,635	1,514	93%	121	7%
Workers						
4.	Permanent (F)	1,324	1,296	98%	28	2%
5.	Other than permanent (G)	3,551	3,267	92%	284	8%
6.	Total workers (F + G)	4,875	4,563	94%	312	6%
Differently-abled employees						
1.	Permanent (D)	6	6	100%	Nil	Nil
2.	Other than permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	Total employees (D + E)	6	6	100%	Nil	Nil
Differently-abled worker						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than permanent (G)	7	7	100%	Nil	Nil
6.	Total workers (F + G)	7	7	100%	Nil	Nil

* Other than permanent workers include contractual workers, third-party payroll workers, and trainees.

19. Participation/inclusion/representation of women

No. and percentage of females

	Total (A)	No. (B)	% (B/A)
Board of Directors	10	3	30%
Key Management Personnel	3	Nil	Nil

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	CY22			CY21			CY20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	7.5%	0.9%	8.4%	5.8%	0.7%	6.5%	3.2%	0.3%	3.5%
Permanent workers	4.1%	0.0%	4.1%	3.8%	0.0%	3.8%	4.2%	0.0%	4.2%

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

21. Names of holding/subsidiary/associate companies/joint ventures

Nil

VI. CSR Details

22.

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

Yes

Total spending on Corporate Social Responsibility (CSR) as ~2%.

(ii) Turnover (in ₹)

The turnover for CY22 was ₹68,674.2 million.

(iii) Net worth (in ₹)

₹42,859.0 million

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)	CY22			CY21		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, Compliance	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Management System of the Schaeffler Group and Company' Vigil Mechanism/ Whistle-blower Policy are effective tool towards grievance redressal mechanism. The policies are available on company's website – https://www.schaeffler.co.in/en/investor-relations/corporate-governance/codes-and-policies/	Nil	Nil	-	Nil	Nil	-
Shareholders	Management System of the Schaeffler Group and Company' Vigil Mechanism/ Whistle-blower Policy are effective tool towards grievance redressal mechanism. The policies are available on company's website – https://www.schaeffler.co.in/en/investor-relations/corporate-governance/codes-and-policies/	24	Nil	These include complaints received through SEBI scores and stock exchanges	3	Nil	These include complaints received through SEBI scores and stock exchanges
Employees and workers	Management System of the Schaeffler Group and Company' Vigil Mechanism/ Whistle-blower Policy are effective tool towards grievance redressal mechanism. The policies are available on company's website – https://www.schaeffler.co.in/en/investor-relations/corporate-governance/codes-and-policies/	Nil	Nil	-	Nil	Nil	-
Customers	Management System of the Schaeffler Group and Company' Vigil Mechanism/ Whistle-blower Policy are effective tool towards grievance redressal mechanism. The policies are available on company's website – https://www.schaeffler.co.in/en/investor-relations/corporate-governance/codes-and-policies/	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Management System of the Schaeffler Group and Company' Vigil Mechanism/ Whistle-blower Policy are effective tool towards grievance redressal mechanism. The policies are available on company's website – https://www.schaeffler.co.in/en/investor-relations/corporate-governance/codes-and-policies/	Nil	Nil	-	Nil	Nil	-
Others (Whistle-blower)	Management System of the Schaeffler Group and Company' Vigil Mechanism/ Whistle-blower Policy are effective tool towards grievance redressal mechanism. The policies are available on company's website – https://www.schaeffler.co.in/en/investor-relations/corporate-governance/codes-and-policies/	4	Nil	-	6	Nil	-

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Country	Risk	Changes in the social, political, legal or economic stability within or outside the country could hamper our regular operations or planned future expansion. Changes in the political and regulatory environment of markets, in which the Company operates, could have an impact on its net assets, financial position, and earnings. During the year 2022, the geo-political conflict between Russia & Ukraine, and inflationary pressure on food and energy prices had a dampening impact on general consumer sentiments and the global economy.	The socio – economic – political risks are mitigated with continuous observations of the developments in the relevant business environment and taking appropriate actions in terms of changes in strategies to protect the interest of the Company. Several proactive cost countermeasures were identified and implemented in order to mostly offset the adverse impacts.	Negative. Please refer risk management section for mitigation measures.
2.	Strategic market and technology	Opportunity	There are transformative changes forecasted in the marketplace like reducing diesel penetration, stricter emission norms, potential electrification of vehicle powertrain and so on. Customers are increasingly looking for bundled offering of products and services. The evolution of our business from being component-driven to more systems-based could reduce the proportion of value added by our organisation. The government of India aims to increase the penetration of electric vehicles in the automobile landscape. Accordingly, automobile manufacturer continues to emphasise and act towards this industry trend. To address the changing priorities of Automobile OEMs, our product offering need to evolve to capture the industry requirements.	We are taking various measures to address these trends. We continue to focus on the development of products compliant with the latest emission norms. Our product offerings include system-based solutions which are value accretive to our customers. We are strategically enhancing our local production systems to be more modular and aiming towards 'Factory for Tomorrow'. We are dedicated to developing evolving technologies and innovative offerings in the E-mobility space through a dedicated division focused on motor and control modules. This is helping us penetrate the growing E-mobility market and further expand our market position.	Positive.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Market Developments	Risk	As a supplier in the automotive and industrial sector, our product demand is driven by macro-economic conditions and various factors such as consumption patterns, fuel/commodity prices, availability of components, and interest rates, which make exact sales forecasting challenging. Sales in Industrial division is spread across diversified business fields and no significant risks are identified in these markets. A change in forecasted market trends could have an impact on the net assets, financial position, and the earnings of both Automotive and Industrial markets.	Markets are analysed on an ongoing basis to detect changes in market structure or regulations early on. We use managed cost efficiency programmes to reduce the amount of damage, flexibly and dynamically from unexpected market slowdowns. Impact arising due to significant price fluctuations is managed by renegotiating with customers.	Negative. Please refer risk management section for mitigation measures.
4.	Delivery Performance	Risk	The ability to deliver represent a key competitive factor for a long-term relationship of trust with customers; this competitive factor is being constantly enhanced by systematic improvements in production and delivery logistics. Inability to meet contractual delivery dates could have an impact on the financial position and earnings of our Company	We have built high-performance distribution centres aimed at improving market supply and delivery performance with strategic logistics locations. Component sourcing options and capacity of critical production lines are being enhanced. Alternate material/source is identified for cost optimisation and uninterrupted supplies.	Negative. Please refer risk management section for mitigation measures.
5.	Procurement	Risk	Procurement risks arise mainly due to raw materials price fluctuations, ability of suppliers to deliver quality products in time. Adverse fluctuations in market prices and/or supplier's financial distress could have an impact on the Company's financial position and earnings. There is constant threat emanating from global supply chain disruptions and import restrictions due to EXIM policy amendments.	We ensure optimal supply of goods and services, focusing on quality, cost and delivery performance. Multiple product sourcing and localisation options are continuously explored. By negotiating prices and utilising economic synergies, we are largely able to obtain competitive prices. We keep a close watch on the operations of its suppliers, by deploying dedicated personnel performing quality checks, for early signs of distress so that interventions can be made to secure its interests. Representations are made to government to ensure timely clearance of import consignments.	Negative. Please refer risk management section for mitigation measures.
6.	Information technology (IT)	Risk	The importance of the IT systems utilised across various functions in the Company is growing. The operability of business processes and, therefore, the continuity of operations depend on the availability of IT systems. Three protection targets – confidentiality, integrity and availability – steer the Company's IT security management and protection of data and IT systems. Unauthorised access to IT systems, modification and misappropriation of sensitive business data could have an impact on the Company's net assets, financial position, and earnings.	We have the highest standards of IT security systems and are constantly upgrading our IT security infrastructure. We educates/ trains its employees on IT security and what precautions the users should take, to ensure that the IT infrastructure and business data are adequately protected against any possible IT risks.	Negative. Please refer risk management section for mitigation measures.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Information or Cybersecurity	Risk	<p>The prevalent threat of cyber-attacks remains an area of concern in an increasingly digital space. Cyber security risk is an important and continuous focus for us. We devote significant attention and resources to protect and improve the security of our computer systems, software, networks and other technology assets. Nonetheless, cyber-attacks/ breaches pose a significant threat to the protection of our intellectual property, and that of our business partners, from theft, loss, unauthorised disclosure, and illegal access or misuse.</p> <p>Given the increase in both the frequency and sophistication of such attacks, the possibility of cyber attacks/breaches cannot be entirely ruled out and could have an impact on our net assets, financial position, and earnings.</p>	<p>Cyber security initiatives have been implemented to mitigate potential incremental security threats from possible security risk exposures. We reinforced and scaled up the internal environment to ensure the network is secure and healthy.</p> <p>To mitigate cyber security risk, we put in place a robust information security policy based on the ISO/IEC 27001 standard and taking into account sector-specific regulations. Procedures and other IT security specifications supplement our information security regulations.</p> <p>Several technical measures have been established for any illegal intrusions and to mitigate the risk of cyber-attacks and secure data thefts, which also includes monitoring the networks for cyber threats through Security Operations Centre (SOC) to detect and respond to cyber security events.</p> <p>We will continuously buttress our cyber security defences and place responsible guidelines along with security controls to strengthen our security roadmap in managing risks in data, IT systems and cyber security across the Group businesses.</p>	Negative. Please refer risk management section for mitigation measures.
8.	Production	Risk	<p>As our manufacturing facility is capital-intensive, a large proportion of its costs are fixed. As a result, decrease in utilisation of plant capacity leads to under absorption of costs and, thereby impacts its earnings adversely. Moreover, influence of force majeure could result in delays or interruptions of production and supply chain, leading to non-fulfilment of market demand. The period between failure at plant and arrangement from alternative source could impact the Company's net assets, financial position and earnings.</p>	<p>We regularly review market conditions and align our production plan accordingly, where necessary alternative source can be realised from another plant within Schaeffler Group. Maintaining safety stock helps reduce losses. To minimise the probability of occurrence of unplanned interruptions, we take extensive fire prevention measures. Several cost containment measures were identified and implemented in material and process costs.</p>	Negative. Please refer risk management section for mitigation measures.
9.	Loss of market share	Risk	<p>We face competition in every field of our operations. As a result, we are exposed to dual risk of either being displaced by existing or new competitors or its products being replaced by product innovations or new technological features. Customer dissatisfaction on price, quality, delivery performance and design could lead to loss of market share.</p>	<p>We ensure close cooperation with our key customers on product development. It has implemented strict product quality controls to reduce the likelihood of substitution. We are also developing products, which will help us step up the value chain from components to systems. We are expanding our local footprint to comply with local content requirements under 'Make in India' programme of government.</p>	Negative. Please refer risk management section for mitigation measures.
10.	Warranty and liability	Risk	<p>We are known for our high standard of product quality. We leverage a certified quality management system besides continuously striving to improve quality processes. Notwithstanding these, there is a risk that poor quality products get delivered. Usage of defective parts can lead to damages, unplanned repairs or recall on the part of customer, which can result in liability claim or reputation damage.</p>	<p>We respond to such risks by adopting strict quality control measures and continually improving its production processes to minimise the probability of warranty and liability risks materialising. Adherence to quality standards is strictly implemented. All product and recall liability risks are insured.</p>	Negative. Please refer risk management section for mitigation measures.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11.	Product piracy	Risk	Our product brands – INA, LuK, and FAG are associated with best-in-class standards of quality, durability and reliability, making them increasingly susceptible to product piracy.	We protect our intellectual property by making by special markings on products, which makes counterfeiting difficult. Secondly, we follow a strict vigilance process to ensure timely detection of counterfeiting instances and initiation of legal actions against the offender. Moreover, digital anti-counterfeit app is regularly upgraded to support these initiatives. We evaluate other technology-driven initiatives on an ongoing basis to overcome this risk. We also conduct awareness and engagement activities with our distributors.	Negative. Please refer risk management section for mitigation measures.
12.	Compliance	Risk	As a Company with operations at different locations, we comply with laws and regulations across the country. It is possible that violations of any existing law occur, despite careful observance of such legal requirements.	We have in place a comprehensive Compliance Management System, wherein laws and regulations applicable to us are mapped. Each compliance requirement is mapped to relevant process owner. The system sends alerts and reminders to each process owner to enable him to comply with the requirements in a timely manner. Our management regularly reviews a comprehensive compliance report. The system is also updated regularly to capture regulatory changes and amendments.	Negative. Please refer risk management section for mitigation measures.
13.	Tax	Risk	We are subject to tax audits. Tax authority's interpretation of the tax law or of relevant facts made in current or future tax audits may differ from us. This may lead to adjustments to tax base and increase in the tax liabilities, as additional tax payment because of an adjustment to the tax base could have an impact on the Company's financial position.	We extensively evaluate corporate tax and international tax, both internally and with external tax experts, before implementing within the Company. We have a robust transfer pricing policy and the implementation strategy is well documented, reviewed periodically and amended as necessary.	Negative. Please refer risk management section for mitigation measures.
14.	Pension	Risk	We have pension obligations towards our employees. Such obligations are measured using actuarial valuation based on assumptions with respect to the discount rate, increases in personnel payments and statistical life expectancy. Planned assets are invested with external agencies, which are subject to fluctuations in value. A change in these parameters could have an impact on our net assets.	We use government bond rate as discount rate and invest in pension fund with a Government of India enterprise (LIC). Quarterly actuarial valuation is carried out, adequate provisions are established in books of accounts and annually funds are appropriately transferred to LIC.	Negative. Please refer risk management section for mitigation measures.
15.	Currency	Risk	We are exposed to currency risks due to our cross-border transactions. The largest currency risks from operations result from fluctuations in the USD and Euro exchange rates.	We have INR as the inter-company invoicing currency with German entities. This leads to substantial reduction in our foreign exchange exposure and nullifies currency volatility impact. Additionally, we have a structured hedging strategy to counter currency risks. The strategy is followed consistently and reviewed periodically. We also monitor overall FX developments closely and revisits our FX strategy annually.	Negative. Please refer risk management section for mitigation measures.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
16.	Liquidity	Risk	The risk that we will not be able to meet its payment obligations when due is referred to as liquidity risk. Such risks can arise if financing needs cannot be met by existing funding arrangements, including surplus cash balance. Even though we are cash surplus and does not expect any liquidity risks, it has put efficient liquidity management measures to mitigate associated risks.	We monitor liquidity risks using a rolling liquidity plan with a forecast period of twelve months. Short-term cash flows are monitored daily, involving key stakeholders. The working capital controls are adequately in place via appropriate actions including benchmarking and reviews. Credit insurance is undertaken in order to minimise the credit risk and thereby manage the overall liquidity risk in a better way.	Negative. Please refer risk management section for mitigation measures.

Section B: Management and process disclosures

Sr. No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web link of the Policies, if available	https://www.schaeffler.co.in/en/investor-relations/corporate-governance/codes-and-policies/								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001 Eco Management Audit Scheme (EMAS) ISO 45001								
5.	Specific commitments, goals and targets set by the entity with defined timeliness, if any.	Please refer to page 28 of Integrated Annual Report 2022 for more details								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Please refer to our Integrated Annual Report 2022 for more details								

Governance, leadership and oversight

- Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**
Statement by Managing Director highlighting the relevance of sustainability to the organisation is mentioned on page 24 of Integrated Annual Report CY22. Please refer to page 28 of Integrated Annual Report CY22 for the Sustainability Road-map of the Company.
- Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**
Name of highest authority: Mr. Satish Patel
Designation: Director – Finance & CFO
DIN: 00690869
Category: E & NID



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

No. We do not have a designated Board Committee, however, we have an ESG Committee and Charter that includes the executive management team, which ensures good sustainability governance and compliance with local legislation, Schaeffler standards, and customer expectations. The committee is responsible for reviewing, monitoring, and discussing key sustainability performance indicators and taking action plans, if necessary, to achieve them.

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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Subject for Review	Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly	Yearly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly	Quarterly

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.

No. We do not conduct external audits. Nonetheless, our internal auditors carry out a meticulous examination of procedures and regulatory requirements, and they regularly report on the status of compliance to the Board. To comply with best practices and mitigate risks, policies are reviewed and revised periodically by various business leaders, and then approved by the management and/or the Board.

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)					Not Applicable				
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C: Principle wise performance disclosure

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

We maintain high ethical standards and integrity in our operations. We have established clear manuals and policies to guide us in upholding ethical, transparent, and accountable behaviours. Additionally, our code of conduct outlines the objectives, duties, and guidelines that all employees, the Board of Directors, senior management, suppliers, and other stakeholders must adhere to. Any deviations, if they occur, are dealt with firmly and transparently.



Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	4	1. Visit to Schaeffler Plant, Schweinfurt;	Program 1 - 80%; Program 2 - 80%; Program 3 - 10%; Program 4 - 100%
Key Managerial Personnel		2. Schaeffler Plant, Schaeffler R&D Centre, Herzogenaurach; 3. Schaeffler Cybersecurity Programme 4. COVID-19 update, measures taken, review of our financial, business and operational performance, and ESG updates	Program 1 - 100%; Program 2 - 100%; Program 3 - 33%; Program 4 - 100%
Employees other than BoD and KMPs	6	1. Preventing Bribery & Corruption (PBAC) 2. New Compliance WBT "Antitrust Compliance" 3. Integrity & Security @ Schaeffler 4. Cyber Security Training 5. Anti-Bribery & Anti-Corruption Refresher Training 6. NHI – Compliance (Anti-Corruption, Anti-Bribery, Anti-Trust, Anti-Money Laundering etc.)	93.2% 93.8% 94.2% 100% 100% 100%
Workers	3	1. POSH policy 2. Code of Conduct 3. Whistle-blower policy	We conduct training sessions on our POSH Policy, Code of Conduct, and Whistle-blower Policy for all of our employees and workers, ensuring that everyone receives training.

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (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):

During the year, there were no 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.

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Not Applicable



4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes. Our Codes of Conduct, including the Code of Conduct for employees, the Code of Conduct for Directors and senior management, and the Supplier Code of Conduct, contain policies to prevent bribery and corruption.

Clause 2.2 of the Code of Conduct provides guidance on corruption and bribery. The whistle-blower system or vigil mechanism outlines the necessary steps for reporting incidents. Additionally, we promote awareness of the whistle-blower system and Code of Conduct to ensure proper implementation of the policy.

The relevant policies can be accessed through the web link provided.

Code of Conduct
Schaeffler Group

CoC of Directors, Senior
Management & Employees

Schaeffler Group Supplier Code
of Conduct

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

During the year, no law enforcement agency took any action against the Directors, KMPs, employees, or workers on charges of bribery or corruption.

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

There were no complaints received during the year regarding conflicts of interest involving the Directors and KMPs.

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

Not Applicable

Leadership Indicators

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

We conduct an internal assessment for all of our value chain partners, which includes evaluating their awareness of various areas such as governance, ethics, compliance with laws, fair business practices, labour practices, human rights, and so on.

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes. We have a Code of Conduct for Directors and Senior Management to ensure that they exercise the utmost care when engaging in any transaction that may conflict with the interests of the company, either directly or indirectly.

All members of the Board and Senior Management are required to submit a Compliance Certificate annually, affirming their compliance with the provisions outlined in our Code of Conduct.

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

We are committed to manufacturing products with minimal impact on the environment and the communities in which we operate.



Essential Indicators

- 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.**

	CY22*	CY21*	Details of improvements in environmental and social impacts
R&D	₹4,990 million	₹1,929 million	A certain proportion of our R&D and capital expenditure (Capex) investments is made in specific technologies to improve the environmental and social impacts of our products. However, the relevant data is not available for the current year. Starting from CY23, our Business Responsibility and Sustainability Report will provide information on the percentage of R&D and Capex investments that are allocated to specific technologies aimed at improving the environmental and social impacts of our products and processes. This information will be presented as a proportion of our total R&D and Capex investments.
Capex			

* R&D and Capex numbers are total for the year

** Capex gross

- Details on Sustainable Sourcing**

- Does the entity have procedures in place for sustainable sourcing?**

Yes. Suppliers are integral to our future roadmap and success in creating and delivering value. We require all of our suppliers to adopt, implement, and monitor Schaeffler's Supplier Code of Conduct, which outlines the values and principles of conduct expected of all suppliers, their employees, and the supply chain. We utilise various methods to evaluate our supplier base, ensuring sustainable and long-term sourcing practices.

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

Yes. We procure certain percentage of our inputs from sustainable sources. We are taking steps to transition towards more sustainable sourcing practices. To this end, we have established an Internal Self-Assessment Questionnaire (SAQ) process where 90% of our production materials purchased/sourced from suppliers have been assessed. This includes our top 65 suppliers. Through SAQs, we cover various aspects, including their environmental impacts and certifications. By doing so, we aim to ensure that our sourcing practices are aligned with our commitment to sustainability.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

- Plastics (including packaging):** Plastic waste generated from our manufacturing and warehousing locations are recycled through an authorised recycler.
- E-waste:** Waste generated from all locations is safely recycled through an authorised recycler.
- Hazardous waste:** Waste generated from manufacturing locations is safely disposed of in an authorised landfill.
- Other waste:** Metal scraps from the manufacturing process are recycled either by sending them back to the suppliers or authorised recyclers.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes. We are subject to Extended Producer Responsibility (EPR) regulations and adhere to the plastic waste management rule, 2016. We are in the process of evaluating our EPR submission to the Pollution Control Board (PCB).

Leadership Indicators

- Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**
No. We have not conducted a Life Cycle Assessment (LCA) in CY22. However, LCAs for a few products were conducted at the group level. We will continue to rely on Schaeffler Group's expertise in this area.
- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same**
Not Applicable
- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**
Not Applicable
- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**
Not Applicable
- Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**
Not Applicable



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

We are a people-centric organisation that believes employee well-being plays a crucial role in our productivity and success. We provide a conducive working environment where our employees can deliver their best potential. We adopt fair employment practices and provide equal employment opportunities to qualified individuals. We pay special attention to the health and safety of our employees and focus on reducing safety hazards through engineering and management solutions.



Essential Indicators

1.

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

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,449	1,449	100%	1,449	100%	1,449	100%	Nil	Nil	Nil	Nil
Female	98	98	100%	98	100%	98	100%	Nil	Nil	Nil	Nil
Total	1,547	1,547	100%	1,547	100%	1,547	100%	Nil	Nil	Nil	Nil
Other than permanent employees											
Male	71	71	100%	71	100%	71	100%	Nil	Nil	Nil	Nil
Female	23	23	100%	23	100%	23	100%	Nil	Nil	Nil	Nil
Total	94	94	100%	94	100%	94	100%	Nil	Nil	Nil	Nil

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

Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1,296	1,296	100%	1,296	100%	1,296	100%	Nil	Nil	Nil	Nil
Female	28	28	100%	28	100%	28	100%	Nil	Nil	Nil	Nil
Total	1,324	1,324	100%	1,324	100%	1,324	100%	Nil	Nil	Nil	Nil
Other than permanent workers											
Male	3,274	3,274	100%	2,357	72%	225	7%	Nil	Nil	Nil	Nil
Female	284	284	100%	175	62%	Nil	Nil	Nil	Nil	Nil	Nil
Total	3,558	3,558	100%	2,532	71%	225	6%	Nil	Nil	Nil	Nil

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

Benefits	CY22			CY21		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF*	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Superannuation benefit (Co Fund + NPS)	100%	100%	Yes	100%	100%	Yes
Encashment on retirement	100%	100%	Yes	100%	100%	Yes

* Includes family pension scheme.

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. Some of our premises and offices are currently accessible to differently-abled employees and workers. In addition, we are also in the process of making our other premises inclusive and accessible. We are preparing an internal proposal to assess the necessity of installing the required facilities to make the premises accessible. This effort reflects our commitment to ensuring equal opportunities for all members of our team.

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.

We are committed to ensuring sufficient representation of persons with disabilities in our workforce, in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016. We are currently in the process of developing a policy to guide our goals and objectives in this regard.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	Not applicable	Not applicable
Female	100%	100%	Not applicable	Not applicable
Total	100%	100%	Not applicable	Not applicable

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

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent workers	Yes	Our Grievance Redressal Policy aims to ensure that employees can openly express their concerns without fear of reprisal. The policy seeks to provide a fair and effective mechanism to resolve individual grievances and promote a healthy work environment for a productive workforce. Employees can raise their concerns through the Grievance Redressal Committee, which investigates all matters reported during the financial year and takes necessary action to resolve them.
Other than permanent worker		
Permanent employees		
Other than permanent employees		

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

Category	CY22			CY21		
	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)
Total permanent employees	1,547	Nil	Nil	1,444	Nil	Nil
Male	1,449	Nil	Nil	1,369	Nil	Nil
Female	98	Nil	Nil	75	Nil	Nil
Total permanent workers	1,324	809	61%	1,336	903	68%
Male	1,296	809	62%	1,329	792	60%
Female	28	Nil	Nil	7	Nil	Nil

8. Details of training given to employees and workers:

We have conducted training sessions for our employees on various topics such as health and safety, psychological safety, mental well-being, and sustainability. These training sessions were conducted across the organisation.

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

	CY22			CY21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,449	1,449	100%	1,369	1,369	100%
Female	98	98	100%	75	75	100%
Total	1,547	1,547	100%	1,444	1,444	100%
Worker						
Male	1,304	1,304	100%	1,273	1,273	100%
Female	12	12	100%	4	4	100%
Total	1,316	1,316	100%	1,277	1,277	100%



10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Yes. Safety is a fundamental value that takes precedence over all business objectives. At all of our plants, we have Occupational Health Centre (OHC) facilities that are staffed by doctors, nurses, and ambulances that operate around the clock. Our health and safety management systems have been implemented in accordance with the International Standards ISO 45001 (Occupational Health and Safety Management System Standard). The coverage is 100%, and it includes all employees and workers.

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

We believe that as a responsible organisation, it is our duty to prioritise safety in all our operations. It is a critical aspect of our business, and we are committed to instilling a culture of safety across all levels of our organisation. We regularly evaluate our safety practices against industry standards to establish a safe and secure workplace for our employees and contractors, striving to set the benchmark for excellence.

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

Yes. In addition to implementing safety measures, we encourage our employees and workers to report health and safety violations such as work hazards, near misses, and unsafe acts among others.

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

Yes. We provide medical facilities and first-aid services to both our employees and workers.

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

Safety Incident/Number	Category	CY22	CY21
Lost Time Injury Frequency Rate (LTIFR)* (per one million-person hours worked)	Employees	1.1	0.4
Total recordable work-related injuries	Employees	12	5
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	1
	Workers	Nil	Nil

* LTIFR calculated includes both temporary and permanent employees.

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

Ensuring safety is our topmost priority, and we achieve this by conducting regular risk assessments, walk-through surveys in the CFT, safety committee meetings, training and awareness sessions, mock drills, and fire drills. We also take corrective and preventive actions based on our safety walk observations and audit rounds. Our systems are continuously monitored to ensure they function properly. Additionally, we have installed gas detection systems, fire hydrant and detection systems, personal announcement systems, and fire extinguishers in our facilities.

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

	CY22			CY21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	Nil	Nil	-	Nil	Nil	-
Health & safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

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

* Includes both corporate and sales offices.

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

After an incident occurs, we conduct a root cause analysis and document the findings. Based on this analysis, we prepare an action plan and take corrective measures using the PDCA and why-why analysis methods.

Leadership Indicators

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

Yes. Our benefits program follows an integrated approach and provides a range of options to improve financial and social security, including notional gratuity, death benevolence, and accident insurance to mitigate any unfortunate events. We ensure that all employees and workers, including those on contract, are covered by these benefits.

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

We have internal processes in place to ensure that statutory dues have been deducted and deposited by the value chain partners, and we are vigilant in overseeing and enforcing these measures.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/worker		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	CY22	CY21	CY22	CY21
Employees	Nil	Nil	Nil	Nil
Workers	Nil	1	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

No

5. Details on assessment of value chain partners

We have completed SAQs (Self-Assessment questionnaires) on sustainability for our top 65 suppliers.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

We evaluate the health and safety practices as well as the working conditions of our suppliers through the SIA audit, which is a crucial assessment for selecting a supplier. We ensure that any identified gaps during the evaluation are addressed and verified before a supplier is onboarded.

Additionally, as part of the onboarding process, suppliers are required to commit to safe health and safety practices and working conditions by signing the Supplier Code of Conduct document.



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

We firmly believe that ensuring the success of our business requires us to meet the expectations of our growing group of stakeholders, which includes customers, suppliers and partners, communities, investors, and employees. Engaging effectively with our stakeholders enables us to gain valuable insights into their concerns and expectations. Therefore, we remain committed to transparent, ongoing dialogue and engagement with all our stakeholders to establish and maintain long-term relationships with them.



Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

We have implemented a dynamic and strategic stakeholder engagement process, wherein we identify key stakeholder groups from a larger universe of all possible stakeholders. To monitor stakeholder relationships at the Board level, we have established a stakeholder relationship committee. We prioritise stakeholders based on their material influence on the Company's ability to create value and vice-versa. Presently, we have identified five key internal and external stakeholder groups, namely investors, customers, employees, suppliers and partners, and communities.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable and marginalised 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
Investor	No	Quarterly results publication to Stock Exchange, Annual report, Quarterly investor and analyst presentations, Quarterly financial follow-up reports, Quarterly earnings conference call.	Quarterly	Financial performance and business updates
Customers	No	Written and Verbal Communication	As and when required	Our goal is to promote and expand our business by educating our customers about our products, services, and any new initiatives. We also seek to understand their expectations regarding our offerings and ways to enhance them. We fulfil the necessary transactions involved in doing business and conduct a Customer Satisfaction Survey to gauge our customers' satisfaction with our brand.
Employees	No	Written & Verbal Communication (training, issuing guidelines, meetings, email, SMS, Notice Board, Website)	Ongoing	Improving efficiency and productivity by providing regular training programs and increasing awareness of all aspects of the business, including codes and values.
Suppliers and Partners	No	Written and verbal communication (contracts, SOPs, guidelines, training).	As and when required	Clear communication of expectations and obligations between parties. Ensuring that vendors and suppliers comply with laws such as those prohibiting child labour.
Community	Yes	Verbal Communication (community meetings, survey, grievance redressal)	As and when required	To foster community support and promote community development.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

When formulating our policy documents, we carefully analyse the rights and obligations of all stakeholders in accordance with industry best practices. Our commitment to corporate governance and strong policies ensures that we align stakeholder interests with our business performance.

In CY22, we performed a materiality assessment for Schaeffler India following the Global Reporting Initiative (GRI) principles to identify the most significant economic, environmental, and social issues for our organisation. This assessment established a sustainability framework and aided in prioritising our strategies, policies, and action plans to address our economic, environmental, and social impacts.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. We make sure to listen to the feedback and suggestions from our various stakeholders. We engage with them to identify material issues, and based on these issues, we develop further strategies, set policies if necessary, and establish objectives and goals with a monitoring mechanism.

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

We acknowledge the concerns of vulnerable and marginalised stakeholders, and take steps to address them through our comprehensive CSR projects. Our 'HOPE' initiatives, which focus on Health, Occupational skills, Preservation of Heritage & Environment and Empowerment of Society, have been successful in creating a positive impact. We work closely with communities and civil society networks to tackle systematic issues that can act as force multipliers for social transformation and sustainable development. We publish the details of our programs and their impact assessments in the corporate social responsibility section of our annual report.



PRINCIPLE 5: Businesses should respect and promote human rights

We are deeply committed to upholding high standards of labour practices and human rights at all our operational locations. Discrimination and harassment of any kind against our employees and workers are strictly prohibited, and we enforce this policy with utmost seriousness. We make every effort to ensure strict compliance with applicable laws and maintain the principles of human rights.



Essential Indicators

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

	CY22			CY21		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,547	1,647	100%	1,444	1,444	100%
Other than permanent	94	94	100%	14	14	100%
Total Employees	1,641	1,741	100%	1,458	1,458	100%
Workers						
Permanent	1,324	1,324	100%	1,336	1,336	100%
Other than permanent	225	94	100%	1,642	1,642	100%
Total Workers	1,549	1,418	100%	2,978	2,978	100%

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

Category	CY22					CY21				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1,547	Nil	Nil	1,547	100%	1,444	Nil	Nil	1,444	100%
Male	1,449	Nil	Nil	1,449	100%	1,369	Nil	Nil	1,369	100%
Female	98	Nil	Nil	98	100%	75	Nil	Nil	75	100%
Other than Permanent	94	Nil	Nil	94	100%	14	Nil	Nil	14	100%
Male	71	Nil	Nil	71	100%	11	Nil	Nil	11	100%
Female	23	Nil	Nil	23	100%	3	Nil	Nil	3	100%
Workers										
Permanent	1,324	Nil	Nil	1,324	100%	1,336	Nil	Nil	1,336	100%
Male	1,296	Nil	Nil	1,296	100%	1,329	Nil	Nil	1,329	100%
Female	28	Nil	Nil	28	100%	7	Nil	Nil	7	100%
Other than Permanent	3,558	1,068	30%	2,490	70%	1,642	619	38%	1,023	62%
Male	3,274	928	28%	2,346	72%	1,392	450	32%	942	68%
Female	284	178	63%	106	37%	250	169	68%	81	32%

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in ₹)	Number	Median remuneration/salary/wages of respective category (in ₹)
Board of Directors (BoD)	7	2,947,500	3	3,002,500
Key Managerial Personnel	3	16,984,776	-	-
Employees other than BoD and KMP	1,517	1,212,468	121	893,196
Workers	1,521	824,616	28	312,012

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. We have a focal point responsible for addressing any human rights issues that may arise from our operations. We take robust measures to prevent any violation of human rights within our sphere of influence. Adhering to our Code of Conduct, we actively address and resolve human rights concerns. We also have Grievance Redressal Committee, Employee Associations, Escalation Matrix, Whistle-blower Policy, and POSH Committee to address 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.

We consider human rights due diligence as an integral part of our business operations. We are committed to preventing any violations of human rights within our sphere of influence and have implemented robust measures to uphold this commitment. Our Code of Conduct guides our actions, and we take active steps to address and resolve any human rights concerns that may arise. Additionally, we have established several mechanisms to address human rights impacts or issues that may be caused or contributed to by our business, including a Grievance Redressal Committee, Employee Associations, an Escalation Matrix, a Whistle-blower Policy, and a POSH Committee. These mechanisms enable us to proactively prevent human rights violations and respond promptly if any issues do occur.

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

	CY22			CY21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	1	The Internal Complaints Committee (ICC) is constituted to redress complaints received regarding sexual harassment. A complaint received in 2022 was investigated in the same year, and the investigation was concluded in 2023, as required by the POSH Act.	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

We have implemented the Schaeffler Code of Conduct and POSH (Prevention of Sexual Harassment) Policy to prevent any negative impact on complainants in cases of discrimination and harassment. The POSH Policy ensures that each complaint of sexual harassment is handled with the utmost confidentiality and given top priority by the Committee. Code of Conduct Schaeffler Group

In addition to this, we have a Whistle-blower Policy that allows employees to report any wrongdoing, unethical behaviour, or non-compliance without fear of retaliation, which could have an adverse effect on us and our brand image.

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

Yes. Respect for human rights is an essential component of our corporate responsibility. We are dedicated to upholding the United Nations' international code of human rights, including the "UN Guiding Principles on Business and Human Rights," the ten principles of the "UN Global Compact", and the internationally recognised standards of the eight core conventions of the International Labor Organization (ILO).

Consequently, all of our employees are expected to respect the dignity and personal rights of all individuals, as well as all parties associated with our activities, business relationships, and products. We actively work to prevent human rights infringements and address them as part of a human rights due diligence process. Additionally, we aim to have a positive impact on the personal rights of all parties associated with our company.



9. Assessments for the year:

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

* Schaeffler India internal assessment.

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

The Code of Conduct emphasises the significance of human rights as a crucial value and principle of conduct that must be adhered to by everyone at Schaeffler, including the Executive Board, Managers, and all employees. Moreover, we anticipate that our business partners will also comply with this principle.

Leadership Indicators

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

We have not introduced any modifications or new processes to our business operations.

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

Respect for human rights is an essential component of our corporate responsibility. We are dedicated to upholding the United Nations' international code of human rights, the UN Guiding Principles on Business and Human Rights, the ten principles of the UN Global Compact, and the core conventions of the International Labor Organization (ILO). All employees are expected to respect the dignity and personal rights of individuals and parties associated with our activities, business relationships, and products. We actively work to prevent human rights violations and incorporate a human rights due diligence process to eliminate any infringements. Furthermore, we aim to have a positive impact on the personal rights of all parties associated with the company.

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

Yes. Some of our premises and offices are currently accessible to differently-abled visitors. In addition, we are also in the process of making our other premises more inclusive and accessible.

4. Details on assessment of value chain partners:

We are certified under ISO 14001 and the scope covers our entire operations. We regularly assess our health and safety and working conditions during SIA audits to ensure human rights are respected and promoted.

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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

Not Applicable

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

We acknowledge that businesses have a crucial role to play in addressing the world's most significant and intricate challenges, such as climate change. To act more responsibly, we have set an ambitious goal of achieving carbon neutrality by 2040. Our policies lay out our approach and initiatives to tackle environmental concerns that are relevant to our stakeholders and society.



Essential Indicators

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

Parameter	CY22	CY21
Total electricity consumption (in kWh) (A)	101,419,578	92,234,322
Total fuel consumption (in kWh) (B)	23,010,212	23,959,140
Energy consumption through other sources (in kWh) (C)	Nil	Nil
Total energy consumption (in kWh) (A+B+C)	124,429,790	116,193,462
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.0018	0.0021
Energy intensity (optional) – the relevant metric may be selected by the entity	0.39	0.27
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, done by KPMG for Schaeffler Group globally	Yes, done by KPMG for Schaeffler Group globally

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

No. We have not identified any site or facilities as Designated Consumers (DCs) under the Performance, Achieve, and Trade (PAT) scheme of the Government of India.

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

Parameter	CY22	CY21
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	111,774	107,233
(iii) Third party water	127,627	111,615
(iv) Seawater/desalinated water	Nil	Nil
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	239,401	218,848
Total volume of water consumption (in kilolitres)	239,401	218,848
Water intensity per rupee of turnover (Water consumed in litres/turnover)	0.0035	0.0039
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
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, done by KPMG for Schaeffler Group globally	Yes, done by KPMG for Schaeffler Group globally

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

Yes. Three out of the four locations, Talegaon (Pune), Savli (Vadodara) and Hosur are zero discharge plants where the treated water is reused for processes, gardening, etc. At Maneja (Vadodara), wastewater after treatment is discharged to the municipal sewage drain at the municipal treatment facility, but efforts have been made to recover and reuse the treated water back into the facility.

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

Parameter	Please specify unit	CY22	CY21
NOx	Kg	1,475	1,372
SOx	Kg	179	81
Particulate matter (PM)	Kg	2,313	2,063
Persistent organic pollutants (POP)	Kg	Nil	Nil
Volatile organic compounds (VOC)	Kg	2,327	2,851
Hazardous air pollutants (HAP)	Kg	Nil	Nil
Others – please specify		-	-
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, done by KPMG for Schaeffler Group globally	Yes, done by KPMG for Schaeffler Group globally



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

Parameter	Please specify unit	CY22	CY21
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	5,782	6,121
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	76,769	65,268
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per rupee of turnover	0.0000011	0.0000012
Total Scope 1 and Scope 2* emission intensity (optional) – the relevant metric may be selected by the entity	Units	-	-
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, done by KPMG for Schaeffler Group globally	Yes, done by KPMG for Schaeffler Group globally

* Scope 2 emissions has been calculated based on market based emission factor defined by headquarters.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes. We have implemented energy efficiency programs aimed at reducing energy consumption, resulting in lower emissions and cost savings. Furthermore, we are committed to using green energy and aim to achieve 100% renewable energy usage by 2024. Our plan to achieve this includes power purchase agreements, installing rooftop solar panels, and using renewable energy certificates.

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

Parameter	CY22	CY21
Total Waste generated (in metric tonnes)		
Plastic waste (A)	242	45
E-waste (B)	0.3	1.2
Bio-medical waste (C)	3.2	7.6
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	2.4	7.3
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	852	623
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	22,062	19,948
Total (A + B + C + D + E + F + G + H)	23,162	20,632
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	3,977	3,964
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	3,977	3,964
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	168	38
(ii) Landfilling	462	154
(iii) Other disposal operations	282	365
Total	912	557
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, done by KPMG for Schaeffler Group globally	Yes, done by KPMG for Schaeffler Group globally

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

We follow the 3 R principle which involves reusing or recycling all waste generated. We are continuously working on finding ways to convert hazardous waste from our treatment facilities into usable materials in the cement industry.

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

We have no operations or offices in or around ecologically sensitive areas.

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

Not applicable. As we did not undertake any projects that necessitated an Environmental Impact Assessment.

12. Is the entity compliant with the applicable environmental law/regulations/guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes. We have ensured compliance with all relevant laws, regulations, and guidelines.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	CY22	CY21
From renewable sources		
Total electricity consumption (A)	45,020,620	35,762,692
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	45,020,620	35,762,692
From Non renewable sources		
Total electricity consumption (D)	56,392,380	56,471,630
Total fuel consumption (E)	23,010,212	23,959,140
Energy consumption through other sources (F)	-	-
Total energy consumption (D+E+F)	79,402,592	80,430,770
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, done by KPMG for Schaeffler Group globally	Yes, done by KPMG for Schaeffler Group globally

2. Provide the following details related to water discharged:

Our water discharge process involves sending water to Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) for treatment before it is discharged to a municipal treatment facility.

Parameter	CY22	CY21
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	Nil	Nil
With treatment	Nil	Nil
(ii) To Groundwater		
No treatment	Nil	Nil
With treatment	Nil	Nil
(iii) To Seawater		
No treatment	Nil	Nil
With treatment	Nil	Nil
(iv) Sent to third-parties		
No treatment	Nil	Nil
With treatment	Nil	Nil
(v) Others		
No treatment	Nil	Nil
With treatment	88,488	102,252
Total water discharged (in kilolitres)	88,488	102,252
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, done by KPMG for Schaeffler Group globally	Yes, done by KPMG for Schaeffler Group globally



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

We do not conduct any operations in areas facing water stress, therefore, this parameter does not apply to us.

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

We have an ambitious target of becoming carbon neutral by 2040. Scope 3 upstream emissions (purchased goods and services) for CY22 was 703,383 tCO₂. Additionally, the emission intensity (total Scope 3 upstream emissions/turnover in rupees) for the year was 0.0000102.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Even though our operations are not situated in ecologically sensitive areas, we make a conscious effort to conserve and sustain local biodiversity around our operations.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Renewable Energy	PPA and Own roof top panel	44% achieved until 2022
2.	Energy Efficiency	EEP	1.31 GWh savings achieved
3.	Fresh water withdrawal	Water saving projects	28,197 m ³ achieved
4.	Zero Waste to land fill	Hazardous waste to cement Industry	Pilot Run implemented: 283 tons of hazardous waste diverted from landfills.

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

Yes, we have a Business Continuity contingency and crisis management policy whose primary objective is to provide basic regulations for Business Continuity, in particular for Contingency Management with focus on hazard prevention and maintaining customer supply, and for Crisis Management. All employees within the scope of the policy are required to follow it.

We have established several escalation stages, which are disruption, emergency, emergency with crisis potential, local/regional crisis, and crisis. It is mandatory to report any situation that does not meet the criteria of these stages. The purpose of having a plan is to develop a more proactive, comprehensive, and integrated approach to strengthen our ability to prepare for, mitigate, and respond to disasters that may occur. We have the highest standards of IT security and systems. We also have a robust information technology disaster recovery plan in conjunction with the business continuity plan.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

We are continuously collaborating with our business partners and striving to develop a sustainable supply chain that incorporates a Supplier Assessment of ESG requirements, aimed at reducing Scope 3 upstream emissions.

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

Our value chain comprises partners both upstream and downstream of our business. Our upstream value chain partners primarily consist of our suppliers, while our downstream value chain partners include stakeholders such as customers, logistics and service providers, and fleet managers among others.

To this end, 98% of our production materials purchased/sourced from upstream value chain partners have been assessed through an Internal Self-Assessment Questionnaire (SAQ). Our top 65 suppliers have been evaluated through these SAQs covering various aspects such as environmental impacts and certifications.

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

We actively participate and engage with various associations and industry chambers to help develop sector-defining standards and procedures.



Essential Indicators

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

Three. Please refer to question 1b under Essential Indicators of Principle 7 for more details.

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.	The Automotive Component Manufactures Association of India (ACMA)	National
2.	The Confederation of Indian Industry (CII)	National
3.	Indo-German Chamber of Commerce (IGCC)	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.

No action has been taken against us, nor is currently underway, by regulatory authorities on any matters related to anti-competitive conduct in CY22.

Leadership Indicators

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

We work in partnership with various trade and industry associations such as ACMA and CII among others. Additionally, we proactively engage with the Bureau of Indian Standards (BIS) to provide our inputs and assist in the development of standards that ensure the quality of bearings. We carry out policy advocacy in a transparent and accountable manner, collaborating with all involved authorities and taking into account both our and the wider national interests.



PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Our Corporate Social Responsibility (CSR) programs are integral to achieving our purpose. As a socially responsible corporate citizen, we remain committed to conducting development work in the surrounding areas, with a focus on promoting the socio-economic growth of the operating regions, and thereby contributing to inclusive growth.



Essential Indicators

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

According to applicable laws, SIA (Social Impact Assessment) is not required for any of the projects undertaken by us. However, as a part of our commitment to giving back to society, the company evaluates the impact of major projects.

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

Our operations and units have not caused any displacement of local communities that would require Rehabilitation and Resettlement (R&R) to be carried out.

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

We maintain open registers at all our locations, which community stakeholder groups can access to voice their concerns.

4. Percentage of input material (inputs to total inputs by value) sources from supplier:

Parameter	CY22	CY21
Directly sourced from MSMEs/small producers	36%	37%
Sourced directly from within the district and neighbouring districts	47%	49%

Leadership Indicators

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

Not Applicable

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

S. No.	Project:	Goal:	Objectives:	Duration of the Program:	Amount Spent in 2022:
1.	Sustainable Water Resources Management- "Jal Jeevika" initiated in June 2022 at 2 villages of Dediapada block of Narmada District in Gujarat.	Water conservation for the sustainable livelihood development in Narmada district of Gujarat	To increase agriculture productivity through soil and water conservation works, development of irrigation potential and to establish effective irrigation management and water stewardship in the selected villages thereby increasing income of the dwellers	4 years	₹4,977,084

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

No. Our suppliers are selected based on their performance on various parameters, including cost, quality, delivery, technology, and sustainability. Before being awarded a project, all suppliers must comply with the established sourcing guidelines.

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

6. Details of beneficiaries of CSR projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1.	Women Skill Development Project	247	Our CSR projects are driven by the philosophy of giving back to the vulnerable and marginalised communities from weak socio-economic background of rural as well as urban areas. As of now, we have not calculated the percentage of beneficiaries from vulnerable and marginalised groups impacted by our CSR projects.
2.	Schaeffler India HOPE Engineering Scholarship Program	117	
3.	Learning Outcome Improvement Project (LOIP)	5,117	
4.	Schaeffler Technical Enhancement Program (STEP Centre)	200	
5.	Mobile Science Lab	3,321	
6.	Safe Drinking Water Project	1,480	
7.	Nitara project: Promoting livelihood for women and differently-abled	62	
8.	Lok Vidhyalaya School	384	
9.	Mook Dhvani School	204	
10.	Mobile Health Unit	67,116	
11.	Jal Jeevika	2,127	
12.	Quest On Wheels	2,188	
13.	Schaeffler Technical Enhancement Program (STEP Centre)	72	
14.	Green Energy School Electrification Program	4,979	
15.	Mobile Health Unit	22,669	
16.	Jal Samridhhi	2,926	
17.	Comprehensive Community Development-Education Project	635	
18.	Pre-Vocational Education Program in Govt Schools	2,328	
19.	Health & Safety for Mechanic Community	6,086	
20.	Schaeffler Social Innovation Fellowship Program	11	
21.	National University Skill Development Program	376	
22.	Climate Action – Research & Development project with IIT Roorkee	-	
23.	Climate Action – Research & Development project with IIT Chennai	-	



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

Our company is focused on the needs of consumers and actively engages with them to align our business with their expectations, thereby maximising value creation.



Essential Indicators

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

We, at Schaeffler India, have a robust mechanism in place for tracking and responding to consumer complaints. Our Schaeffler Global Handbook procedure outlines a detailed process for receiving and addressing consumer complaints and feedback. The entire complaint management system is managed through SAP identifying the entire process including the countermeasures required to address the complaints or feedback received.

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	Not applicable
Safe and responsible usage	Not applicable
Recycling and/or safe disposal	All our products are in accordance with the Global Material Governance Standards and we adhere to the particular threshold of restricted elements to ensure we do not exceed it. We are in accordance with IMDS (International Material Data System) which is an internet bases globally accepted system.

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

As of CY22, we have no pending complaints regarding data privacy, advertising, cybersecurity, restrictive trade practices, or unfair trade practices.

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

Nil

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. We are committed to protecting the data of our customers and employees. We have a privacy policy that is publicly available on our website at <https://www.schaeffler.co.in/en/meta/privacy-policy/>. Additionally, we have an internal framework in place to address cybersecurity and risks related to data privacy.

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

Not Applicable

Leadership Indicators

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

More details about our products and services can be found on the following link:
<https://www.schaeffler.co.in/en/products-and-solutions/>

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

We educate our consumers on fitment guidelines to ensure safe usage of our product parts. All the specifications and information on safe and responsible usage of our products is made available in the product catalogue. More details about our products and services can be found on the following link: <https://www.schaeffler.co.in/en/products-and-solutions/>

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

Please refer to Principle 6, Leadership Indicator Q7.

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

Yes. We do display information on the product over and above what is mandated as per law. As an example, we have a Unique Identification Number on each of our products, which allows us to trace back to the manufacturing process in case of complaints. More details about our products and services can be found on the following link: <https://www.schaeffler.co.in/en/products-and-solutions/>

We conduct customer surveys to gauge consumer satisfaction with respect to major products, significant locations of operation, or the entity as a whole.

5. Provide the following information relating to data breaches:

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

There were no complaints received concerning data breaches in CY22.

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

Nil