

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

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Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders.
Principle 5	Businesses should respect and promote human rights.
Principle 6	Businesses should respect and make efforts to protect and restore the environment.
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
Principle 8	Businesses should promote inclusive growth and equitable development.
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SECTION A:



General Disclosures

At Automotive Stampings & Assemblies Ltd (ASAL), we are committed to embedding Environmental, Social, and Governance (ESG) principles into our business strategy and operations. As a responsible automotive components manufacturer, we recognize that sustainable growth is essential not only for our long-term success but also for the well-being of our stakeholders and the planet.

Environmental Responsibility

ASAL is dedicated to minimizing its environmental footprint through proactive resource management and eco-efficient manufacturing practices. We continuously invest in cleaner technologies, energy conservation, and waste reduction initiatives across our facilities. Our focus on reducing greenhouse gas emissions, optimizing water usage, and promoting circular economy principles reflects our alignment with India's climate goals and global sustainability standards.

Social Commitment

We believe that our people are our greatest strength. ASAL fosters a safe, inclusive, and empowering workplace that promotes diversity, equity, and continuous learning. We are committed to upholding human rights, ensuring employee well-being, and engaging meaningfully with the communities in which we operate. Through various CSR initiatives, we contribute to education, health, and skill development, thereby creating shared value for society.

Governance Excellence

Strong governance is the foundation of our sustainable business practices. ASAL upholds the highest standards of ethics, transparency, and accountability in all its dealings. Our governance framework ensures compliance with applicable laws and regulations, robust risk management, and responsible decision-making. We are committed to maintaining stakeholder trust through consistent disclosures, board oversight, and a culture of integrity.

This BRSR outlines our ESG performance and progress in alignment with the National Guidelines on Responsible Business Conduct (NGRBC). It reflects our ongoing journey toward building a resilient, responsible, and future-ready organization. It captures our proactive efforts to integrate responsible business practices that not only enhance our competitiveness and brand reputation but also generate lasting value for society and the environment. We invite our stakeholders to join us in shaping a sustainable future—one that is inclusive, innovative, and impactful.

“This BRSR report reaffirms Company’s commitment to sustainability, ethical governance, and inclusive growth by presenting our performance across key ESG indicators. We ensure timely, transparent, and accurate disclosure of sustainability data, maintaining the highest standards of integrity and accountability. Aligned with SEBI’s BRSR framework, our disclosures cover both essential and leadership indicators under the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC), reflecting our dedication to responsible business practices and long-term stakeholder value”.

Arvind Goel
Chairman
(DIN: 02300813)

Automotive Stampings and Assemblies Limited

I. Details of the listed entity

Automotive Stampings and Assemblies Ltd (ASAL) was incorporated on March 13, 1990, originally under the name JBM Tools Limited. It was later renamed to its current identity on August 1, 2003, reflecting its focused role in the automotive components sector. ASAL is a listed subsidiary of Tata AutoComp Systems Limited, making it a part of the esteemed Tata Group, one of India's most respected business conglomerates.

ASAL specializes in the design, development, manufacture, and assembly of sheet metal components and assemblies for the automotive industry. Its product portfolio includes Body-in-White (BIW) structural panels, skin panels, fuel tanks, rear twist beams, oil sumps, and suspension components. These components are critical to the structural integrity and performance of passenger vehicles, commercial vehicles, and tractors. The Company's capabilities span from prototyping to full-scale production, serving as a trusted partner to leading original equipment manufacturers (OEMs).

The Company operates 5 (Five) advanced manufacturing plants across India, with 2 (Two) located in Pune Maharashtra, 1 (One) in Pantnagar, Uttarakhand, 1 (One) Jamshedpur, Jharkhand and 1 (One) in Sanand, Gujarat. These plants are equipped with modern stamping, welding, and assembly technologies, enabling ASAL to meet stringent quality and delivery standards. Its customer base includes prominent automotive brands such as Tata Motors, Fiat, Piaggio, Ashok Leyland, TACO Gotion and TATA Hendrickson among others.

ASAL's strategic focus on operational excellence, customer satisfaction, and sustainable manufacturing practices positions it as a key contributor to India's automotive supply chain. The company continues to evolve by embracing innovation, enhancing productivity, and aligning with global standards in quality and environmental responsibility.

1.	Corporate Identity Number (CIN) of the Listed Entity	L28932PN1990PLC016314
2.	Name of the Listed Entity	Automotive Stampings and Assemblies Limited
3.	Year of Incorporation	March 13, 1990
4.	Registered office address	TACO House, Plot No. 20/ B FPN085, V. G. Damle Path, Off Law College Road, Erandwane, Pune, MH 411004 IN
5.	Corporate office address	Not Applicable
6.	E-mail	cs@autostampings.com
7.	Telephone	020-66314300 / 66314308 / 66314318
8.	Website	www.autostampings.com
9.	Financial year for which reporting is being done	FY 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	NSE, BSE
11.	Paid-up Capital (Rs.)	15,86,43,970
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Mr. Saurabh Erande Company Secretary & Compliance Officer Ph: 020-66085000 cs@autostampings.com
13.	Reporting boundary	Standalone Basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. PRODUCTS/SERVICES

16. 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.	Stampings, Fabrication and welding of Auto Component	ASAL manufactures sheet metal components, welded assemblies, modules, battery tray & cooling tubes for Passenger and Commercial Vehicles segment, 2/3 Wheelers segment and off-road segment.	100

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

S. No.	Product/Services	NIC Code	% of total turnover contributed
1.	Stampings, Fabrication and Welding	25910	100

III. OPERATIONS

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

S. No.	Location	Number of plants	Number of offices	Total
1.	National	5	1	6
2.	International	Nil	Nil	Nil

19. Markets served by the entity

a. Number of locations

S. No.	Locations	Number
1.	National (Number of states)	8
2.	International (Number of countries)	1

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

During the reporting period, exports contributed 0.08% to the Company's total turnover. The business remains primarily focused on the domestic market, with exports forming a minimal share of overall revenue.

Automotive Stampings and Assemblies Limited

c. A brief on types of customers

Automotive Stampings and Assemblies Ltd (ASAL) is a leading manufacturer of precision-engineered sheet metal components and assemblies, serving a broad spectrum of the automotive and off-road vehicle industries. Our product range includes sheet metal components, welded assemblies, battery tray assemblies, aluminum cooling tubes, and heavy fabricated parts, all meticulously designed for application in passenger vehicles, commercial vehicles, two & three-wheelers, and the off-road equipment segment.

ASAL has developed deep expertise in the design and development of dies, a critical capability that supports the efficient and high-quality production of our components. This in-house tooling strength enhances our responsiveness to customer requirements and ensures consistent product performance.

We are proud to serve a distinguished clientele that includes global automotive leaders and prominent domestic OEMs. Our key customers include Tata Motors Limited, across its Passenger Vehicle, Commercial Vehicle, and Electric Mobility divisions/subsidiaries, FIAT India Automobiles Private Limited, Ashok Leyland Limited, Piaggio Vehicles Private Limited, Tata Hitachi Construction Machinery Company Limited, and JCB Heavy Products Limited. In addition, we supply to group companies such as Tata AutoComp Systems Limited, Tata AutoComp Gotion Green Energy Solutions Private Limited, and Tata AutoComp Hendrickson Suspensions Private Limited.

Our long-standing relationships with these industry leaders are a testament to our commitment to quality, reliability, and customer-centric service. As we continue to evolve, we remain focused on strengthening these partnerships and exploring new opportunities to collaborate with forward-looking automotive and mobility players globally.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1.	Permanent (D)	493	482	97.8%	11	2.2%
2.	Other than permanent (E)	533	532	99.8%	1	0.2%
3.	Total employees (D+E)	1026	1014	98.8%	12	1.2%
	Workers					
4.	Permanent (F)	Nil	Nil	NA	Nil	NA
5.	Other than permanent (G)	976	925	94.8%	51	5.2%
6.	Total workers (F+G)	976	925	94.8%	51	5.2%

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled Employees					
1.	Permanent (D)	Nil	Nil	NA	Nil	NA
2.	Other than permanent (E)	Nil	Nil	NA	Nil	NA
3.	Total Differently abled employees (D+E)	Nil	Nil	NA	Nil	NA
	Differently abled Workers					
4.	Permanent (F)	Nil	Nil	NA	Nil	NA
5.	Other than permanent (G)	Nil	Nil	NA	Nil	NA
6.	Total Differently abled workers (F+G)	Nil	Nil	NA	Nil	NA

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Management Personnel	3	Nil	NA

22. Turnover rate for permanent employees and workers

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	9	10	9	8	Nil	8	11	Nil	11
Permanent workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Tata AutoComp Systems Limited	Holding	75	No

VI. CSR DETAILS

24.

i. Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): Yes

If yes, Turnover – (in ₹) 7782.71 million

ii. Net worth - (in ₹) 87.35 million

Automotive Stampings and Assemblies Limited

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	https://autostampings.com/wpcontent/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf	Nil	Nil	NA	Nil	Nil	NA
Investors		Nil	Nil	NA	Nil	Nil	NA
Shareholders		36	Nil	NA	79	Nil	NA
Employees and workers		Nil	Nil	NA	Nil	Nil	NA
Customers		377	Nil	NA	276	Nil	NA
Value Chain Partners		Nil	Nil	NA	Nil	Nil	NA

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

S.No	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1.	Employee Health & well-being	Risk & Opportunity	<p>Risk: Employee health and well-being are vital to maintaining productivity and operational continuity. Poor health, stress, or lack of engagement can lead to absenteeism, reduced efficiency, and reputational damage. Inadequate safety systems, weak process controls, or non-compliance with health and safety standards increase the risk of workplace incidents, injuries, and legal exposure. A healthy, safe, and motivated workforce is essential for sustaining performance and stakeholder confidence.</p> <p>Opportunity: Promoting employee health and well-being is a strategic opportunity to enhance productivity, innovation, and organizational resilience.</p>	<ul style="list-style-type: none"> Conduct periodic training on workplace safety, permit-to-work systems, and incident reporting protocols. Enforce well-defined SOPs aligned with health and safety management systems. Perform scheduled audits to ensure compliance with safety regulations and internal guidelines. Actively track and analyze near-miss incidents and workplace hazards to implement timely corrective actions. Provide Personal Protective Equipment (PPE) based on job-specific risks and work environments. 	<p>Negative:</p> <ul style="list-style-type: none"> Inadequate safety systems, practices, and SOPs can lead to workplace accidents and injuries, posing serious risks to employee well-being and operational continuity. Non-compliance with health and safety regulations may result in legal penalties, financial liabilities, and reputational damage to the organization. <p>Positive:</p> <ul style="list-style-type: none"> Strict adherence to safety guidelines helps prevent workplace accidents, reducing medical expenses and compensation claims.

S.No	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
			A healthy workforce is more engaged, motivated, and creative leading to improved performance and job satisfaction. Prioritizing well being also strengthens the Company's reputation, supports talent retention, and builds stakeholder trust, ultimately contributing to sustainable business growth.	<ul style="list-style-type: none"> Recognize safe practices to promote a safety-first culture. Organize health check ups, wellness programs, and access to occupational & mental health support to enhance overall well being. 	<ul style="list-style-type: none"> Minimized disruptions from incidents lead to lower production downtime and improved operational efficiency. A safe work environment enhances employee satisfaction, morale, and retention.
2	Talent Management	Opportunity	Effective talent management presents a significant opportunity to drive innovation, operational excellence, and long-term business growth. By attracting, developing, and retaining skilled and motivated employees, the Company can build a high-performing workforce aligned with its strategic goals. Investing in talent development enhances leadership capabilities, fosters a culture of continuous improvement, and strengthens organizational resilience. Moreover, a strong employer brand improves employee engagement and retention, while positioning the company as an employer of choice in a competitive market.	NA	<p>Positive:</p> <ul style="list-style-type: none"> Skilled and motivated employees enhance efficiency, leading to higher productivity and better resource utilization. Strong retention strategies reduce employee turnover, lowering recruitment and training costs. Investing in talent development fosters innovation, contributing to new revenue-generating ideas and solutions. Engaged employees deliver better customer service, improving satisfaction and loyalty. A strong employer brand attracts high-quality candidates, reducing hiring time and costs. Healthier, more engaged employees take fewer sick days, lowering absenteeism and healthcare-related expenses.
3.	Circular Economy	Opportunity	<ul style="list-style-type: none"> ASAL's manufacturing processes involving sheet metal and assemblies generate substantial scrap. By adopting a circular economy approach, the company can recover and reuse scrap materials, significantly reducing the need for virgin raw inputs and minimizing environmental impact. Designing products with recyclability and reusability in mind allows ASAL to lower its overall waste output. Incorporating recycled materials and optimizing production for minimal waste not only conserves natural resources but also reduces operational costs. Furthermore, the implementation of a zero waste to landfill strategy helps the Company cut waste disposal costs, reinforcing its commitment to sustainable manufacturing and environmental stewardship. 	NA	<p>Positive:</p> <ul style="list-style-type: none"> Reduces landfill waste through reuse and recycling of scrap materials. Lowers carbon emissions by minimizing raw material extraction and energy use. Cuts waste disposal costs via zero waste to landfill initiatives. Saves on raw material procurement through internal material recovery. Generates additional revenue from sale of recyclable or refurbished components. Enhances resource efficiency and reduces production waste.

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S.No	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
4.	Climate Action	Risk	<ul style="list-style-type: none"> Exposure to climate-related risks and opportunities significantly affects long-term operations and financial sustainability. Without proper measurement, monitoring, and reduction of emissions, companies could be subjected to regulations such as carbon taxes, emissions limits, or mandatory climate disclosures. This can lead to increased operational costs, supply chain vulnerabilities, and reputational risks if climate responsibilities are not adequately addressed. Additionally, physical climate risks such as extreme weather events can disrupt production and logistics, while transition risks including shifts in customer demand and investor expectations further emphasize the need for proactive climate strategies. 	<ul style="list-style-type: none"> Track and manage Scope 1, 2, and 3 emissions to understand and reduce the carbon footprint. Upgrade to energy-efficient machinery and optimize production processes to reduce energy consumption and material waste. Transition to renewable energy sources such as solar power and explore green power purchase agreements to reduce reliance on fossil fuels. Collaborate with suppliers to decarbonize the supply chain and prioritize sourcing of low-carbon materials. Consider aligning with recognized climate disclosure frameworks such as TCFD and exploring preparedness for potential emissions-related regulations. Train employees on sustainable practices and foster a culture of environmental responsibility across operations. 	<p>Negative:</p> <ul style="list-style-type: none"> Damage to manufacturing facilities and equipment from extreme weather events can lead to high repair or replacement costs. Production disruptions due to floods, heatwaves, or power outages can result in revenue loss and delayed deliveries. Interruptions in the supply chain may increase raw material costs and affect production schedules. Rising insurance premiums or reduced coverage due to increased climate risk exposure. Compliance with emissions regulations may require capital investment in cleaner technologies and process upgrades. Higher operational costs from transitioning to renewable energy or meeting energy efficiency standards.
5	Product Stewardship	Opportunity	<ul style="list-style-type: none"> Aligning with OEM sustainability goals through responsible sourcing, eco-design, and traceable materials strengthens supplier relationships and long-term business prospects. Designing components for durability, disassembly, and recyclability reduces lifecycle costs, minimizes waste, and enhances operational efficiency. Demonstrating leadership in product stewardship enhances brand credibility, attracts ESG-conscious investors, and opens doors to green procurement and preferred supplier programs. Fosters innovation in lightweight, energy-efficient, and low-impact components, positioning the Company as a key contributor to the automotive industry's transition to electric and sustainable mobility. 	NA	<p>Positive:</p> <ul style="list-style-type: none"> Lower energy expenses by implementing energy efficient machinery and renewable energy sources Enhanced competitiveness in securing contracts with OEMs that prioritize sustainable suppliers. Revenue growth opportunities through development of eco-friendly components for electric and low-emission vehicles. Reduced regulatory risk exposure, avoiding penalties and compliance costs related to emissions and waste. Stronger brand reputation, leading to customer loyalty and potential market expansion.

S.No	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
6	Responsible Supply Chain	Opportunity	<ul style="list-style-type: none"> Improves supply chain transparency, enabling better tracking of materials, ethical sourcing, and compliance with environmental and labor standards. Mitigates regulatory and reputational risks by ensuring suppliers adhere to evolving global standards on emissions, human rights, and responsible sourcing. Strengthens OEM partnerships, as automakers increasingly prioritize suppliers with robust ESG credentials and transparent supply chain practices. Builds resilience against disruptions by diversifying supplier networks, localizing sourcing, and improving risk forecasting and response capabilities. Drives operational efficiency through better coordination, reduced material waste, and optimized logistics, leading to cost savings. Boosts brand reputation and stakeholder trust by demonstrating commitment to responsible business practices. 	NA	<p>Positive:</p> <ul style="list-style-type: none"> Reduced transportation costs through optimized routing, consolidated shipments, and collaboration with logistics partners that prioritize fuel efficiency and load maximization. Minimized disruption-related losses by sourcing from reliable, ESG-compliant suppliers with robust logistics networks, ensuring continuity during crises. Improved delivery performance through better coordination and transparency across the supply chain, leading to fewer delays and penalties.
7	Business Ethics	Opportunity	<ul style="list-style-type: none"> Upholding ethical standards in sourcing, labor, and environmental practices fosters lasting trust with OEMs, suppliers, regulators, and customers. Operating transparently and ethically such as through adherence to the Tata Code of Conduct boosts credibility and stakeholder confidence. Ethical governance helps avoid regulatory breaches, penalties, and litigation, safeguarding financial and operational stability. A values-driven culture appeals to employees seeking purpose and integrity, enhancing retention, engagement, and productivity. Ethical decision-making promotes the creation of safe, sustainable, and socially responsible products and technologies. Transparency and ethical governance are key ESG indicators that attract long-term, responsible investors. Ethical sourcing and compliance align with international standards, easing entry into global markets and partnerships. 	NA	<p>Positive:</p> <ul style="list-style-type: none"> Avoids fines, legal costs, and production delays through regulatory compliance. Strengthens OEM and supplier relationships, leading to long-term contracts and better pricing. Reduces employee turnover and boosts productivity, lowering HR and operational costs. Attracts ESG-focused investors, improving access to capital and reducing financing costs. Enhances brand value and customer trust, supporting premium pricing and repeat business. Opens access to global markets that require ethical and sustainable practices. Encourages innovation in sustainable products, creating new revenue opportunities.

Automotive Stampings and Assemblies Limited

S.No	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
8	Human Rights & Labour Practices	Opportunity	<ul style="list-style-type: none"> Anticipates and meets rising ESG and human rights due diligence requirements, minimizing regulatory exposure and reputational risk. Cultivates a stable, motivated workforce through fair wages, safe working conditions, and respect for labor rights—driving higher productivity and lower attrition costs. Encourages innovation and continuous improvement by empowering a diverse and respected workforce, aligned with Tata's value of excellence. Ensures compliance with evolving ESG and labor regulations, reducing legal and reputational risks. Enhances employee satisfaction and retention, improving productivity and reducing HR costs. 	NA	<p>Positive:</p> <ul style="list-style-type: none"> Reduces legal and regulatory costs by minimizing the risk of fines, lawsuits, and compliance violations. Increases workforce productivity through improved morale, safety, and job satisfaction. Lowers employee turnover, cutting recruitment, training, and onboarding expenses.
9	Data Privacy	Risk	<ul style="list-style-type: none"> Unauthorized access to production data from connected systems can expose proprietary processes, leading to competitive disadvantage. Data shared with OEMs, suppliers, and logistics partners increases exposure to third-party cyber vulnerabilities, which can compromise the entire supply chain. Theft or leakage of sensitive design files, tooling specifications, and process parameters can result in counterfeiting, loss of innovation, and revenue erosion. Non-compliance with global data protection regulations (e.g., GDPR, India's DPDP Act) or OEM contractual obligations can lead to substantial fines, legal action, and loss of business. Cyberattacks such as ransomware can halt production lines, corrupt critical systems, and incur significant recovery and downtime costs. A data breach can severely damage trust with OEMs, suppliers, and customers, leading to reputational harm and potential contract terminations. As digital transformation accelerates, failure to invest in robust data governance and cybersecurity measures increases long-term operational and financial risk. 	<ul style="list-style-type: none"> Identify and classify sensitive data such as design files, production metrics, and employee information. Map data flows across internal systems and external partners to detect vulnerabilities. Implement strong cybersecurity measures including firewalls, encryption, and regular system updates. Restrict data access through role-based permissions and enforce multi-factor authentication. Evaluate third-party vendors for data security compliance and include protection clauses in contracts. Ensure adherence to data protection regulations like GDPR and India's DPDP Act, and maintain audit trails. Conduct regular employee training on data privacy, phishing awareness, and secure data handling. Develop and routinely test a data breach response plan with clear roles and communication protocols. Use real-time monitoring tools to detect anomalies and conduct periodic audits and penetration tests. 	<p>Negative:</p> <ul style="list-style-type: none"> Regulatory fines and penalties due to non-compliance with data protection laws such as GDPR or India's DPDP Act. Legal costs arising from lawsuits filed by affected customers, employees, or business partners. Loss of business from OEMs and suppliers who require strict data protection standards in their contracts. Operational downtime and recovery expenses caused by cyberattacks or data breaches. Increased insurance premiums or denial of cyber liability coverage due to weak data governance. Damage to brand reputation leading to reduced customer trust, lost contracts, and lower future revenue. Costs associated with breach notification, forensic investigations, and remediation efforts. Decline in investor confidence, potentially affecting stock value or access to capital. Competitive disadvantage if proprietary data or intellectual property is leaked or stolen.

S.No	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
10	Corporate Social Responsibility	Opportunity	<ul style="list-style-type: none"> • Strengthens relationships with local communities through initiatives in education, health, and skill development, fostering goodwill and a stable operating environment. • Enhances brand reputation and stakeholder trust by demonstrating commitment to ethical, environmental, and social values • Strengthens relationships with local communities through CSR initiatives in education, healthcare, and infrastructure, creating a stable and supportive operating environment. • Promotes inclusive development by empowering marginalized groups through skill development, vocational training, and entrepreneurship programs, contributing to long-term socio-economic upliftment. 	NA	<p>Positive:</p> <ul style="list-style-type: none"> • Reduced operational disruptions through stronger community relations, which help prevent protests, land disputes, or resistance to expansion projects. • Builds long-term resilience by aligning business success with the well-being of the communities in which the company operates.
11	Sustainable Innovations and growth	Opportunity	<ul style="list-style-type: none"> • Enables long-term cost optimization by integrating energy-efficient machinery, waste-reduction technologies, and circular material flows, leading to lower production costs and improved margins. • Aligns with the sustainability mandates of global OEMs, positioning the company as a preferred partner in future-ready, low-carbon automotive supply chains. • Unlocks access to emerging markets and customers that prioritize environmentally responsible components, especially in the electric vehicle (EV) and hybrid segments. • Attracts ESG-aligned capital and green financing, improving funding options, reducing cost of capital, and enhancing investor confidence. • Spurs innovation in lightweight, high-strength, and recyclable stampings that meet evolving regulatory standards for fuel efficiency and emissions reduction. • Enhances brand equity and stakeholder trust by demonstrating leadership in climate action, resource stewardship, and sustainable manufacturing. 	NA	<p>Positive:</p> <ul style="list-style-type: none"> • Reduces material and energy costs through efficient processes. • Minimizes waste and scrap, lowering disposal and rework expenses. • Enables premium pricing for eco-friendly components. • Opens access to regulated and sustainability-focused markets. • Attracts OEMs and customers seeking green supply chains. • Enhances brand reputation and investor interest via ESG alignment. Drives innovation and new product opportunities, especially for EVs. • Contributes to long-term profitability and competitive advantage.

ASAL

Thirty-Fifth Annual Report 2024-25

Automotive Stampings and Assemblies Limited

S.No	Material issue identified	Indicate whether risk (R) or opportunity (O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
			<ul style="list-style-type: none">• Future-proofs operations against tightening environmental regulations, carbon pricing mechanisms, and mandatory sustainability disclosures.• Builds resilience by reducing dependence on volatile raw materials and fossil fuels through sustainable sourcing and energy diversification.• Creates a competitive edge by embedding sustainability into core business strategy.	NA	

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SECTION B:

Management and process disclosures



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

S. No.	Principle Description	Reference of Company's Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	https://autostampings.com/storage/2021/08/Code-of-Conduct.pdf
P2	Businesses should provide goods and services in a manner that is sustainable and safe	https://autostampings.com/storage/2021/08/Code-of-Conduct.pdf
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	https://autostampings.com/storage/2021/08/Code-of-Conduct.pdf
P4	Businesses should respect the interests of and be responsive to all its stakeholders	https://autostampings.com/storage/2021/08/Code-of-Conduct.pdf
P5	Businesses should respect and promote human rights	https://autostampings.com/storage/2021/08/Code-of-Conduct.pdf
P6	Businesses should respect and make efforts to protect and restore the environment	https://autostampings.com/storage/2022/07/EHS-policy.pdf https://autostampings.com/storage/2024/08/Corporate-Social-Responsibility-CSR-Policy.pdf
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	https://autostampings.com/storage/2022/07/Materiality-Policy_ASAL.pdf
P8	Businesses should promote inclusive growth and equitable development	https://autostampings.com/storage/2024/08/Corporate-Social-Responsibility-CSR-Policy.pdf
P9	Businesses should engage with and provide value to their consumers in a responsible manner	https://autostampings.com/storage/2021/08/Code-of-Conduct.pdf

Automotive Stampings and Assemblies Limited

Policy and Management processes

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. (a)	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1 (b)	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1 (c)	Web Link of the Policies, if available	https://autostampings.com/investors/corporate-governance/								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	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.	<ul style="list-style-type: none"> • ISO 14001:2015 (Environmental Management Systems) • ISO 45001:2018 (Occupational Health & Safety Management System) • IATF 16949:2016 (Automotive Quality Management Systems) • IS 14489:1998 (Code of Practice on Occupational Safety and Health Audit) • AIS-037 and AIS-095 (Automotive Industry Standards) • ISMS ISO 27001:2022 (Information Security Management Systems) 								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>We are actively advancing our ESG journey by establishing a robust baseline and defining clear commitments, goals, and targets. Our sustainability strategy is centered on identifying and prioritizing material ESG issues and aligning them with the Company's overarching business objectives. This includes the development of relevant Key Performance Indicators (KPIs) that reflect our operational realities and stakeholder expectations.</p> <p>We are structuring our ESG roadmap with a dual focus short-term and long-term objectives each supported by defined timelines and measurable outcomes. This structured approach will ensure that our ESG initiatives are both actionable and aligned with our vision for sustainable growth and responsible value creation.</p>								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<p>We are building robust systems, streamlined procedures, and best-in-class practices across all business functions to systematically track, monitor, and transparently disclose our performance against ESG-related commitments. This integrated framework will enable us to measure progress effectively, ensure accountability, and drive continuous improvement in alignment with our sustainability objectives.</p>								

Governance, leadership, and oversight

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>At Automotive Stampings and Assemblies Limited, we are committed to embedding Environmental, Social, and Governance (ESG) principles into every aspect of our operations. We recognize that sustainable manufacturing is not only a responsibility but a strategic imperative that drives innovation, resilience, and long-term value.</p> <p>Enhancing resource efficiency in metal stamping, ensuring ethical and sustainable practices across our supply chain, and adapting to dynamic regulatory landscapes require continuous effort and agility. Balancing operational excellence with environmental stewardship remains a core focus.</p> <p>In response, we have set ambitious goals to reduce our environmental footprint, enhance workforce development, and strengthen community engagement. On the social front, we continue to invest in employee well-being, safety, and inclusive growth.</p> <p>We are proud of the progress made so far. Our initiatives have led to measurable improvements in material efficiency, energy optimization, and workplace safety.</p> <p>As we move forward, our ESG strategy remains central to our vision. We are committed to building a sustainable future while delivering value to all stakeholders and contributing meaningfully to the broader goals of responsible industrial growth.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The Board of Directors of the Company hold the highest level of responsibility for the implementation and oversight of the Company's Business Responsibility policies. The Board provides strategic direction, ensures alignment with the Company's long-term sustainability goals, and monitors performance against ESG-related commitments. It is supported by senior management and relevant committees to ensure effective execution, compliance, and continuous improvement across all business functions.</p>								
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.	<p>Yes. The Board of Directors of the Company along with the Audit Committee, Risk Management Committee, Corporate Social Responsibility Committee, and Stakeholders Relationship Committee, currently oversee decision-making on sustainability-related matters and corporate social responsibility initiatives. These bodies collectively ensure that sustainability considerations are integrated into the Company's strategic and operational decisions.</p>								

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	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
10	Details of Review of NGRBCs by the Company									
	Subject for Review	a. Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Yes. The performance of the Company against its various business responsibility and sustainability policies is regularly reviewed by the Board of Directors and Senior Management. These reviews ensure that the policies are effectively implemented and aligned with the Company's strategic objectives. Based on the outcomes of these assessments, appropriate follow-up actions are initiated to address gaps, enhance performance, and drive continuous improvement across all ESG dimensions.								
2	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes. The Company ensures full compliance with all applicable statutory and regulatory requirements relevant to its business responsibility principles. A Statutory Compliance Certificate, confirming adherence to applicable laws, is periodically submitted by the Chief Executive Officer and Chief Financial Officer to the Board of Directors. In the event of any non-compliance, prompt corrective actions are initiated to address the issue and prevent recurrence, thereby reinforcing our commitment to responsible governance and ethical business conduct.								
	Subject for Review	b. Frequency (Annually (A) / Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	The Company monitors its performance against the stated policies on a continuous basis. Regular reviews are conducted by the Board and Senior Management to assess alignment with policy objectives and identify areas for improvement. Based on these evaluations, timely follow-up actions are initiated to strengthen implementation, address any gaps, and ensure sustained progress in line with our ESG and business responsibility commitments.								
2	Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	The Company ensures compliance with all applicable statutory and regulatory requirements on a continuous basis. A structured compliance framework is in place to monitor adherence to relevant laws and principles across all operations.								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes

Note: During the year under review, The Company had appointed external agencies to undertake ISO and IATF Audits covering Environment, Health and Safety aspects. Whereas other aspects are subject of Statutory Audit and Internal Audit.

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

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

Automotive Stampings and Assemblies Limited

SECTION C:

Principle-wise performance disclosure

Principle 1: Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.



At Automotive Stampings and Assemblies Limited, we are committed to upholding the highest standards of integrity, ethics, and transparency in all aspects of our operations. Our governance framework is built on a foundation of accountability and ethical conduct, ensuring that every decision and action reflects our core values and long-term commitment to responsible business practices.

We have implemented a comprehensive Code of Conduct that guides the Board, employees, and value-chain partners. This Code explicitly prohibits any form of bribery, corruption, or unethical behavior and promotes fairness, honesty, and respect in all stakeholder interactions. Regular training and awareness programs reinforce these principles across the organization.

By embedding integrity and transparency into our business strategy and operations, we aim to build lasting trust with our stakeholders and contribute meaningfully to the sustainable growth of the automotive manufacturing ecosystem.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the FY 2025

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	TATA Code of Conduct, Operations, Sustainability, Human Capital, Business Development	100%
Key Managerial Personnel	5	TATA Code of Conduct, Operations, Sustainability, Human Capital, Business Development, Compliance related awareness	100%
Employees other than BoD and KMPs	80	TCOC, POSH, Business development, Project Management, Strategy management	100%
Workers	28	TCOC, POSH, Kaizen, 5's concept, Induction training, Welding process, Emergency Preparedness	100%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2025

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

Yes. The Company has a clearly defined anti-corruption and anti-bribery policy embedded within its Code of Conduct. The policy strictly prohibits bribery, corruption, and any form of improper payments or benefits, whether offered or received, directly or indirectly, to gain undue business advantage. It applies to all employees, agents, and intermediaries representing the Company. The Code also outlines expectations regarding gifts, hospitality, and ethical conduct, ensuring compliance with all applicable anti-corruption laws.

The Company enforces this policy through continuous awareness, internal controls, and a robust mechanism for reporting violations, including protection against retaliation for whistleblowers.

Weblink of the Tata Code of Conduct policy is <https://autostampings.com/wp-content/uploads/2021/08/Code-of-Conduct.pdf>

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

	Segment	FY 2024-25	FY 2023-24
1	Directors	Nil	Nil
2	Key Managerial Personnel	Nil	Nil
3	Employees	Nil	Nil
4	Workers	Nil	Nil

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6. Details of complaints with regard to conflict of interest

	Segment	FY 2024-25		FY 2023-24	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not applicable, as there have been no reported instances necessitating corrective action in relation to fines, penalties, or enforcement measures by regulatory authorities, law enforcement agencies, or judicial bodies concerning matters of corruption or conflicts of interest.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25	FY 2023-24
Number of days of accounts payables	55.23	68.16

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	24	25
	b. Sales (Sales to related parties / Total Sales)	84	86
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

LEADERSHIP INDICATORS

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

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

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

Yes. The Company has established clear processes to avoid and manage conflicts of interest involving members of the Board. As outlined in the Code of Conduct, all members of the Board are required to act in the best interests of the Company and disclose any actual or potential conflicts of interest. The Board of Directors serves as the competent authority for reviewing and addressing such disclosures involving its members.

These processes include mandatory declarations at the time of appointment and ongoing disclosures whenever a conflict arises. The Code also provides guidance on identifying potential conflicts, including personal, financial, or professional relationships that may influence decision-making. Appropriate actions are taken to resolve or mitigate such conflicts in accordance with applicable laws and internal policies, ensuring transparency, accountability, and ethical governance at the highest level.

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PRINCIPLE 2:

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



We are committed to delivering high-quality products that meet the highest standards of safety and sustainability. Our manufacturing processes are designed to minimize environmental impact through efficient use of raw materials, energy conservation, and waste reduction.

Our facilities adhere to stringent safety protocols to ensure a secure working environment for employees and safe handling of components throughout the production cycle.

Continuous improvement in product design, process innovation, and compliance with environmental and safety regulations are integral to our operations. Through these efforts, we aim to contribute to a cleaner, safer, and more sustainable mobility ecosystem.

ESSENTIAL INDICATORS

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

Segment	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	Nil	Nil	1. These initiatives collectively promote environmental sustainability by reducing emissions, conserving energy, and encouraging the use of renewable resources. 2. Socially, they enhance workplace safety, improve operational efficiency, and support employee well-being.
Capex	1.17%	2.96%	

2.

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

Yes. The Company has established procedures for sustainable sourcing as part of its commitment to responsible business practices. These procedures ensure that suppliers and value-chain partners adhere to ethical, environmental, and social standards aligned with the Company's Code of Conduct. The sourcing

process emphasizes transparency, fair selection, and preference for partners who demonstrate sustainable practices, including responsible resource use, compliance with labor laws, and environmental stewardship.

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

74% of the Company's inputs were sourced sustainably during the reporting period. This reflects our strong commitment to integrating environmental and social responsibility into our procurement practices. Our sustainable sourcing framework prioritizes suppliers who adhere to ethical labor practices, environmental compliance, and resource-efficient operations. We continuously engage with our value-chain partners to promote responsible sourcing, and we are actively working to increase this percentage through supplier assessments, capacity building, and long-term collaboration.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste

Not applicable. Our products are supplied as intermediate components to Original Equipment Manufacturers (OEMs) and are not directly distributed to end-users. Consequently, the responsibility for end-of-life product reclamation, including reuse, recycling, or disposal, lies with the OEMs.

While direct reclamation is outside our operational scope, we remain committed to contributing to a circular economy through sustainable production practices.

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

Not applicable. Extended Producer Responsibility (EPR) does not apply to the Company as per the EPR rules and regulations in India.

LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link. .
Not Applicable					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not applicable, as no Life Cycle Assessment (LCA) has been conducted for our products or services.		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Not Applicable		

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other Waste	NA	NA	NA	NA	NA	NA

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

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

PRINCIPLE 3:

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



We are deeply committed to respecting and promoting the well-being of all employees, including those within our extended value chain. This commitment is rooted in the Tata Group’s core values and is reflected in our policies, practices, and workplace culture.

We prioritize the health, safety, and dignity of every individual associated with our operations. Our manufacturing facilities adhere to stringent occupational health and safety standards, supported by regular training, audits, and continuous improvement initiatives. We also ensure fair employment practices, offering equal opportunities, non-discriminatory hiring, and competitive compensation to all employees.

Beyond our direct workforce, we actively engage with suppliers and partners to uphold ethical labor practices and safe working conditions throughout our value chain. We encourage our business associates to align with our values, promoting human rights and responsible business conduct at every level.

ASAL also invests in the holistic development of its employees through structured learning programs, leadership development, and wellness initiatives. We believe that a supportive and inclusive work environment not only enhances individual well-being but also drives collective success. Our approach reflects our unwavering commitment to building a responsible and people-centric organization.

ESSENTIAL INDICATORS

1.

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

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	%(C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	482	482	100%	482	100%	Nil	NA	163	33.8%	Nil	NA
Female	11	11	100%	11	100%	11	100.0%	Nil	NA	Nil	NA
Total	493	493	100%	493	100%	11	2.2%	163	33.1%	Nil	NA

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Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Other than Permanent Employees											
Male	532	532	100%	532	100%	Nil	NA	Nil	NA	Nil	NA
Female	1	1	100%	1	100%	1	100.0%	Nil	NA	Nil	NA
Total	533	533	100%	533	100%	1	0.2%	Nil	NA	Nil	NA

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

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	%(B/A)	Number (C)	%(C/A)	Number (D)	%(D/A)	Number (E)	%(E/A)	Number (F)	%(F/A)
Permanent Workers											
Male	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Female	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Total	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Other than permanent workers											
Male	925	925	100%	925	100%	Nil	NA	Nil	NA	Nil	NA
Female	51	51	100%	51	100%	51	100%	Nil	NA	Nil	NA
Total	976	976	100%	976	100%	51	5%	Nil	NA	Nil	NA

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.18	0.11

2. Details of retirement benefits for Current and Previous Financial Years

S. no.	Benefits	FY 2024-25			FY 2023-24		
		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 (Y/N/N.A.)	No. of workers covered as a % of total workers	Deducted and deposited with the authority
1	PF	100	63.93	Yes	100	43.08	Yes
2	Gratuity	100	Nil	Yes	45.58	Nil	Yes
3	ESI	Nil	86.48	Yes	Nil	100	Yes
4	Others – Superannuation	2.14	Nil	Yes	Nil	Nil	NA

- 3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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, the premises and offices of the Company are accessible to differently abled employees, in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016. The company has taken proactive steps to ensure that its facilities are inclusive and barrier-free, including the installation of ramps, accessible restrooms, and designated parking spaces.

- 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.**

Yes, the Company adheres to the Tata Code of Conduct, which includes a strong commitment to equal opportunity in line with the Rights of Persons with Disabilities Act, 2016. The company does not discriminate on the basis of disability and ensures fair and inclusive employment practices across all levels.

The Tata Code of Conduct outlines our commitment to providing equal opportunities to all employees and applicants, including persons with disabilities, and supports a work environment that respects dignity, diversity, and inclusion. Tata Code of Conduct is available at <https://tataautocomp.com/wp-content/uploads/Web-pdf/tcoc-booklet-2015.pdf>

- 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	100	100
Female	100	100	100	100
Total	100	100	100	100

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

Yes/No (If yes, then give details of the mechanism in brief)	
1	Permanent workers
2	Other than Permanent Workers
3	Permanent Employees
4	Other than Permanent Employees

Yes, we have a well-defined and inclusive grievance redressal mechanism in place for all categories of employees and workers, including those under permanent and contractual employment. This mechanism is governed by the company's Whistleblower Policy and Vigil Mechanism, which is aligned with the Tata Code of Conduct and applicable legal requirements.

The policy provides a secure, confidential, and accessible platform for employees to report concerns related to unethical conduct, policy violations, or any form of misconduct. Both permanent and contractual employees are explicitly covered under the definition of "employee" in the policy, ensuring equal access to grievance redressal.

This mechanism reflects ASAL's commitment to fostering a safe, ethical, and inclusive workplace for all employees, regardless of their employment status.

<https://autostampings.com/storage/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf>

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

Category	FY 2024-25			FY 2023-24		
	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 Employee	493	298	60.4%	546	302	55.31
Male	482	298	61.8%	537	302	56.24
Female	11	Nil	NA	9	Nil	NA
Total Permanent Workers	Nil	Nil	NA	1	Nil	NA
Male	Nil	Nil	NA	1	Nil	NA
Female	Nil	Nil	NA	Nil	Nil	NA

8. Details of training given to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation ¹		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	1014	1014	100%	1014	100%	942	942	100%	942	100%
Female	12	12	100%	12	100%	12	12	100%	12	100%
Total	1026	1026	100%	1026	100%	954	954	100%	954	100%
Workers										
Male	925	925	100%	925	100%	834	834	100%	834	100%
Female	51	51	100%	51	100%	10	10	100%	10	100%
Total	976	976	100%	976	100%	844	844	100%	844	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	1014	482	47.5%	942	537	57.01%
Female	12	11	91.7%	12	9	75%
Total	1026	493	48.1%	954	546	57.23%
Workers						
Male	925	Nil	0%	834	Nil	0%
Female	51	Nil	0%	10	Nil	0%
Total	976	Nil	0%	844	Nil	0%

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?

The Company has implemented a robust and integrated Occupational Health and Safety Management System (OHSMS) that reflects its deep-rooted commitment to safeguarding the health, safety, and well-being of its workforce. This system is not only a compliance requirement but a strategic priority embedded in the company's operational philosophy.

ASAL's safety approach is fully aligned with the Tata Safety & Health Management System (TSHMS), developed under the guidance of the Tata Business Excellence Group (TBExG). This framework is built on four strategic pillars:

1. Commonality and Convergence – Establishing unified safety strategies, policies, and terminologies across Tata companies.
2. Capability Building – Delivering structured training and development programs to enhance safety competencies.
3. Transparency and Sharing – Promoting open reporting, sharing of lessons learned, and best practices across the group.
4. Governance and Assurance – Ensuring compliance with regulatory and group-level safety standards through audits and assessments

ASAL identifies and mitigates work-related hazards through a structured OHSMS that includes HIRA (Hazard Identification and Risk Assessment), JSA (Job Safety Analysis), PHA (Preliminary Hazard Analysis), ISA (Initial Safety Assessment), HAZOP (Hazard and Operability Study), and a Permit to Work system. These tools are applied both during routine and non-routine tasks, supported by Standard Operating Procedures (SOPs), employee participation, and periodic safety audits.

ASAL's manufacturing facilities at Chakan 1, Chakan 2, Pantnagar and Sanand are certified under ISO 45001:2018, the globally recognized standard for occupational health and safety. This certification affirms the company's adherence to international best practices and its commitment to continuous improvement in safety performance.

ASAL's Environment, Health, and Safety (EHS) Policy, which serves as a guiding framework for all operations. This policy reflects the highest level of organizational endorsement and underscores the company's unwavering dedication to creating a safe, healthy, and empowering work environment. It emphasizes the belief that every employee whether permanent or contractual has the right to a workplace where they can thrive, contribute meaningfully, and return home safely each day.

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Through this integrated approach, ASAL not only meets regulatory expectations but also fosters a culture of care, accountability, and excellence in workplace safety.

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

The Company employs a structured and multi-layered approach to identify and assess work-related hazards across all its operations, both for routine and non-routine tasks. The Company's methodology is grounded in internationally recognized safety practices and is aligned with its ISO 45001:2018 certified Occupational Health and Safety Management System.

Key processes include:

- **Hazard Identification and Risk Assessment (HIRA):** Conducted regularly to identify potential hazards, evaluate their causes, consequences, and impacts. This includes both routine assessments and those triggered by changes in operations or processes.
- **Independent Safety Assessments (ISA) and Hazard and Operability Studies (HAZOP):** These are carried out to proactively identify and mitigate risks before they can impact worker safety.
- **Job Safety Analysis (JSA):** A task-specific risk evaluation tool used to assess hazards associated with particular jobs or activities, especially non-routine or high-risk tasks.
- **Process Hazard Analysis (PHA):** Applied to evaluate risks in complex or critical operations, ensuring that all process-related hazards are systematically reviewed.
- **Permit to Work (PTW):** A mandatory system for high-risk activities, ensuring that prior risk assessments are conducted and appropriate controls are in place before work begins.

ASAL also conducts regular safety inspections and audits to monitor compliance and identify areas for improvement. These audits serve as a systematic review of safety procedures, infrastructure, and practices.

In addition, the Company encourages a culture of safety ownership by empowering employees and workers to report unsafe acts, conditions, incidents, and near-misses. These reports are analyzed to identify trends and vulnerabilities, enabling targeted interventions and continuous improvement.

The risk assessment process considers factors such as the type of work, environmental conditions, severity, and likelihood of hazards. Based on the risk priority, appropriate mitigation strategies and control measures are implemented and periodically reviewed for effectiveness.

This comprehensive and proactive approach ensures that ASAL maintains a safe and resilient work environment across all its operations.

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

The Company has a well established and inclusive system that empowers all employees and workers both permanent and contractual to report work related hazards and withdraw from unsafe conditions without fear of retaliation. This system is supported by structured reporting channels, designated safety personnel, and a culture that prioritizes transparency and responsiveness.

Employees are encouraged to proactively report unsafe acts, conditions, incidents, and near misses through multiple accessible platforms. These reports are managed by trained personnel who ensure timely investigation and corrective action. Regular awareness programs, Behaviour Based Safety (BBS) initiatives, and periodic safety audits further reinforce hazard recognition and risk mitigation.

Additionally, ASAL's Permit to Work (PTW) system mandates prior risk assessment for high-risk

activities, and the Health & Safety department actively monitors and addresses unsafe conditions. This integrated approach not only ensures compliance but also fosters a collaborative safety culture where every individual is empowered to contribute to a safe and healthy workplace.

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

Yes. All employees at the Company have access to non-occupational medical and healthcare services. The Company provides on call doctors at its facilities for regular health check ups and diagnosis of non occupational illnesses, along with support for treatment related expenses, ensuring comprehensive care beyond workplace related health needs.

11. Details of Safety related incidents Data

S.no.	Safety Incident/Number	Category	FY 2024-25	FY 2023-24
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
		Workers	Nil	Nil
2	Total recordable work-related injuries	Employees	Nil	Nil
		Workers	Nil	Nil
3	No. of fatalities	Employees	Nil	Nil
		Workers	Nil	Nil
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
		Workers	Nil	Nil

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

The Company has implemented a comprehensive and proactive framework to ensure a safe and healthy workplace, fully aligned with legal requirements and best industry practices. The Company adopts a holistic approach that integrates preventive, corrective, and continuous improvement strategies to foster a culture of safety across all levels of the organization.

Key measures include:

- **Health & Safety Training:** Regular induction programs, awareness sessions, and Behaviour-Based Safety (BBS) training are conducted for all employees and workers to build safety consciousness and preparedness.
- **Safety Systems and Controls:** Implementation of Safety Kaizens, visible safety signage, and strict enforcement of Personal Protective Equipment (PPE) usage across all facilities.
- **Risk Management:** Use of tools like HIRA, JSA, and 100% compliance with the PTW system to manage operational risks.
- **Incident Management:** Timely implementation of Corrective and Preventive Actions (CAPA) for all reported incidents, near-misses, and unsafe conditions.
- **Emergency Preparedness:** Conducting mock drills for fire, chemical spills, and other emergencies to ensure readiness and response capability.
- **Monitoring and Evaluation:** Daily and weekly safety inspections, periodic safety audits, and structured safety review meetings to assess and enhance workplace safety standards.

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- **Leadership Oversight:** Safety performance is regularly reviewed in management meetings, where top leadership sets annual EHS objectives and monitors progress to drive continuous improvement.

These measures collectively reflect ASAL's unwavering commitment to creating a secure, healthy, and empowering work environment where every individual is protected and enabled to perform at their best.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessments for the year

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

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

We have a well-defined and robust incident investigation process in place to effectively address any safety-related incidents. Upon identification of an incident, a root cause analysis is conducted, and appropriate CAPA are implemented to eliminate the underlying causes and prevent recurrence.

Remedial measures are guided by insights derived from HIRA, JSA, and HAZOP, ensuring a data-driven and risk-prioritized response.

To reinforce our safety culture, regular management review meetings are conducted to evaluate safety performance, track progress against annual Environment, Health, and Safety (EHS) objectives, and initiate strategic improvements.

We also conduct ongoing training programs to enhance employee competency in health and safety practices. Furthermore, we maintain strict adherence to applicable legal and regulatory standards, continuously refining our systems to foster a culture of compliance, accountability, and continuous improvement.

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. We have a compensatory package for employees and workers. In the unfortunate event of the death of an employee or worker, the Company provides a compensatory package equivalent to two times the individual's Cost to Company (CTC). This benefit reflects the Company's commitment to supporting the families of its workforce during times of loss

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

The Company has instituted a robust compliance framework to ensure that its value chain partners adhere to all statutory obligations. The key measures include:

- **Vendor Onboarding Requirements:**

During the onboarding process, value chain partners are required to submit valid documentation demonstrating compliance with statutory requirements. This includes evidence of timely deduction and deposit of dues such as Provident Fund (PF), Employees' State Insurance (ESI), and other applicable labor-related contributions.

- **Third-Party Audit and D&B Assessment:**

ASAL conducts third-party audits, including Dun & Bradstreet (D&B) assessments, to evaluate the statutory compliance status of its partners. These assessments form a critical part of the due diligence process.

- **Ongoing Compliance Assessments:**

Periodic compliance checks are carried out to verify that partners continue to meet statutory obligations. This includes reviewing proof of remittance for PF, ESI, and other relevant dues.

- **Documentation Review:**

Partners are required to provide documentary evidence such as challans, payment receipts, and statutory returns, which are reviewed to confirm the deduction and deposit of statutory dues.

These measures collectively ensure that ASAL's value chain operates in full compliance with applicable labor laws and regulations, reinforcing the company's commitment to ethical and responsible business practices.

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

	Total no. of affected employees/ workers	No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment		
		FY 2023-24	FY 2024-25	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	NA	NA
Workers	Nil	Nil	NA	NA

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

Yes. The entity is actively exploring opportunities to support employees in managing career transitions resulting from retirement or termination. These initiatives aim to promote continued employability and assist individuals in navigating the next phase of their professional journey.

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5. Details on assessment of value chain partners:

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

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.

Not Applicable. Currently, no formal assessments have been conducted regarding the health and safety practices or working conditions of value chain partners. As a result, there have been no significant risks or concerns identified, and consequently, no corrective actions have been required or initiated in this area.

PRINCIPLE 4:

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



Businesses have a fundamental responsibility to respect and respond to the interests of all stakeholders. This includes employees, customers, suppliers, investors, regulatory bodies, and local communities. By fostering transparent and inclusive engagement, organizations build trust and long-term value.

Employee well-being is supported through safe working conditions, fair employment practices, and opportunities for growth. Customer satisfaction is prioritized through quality, innovation, and responsiveness. Ethical supply chain practices ensure compliance and mutual development, while investors are engaged through responsible governance and timely communication.

Beyond operations, businesses contribute to community development and environmental sustainability. By aligning stakeholder interests with business goals, companies create a resilient, inclusive, and sustainable foundation for growth.

ESSENTIAL INDICATORS

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

The entity follows a structured and strategic approach to identify its key stakeholder groups, ensuring alignment with its business operations and long-term sustainability goals. The process involves four key steps: identification, prioritization, review, and engagement.

- **Stakeholder Identification:** Stakeholders are identified based on their relevance, influence, and impact on the organization's operations, revenue generation, and sustainable growth. This includes internal and external groups such as employees, customers, suppliers, investors, regulatory bodies, and local communities.
- **Prioritization:** A stakeholder matrix is developed to prioritize stakeholders from most to least critical. This prioritization considers the stakeholder's role, level of influence, and the significance of their interests to the organization's strategic objectives.
- **Review Process:** The stakeholder identification and prioritization process is periodically reviewed to reflect changes in regulatory requirements, business operations, and market dynamics. This ensures that the most relevant and impactful stakeholders remain the focus of engagement efforts.
- **Engagement:** The entity maintains continuous engagement with stakeholders through various channels such as surveys, meetings, site visits, emails, phone calls, and focus group discussions. The frequency of engagement is tailored to the needs and expectations of each stakeholder group, ranging from daily to annual interactions.

This comprehensive process ensures that the entity remains responsive to stakeholder concerns and aligned with their expectations, fostering strong, trust-based relationships.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & investors	No	Annual Report, Newspaper, Press Releases, Stock Exchanges, Company website	As and when required	Financial and sustainability performance, profitability, risks and opportunities, trust, and accountability
Customers	No	Email, one-on-one meetings, Conferences, Press Releases, Company Website	As and when required	Product quality, availability, environmental performance of the product, customer satisfaction
Suppliers	No	Email, Supplier Meetings, Product Workshops, Company Website	As and when required	Material input quality, timely supply of materials, safety and environmental standards of the materials
Employees	No	Email, employee meetings and Conferences, one-on-one meetings, Company Website	Monthly	Productivity and efficiency, training and awareness, growth and development
Communities	Yes	Email, Offline engagements, community visits and projects, focus group discussions	As and when required	Community engagements, grievances, and feedback
Regulatory and statutory bodies	No	Statutory Reports, statutory filings and compliance related communication channels,	As per requirement of the concerned Statutes.	Good governance and compliance, policy advocacy

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.

The entity engages with various stakeholders on economic, environmental, and social matters through a structured stakeholder engagement plan. Consultations are conducted on a need basis using multiple communication channels, including physical meetings, virtual calls, emails, surveys, and phone conversations.

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. Stakeholder consultation plays a critical role in the identification and management of environmental and social topics within the organization.

A structured materiality assessment process is undertaken to identify key Environment, Social, and Governance (ESG) issues relevant to the business. This process incorporates insights gathered through targeted consultations with both internal and external stakeholders. Customized surveys and questionnaires are used to capture stakeholder expectations, concerns, and priorities on ESG matters.

The feedback received is analyzed alongside global sustainability frameworks and peer benchmarking to ensure a comprehensive understanding of material issues. These insights are then prioritized and directly integrated into the organization's sustainability strategy, influencing the development of policies, business goals, and performance targets.

By embedding stakeholder input into strategic planning, the organization ensures that its environmental and social initiatives are aligned with stakeholder expectations, thereby enhancing transparency, accountability, and long-term value creation.

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

The entity is committed to inclusive development and actively engages with vulnerable and marginalized groups, particularly those residing in communities surrounding its operational areas. A dedicated Corporate Social Responsibility (CSR) team and committee oversee the planning and implementation of initiatives aimed at addressing the specific needs of these groups.

CSR projects are designed with a focus on upliftment and empowerment, targeting areas such as education, healthcare, skill development, and livelihood enhancement. These initiatives are developed through direct engagement with community members to understand their concerns, priorities, and aspirations.

The entity maintains open and respectful communication with marginalized groups, ensuring their concerns are addressed in a timely and effective manner. This approach not only fosters trust and goodwill but also ensures that CSR efforts are impactful and aligned with the real needs of the communities.

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PRINCIPLE 5:

Businesses should respect and promote human rights



The organization is deeply committed to respecting and promoting human rights across all areas of its operations. It ensures that every individual regardless of race, gender, ethnicity, religion, or background is treated with dignity, fairness, and equality. This commitment is embedded in comprehensive human rights policies that apply not only to employees and workers but also to suppliers and other stakeholders.

To foster a culture of respect and inclusion, regular training programs are conducted to raise awareness and reinforce human rights principles. The organization maintains a strict zero-tolerance policy toward any form of human rights violations, including discrimination, harassment, child labor, and forced labor. Grievance mechanisms are in place to allow concerns to be raised confidentially and addressed promptly.

In support of employee well-being and development, the company has introduced initiatives focused on skill-building and behavioral growth. These programs empower individuals and contribute to a respectful, inclusive, and growth-oriented workplace. By extending these standards to its value chain partners, the organization ensures that human rights are upheld throughout its ecosystem, reinforcing its commitment to ethical and responsible business practices.

ESSENTIAL INDICATORS

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	493	493	100%	546	546	100%
Other than permanent	533	533	100%	408	408	100%
Total employees	1026	1026	100%	954	954	100%
Workers						
Permanent	Nil	Nil	NA	1	1	100%
Other than permanent	976	976	100%	843	843	100%
Total workers	976	976	100%	844	844	100%

2. Details of minimum wages paid to employees and workers

Category	FY 2024-25					FY 2023-24				
	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	493	Nil	NA	493	100%	546	Nil	NA	546	100%
Male	482	Nil	NA	482	100%	537	Nil	NA	537	100%
Female	11	Nil	NA	11	100%	9	Nil	NA	9	100%
Other than permanent	533	533	100%	Nil	NA	408	408	100%	Nil	NA
Male	532	532	100%	Nil	NA	405	405	100%	Nil	NA
Female	1	1	100%	Nil	NA	3	3	100%	Nil	NA
Worker										
Permanent	Nil	Nil	NA	Nil	NA	1	1	100%	Nil	NA
Male	Nil	Nil	NA	Nil	NA	1	1	100%	Nil	NA
Female	Nil	Nil	NA	Nil	NA	Nil	Nil	NA	Nil	NA
Other than permanent	976	976	100%	Nil	NA	843	843	100%	Nil	NA
Male	925	925	100%	Nil	NA	833	833	100%	Nil	NA
Female	51	51	100%	Nil	NA	10	10	100%	Nil	NA

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR)	Number	Median remuneration/ salary/ wages of respective category (INR)
Board of Directors (BoD)	5	NA*	1	NA*
Key Managerial Personnel	3	63,97,336	Nil	NA
Employees other than BoD and KMP	479	4,69,978	12	4,99,086
Workers	925	2,89,260	51	2,10,756

*Note All six of the Directors are Non-Executive Directors and are paid only Sitting Fees for the Board and Committee Meetings attended.

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b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	2.15%	1.98%

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. The organization has designated focal points responsible for addressing human rights impacts or issues arising from its operations. The Human Resources Department/ ethics counsellor serves as the primary point of contact for handling human rights-related concerns, including those linked to non-compliance with the company's Code of Conduct. Such concerns can be reported through the established Whistleblower Policy.

Additionally, to ensure the safety and dignity of women in the workplace, Internal Complaints Committees (ICC) have been constituted at all units and offices in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. These mechanisms collectively ensure that human rights issues are addressed promptly, fairly, and in compliance with legal and ethical standards.

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

Yes. The organization has established robust internal mechanisms to redress grievances related to human rights issues. The Ethics Counsellor serves as the designated focal point for addressing human rights concerns and other ethical issues. The company has adopted the Tata Code of Conduct, which explicitly covers human rights principles and provides a framework for ethical behavior across all levels of the organization.

Grievances related to human rights violations can be reported through the company's Whistleblower Policy and Vigil Mechanism. Protected disclosures may be made by employees, directors, or stakeholders and can be submitted directly to the Ethics Counsellor or the Chairman of the Audit Committee, depending on the nature of the concern. These disclosures are treated with strict confidentiality and are investigated thoroughly and impartially.

The mechanism ensures that individuals raising concerns are protected from retaliation, and appropriate disciplinary or corrective actions are taken based on the findings of the investigation. This structured approach reinforces the company's commitment to upholding human rights and maintaining a workplace culture based on dignity, fairness, and accountability.

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

	FY 2024-25			FY 2023-24		
	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	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The organization has established strong safeguards to protect individuals who report discrimination, harassment, or any other unethical conduct. As outlined in the Whistleblower Policy, the Company strictly condemns any form of discrimination, harassment, victimization, or unfair employment practices against complainants.

To ensure protection:

- Confidentiality of the complainant's identity is maintained to the extent possible, in accordance with legal requirements and the needs of the investigation.
- The Company enforces a zero-tolerance policy against retaliation. Any form of threat, intimidation, demotion, suspension, or denial of promotion as a result of filing a complaint is strictly prohibited.
- Whistleblowers and assisting employees are granted full protection and support throughout the investigation process.
- If required, the Company arranges for legal or procedural guidance for complainants involved in disciplinary or legal proceedings.
- Any violation of these protections can be reported directly to the Chairman of the Audit Committee, who is empowered to investigate and recommend appropriate corrective actions.

These mechanisms ensure that individuals can raise concerns in a safe and supportive environment, reinforcing the organization's commitment to ethical conduct and human rights. The whistle blower policy is available at: <https://autostampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf>

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

Yes. Our business partners are required to adhere to the TATA Code of Conduct.

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100
Forced Labour/ Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100

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

No significant human rights risks have been identified through formal assessments. However, the company has implemented strong preventive and corrective mechanisms to uphold a respectful and inclusive workplace.

- **Mandatory Reporting:** Employees are required to report any instances of discrimination, harassment, or retaliation, regardless of the offender's role.
- **Investigations:** All complaints are promptly and thoroughly investigated, ensuring impartiality and confidentiality.
- **Zero Tolerance for Misconduct:** Harassment is treated as a serious violation, with disciplinary action taken against offenders. Individuals engaging in unlawful behavior are held personally accountable.
- **Protection Against Retaliation:** The Company strictly prohibits retaliation against complainants or witnesses, ensuring a safe environment for raising concerns.

These measures reflect the Company's proactive approach to safeguarding human rights and fostering a culture of dignity, fairness, and accountability.

LEADERSHIP INDICATORS

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

Not Applicable. As of the current reporting period, the organization has not received any grievances or complaints pertaining to human rights. Accordingly, there has been no requirement to modify, redesign, or introduce new business processes in response to such concerns.

Nevertheless, the organization remains deeply committed to the protection and promotion of human rights across all facets of its operations. We have established comprehensive preventive frameworks, including due diligence procedures, employee training, supplier assessments, and grievance mechanisms, to proactively identify and mitigate potential human rights risks.

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

At present, the organization has not undertaken formal human rights-specific due diligence activities. However, we recognize the critical importance of human rights in responsible business conduct and are committed to integrating human rights considerations into our broader risk management and governance frameworks.

While a dedicated human rights due diligence process has not yet been initiated, our existing policies, ethical standards, and operational procedures are designed to uphold fundamental human rights principles. These include fair labor practices, non-discrimination, workplace safety, and respect for individual dignity across our operations and supply chain.

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, the majority of the Company's premises are accessible to differently abled visitors, reflecting our commitment to inclusivity and alignment with the Rights of Persons with Disabilities Act, 2016.

Recognizing the importance of universal accessibility, the Company is actively working on a comprehensive plan to extend these features across all its facilities. This initiative is part of our broader effort to foster an inclusive and equitable workplace where individuals of all abilities can participate fully and meaningfully.

Our approach underscores the belief that accessibility is not just a compliance requirement, but a core value that enhances the dignity, independence, and contribution of every individual.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Nil
Discrimination at workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil

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

During the financial year FY 2024–25, no significant human rights risks or concerns were identified through our assessments. As a result, no corrective actions were required during this period.

The Company remains vigilant and committed to upholding human rights across all operations. We continue to monitor our activities and stakeholder feedback closely, ensuring that any potential issues are promptly identified and addressed through appropriate preventive and corrective measures, should the need arise.

PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment



As a responsible entity, the Company recognizes the environmental implications of its manufacturing operations and is committed to minimizing its ecological footprint. Our approach to environmental stewardship is rooted in the belief that sustainable industrial growth must go hand in hand with the protection and restoration of natural ecosystems.

We have integrated environmentally conscious practices across our production processes, focusing on resource efficiency, energy conservation, and waste minimization. Through the adoption of lean manufacturing techniques and precision tooling, we actively reduce material wastage and optimize resource utilization. Our facilities are equipped with energy-efficient machinery and emission control systems to ensure compliance with environmental standards and reduce our carbon footprint.

Water conservation and waste management are also key focus areas. We have implemented rainwater harvesting systems, water recycling mechanisms, and robust waste segregation protocols to promote circularity and reduce landfill dependency. Additionally, we support green belt development and afforestation initiatives around our plants, contributing to biodiversity and ecological balance.

Looking ahead, the Company is committed to continuously enhancing its environmental performance by aligning with global sustainability frameworks and engaging stakeholders across the value chain. We view environmental responsibility not merely as a compliance requirement, but as a strategic imperative that drives innovation, resilience, and long-term value creation for all.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A) (GJ)	5813	5854
Total fuel consumption (B) (GJ)	Nil	Nil
Energy consumption through other sources (C) (GJ)	Nil	Nil
Total energy consumed from renewable sources (A+B+C) (GJ)	5813	5854

Parameter	FY 2024-25	FY 2023-24
From non-renewable sources		
Total electricity consumption (D)	37675	39595
Total fuel consumption (E)	5709	5317
Energy consumption through other sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	43348	44912
Total energy consumed (A+B+C+D+E+F)	49197	50766
Energy intensity per lakh of turnover (Total energy consumed/ Revenue from operations in lakhs)	0.63	0.58
Energy intensity per lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations in lakhs adjusted for PPP)	13.06	11.65
Energy intensity in terms of physical output **	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

* Purchasing Power Parity (PPP) is an economic theory and method used to compare the relative value of currencies and the cost of living between countries. PPP has been considered 20.66 for financial years 2024-25.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

No. The Company does not operate any facilities that fall under the scope of Designated Consumers (DCs) as defined by the Bureau of Energy Efficiency (BEE) under the Perform, Achieve and Trade (PAT) Scheme.

3. **Provide details of the following disclosures related to water**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	5916	3633
(iii) Third party water	12839	15389
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	18755	19022
Total volume of water consumption (in kiloliters)	18755	19022
Water intensity per lakh of turnover (Total water consumption / Revenue from operations in lakh)	0.24	0.22
Water intensity per lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations in crores adjusted for PPP)	4.98	4.36
Water intensity in terms of physical output **	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kiloliters)	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Yes, the Company has implemented a Zero Liquid Discharge (ZLD) mechanism across all its manufacturing facilities. All domestic sewage generated at these sites is treated through on-site Sewage Treatment Plants (STPs), and the treated water is entirely reused within the premises for non-potable purposes such as gardening, floor cleaning, and utility operations. This ensures that no wastewater is discharged outside the facility, aligning with the Company's commitment to sustainable water management and environmental responsibility.

6. Provide details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tonnes	38.59	34.94
SOx	Tonnes	436.58	395.26
Particulate matter (PM)	Tonnes	Nil	0.05
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others – please specify	-	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tonnes CO2 equivalent (tCO2e)	412	467
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tonnes CO2 equivalent (tCO2e)	7608	7958
Total Scope 1 & Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tonnes CO2 equivalent (tCO2e)	8020	8425
Total Scope 1 and Scope 2 emission intensity per lakh of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations in crores)		0.10	0.10
Total Scope 1 and Scope 2 emission intensity per lakh of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations in lakhs adjusted for PPP)		2.13	1.93
Total Scope 1 and Scope 2 emission intensity in terms of physical output **		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Yes, the Company has implemented several initiatives aimed at reducing greenhouse gas (GHG) emissions as part of its commitment to environmental sustainability. Key projects include:

- **Solar Energy Utilization:** Solar panels have been installed across facility rooftops to harness renewable energy. This significantly reduces dependence on grid electricity sourced from fossil fuels, thereby lowering Scope 2 emissions.
- **Water Recycling and Reuse:** The Company has established systems for recycling and reusing treated water within its premises. This reduces the energy footprint associated with freshwater extraction, treatment, and supply, indirectly contributing to GHG reduction.
- **Waste Recycling Initiatives:** Comprehensive waste management practices are in place to divert recyclable materials from landfills. By minimizing landfill waste, the Company helps reduce methane emissions generated from organic waste decomposition.

These integrated efforts not only reduce the Company's carbon footprint but also promote resource efficiency and long-term environmental stewardship.

9. Provide details related to waste management by the entity

Parameter	FY 2024-25	FY 2023-24
	Total Waste generated (in MT)	
Plastic waste (A)	12	17
E-waste (B)	Nil	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any.	494	608
Total (A+B + C + D + E + F + G + H)	506	625
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations in crores)	0.007	0.007
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations in crores adjusted for PPP)	0.13	0.14
Waste intensity in terms of physical output **	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Category of waste	FY 2024-25	FY 2023-24
	Total Waste generated (in MT)	
(i) Recycled	506	625
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	506	625

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

Category of waste	FY 2024-25	FY 2023-24
	Total Waste generated (in MT)	
(i) Incineration	Nil	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	Nil	Nil

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

The Company has implemented comprehensive waste management practices across all its manufacturing facilities, ensuring strict adherence to the environmental standards prescribed by the Central Pollution Control Board (CPCB) and respective State Pollution Control Boards (SPCBs). All plants operate within the permissible limits for air emissions, effluent discharge, and hazardous waste disposal.

A key component of our waste management strategy includes the recycling of steel scrap, used oils, and other process residues through authorized and certified agencies. Hazardous waste is handled with utmost care and disposed of or recycled exclusively through government-approved partners, ensuring full legal compliance and environmental safety.

To reduce the use of hazardous and toxic chemicals in our products and processes, the Company follows a proactive approach focused on:

- **Process optimization** to maximize the productivity in order to save energy and resources
- **Substitution of hazardous substances** with safer, eco-friendly alternatives wherever technically feasible
- **Implementation of environment friendly projects** for e.g. generation of electricity by utilizing renewable energy, installation of devices that enhance the efficiency of equipments

These practices not only mitigate environmental risks but also enhance operational efficiency and workplace safety, reinforcing our commitment to sustainable and responsible manufacturing.

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11. 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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

13. 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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes. The Company is fully compliant with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment (Protection) Act. There have been no instances of non-compliance during the reporting period.				

LEADERSHIP INDICATORS

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

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

- (i) Name of the area: NA
- (ii) Nature of operations: NA
- (iii) Water withdrawal, consumption, and discharge: NA

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) To Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater / desalinated water	NA	NA

Parameter	FY 2024-25	FY 2023-24
(v) Others	NA	NA
Total volume of water withdrawal (in kiloliters)	NA	NA
Total volume of water consumption (in kiloliters)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) Into Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iii) Into Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kiloliters)	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not monitored	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission 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. No

3. With respect to the ecologically sensitive areas reported at Question 11 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.

None of our facilities falls under the ecologically sensitive areas. Therefore, there is no significant direct & indirect impact of the entity on biodiversity.

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4. 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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Solar Energy Consumption	1614.73 MWh of Solar Energy Consumed in operations to reduce greenhouse gas emission	1174 tCO ₂ e greenhouse gas emission reduction
2.	Zero Liquid Discharge	Implemented Zero liquid discharge across all facilities of the Company by 100% utilization of 18755 KLo of water	3.77 tCO ₂ e greenhouse gas emission reduction

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

The Company has established a robust Business Continuity and Disaster Management Plan to ensure operational resilience and safeguard its workforce, assets, and customer commitments. Given the critical nature of automotive stampings and assemblies in the vehicle manufacturing supply chain, uninterrupted operations are essential. The plan is designed to address a wide range of potential disruptions, including natural disasters, industrial accidents, supply chain interruptions, cyber threats, and utility failures.

Each facility is equipped with preventive infrastructure such as fire detection and suppression systems, backup power supplies, and secure IT systems with regular data backups. Risk assessments are conducted periodically to identify vulnerabilities, and mitigation strategies are implemented accordingly. The Company also maintains strong relationships with alternate suppliers and logistics partners to ensure continuity in the event of supply chain disruptions.

In the event of an incident, trained Emergency Response Teams (ERTs) are activated to manage the situation efficiently. Clear evacuation protocols, first-aid readiness, and real-time communication systems ensure the safety of personnel and timely coordination with external agencies. Business continuity is further supported by identifying critical operations, enabling remote access to essential systems, and maintaining contingency production plans at alternate sites.

To ensure preparedness, the Company conducts regular training sessions, mock drills, and scenario-based simulations across all locations. A dedicated Committee oversees the implementation, monitoring, and periodic review of the plan to ensure it remains aligned with evolving risks and regulatory requirements. This proactive and integrated approach enables the Company to minimize downtime, protect stakeholder interests, and maintain trust and reliability in its operations.

6. 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?

There have been no significant adverse environmental impacts identified arising from the Company's value chain during the reporting period.

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

Nil

8. How many Green Credits have been generated or procured:

By the organization	Nil
By the top ten value chain partners	Nil

PRINCIPLE 7:

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



Our engagement with policymakers, industry associations, and regulatory authorities is guided by a commitment to integrity and accountability. We participate in consultations and forums through recognized industry bodies to contribute constructively to policy discussions, ensuring that our inputs are fact-based, balanced, and aimed at fostering sustainable industrial growth.

All interactions are guided by ethical standards and internal governance protocols. We do not engage in lobbying that conflicts with our values or public interest. Our advocacy efforts are fact-based, constructive, and aligned with our commitment to sustainable and inclusive industrial growth.

By promoting responsible advocacy, the Company seeks to support the development of fair, progressive, and inclusive policies that benefit not only the automotive sector but also the communities and ecosystems in which we operate.

ESSENTIAL INDICATORS

1.

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

The Company is currently affiliated with two trade and industry associations. These affiliations enable active participation in industry dialogue, policy advocacy, and the promotion of best practices within the automotive manufacturing sector.

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	Automotive Component Manufacturers Association	National
2	Confederation of Indian Industry	National

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

No adverse orders related to anticompetitive conduct were received during the reporting period. Hence, no corrective actions were required.

The Company remains committed to fair competition and ensures compliance through internal policies, regular training, and monitoring mechanisms.

Name of Authority	Brief of the case	Corrective action taken
Not Applicable		

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Nil					

PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development



The Company is committed to inclusive growth by generating employment, supporting local communities, and enabling skill development. We prioritize local hiring, fair labor practices, and equal opportunity across all levels of the organization.

To foster long-term development, we invest in vocational training and upskilling programs, particularly for youth and underrepresented groups. Our community initiatives focus on improving access to education, healthcare, and basic infrastructure in areas surrounding our facilities.

By aligning business growth with social impact, we aim to create shared value and contribute meaningfully to equitable and sustainable development.

ESSENTIAL INDICATORS

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in FY 25**

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity**

S.No	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY 24 (in INR)
Not Applicable						

- Describe the mechanisms to receive and redress grievances of the community**

The Company maintains structured and transparent mechanisms to receive and address community grievances. Regular community engagement is conducted through needs and impact assessments, which serve as key platforms for identifying concerns and gathering feedback.

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Community members can directly raise grievances through formal channels, including contacting the Ethics Counsellor or the Chairman of the Audit Committee. These mechanisms ensure that concerns are acknowledged, reviewed, and resolved in a timely and responsible manner, reinforcing our commitment to minimizing any adverse impact of our operations and fostering trust with local stakeholders.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	13.28	7.66
Directly from within India	99.55	98.94

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in following locations, as % of total wage cost

Location	FY 2024-25	FY 2023-24
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	10.54	8.74
Metropolitan	89.46	91.26

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

SN	State	Aspirational District	Amount Spent (in INR)
1.	Jharkhand	Singhbum	13,68,000

- 3.
- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
No
 - From which marginalized /vulnerable groups do you procure?
Not Applicable
 - 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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Infrastructure Developemnt in Siddheswar deaf and dumb school (SDDS) at Baridih, Jamshedpur	School students and staff	100

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PRINCIPLE 9:

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



As a key supplier in the automotive value chain, the Company is committed to delivering high-quality products and services that meet the evolving needs of its customers in a responsible and ethical manner. Our focus is on building long-term partnerships with OEMs and Tier-1 suppliers by ensuring reliability, safety, and performance in every component we manufacture.

We engage closely with customers to understand their technical requirements, co-develop solutions, and ensure timely delivery through efficient and transparent processes. Quality assurance is embedded at every stage of production, supported by robust testing, traceability, and continuous improvement systems.

Responsibility to our customers also extends to data confidentiality, ethical business conduct, and compliance with all applicable industry standards and regulations. We strive to add value not only through product excellence but also through responsive service, innovation, and a commitment to sustainability.

Through these efforts, the Company reinforces its role as a trusted and responsible partner in the automotive ecosystem.

ESSENTIAL INDICATORS

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

The Company has implemented a structured and responsive grievance redressal mechanism to ensure timely and effective resolution of consumer complaints. This system is aligned with our commitment to delivering high-quality products and services that meet global standards and regulatory requirements.

A dedicated Quality Assurance team is responsible for managing customer complaints. This team continuously monitors all incoming grievances, ensures prompt investigation, and facilitates timely resolution. To maintain transparency and accountability, a customer complaint log is maintained and reviewed periodically by the Senior Management Team.

For unresolved or escalated issues, a formal escalation mechanism is in place, allowing such matters to be directed to Senior Management for further review and action. This ensures that critical concerns receive appropriate attention at the highest level.

In addition to complaint handling, the Company actively encourages customers to share feedback on products and services. This feedback is treated as a valuable input for continuous improvement and customer satisfaction enhancement.

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

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

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive trade practices	Nil	Nil	NA	Nil	Nil	NA
Unfair trade practices	Nil	Nil	NA	Nil	Nil	NA
Others	Nil	Nil	NA	Nil	Nil	NA

4. Details of instances of product recalls on accounts of safety issues

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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

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

During the reporting period, the Company did not encounter any incidents or regulatory actions related to advertising practices, delivery of essential services, cybersecurity and data privacy, product recalls, or product/service safety. As a result, no corrective actions were required or undertaken in these areas.

The Company maintains strong governance and compliance frameworks to proactively manage these critical aspects. Our commitment to responsible communication, data protection, product quality, and regulatory compliance ensures continued trust and satisfaction among our customers and stakeholders.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Nil

c. Impact, if any, of the data breaches

Not Applicable

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LEADERSHIP INDICATORS

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

Information about the Company's automotive stampings and assemblies offerings is available through the following platforms:

- **Official Website:** Detailed information on product capabilities, technical specifications, and service offerings can be accessed via the Company's website. <https://autostampings.com/products/>
- **Customer Support & Sales Teams:** Direct engagement through our sales and technical support teams ensures personalized assistance and product-related guidance.
- **Corporate Brochures & Catalogues:** Published and distributed through customer service channels.
- **Industry Events & Trade Exhibitions:** The Company regularly showcases its capabilities at automotive and manufacturing expos.

These channels ensure that stakeholders have easy and transparent access to accurate and up-to-date product information.

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

As a manufacturer of automotive stampings and assemblies, the Company is committed to ensuring that its products are used safely and responsibly by downstream customers and end-users. While our direct consumers are typically OEMs and Tier-1 suppliers, we take proactive steps to support safe application and integration of our components.

Key initiatives include:

- **Technical Documentation:** We provide detailed product specifications, handling guidelines, and safety instructions to customers to ensure proper usage and integration into vehicle systems.
- **Quality Assurance Communication:** Any updates related to product safety, performance, or handling are promptly communicated through formal channels to ensure transparency and compliance.
- **Continuous Feedback Loop:** We encourage feedback from customers to identify potential risks or improvements, which helps us enhance product safety and usability.

Through these measures, the Company ensures that its products contribute to the overall safety, reliability, and performance of the vehicles in which they are used.

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

As a key supplier to OEMs and Tier-1 customers, the Company has established structured protocols to ensure timely communication of any potential disruption or discontinuation of essential services:

- **Proactive Risk Alerts:** Customers are promptly notified of foreseeable risks such as supply chain issues or operational delays via formal channels including email, customer portals, and account managers.
- **Business Continuity Framework:** We maintain contingency plans covering alternate sourcing, backup production, and logistics strategies, which are shared with customers as needed to ensure preparedness.
- **Dedicated Customer Interface:** Account managers and technical teams provide real-time updates and serve as single points of contact for swift issue resolution and transparent communication.
- **Collaborative Forecasting:** We engage in regular planning sessions with customers to align on production schedules, anticipate demand shifts, and mitigate potential disruptions.
- **Structured Escalation Protocol:** Critical issues are managed through a defined escalation matrix, ensuring timely intervention and visibility at appropriate organizational levels.

These mechanisms ensure uninterrupted communication, minimize operational impact, and reinforce trust and reliability in our customer relationships.

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. In addition to mandatory disclosures, the Company provides enhanced product information to OEM and Tier-1 customers, including:

- Detailed material and dimensional specifications
- Application and integration guidelines
- Handling, storage, and safety instructions

These measures ensure safe usage, facilitate seamless integration, and support customer engineering processes.

Yes. The Company periodically conducts structured customer satisfaction surveys across major operational locations. These surveys assess:

- Product quality and consistency
- Delivery timelines and logistics
- Technical support and responsiveness
- Overall service experience

Insights from the surveys are used to drive continuous improvement in product performance and customer engagement.