

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)  
(Apr 2023 - Mar 2024)**

Section A	General Disclosures
Section B	Management and Process Disclosures
Section C	Principle wise Performance Disclosures
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe.
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
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.
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner.

## Automotive Stampings and Assemblies Limited

### A: GENERAL DISCLOSURES

#### A.1: Details of the listed entity

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.	E-mail	cs@autostampings.com
6.	Telephone	020-66314300 / 66314308 / 66314318
7.	Website	www.autostampings.com
8.	Financial year for which reporting is being done	2023 – 2024
9.	Name of the stock exchange(s) where shares are listed	NSE, BSE
10.	Paid-up Capital (in Rs.)	158643970
11.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	CS Shrikant Joshi, Company Secretary & Compliance Officer, 020-66085000, cs@autostampings.com.
12.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis
13.	Name of assurance provider	Not Applicable
14.	Type of assurance obtained	Not Applicable

#### A.2: PRODUCTS/SERVICES

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

Sr. 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, and modules for Passenger and Commercial Vehicles segment, 2/3 Wheelers segment and off-road segment.	100

##### 2. Products/services sold by the entity (accounting for 90% of the entity's turnover):

Sr. No.	Product/Service	NIC code	% of total turnover contributed
1.	Stampings, Fabrication and Welding	25910	100

## A.3: OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	5	1	6
International	0	0	0

Notes: - During the year 2023-24 Company successfully commenced operations at two new plants at Sanand (Gujarat) and Jamshedpur (Jharkhand).

### 4. Markets served by the entity:

#### a. Number of locations:

Location	Number
National (No. of States)	7
International (No. of Countries)	1

#### b. What is the contribution of exports as a percentage of the total turnover of the entity? : 0.03 %

#### c. A brief on types of customers:

The Company manufactures Sheet Metal Components, Welded Assemblies, Battery Trays Assemblies, Aluminium Cooling Tubes and Heavy Fabricated Parts specifically designed for use in Passenger and Commercial Vehicles segment, 2/3 Wheelers Segment, off-road segment. The Company has established expertise in development of Dies required for producing these products. It caters to Global Automotive Players, Tata Motors Limited, across their Passenger Vehicle, Commercial Vehicle, and Electric Mobility divisions/subsidiary Companies, 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 cater supplies to Tata AutoComp Systems Limited, Tata AutoComp Gotion Green Energy Solutions Private Limited and Tata AutoComp Hendrickson Suspensions Private Limited. Through our ongoing commitment to quality and service, we look forward to maintaining these working relationships, and forging new partnerships in the future.

## A.4: EMPLOYEES

### 5. Details as at the end of financial year:

#### a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>EMPLOYEES</b>								
1.	Permanent (D)	546	537	98.35%	9	1.65%	0	0%
2.	Other than Permanent (E)	408	405	99.26%	3	0.74%	0	0%
3.	Total employees (D+ E)	954	942	98.74%	12	1.26%	0	0%
<b>WORKERS</b>								
4.	Permanent (F)	1	1	100%	0	0%	0	0%
5.	Other than Permanent (G)	843	833	98.81%	10	1.19%	0	0%
6.	Total workers (F + G)	844	834	98.82%	10	1.18%	0	0%

Note: All the unionized and Mathadi workers in our Company have been considered as a part of the permanent employees as per the guidelines issued by SEBI for BRSR.

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### b. Differently abled employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>								
1.	Permanent (D)	0	0	0%	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%	0	0%
3.	Total differently abled employees (D+ E)	0	0	0%	0	0%	0	0%
<b>DIFFERENTLY ABLED WORKERS</b>								
4.	Permanent (F)	0	0	0%	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%	0	0%
6.	Total differently- abled workers (F + G)	0	0	0%	0	0%	0	0%

### 6. Participation/inclusion/representation of women:

Leadership team	Total (A)	Number and percentage of females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67
Key Management Personnel	3	0	0

### 7. Turnover rate for permanent employees and workers. (Disclose trends for the past 3 years):

Particulars	FY 2023 - 2024 (Turnover rate in current FY)				FY 2022-2023 (Turnover rate in previous FY)				FY 2021-2022 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	8	0	0	8	11	0	0	11	21	0	0	21
Permanent Workers	0	0	0	0	0	0	0	0	0	0	0	0

## A.5: HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

### 8. Details of holding/subsidiary/associate companies/joint ventures:

Sr. No.	Entity name (A)	Entity type	% of shares held	Entity (A) participate in the BRSR initiatives of the parent entity?
1.	Tata AutoComp Systems Limited	Holding	75	No

## A.6: CSR Details

### 9. CSR details of the company:

- a. Whether CSR is applicable as per section 135 of Companies Act, 2013 : No
- b. Turnover (in ₹) : 880,32,68,445.67
- c. Net worth (in ₹) : -7,37,04,574.03

## A.7: TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for grievance redress policy)	FY 2024			FY 2023		
		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	Yes  <a href="https://auto-stampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf">https://auto-stampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf</a>	0	0	N.A	0	0	NA
Investors		0	0	N.A	0	0	NA
Shareholders		79	0	N.A	25	1	Note No. 1
Employees		0	0	N.A	0	0	NA
Workers		0	0	N.A	0	0	NA
Customers		276	0	N.A	274	0	NA
Value Chain		0	0	N.A	1	0	NA

**Note No. 1** - Resolution was pending due to non-receipt of required documents. However, it was resolved during the Financial Year 2023- 24

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

Sr. 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	O	Employee productivity and wellbeing are crucial to the success of the business else it impacts Company's reputation and consumer confidence. Employee health & wellbeing eliminate stress. Healthy workforce is more optimistic, creative, and motivated to enhance overall workforce productivity and satisfaction within the workforce.	NA	Positive Implications
2.	Talent Management	O	Our workforce is the cornerstone of our organization's success. The long-term viability and prosperity of our company depend on our ability to attract and retain skilled employees. Inadequate reward and recognition programs can result in higher attrition rates and talented individuals moving to our competitors.	NA	Positive Implications
3.	Circular Economy	O	We regard the concept of a circular economy as highly valuable, as it provides a sustainable approach to resource utilization and waste management, leading to significant cost savings and improved resource efficiency. Embracing a circular economy enables us to significantly reduce the environmental impacts related to resource extraction, manufacturing, and disposal.	NA	Positive Implications
4.	Climate Action	R	Exposure to climate related risks and opportunities significantly affects the company's long-term operations and financial sustainability. Without proper measurement, monitoring, and reduction of emissions, the company could be subjected to regulations like a carbon tax.	Our company prioritizes environmental protection by adhering to government regulations concerning water, air, and waste management. Additionally, we promote resource conservation among our employees. We have adopted measures to reduce our carbon emissions and invested in initiatives such as renewable energy sources, energy efficiency and switched to battery operated forklifts.	Negative Implications

Sr. 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
5.	Product Stewardship	O	Enhancing the environmental performance of our products is becoming increasingly significant to both our shareholders and clients. We may face regulations concerning the environmental performance of our products upon delivery. At ASAL, we've implemented measures to monitor the environmental footprint and product quality during the manufacturing phase and continually improve our processes.	NA	Positive Implications
6.	Responsible Supply Chain	O	Supply chain sustainability is crucial for the company's resilience during challenging periods, offering reassurance to customers and fostering goodwill in the market. A sustainable supply chain also enhances productivity and leads to significant cost savings, giving the company a competitive advantage. We prioritize supply chain management and sustainable sourcing, ensuring that our suppliers possess the required certifications, support systems, and compliance with local regulations.	NA	Positive Implications
7.	Business Ethics	O	Good Corporate Governance serves as the foundation of our company. Business Ethics have been the Company's hallmark inherited from the TATA's and ethos, this not only safeguards our reputation but also creates a competitive advantage, fostering long-term success and growth	NA	Positive Implications
8.	Human Rights & Labour Practices	O	The Company has adopted Tata Code of Conduct (TCOC) which ensures strict adherence of Human Rights and labour practices. These practices avoids strikes, work stoppages, and Legal Repercussions, such as litigation and penalties. This inturn helps the Company to maintain its reputation.	NA	Positive Implications

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Sr. 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
9.	Data Privacy	R	IT Security Management systems are crucial for addressing any data security concerns that pose a threat to confidential company and customer information. Such issues can undermine the trust of our customers and harm client relations.	To maintain trust, mitigate legal and financial risks, and ensure customer privacy, the company has implemented measures to prevent data breaches and cultivate a culture of customer trust.	Negative Implications
10.	Corporate Social Responsibility	O	Corporate social responsibility ensures that a company operates in an ethical and sustainable manner. Undertaking initiatives focused on community development brings multiple benefits such as increased brand awareness and recognition. The Company has voluntarily initiated efforts in this regard.	NA	Positive Implications
11.	Sustainable Innovations and Growth	O	Implementing sustainable innovation processes enhances our environmental sustainability and gives us a competitive advantage over our rivals. There are numerous other benefits to embracing sustainable innovation, including government subsidies and tax benefits, streamlined regulatory compliance, cost leadership advantages through increased productivity, and waste reduction.	NA	Positive Implications



**B: MANAGEMENT AND PROCESS DISCLOSURES**

**B. 1: Policy and management processes**

**1-6. 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	<a href="https://autostampings.com/investors/corporate-governance/">https://autostampings.com/investors/corporate-governance/</a>								
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, utmost care is taken to extend policies such as Tata Code of Conduct, Sustainability Guidelines, etc. to our value chain partners.								
4	Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001:2015 ISO 45001:2018 IATF 16949:2016 IS 14489:1998 AIS-037 and AIS-095 ISMS ISO 27001:2022								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We aim to be a leader in technological advancements, reduction in GHG emissions, energy and water consumption, sustainable supply chain and workforce training and development among the Indian auto component industry. The Company has set specific commitments, goals, targets with defined timelines internally. We have undertaken certain sustainability-related initiatives at our plants such as replacing diesel operated forklifts with battery operated forklifts and set up an ultra-filtration plant for wastewater treatment and the water is reused for housekeeping, maintenance and gardening.								
6	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	Internally, the Company has undertaken ESG targets and initiatives. The Performance against the said targets are monitored periodically.								

**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):**

In our dedication to the integration of Environmental, Social, and Governance (ESG) factors into our overarching objectives and vision for sustainability, we have keenly observed the evolving trends and practices within the auto ancillary sector.

The Board of Directors have discussed in detail the Environment, Health and Safety aspects in the Board Report and the Governance aspects under Corporate Governance Report as Company's Philosophy on Code of Governance forming part of this Annual Report.

Further Company has undertaken CSR initiatives voluntarily to reduce its footprint in nearby community by undertaking Tree Plantation drive. In addition, the employees of the Company have contributed in terms of support to Orphanages / Old age homes, Schools, etc., to provide some companionship and succor to children and aged people.

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### 8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy(ies):

The ultimate responsibility for overseeing the execution and monitoring of Business Responsibility policies lies with the Board of Directors.

### 9. Details about the entity’s committee of the board/director responsible for decision making on sustainability related issues?:

a. Does the entity have a specified committee of the board/director responsible for decision making on sustainability related issues? : Yes

b. If yes, provide details:

The Board of Directors along with the Audit Committee, Risk Management Committee, Corporate Social Responsibility Committee and Stakeholders Relationship Committee are currently responsible for decision making on sustainability issues and Corporate Social responsibility activities of the Company. We are in process creating a dedicated ESG committee for implanting sustainability initiatives in future.

## B.2: Governance, Leadership and Oversight

### 10. Details of review of NGRBCs by the Company:

a. Details about reviewing authority:

	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 Board and Senior management reviews the performance of the Company against various policies.								
2	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Chief Executive Officer & Chief Financial Officer to the Board of Directors.								

**b. Details about frequency:**

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

**11. Information about the independent assessment /evaluation of the working of its policies carried out by the entity by an external agency:**

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
If yes, provide name of the agency has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes

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

**B.3: Details of Review**

**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
1	The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
2	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
3	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
4	It is planned to be done in the next financial year (Yes/No)									
5	Any other reason (please specify)									

## Automotive Stampings and Assemblies Limited

### C: Principle Wise Performance Disclosures

#### C.1: PRINCIPLE 1

##### Essential indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	TATA Code of Conduct, Operations, Sustainability, Human Capital, Business Development	100
Key Managerial Personnel	13	TATA Code of Conduct, Operations, Sustainability, Human Capital, Business Development, Compliance related awareness.	100
Employees other than BoD and KMPs	13	TATA Code of Conduct, Human Rights, Gender Equality, POSH, Compliance related awareness.	100
Workers	85	TATA Code of Conduct, Human Rights, Gender Equality, POSH	100

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

##### a. Monetary:

Penalties and Fees	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?
Penalty/Fine	NIL	NIL	NIL	NIL	NA
Settlement	NIL	NIL	NIL	NIL	NA
Compoundin g fee	NIL	NIL	NIL	NIL	NA

**b. Non-monetary:**

Legal sanctions	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred?
Imprisonment	NIL	NIL	NIL	NA
Punishment	NIL	NIL	NIL	NA

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

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

**4. Details about anti-corruption or anti-bribery policy:**

**a. Does the entity have an anti-corruption or anti-bribery policy? : Yes**

**b. If yes, provide details in brief:**

The Company has adopted the Tata Code of Conduct (TCOC) to practice vigilance and ensure ethical conduct of its operations. All internal and external stakeholders of the Tata Group are expected to work within boundaries of the TCOC.

**c. If available, provide a web-link to the policy:**

<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:**

Organizational roles	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Complaints type	FY 2023 - 2024 (Current Financial Year)		FY 2022-2023 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

Question	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts payables	68.16	63.83

9. Openness 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 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	25	29
	b. Sales (Sales to related parties / Total Sales)	86	83
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

## C.2: Principle 2

### 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:

Expenditure type	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	54.2	44	<ol style="list-style-type: none"> <li>1. Invested in machinery/equipment for manufacturing components for EV battery.</li> <li>2. Invested for maintenance of machines and buildings like steel jacketing which will result in less accidents at workplace.</li> </ol>

2. Details about sustainable sourcing:

- a. Does the entity have procedures in place for sustainable sourcing? : Yes
- b. If yes, what percentage of inputs were sourced sustainably? : 69.00

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for the following waste categories: Not Applicable

Product type	Process description
a. Plastics (including packaging)	Our products are integrated into equipment manufactured by OEMs, who are responsible for determining the appropriate processes for reclaiming products, including recycling and disposal, at the end of their life cycle.
b. E-waste	
c. Hazardous waste	
d. Other waste	

4. Details about Extended Producer Responsibility (EPR):

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

## Automotive Stampings and Assemblies Limited

### C.3: PRINCIPLE 3

#### Essential indicators

#### 1. Details regarding well-being of employees and workers:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	537	537	100%	537	100%	0	0%	190	35.38%	0	0%
Female	9	9	100%	9	100%	9	100%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	546	546	100%	546	100%	9	1.65%	190	34.80%	0	0%
<b>Other than permanent employees</b>											
Male	405	405	100%	405	100%	0	0%	0	0%	0	0%
Female	3	3	100%	3	100%	3	100%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	408	408	100%	408	100%	3	0.74%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	1	1	100%	1	100%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	1	1	100%	1	100%	0	0%	0	0%	0	0%
<b>Other than permanent workers</b>											
Male	833	833	100%	833	100%	0	0%	0	0%	0	0%
Female	10	10	100%	10	100%	10	100%	0	0%	0	0%
Other	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	843	843	100%	843	100%	10	1.19%	0	0%	0	0%



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

Question	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.11	0.11

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

Benefits	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
PF	100	43.08	Yes	100	22.2	Yes
Gratuity	45.58	0	Yes	93.3	0	Yes
ESI	0	100	Yes	0.01	100	Yes

**Note:** As a result of the escalation in remuneration for trainees and contractual personnel, individuals within these categories have transitioned from temporary worker status to permanent employees. Consequently, the proportion of employees eligible for gratuity coverage has diminished relative to the Fiscal Year 2022-23. This decline stems from the exclusion of trainees and contractual workers from gratuity benefits, thus affecting the overall percentage of staff covered under this provision.

3. Accessibility of workplaces:

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

**Note:** The Company is dedicated to implementing measures that facilitate the movement of differently abled employees.

4. Details about equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.:

Questions	Response
Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web-link to the policy.	Yes, we cover aspects of equal opportunity policy in our Code of Conduct. We provide equal opportunities to all our employees and to all eligible applicants for employment in our Company. ASAL follows a no discrimination policy and fosters workspaces that promote diversity and equal opportunities. The same can be found here: <a href="https://autostampings.com/wp-content/uploads/2021/08/Code-of-Conduct.pdf">https://autostampings.com/wp-content/uploads/2021/08/Code-of-Conduct.pdf</a>

## Automotive Stampings and Assemblies Limited

### 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
Other	0	0	0	0
Total	100	100	100	100

### 6. a. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? : Yes

#### b. If yes, give details of the mechanism in brief:

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent workers	Yes	Yes. There is a mechanism available to receive and redress grievances. The employees and workers can reach out to the Ethics Counselor for all protected disclosures concerning financial/accounting matters and other grievances can be reported to respective department heads. Our Whistle Blower Policy can be found here: <a href="https://autostampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf">https://autostampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf</a>
Other than permanent workers	Yes	
Permanent employees	Yes	
Other than permanent employees	Yes	

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

Category	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	546	302	55.31	468	314	67.09
Male	537	302	56.24	464	314	67.67
Female	9	0	0	4	0	0
Other	0	0	0	0	0	0
Total permanent workers	1	0	0	0	0	0
Male	1	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

Category	FY 2023 - 2024 (Current Financial Year)					FY 2022-2023 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Male	942	942	100%	942	100%	464	464	100%	350	75.43%
Female	12	12	100%	12	100%	4	4	100%	4	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Total	954	954	100%	954	100%	468	468	100%	354	75.64%
<b>Workers</b>										
Male	834	834	100%	834	100%	1005	1005	100%	1005	100%
Female	10	10	100%	10	100%	4	4	100%	4	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Total	844	844	100%	844	100%	1009	1009	100%	1009	100%

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

Category	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
<b>Employees</b>						
Male	942	537	57.01%	464	464	100%
Female	12	9	75%	4	4	100%
Other	0	0	0%	0	0	0%
Total	954	546	57.23%	468	468	100%
<b>Workers</b>						
Male	834	0	0%	1005	0	0%
Female	10	0	0%	4	0	0%
Other	0	0	0%	0	0	0%
Total	844	0	0%	1009	0	0%

## Automotive Stampings and Assemblies Limited

### 10. Health and safety management system:

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity?	Yes
If yes, the coverage such system?	Yes, we have implemented an Occupational Health and Safety Management System. Workplace safety is of high importance to the organization and we have necessary protocols in place. Our Plants at Chakan I and Pantnagar locations are ISO 45001:2018 certified. Our safety MIS accounts for injuries, accidents, and other plant-level safety compliance measures.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Hazard Identification Risk Assessment (HIRA) is carried out through regular Independent Safety Assessments (ISA) and Hazard and Operability Study (HAZOP) to identify and address potential hazards before an incident could affect the safety of the workers and employees.
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.	Yes
d. Do the employees/ worker of the entity have access to non- occupational medical and healthcare services?	Yes

**Notes:** All plants have medical centers equipped and manned for management of non-occupational medical conditions. Further all employees are covered under Health Insurance, Statutory Health Insurance or ESIC as per eligibility for non-occupational medical and Healthcare Services.

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

Safety incident/number	Category*	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Lost time injury frequency rate (LTIFR) (per one million- person hours worked)	Employees	0	0
	Workers	0	0.21
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including the contract workforce

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

The entity has established thorough measures to address occupational health and safety concomitantly with meeting all legal obligations. The primary strategies adopted include exhaustive Safety Induction Training, rigorous safety examination for each piece of machinery, vehement enforcement of Personal Protective Equipment (PPE) regulations, paired with recurrent daily and weekly safety audits. Subsequent to these audits, there is a regular process of systematic reviews that is carried out. This process embodies a holistic and preemptive approach towards ensuring a secure and facilitative work milieu.

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

Category	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	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	0	0	NA	0	0	NA
Health and safety	0	0	NA	0	0	NA

**14.**

Assessments for the year: Category	% of your Plants and Offices that were assessed (by entity or Statutory Authorities or Third Parties)
Health and Safety Practices	100%
Working Conditions	100%

**Note:** The Operations at the Sanand and Jamshedpur Plants commenced in the last quarter of FY. 2023-24 and therefore they have not been considered for this assessments.

**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:**

Following a thorough evaluation of health & safety practices and working conditions, no safety-related incidents have surfaced. Notwithstanding this favorable outcome, we proactively prioritize precautionary measures to mitigate potential future risks.

These regularly implemented initiatives include providing safety induction training to every staff member and worker to bolster their proficiency in handling emergency situations. In addition, safety sensors have been installed throughout the infrastructure to enhance access protection. Furthermore, we adhere to a routine schedule for preventative maintenance of machinery, thereby minimizing the chances of any unforeseen operational failures. These steps showcase our absolute commitment to maintaining a safe and secure working environment for all constituents of the organization.

## Automotive Stampings and Assemblies Limited

### C.4: PRINCIPLE 4

#### Essential indicators

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

The procedure of identifying the core internal and external stakeholder groups commences with a systematic selection conducted with meticulous regard to aspects such as the magnitude of their impact, prominence, and pertinence to the entity. This selection of critical interest groups encompasses investors who provide financial support, customers, suppliers and employees who are the backbone of day-to-day operations, and regulatory and statutory bodies that ensure legal compliance. Moreover, it also includes local communities who might be impacted by the organization's activities. This selection process requires the careful evaluation of each stakeholder's role, interest, and influence on the organizational operations and strategic decisions.

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

Stakeholder group	Whether identified as Vulnerable & 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	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
Employees	No	Email, employee meetings and Conferences, one-on-one meetings, Company Website	Monthly	Productivity and efficiency, training and awareness, growth and development
Regulatory and statutory bodies	No	Statutory Reports, compliance-related communication channels,	As per requirement of the concerned Statutes.	Good governance and compliance, policy advocacy
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
Communities	No	Email, Offline engagements, community visits and projects, focus-group discussions	As and when required	Community engagements, grievances, and feedback

## C.5: PRINCIPLE 5

### Essential indicators

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

Category	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	546	546	100%	437	437	100%
Other than permanent	408	408	100%	31	31	100%
Total employees	954	954	100%	468	468	100%
<b>Workers</b>						
Permanent	1	1	100%	0	0	0%
Other than permanent	843	843	100%	1009	1009	100%
Total workers	844	844	100%	1009	1009	100%

## Automotive Stampings and Assemblies Limited

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

Category	FY 2023 - 2024 (Current Financial Year)					FY 2022-2023 (Previous Financial Year)				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		Number (B)	% (B/A)	Num- ber (C)	% (C/A)		Num- ber (E)	% (E/D)	Number (F)	% (F/D)
<b>Employees</b>										
Permanent	546	0	0%	546	100%	437	0	0%	437	100%
Male	537	0	0%	537	100%	435	0	0%	435	100%
Female	9	0	0%	9	100%	2	0	0%	2	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent	408	408	100%	0	0%	31	0	0%	31	100%
Male	405	405	100%	0	0%	29	0	0%	29	100%
Female	3	3	100%	0	0%	2	0	0%	2	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
Permanent	1	1	100%	0	0%	0	0	0%	0	0%
Male	1	1	100%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Other than permanent	843	843	100%	0	0%	1009	1009	100%	0	0%
Male	833	833	100%	0	0%	1005	1005	100%	0	0%
Female	10	10	100%	0	0%	4	4	100%	0	0%
Other	0	0	0%	0	0%	0	0	0%	0	0%



### 3. Details of remuneration/salary/wages:

#### a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	5	NA*	1	NA*
Key Managerial Personnel	3	7696749	0	0
Employees other than BoD and KMP	535	635643	9	558593
Workers	1179	246485	14	202944

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

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

Question	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.98	0.94

#### 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

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

Ethics Counsellor is responsible for addressing human rights impacts or issues. The Company has a comprehensive Policy "Tata Code of Conduct" that inter alia covers Human Rights aspect. We have an internal mechanism in place to redress grievances related to human rights. All protected disclosures concerning human rights, or any other matter can be reported to Ethics Counselor of the Company or to the Chairman of the Audit Committee for all business units. The channel for raising grievances related to human rights issues can be found in our Whistle Blower Policy at <https://autostampings.com/wp-content/uploads/2022/04/Whistle-Blower-Policy-Vigil-Mechanism.pdf>

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

Category	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	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	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human Rights related issues	0	0	NA	0	0	NA

## Automotive Stampings and Assemblies Limited

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

Category	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

**8. Describe the internal mechanisms in place to redress grievances related to human rights issues:**

The Company condemns any kind of Discrimination, Harassment, Victimization, or Any Other Unfair Employment Practice being adopted against the complainant. The identity of a subject will be kept confidential as required by the law and the needs of the investigation. The 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**

**10. Assessments for the year:**

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

**Note:** The Operations at the Sanand and Jamshedpur Plants commenced in the last quarter of FY. 2023-24 and therefore they have not been considered for these assessments.

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

No violations were found during the assessment. We have appropriate measures such as manpower recruitment restrictions for below 18 years of age, strict gate control for anyone below 18 years and salary transfer to respective bank accounts, in place to address risks or concerns against child and forced/involuntary labour. The Tata Code of Conduct strictly prohibits Discrimination at workplace and The Company has established a POSH Committee to monitor instances pertaining to Sexual harassment

## C.6: PRINCIPLE 6

### Essential indicators

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

Parameter	Unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	5854	5810
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	5854	5810
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	39595	36960
Total fuel consumption (E)	GJ	5317	910
Energy consumption through other sources(F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	44912	37870
Total energy consumed (A+B+C+D+E+F)	GJ	50766	43680
Energy intensity per rupee of turnover (Total energy consumed/revenue from operations)	GJ / ₹	0.000005767	0.000005274
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	GJ/USD	0.0001319	0.0001207
Energy intensity in terms of physical output	GJ/unit production	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity		NA	NA
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		NA	NA
If yes, name of the external agency.		NA	NA

2. Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Questions	Response
Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India?	No
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.	NA

## Automotive Stampings and Assemblies Limited

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

Parameter	Unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
<b>Water withdrawal by source</b>			
(i) Surface water	kilolitres	0	0
(ii) Groundwater	kilolitres	3633	5852
(iii) Third party water	kilolitres	15389	19731
(iv) Seawater/desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (i + ii + iii + iv + v)	kilolitres	19022	25583
Total volume of water consumption	kilolitres	19022	25583
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kilolitres / ₹	0.00000216	0.00000309
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption / Revenue from operations adjusted for PPP)		0.00004944	0.00007067
Water intensity in terms of physical output (Total water consumption / physical unit)	kilolitres/ USD	-	-
Water intensity (optional) – the relevant metric may be selected by the entity		-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		YES	YES
If yes, name of the external agency.		-	-

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

Parameter	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(iv) To Seawater	0	0
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(iii) Sent to third-parties	0	0
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
(v) Others	0	0
-- No treatment	0	0
--With treatment - please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	NA	NA
If yes, name of the external agency.	NA	NA

**5. Details about zero liquid discharge (ZLD):**

Questions	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)?	Yes
If yes, provide details of its coverage and implementation.	All of the Plants are zero liquid discharge by adopting measures like STP.

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

Parameter	Please specify unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
NOx	kg	34.94	36.26
SOx	Kg	395.26	410.2
Particulate matter (PM)	(mg/Nm3	0.05	2.2
Persistent organic pollutants (POP)	N.A.	0	0
Volatile organic compounds (VOC)	N.A.	0	0
Hazardous air pollutants (HAP)	N.A.	0	0
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	N.A	No	No
If yes, name of the external agency.	N.A	NA	NA

*Note : Last year, we reported NOx in units of ppm and SOx in units of Kg/day. However, the guidelines recommend reporting it in units of Kg or multiples. Therefore, we are switching to these units and the apparent deviation in numbers due to this change in reporting units.*

## Automotive Stampings and Assemblies Limited

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

Parameter	Unit	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	467	443.62
Total scope 2 emissions(Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	7958	7289.49
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO2e/₹	0.000000957	0.000000934
Total scope 1 and scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP)	tCO2e/USD	0.000021896	0.000021370
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO2e/unit production	NA	NA
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		NA	NA
If yes, name of the external agency.		NA	NA

**8. Does the entity have any project related to reducing GHG emission? If yes, then provide details.:**

We have several projects aimed at reducing greenhouse gas (GHG) emissions:

**Water Recycling:** The entity practices water recycling and reuse within its operations, thereby minimizing freshwater consumption.

**Waste Recycling:** The entity implements waste recycling measures, diverting waste from landfills and reducing methane emissions associated with decomposition. This initiative contributes to minimizing waste generation and promoting sustainable waste management practices.

**Solar Panel Installation:** The entity has installed solar panels within its facility to harness renewable electricity. This initiative reduces reliance on fossil fuel-based electricity generation, thereby lowering GHG emissions associated with electricity consumption.

**9. Details related to waste management:**

**a. Different types of waste generated by the entity, in the following format:**

Parameter	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	16.54	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	0	0.34
Other Non-hazardous waste generated (H). Please specify, if any	607.87	446.45
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>624.41</b>	<b>446.79</b>
Waste intensity per crore rupee of turnover (tonne/ ₹)	0.000000071	0.000000054
Waste intensity per crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/USD)	0.000001623	0.000001236
Waste intensity in terms of physical output (tonne/unit production)	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

**b. Different types of waste recovered or disposed by the entity, in the current financial year:**

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	16.54	0	0	0	0	0
E-waste	0	0	0	0	0	0
Bio-medical waste	0	0	0	0	0	0
Construction and demolition waste	0	0	0	0	0	0
Battery waste	0	0	0	0	0	0
Radioactive waste	0	0	0	0	0	0
Other hazardous waste, if any	0	0	0	0	0	0
Other non-hazardous waste generated, if any	607.87	0	0	0	0	0
<b>Total</b>	<b>624.41</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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**c. Different types of waste recovered or disposed by the entity, in the previous financial year:**

Category of waste (in metric tonnes)	Recycled	Re-used	Other recovery operations	Incineration	Landfilling	Other disposal operations
Plastic waste	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Bio-medical waste	0	0	0	0	0	0
Construction and demolition waste	0	0	0	0	0	0
Battery waste	0	0	0	0	0	0
Radioactive waste	0	0	0	0	0	0
Other hazardous waste, if any	0	0	0	0.34	0	0
Other non-hazardous waste generated, if any	446.45	0	0	0	0	0
Total	446.45	0	0	0.34	0	0

**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:**

All the plants are compliant to the permissible limits prescribed by Central Pollution Control Board (CPCB) and State Pollution Control Boards (SPCBs) for air emissions, effluent quality and discharge, hazardous waste disposal. The Company recycles steel scrap, oils, hazardous waste via authorized agencies. We also work closely with authorized agencies that deal with hazardous waste, ensuring compliance with prevailing legal provisions during disposal and recycling activities. This approach ensures that all operations are handled in a manner that's both environmentally responsible and economically viable.

**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 in the following format:**

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with?	If no, the reasons thereof and corrective action taken, if any.
1.	NA	NA	NA	NA



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

Name and brief details of project	EIA notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain	Relevant web link
NA		NA	No	No	NA

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, in the following format:

Sr. 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
1.	NA	NA	NA	NA

**Note:** Yes, The Company is compliant with all the applicable Environmental laws/ regulations and guidelines in India.

## C.7: PRINCIPLE 7

### Essential indicators

1.

- a. **Number of affiliations with trade and industry chambers/ :** 2 Associations.
- 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:**

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations
1	Automotive Component Manufacturers Association	National
2	Confederation of Indian Industry	National

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:**

Name of authority	Brief of the case	Corrective action taken
NA	NA	NA

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### C.8: PRINCIPLE 8

#### Essential indicators

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

Name and brief details of project	SIA notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain	Relevant web link
NA	NA	NA	NA	NA	NA

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

Sr. No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1.	NA	NA	NA	NA	NA	NA

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

We engage with our communities constantly through needs assessments, and impact assessments that serve as a platform for communities to represent their concerns and grievances. We engage with our community to minimize any adverse impact that our business operations may have on the local community. Communities can reach out to Ethics Counsellor and/or Chairman of the Audit Committee.

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

Category	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	7.66	15.56
Directly from within India	98.94	98.54

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 the following locations, as % of total wage cost:

Location	FY 2023 - 2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Rural	0%	0%
Semi-urban	0%	0%
Urban	8.74%	9.18%
Metropolitan	91.26%	90.28%

**Note:** Plants are categorized as per RBI Classification System

## C.9: PRINCIPLE 9

### Essential indicators

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

Within the framework of our organization's unwavering commitment to delivering products and services which adhere to globally acknowledged quality standards and align with all pertinent regulations, a robust system has been put into place to manage customer grievances. This system is specifically engineered to efficiently receive and suitably respond to customer grievances about our product and service quality, along with any other areas of customer interest. We have a dedicated Quality assurance team to address the customer complaints. The team continuously monitors customer complaints and ensures prompt response to resolve the same. Further robust mechanism is in place to escalate unresolved complaints to the Senior Management. Customer complaint log is monitored by Senior Management Team periodically.

As a part of our dedication to ensuring customer satisfaction, we ardently encourage our customers to share their invaluable feedback.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

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

Category	FY 2023 - 2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive trade practices	0	0	NA	0	0	NA
Unfair trade practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Category	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

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

Questions	Response
Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes
If available, provide a web-link of the policy.	The Company has in place a robust Information & Cyber Security Policy framework. We have implemented ISMS ISO 27001:2022 during FY 2023-24. ISO 27001 Certification is also obtained for same.

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

Not applicable, there has been no such instance that occurred during FY 2023-24.

### 7. Provide the following information relating to data breaches.:

- a. Number of instances of data breaches: 0
- b. Percentage of data breaches involving personally: 0