Business Responsibility & Sustainability Report

SECTION-A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Listed Entity**	L36999DL1989PLC034928	
2.	**Name of the Listed Entity**	Fiem Industries Limited	
3.	**Year of incorporation**	06-02-1989	
4.	**Rgistered office address**	Unit No. 1A & 1C, First Floor, Commercial Towers, Hotel JW Marriott, Aerocity, New Delhi - 110037 (INDIA)	
5.	**Corporate address**	2nd Floor, Tower A, Plot No. 243, SP Infocity, Udyog Vihar Phase-1, Gurugram -122016 (Haryana)	
6.	**E-mail**	info@fiemindustries.com	
7.	**Telephone**	+91-9821795327/28/29/30	
8.	**Website**	www.fiemindustries.com	
9.	**Financial year for which reporting is being done**	**Start date**	**End date**
	Current Financial Year	01-04-2025	31-03-2026
	Previous Financial Year	01-04-2024	31-03-2025
	Prior to Previous Financial year	01-04-2023	31-03-2024
10.	**Name of the Stock Exchange(s) where shares are listed**	BSE Ltd., National Stock Exchange of India Ltd.	
11.	**Paid-up Capital (In Rs.)**	263196600	
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**		
	Name	Arvind K. Chauhan	
	Contact	9991702468	
	E mail	arvind.chauhan@fiemindustries.com	
13.	**Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).**	Standalone basis	
14.	**Name of assurance provider**	NA	
15.	**Type of assurance obtained**	NA	

II. Products/services

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

SN	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing of Automotive Parts & Components	Automotive Lights, signaling equipment and parts, Rear View Mirror and Parts, Plastic Moulded Parts etc.	94.26%

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

SN	Product/Service	NIC Code	% of total Turnover contributed
1	Automotive Lights, signaling equipment and parts	2740	75.08%
2	Automotive Rear View Mirror and Parts	2310	10.35%
3	Automotive Plastic Moulded Parts	2930	8.83%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	9	4	13
International	0	3	3

19. Markets served by the entity:

A. Number of locations

Locations	Number
National(No.of States)	24
International (No.of Countries)	14
B. What is the contribution of exports as a percentage of the total turnover of the entity?	1.85%
C. A brief on types of customers	Automobile OEMs and Aftermarket Dealers.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

SN	Particulars	Total (A)	Male		Female		Other	
			No.(B)	%(B/A)	No.(C)	%(C/A)	No. (D)	% (D / A)
			EMPLOYEES					
1.	Permanent(D)	1371	1276	93.07%	95	6.93%	0	0.00%
2.	Other than Permanent(E)	0	0	0.00%	0	0.00%	0	0.00%
3.	**Total employees (D+E)**	**1371**	**1276**	**93.07%**	**95**	**6.93%**	**0**	**0.00%**
			WORKERS					
4.	Permanent(F)	1311	944	72.01%	367	27.99%	0	0.00%
5.	Other than Permanent(G)	8109	4436	54.70%	3673	45.30%	0	0.00%
6.	**Total workers (F+G)**	**9420**	**5380**	**57.11%**	**4040**	**42.89%**	**0**	**0.00%**

b. Differently abled Employees and workers:

SN	Particulars	Total (A)	Male		Female		Other	
			No.(B)	%(B/A)	No.(C)	%(C/A)	No. (D)	% (D / A)
			DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent(D)	7	7	100.00%	0	0.00%	0	0.00%
2.	Other than Permanent(E)	0	0	0.00%	0	0.00%	0	0.00%
3.	**Total differently abled employees (D + E)**	**7**	**7**	**100.00%**	**0**	**0.00%**	**0**	**0.00%**
			DIFFERENTLYABLED WORKERS					
4.	Permanent(F)	1	1	100.00%	0	0.00%	0	0.00%
5.	Otherthan permanent(G)	3	3	100.00%	0	0.00%	0	0.00%
6.	**Total differently abled workers (F + G)**	**4**	**4**	**100.00%**	**0**	**0.00%**	**0**	**0.00%**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	14	4	28.57%
Key Management Personnel (excluding MD)	2	0	0.00%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)				FY 2024-25 (Turnover rate in previous FY)				FY 2023-24 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	19.18%	25.41%	0.00%	**22.30%**	19.78%	14.46%	0.00%	**17.12%**	27.89%	36.16%	0.00%	**32.03%**
Permanent Workers	9.14%	6.06%	0.00%	**7.60%**	14.02%	12.50%	0.00%	**13.26%**	16.99%	19.80%	0.00%	**18.40%**

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

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

SN	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	Fiem Industries Japan Co., Ltd.	Subsidiary	100	No
2	Fiem Research & Technology S.R.L	Subsidiary	100	No
3	Fiem Kyowa (HK) Mould Company Ltd	Joint Venture	50	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Rs.)	28141077229.00
(iii) Networth (in Rs.)	11831721544.00

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:

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 2025-26				FY 2024-25		
		(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Investors (other than shareholders)	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Shareholders	Yes	https://fiemindustries.com/email-for-shareholder-grievance-and-contact-info/	34	0	NA	66	0	NA
Employees and workers	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Customers	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Value Chain Partners	Yes	https://fiemindustries.com/wb-policy/	-	-	NA	-	-	NA
Other (please specify)	NIL							

26. 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

SN	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health & Safety	Risk	In our industry, Health & Safety can directly impact employees and disrupt the operations	Health & Safety Management Plan, Process Safety & Risk Management, Emergency Mitigation System etc.	Negative Implications
2	Employee wellbeing	Opportunity	Employee wellbeing is of utmost importance and Company continuously works towards the mental, physical, and financial needs of its employees.	-	Positive Implications
3	Energy Efficiency	Opportunity	This may minimise the greenhouse gas (GHG) emissions, improve resource efficiency, cost saving, cleaner environment etc. Hence, Company undertake key initiatives to optimise energy efficiency and keep exploring the opportunity for renewable energy sources.		Positive Implications
4	Diversity and Inclusion	Opportunity	Company believes in providing equal opportunity to all deserving candidates without any discrimination and adopt the policy of inclusivness and diversity.		Positive Implications
5	Innovation & technology	Opportunity	Innovation is imperative for building new products and meeting the needs of the company's OEM customers. Comnpany's R&D and Desgn facilities are one of the best in the Industry and offer best in class, latest technology product to its valued OEM customers.		Positive Implications
6	Corporate Social Responsibility	Opportunity	CSR provide the structured framework to undertake projects of social and environmental cause and provide the budget to prusue the same. Company focus on 'health care' and other intitiatives under its CSR projects to benefit the poor, disadvantaged, marginalised, vulnerable and underprivilleged.		Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://fiemindustries.com/esg-policies/	https://fiemindustries.com/esg-policies/	https://fiemindustries.com/esg-policies/	https://fiemindustries.com/esg-policies/	https://fiemindustries.com/esg-policies/	https://fiemindustries.com/esg-policies/	https://fiemindustries.com/code-of-conduct-for-board-smps/	https://fiemindustries.com/csr-policy/	https://fiemindustries.com/esg-policies/
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949:2016	ISO 14001: 2015	ISO 45001: 2018	-	-	ISO 14001: 2015	-	-	IATF 16949: 2016

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is committed to maintaining comprehensive training and awareness across its workforce, with the goal 100% coverage of its workforce.	Specific commitments, goals, and targets are yet to be structured under this principle.	• **Workforce Diversity & Gender Inclusion:** Company target to sustain 40% plus percentage of female workforce, representing strong gender diversity across the workforce and will continue to progressively improve female participation. • **Training and Skill Development:** The Company aims to increase the coverage of health and safety training and skill upgradation programmes to reach a higher proportion of employees and workers across all manufacturing units on a progressive basis.	Specific commitments, goals, and targets are yet to be structured under this principle.	•**Human Rights Training:** The Company is committed to progressively expanding the coverage of human rights training and awareness programmes to reach a higher proportion of employees and workers across all manufacturing units • **Value Chain Partner Assessment:** Going forward, the Company intends to expand the percentage of the value chain partners to be assessed and to broaden the scope of ESG parameters.	**Renewable Energy:** The Company has set a target to progressively scale up the share of renewable energy in its total energy requirement, with an aim to achieve approximately 50% renewable energy contribution in the next 5 years.	Specific commitments, goals, and targets are yet to be structured under this principle.	Specific commitments, goals, and targets are yet to be structured under this principle.	Specific commitments, goals, and targets are yet to be structured under this principle.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	During the reporting year, the Company enhanced its ethics, governance, and sustainability training initiatives, expanding both the number of training sessions and workforce coverage.	Performance under this principle on the given parameters is disclosed at respective places in this report.	• **Workforce Diversity & Gender Inclusion:** The Company has achieved more than 40% female employee / workers, representing strong gender diversity across the workforce and will continue to progressively improve female representation. • **Training and Skill Development:** The Company expanded the coverage of health and safety training and skill upgradation programmes for both employees and workers in FY 2025-26, reflecting its continued focus on building a trained, safe and skilled workforce across all manufacturing units.	Performance under this principle on the given parameters is disclosed at respective places in this report.	• **Human Rights Training:** The Company progressively expanded the coverage of human rights training and awareness programmes for employees and workers in FY 2025-26, with improvement recorded across all workforce categories compared to FY 2024-25. • **Value Chain Partner Assessment:** During the year under reporting company has assessed 19% of its Value Chain Partners (by value of business done with such partners) in comparison to 18% during previous financial year.	**Renewable Energy:** In a step-by-step process, Company has initiated Renewable Energy sourcing through open access solar, roof top solar energy and wind energy. During the year, the Company has executed agreements for open access solar energy in its Tamil Nadu Units. In FY 2025-26, Company recorded renewable energy (solar) consumption of 22,924 GJ in comparison to zero in FY 2024-25. The Renewable Energy initiatives in other Units are in progress.	Performance under this principle on the given parameters is disclosed at respective places in this report.	Performance under this principle on the given parameters is disclosed at respective places in this report.	Performance under this principle on the given parameters is disclosed at respective places in this report.

Governance, leadership and oversight	
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)	The Company is committed to integrating Environmental, Social, and Governance (ESG) principles into its core business operations, recognizing their importance in enhancing the quality of life for the communities it serves and safeguarding the interests of all stakeholders. Safety, health, and environmental stewardship remain key areas of ongoing focus and continuous improvement across our operations. While we have achieved strong performance in promoting diversity, equity, and inclusion internally, we recognize the need to extend these values more effectively throughout our supply chain. We are dedicated to maintaining a safe and healthy workplace, strengthening community engagement, and upholding the highest human rights standards, efforts that require sustained commitment and vigilance. Looking ahead, we will continue to refine our ESG strategy, develop innovative sustainable solutions, and engage proactively with stakeholders to drive lasting, positive impact.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajesh Sharma, Joint Managing Director and Mr. Vineet Sahni, CEO & Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If Yes, provide details.	Yes Mr. J.K. Jain, Chiarman & Managing Director (DIN: 00013356)

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency(Annually/Halfyearly/ Quarterly/ Any other – please specify)								
	P 1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, relevant policies of the Company are reviewed periodically on a need basis by Director / respective Committee. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies are implemented. The revised policies are approved by the approving body.									Annually / as and when needed								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and compliance is reported to the Board of Directros.									Qurterly / as and when needed								
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
										No	No	No	No	No	No	No	No	No
If Yes, Provide name of the agency										NA	NA	NA	NA	NA	NA	NA	NA	NA

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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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	2	ESG & Sustainability, Governance.	100.00%
Key Managerial Personnel	2	ESG & Sustainability, Governance, Safety.	100.00%
Employees other than BoD and KMPs	629	• 5S & Kaizen • 7 QC Tool Training • CSR Training • Emergency Situation Handling • Environment Awareness & Management • ESG & Sustainability • Fire Safety Training • Governance & Regulatory Updates • Health, Safety Management & HIRA • Human Rights & POSH Awareness • Induction Training • IT & Cyber Security • Facility Planning & Deployment Training • Lean Manufacturing • PDCA Training • Prohibition of Insider Trading • QMS and SQM Training • SAP Training • Soft Skills & Leadership • TPM • And Others trainings	97.30%
Workers	385	All above training topics	98.55%

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):

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NA	NA	NA	NA	NA
Compounding fee	NA	NA	NA	NA	NA

Non-Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**		**Has an appeal been preferred? (Yes/No)**
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

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

Company's Anti-Bribery & Anti-Corruption Policy, the Code of Conduct contains the provisions to hold ethical standards of integrity and probity and put the responsibility on Board members, Senior Management and all employees to conduct their affairs with honesty and integrity. Fiem Code of Conduct for Board Members, Senior Management and Employees is available on the Company's website:www.fiemindustries.com

Company's Anti-Bribery & Anti-Corruption Policy Link: https://fiemindustries.com/esg-policies/

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

	FY 2025-26	FY 2024-25
Directors	0.00	0.00
KMPs	0.00	0.00
Employees	0.00	0.00
Workers	0.00	0.00

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

	FY 2025-26		FY 2024-25	
	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

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. - NIL

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	61	56

9. Open-ness of business -

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

Parameter	Metrics		FY 2025-26	FY 2024-25
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	6.75%	5.75%
	b.	Number of trading houses where purchases are made from	5	7
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%
Concentration of sales	a.	Sales to dealers/distributors as % of total sales	4.97%	5.66%
	b.	Number of dealers/distributors to whom sales are made	336	333
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	27.91%	26.64%
Share of RPTs in	a.	Purchases (Purchases with related parties/ Total Purchases)	0.04%	0.01%
	b.	Sales (Sales to related parties/Total Sales)	0.06%	0.02%
	c.	Loans & advances (Loans & advances given to related parties/Total loans & advances)	0.23%	0.61%
	d.	Investments (Investments in related parties/ Total Investments made)	99.13%	99.55%

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
NA	NA	NA

2. **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)** - Yes

If Yes, provide details of the same.

Company's Code of Conduct for Board members, Senior Management and Employees provide the necessery provisions to avoid conflict of interest. Company also obtain requiste declaration, disclosure and confirmation on yearly basis from Board members and Senior Management personnel of having no conflict of interest in any transaction.

PRINCIPLE 2

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

Essential Indicators

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

	Current Financial Year FY (2025-26)	Previous Financial Year FY (2024-25)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	Total R&D expense for FY 2025-26 was Rs. 52.58 Crore. However, no separate amount accounted to work out the percentage of R&D and capex investments in specific technologies to improve the environmental and social impacts of product and processes.
Capex	0.00%	0.00%	NA

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

However, the company has well defined procedure in place for sourcing from its vendor partners. Supplier Quality Assurance Manual (SQAM) is the guiding document for vendor partners and they need to comply the policies and procedures enumerated therein. In addition to the Quality Systems to be adhered by the vendor partners, it include the Quality Policy, Environment Policy and Occupational Health & Safety Policy expected to be adhered by the vendor partners. The SQAM has been formulated on the basis of Integrated Management System (IMS) requirements. Company continue its efforts for more sustainable sourcing practices

b. If Yes, what percentage of inputs were sourced sustainably? - NA

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.**

Our products are Automotive Parts which are used in vehicles, hence cannot be reclaimed at the end of the life cycle of the product in terms of plastic, E-waste, hazardous waste. However various activities are performed in the Company to reduce the generation of waste. All Hazardous waste generated is routed through the authorised recyclers.

(a) Plastics (including packaging)	NA
(b) E-waste	NA
(c) Hazardous waste	NA
(d) other waste	NA

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. - No

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)? - No

   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.
NA	NA	NA	NA	NA	NA

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
NA	NA	NA

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 2025-26	FY 2024-25
NIL	NA	NA

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 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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
NIL	NIL

PRINCIPLE 3

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		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	1276	56	4.39%	1276	100.00%			0	0.00%	0	0.00%
Female	95	7	7.37%	95	100.00%	95	100.00%			95	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1371	63	4.60%	1371	100.00%	95	6.93%	0	0.00%	95	6.93%
Other than Permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Category	Total (A)	% of workers covered by									
		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	944	575	60.91%	944	100.00%			0	0.00%	0	0.00%
Female	367	263	71.66%	367	100.00%	367	100.00%			367	100.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1311	838	63.92%	1311	100.00%	367	27.99%	0	0.00%	367	27.99%
Other than Permanent workers											
Male	4436	3980	89.72%	4436	100.00%			0	0.00%	0	0.00%
Female	3673	3667	99.84%	3673	100.00%	0	0.00%			0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	8109	7647	94.30%	8109	100.00%	0	0.00%	0	0.00%	0	0.00%

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

	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the Company	0.40%	0.38%

2. Details of retirement benefits, for Current FY and FY

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	91.98%	99.77%	Yes	89.44%	99.86%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	4.60%	63.92%	Yes	4.32%	66.23%	Yes
Others – please specify	Nil					

3. **Accessibility of workplaces:**

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

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 Human Rights Policy of the Company contains equal opportunity provisions.
Policy Link : https://fiemindustries.com/esg-policies/

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	0.00%	0.00%	0.00%	0.00%
Total	100%	100%	100%	100%

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

	Yes/No	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	The adequate and open channel have been provided for workers and employees to discuss any work place related complaints with their HR Head, Department Head or Unit Head. In case of non-satisfactory resolution, the mechanism is in place to escalate the matter to Management. Further, Whistle Blower Policy / Vigil Mechanism is available to all stakeholders to register genuine grievances.
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 2025-26			FY 2024-25		
	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	**1371**	**0**	**0.00%**	**1203**	**0**	**0.00%**
- Male	1276	0	0.00%	1121	0	0.00%
- Female	95	0	0.00%	82	0	0.00%
- Other	0	0	0.00%	0	0	0.00%
Total Permanent Workers	**1311**	**63**	**4.81%**	**1380**	**65**	**4.71%**
- Male	944	57	6.04%	1017	59	5.80%
- Female	367	6	1.63%	363	6	1.65%
- Other	0	0	0.00%	0	0	0.00%

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and safety measures		On Skill upgradation		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	1276	1230	96.39%	770	60.34%	1121	1065	95.00%	618	55.13%
Female	95	95	100.00%	59	62.11%	82	82	100.00%	48	58.54%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	**1371**	**1325**	**96.64%**	**829**	**60.47%**	**1203**	**1147**	**95.34%**	**666**	**55.36%**
Workers										
Male	944	925	97.99%	655	69.39%	1017	968	95.18%	661	65.00%
Female	367	367	100.00%	270	73.57%	363	363	100.00%	254	69.97%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	**1311**	**1292**	**98.55%**	**925**	**70.56%**	**1380**	**1331**	**96.45%**	**915**	**66.30%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1276	1276	100.00%	1121	1121	100.00%
Female	95	95	100.00%	82	82	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	**1371**	**1371**	**100.00%**	**1203**	**1203**	**100.00%**
Workers						
Male	944	944	100.00%	1017	1017	100.00%
Female	367	367	100.00%	363	363	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	**1311**	**1311**	**100.00%**	**1380**	**1380**	**100.00%**

10. Health and safety management system:

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

Yes, the Occupational Health and Safety Management System is implemented across all manufacturing facilities and is certified to ISO 45001:2018 in all majour facilities.

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 identifies process and work-related hazards through Hazard Identification and Risk Assessment (HIRA), which is conducted annually. Based on the risk assessment, appropriate control measures are implemented to eliminate or mitigate workplace hazards and promote a safe working environment.

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

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

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.00	0.00
	Workers	0.176	0.09
Total recordable work-related injuries	Employees	0	0
	Workers	4	2
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

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

The measures taken are - Provided PPE's, Fire Hydrant system, Fire Suppression system, Sprinkler system, Fire Alarm, Safe Assembly point, Medical Room, Ambulance Facility, Fire Extinguisher, Conducting Fire Drill / Mock Drill, Conducting Training - Health & Safety in workplace.

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

	FY 2025-26			FY 2024-25		
	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 & Safety	0	0	NA	0	0	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% (by Govt. Authorities/ Internal Team/ Customers safety audits.)
Working Conditions	100% (by Govt. Authorities/ Internal Team/ Customers safety audits.)

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.

Due to fire incidence in Rai factory of the Company during June 2023, and fire incidence in Tapukara factory in August, 2025, an over-haul review undertaken on existing fire safety and all factors connected to safety systems of all factories. External expert agencies, specialising in Risk Management are engaged and all possible measures are being undertaken to stop any such incidence in future. A substantial capex is being incurred on fire safety infrastructure modernisation to make it robust by adopting best industrial safety practices and implementing best equipments. The process of continual improvement and external assessment will remain continue to address this major risk.

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).

(A) Employees (Y/N) - Yes

(B) Workers (Y/N). - Yes

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

Every month invoices from the value chain partners (Contractors) are processed upon production of documents evidencing timely payment of statutory dues for the previous month.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

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	19%
Working Conditions	19%

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.

No such instance.

PRINCIPLE 4

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

Essential Indicators

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

   The Company has identified its internal and external group of stakeholders and below listed stakeholder groups have an immediate impact on the operations and working of the Company. This includes OEM customers, Shareholders, Employees, Suppliers, Regulators and Communities.

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

SN	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
1	OEM Customers	No	one-to-one meetings, in person engagements, e-mails, plant visits, web based - virtual meeting platforms, business forums, exhibitions etc.	need based	Business development, product development, quality, production, delivery and mutual business relationships.
2	Shareholders	No	stock exchnage intimations, earning calls and meetings, annual report, annual general meeting, quarterly results.	periodically and need based	regulatory compliance, company's business updates, fincial performance updates, growth outlook, shareholder services etc.
3	Employees	No	Formal and informal mechanisms to engage with employees inter-se, with management. Internal communication means, emails, web based - virtual meeting platforms, learning and development programs etc.	periodically and need based	Talent development and retention, work-culture initiatives, fulfilment of Company's vision and mission, capacity building, cordial industrial relation, occupational health and safety and safe, fair and equitable working environment.
4	Suppliers	No	one-to-one meetings, in person engagements, e-mails, plant visits, web based - virtual meeting platforms, business forums, exhibitions etc.	need based	Procurment and services availement, business development, product development, quality, cost, production, delivery and mutual business relationships.
5	Regulators	No	submission of reports, regulatory portals, compliance management and reporting, other need based enagagements on policy issues, conferences etc.	need based	Regulatory compliance requirements, policy issues, governance issues, environmental and social matters.
6	Communities	Yes	Formal and informal mechanisms to engage with employees inter-se, with management.Individual departments within the organization have roles and responsibilities to engage with employees.	need based	Community partcipation in environmental, social, developemental, public welfare, disaster management etc. In particular CSR intiatives are targated for marginalised and disadvataged groups of the community.

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 Company's management regularly interacts with its key stakeholders i.e. OEM customers, shareholders, employees, suppliers etc. through formal and informal means. The management updates the progress on above matters to the Board and takes inputs and guidance from the Board.

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, the Company engages with its stakeholders in terms of identifying and prioritising the issues pertaining to economic, environmental and social topics. Inputs from stakeholders helped the Company to focus in its CSR Policy and programs on health-care and women empowerment.

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

   Inputs from stakeholders helped the Company to focus in its CSR Policy and programs on health-care and women empowerment. In one such instance, Company selected to focus on awareness about Menstrual Hygiene Management (MHM) for vulnerable / marginalized women groups of society and set-up Sanitary Pad making machines at different locations for free distribution of sanitary pads amongst vulnerable/ marginalized women groups and school going girls.

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1371	1085	79.14%	1203	901	74.90%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	**1371**	**1085**	**79.14%**	**1203**	**901**	**74.90%**
Workers						
Permanent	1311	1020	77.80%	1380	966	70.00%
Other than permanent	8109	5500	67.83%	7466	4854	65.01%
Total Workers	**9420**	**6520**	**69.21%**	**8846**	**5820**	**65.79%**

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

Category	FY 2025-26					FY 2024-25				
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**1371**	**0**	**0.00%**	**1371**	**100.00%**	**1203**	**0**	**0.00%**	**1203**	**100.00%**
Male	1276	0	0.00%	1276	100.00%	1121	0	0.00%	1121	100.00%
Female	95	0	0.00%	95	100.00%	82	0	0.00%	82	100.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	**0**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0**	**0.00%**	**0**	**0.00%**
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	**1311**	**0**	**0.00%**	**1311**	**100.00%**	**1380**	**64**	**4.64%**	**1316**	**95.36%**
Male	944	0	0.00%	944	100.00%	1017	34	3.34%	983	96.66%
Female	367	0	0.00%	367	100.00%	363	30	8.26%	333	91.74%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	**8109**	**3462**	**42.69%**	**4647**	**57.31%**	**7466**	**5725**	**76.68%**	**1741**	**23.32%**
Male	4436	2181	49.17%	2255	50.83%	4200	3263	77.69%	937	22.31%
Female	3673	1281	34.88%	2392	65.12%	3266	2462	75.38%	804	24.62%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	24000000	2	12000000	0	0
Key Managerial Personnel	2	9493422	0	0	0	0
Employees other than BoD and KMP	1269	720000	93	508200	0	0
Workers	944	270600	367	228360	0	0

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	21.58%	20.56%

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

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

The proper channels have been provided for workers and employees to discuss any workplace-related complaint or human rights issues with Unit HR or Unit Head. If the grievance not satisfactorily resolved, it can be escalated to the Management. Further, Grievance Redressal Mechanism is at place under POSH Policy and Whistle Blower Policy/ Vigil Mechanism in addition to suggestion and complaint box available at workplaces. Also, any alleged violation can also be reported through mail at whistleblower@fiemindustries.com. The Management conduct the enquiry and take appropriate remedial actions for such grievances, if any.

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

	FY 2025-26			FY 2024-25		
	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

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

	FY 2025-26	FY 2024-25
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Average number of female employees/workers at the beginning of the year and as at end of the year	3923	3328
iii) Complaints on POSH as a % of female employees / workers	0.00%	0.00%
iv) Complaints on POSH upheld	0	0

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

In Whistle Blower Policy and POSH Policy, there are provisions on the protection of identity of the complainant and all such matters are dealt in strict confidence. These Policies have adequate provisions to protect the complainants from victimisation or any other unfair or retaliatory action.

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

10. **Assessments for the year:**

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

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

Nil - as no such instance.

Leadership Indicators

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

   The Company has already at place Human Rights Policy and during the year enhanced training and awareness programs focused on human rights. Additionally, we are initiating human rights compliance in our contractual agreements with suppliers.

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

   The Company's HR department of respective unit adhere human rights compliance across all facilities and keep diligence and monitoring for any violation.

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

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	0%
Discrimination at workplace	0%
Child Labour	19%
Forced Labour/Involuntary Labour	19%
Wages	19%
Others – please specify	0%

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

   No such instance.

PRINCIPLE 6

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

Essential Indicators

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
From renewable sources			
Total electricity consumption (A)	GJ	22924.00	0.00
Total fuel consumption (B)	GJ	0.00	0.00
Energy consumption through other sources (C)	GJ	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	GJ	22924.00	0.00
From non-renewable sources			
Total electricity consumption (D)	GJ	262724.00	270233.00
Total fuel consumption (E)	GJ	37860.60	37976.00
Energy consumption through other sources (F)	GJ	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	GJ	300584.60	308209.00
Total energy consumed (A+B+C+D+E+F)	GJ	323508.60	308209.00
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/Rs.	0.000011496	0.0000127243
"Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)"	GJ	0.0002338	0.000262
Energy intensity in terms of physical Output	GJ	0.00	0.00
Energy intensity (optional) – the relevant metric may be selected by the entity	GJ/KL	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			-No
If yes, name of the external agency.			-NA

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)** - 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

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	0.00	0.00
(ii) Groundwater	KL	53484.94	54811.00
(iii) Third party water	KL	3764.64	3363.00
(iv) Seawater / desalinated water	KL	0.00	0.00
(v) Others	KL	210.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	KL	57459.58	58174.00
Total volume of water consumption (in kilolitres)	KL	31438.58	31204.00
Water intensity per rupee of turnover (Water consumed / turnover)	KL/Rs.	0.0000011172	0.0000012883
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (total water consumption/revenue from operations adjusted for PPP)	KL	0.0000227238	0.0000266163
Water intensity in terms of physical output	KL	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity		0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No
If Yes, name of the external agency. - NA

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water	KL	0.00	0.00
- No treatment	KL	0.00	0.00
- With treatment – please specify level of treatment	KL	0.00	0.00
(ii) To Groundwater	KL	26021.00	26970.00
- No treatment	KL	0.00	0.00
With treatment – (Secondary Treatment)	KL	26021.00	26970.00
(iii) To Seawater	KL	0.00	0.00
- No treatment	KL	0.00	0.00
- With treatment – please specify level of treatment	KL	0.00	0.00
(iv) Third party water	KL	0.00	0.00
- No treatment	KL	0.00	0.00
- With treatment – (Secondary Treatment)	KL	0.00	0.00
(v) Others	KL	0.00	0.00
- No treatment	KL	0.00	0.00
- With treatment – please specify level of treatment	KL	0.00	0.00
Total water discharged (in kilolitres)	KL	**26021.00**	**26970.00**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No
If Yes, name of the external agency. - NA

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

The Company has not obtained ZLD Certification. However, across all its manufacturing facilities, Company has set-up ETP and STP Units. Further, the treated / recycled water is re-used for non-potable purposes like toilet flushing, gardening, industrial processes etc.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	Kg	853.79	866.43
SOx	Kg	64.08	37.76
Particulate matter (PM)	Kg	125.01	126.04
Persistent organic pollutants (POP)	Kg	0.00	0.00
Volatile organic compounds (VOC)	Kg	0.00	0.00
Hazardous air pollutants (HAP)	Kg	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) - Yes

If Yes, name of the external agency.
- HTH Laboratories Pvt. Ltd.
- Eco Care Engineering Pvt. Ltd.
- Enviro Calibration Lab Pvt. Ltd. etc.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MtCO2e	2794.47	2193.07
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MtCO2e	51814.91	53295.93
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	MtCO2e / Rs.	0.0000019406	0.0000022909
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (total Scope 1 and Scope 2 GHG emissions/ revenue from operations adjusted for PPP)	MtCO2e / Rs.	0.000039472	0.0000473
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MtCO2e	0.00	0.00
Total Scope 1 and Scope 2 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) - No

If Yes, name of the external agency. - NA

8. **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.** - No

If Yes, then provide details. - NA

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)			
Plastic waste **(A)**	MT	678.53069	494.301
E-waste **(B)**	MT	13.7125	18.75
Bio-medical waste **(C)**	MT	0.00	0.00
Construction and demolition waste **(D)**	MT	0.00	0.00
Battery waste **(E)**	MT	3.9453	1.612
Radioactive waste **(F)**	MT	0.00	0.00
Other Hazardous waste. Please specify, if any. **(G)**	MT	38.50148	14.41
Other Non-hazardous waste generated **(H).** Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	MT	3805.50125	3780.433
Total (A+B + C + D + E + F + G + H)	**MT**	**4540.19122**	**4309.506**
"Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)"	MT/Rs.	0.0000001613	0.0000001779
"Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)"		0.00000328	0.000003
Waste intensity in terms of physical output	MT/KL	0.00	0.00
Waste intensity (optional) – the relevant metric may be selected by the entity		0.00	0.00

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	MT	0.00	0.00
(ii) Re-used	MT	0.00	0.00
(iii) Other recovery operations	MT	0.00	0.00
Total	MT	**0.00**	**0.00**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration		0.00	0.00
(ii) Landfilling		0.00	0.00
(iii) Other disposal operations		0.00	0.00
Total		0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No

If Yes, name of the external agency. - NA

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 adopted mechanisms for treatment and reusing of waste water effluent across its operations. The waste generated from the Company's operations is segregated and handed over to authorised waste management vendors for recycling and disposal, in accordance with waste disposable practices and applicable statutory requirements. Further, hazardous waste management is done through partnerships with authorized agencies after due treatment of the disposal.

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: - NA

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.
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 conductedby independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL					

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). - Yes

If not, provide details of all such non-compliances, in the following format:

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

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
   For each facility / plant located in areas of water stress, provide the following information:
   (i) Name of the area
   (ii) Nature of operations
   (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)			
(i) Surface water	KL	NA	NA
(ii) Groundwater	KL	NA	NA
(iii) Third party water	KL	NA	NA
(iv) Seawater / desalinated water	KL	NA	NA
(v) Others	KL	NA	NA
Total volume of water withdrawal (in kilolitres)	KL	NA	NA
Total volume of water consumption (in kilolitres)	KL	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	KL/Rs.	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	KL	NA	NA
Water discharge by destination and level of treatment (in kilolitres)			
(i) Into Surface water	KL		
- No treatment	KL	NA	NA
- With treatment - please specify level of treatment	KL	NA	NA
(ii) Into Groundwater	KL	NA	NA
- No treatment	KL		
- With treatment – please specify level of treatment	KL		
(iii) Into Seawater	KL		
- No treatment	KL	NA	NA
- With treatment – please specify level of treatment	KL	NA	NA
(iv) Sent to third-parties	KL	NA	NA
- No treatment	KL	NA	NA
- With treatment – please specify level of treatment	KL	NA	NA
(v) Others	KL	NA	NA
- No treatment	KL	NA	NA
- With treatment – please specify level of treatment	KL	NA	NA
Total water discharged (in kilolitres)	KL		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No

If Yes, name of the external agency. - NA

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MtCO2e	0.00	0.00
Total Scope 3 emissions per rupee of turnover	MtCO2e	0.00	0.00
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MtCO2e	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? - No

If Yes, name of the external agency. - NA

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.** - NA

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, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA			

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

Yes, the Company has dedicated response team to handle emergency situations, natural disaster and other untoward incidences across all the Units. To address any potential risks and ensure the continuity of its business and operations, Company has Business Continuity Plan for its all Units. The company's risk mitigation strategy focuses on these strategies and practices for employee safety and overall continuity of the 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.**

No such instance in the knowledge of the Company.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.** - 0.00%

8. **How many Green Credits have been generated or procured:**
   a. By the listed entity - NIL
   b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - NIL

Note: *In Principle 6, at some places, previous year data is updated / corrected due to change in methodology for calculation / data collection.*

PRINCIPLE 7

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

Essential Indicators

1. **a. Number of affiliations with trade and industry chambers/ associations.** - 4 (Four)

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.

SN	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Confederation of Indian Industry (CII)	National
2.	Automotive Component Manufacturers Association of India (ACMA)	National
3.	EEPC India (Formerly Engineering Export Promotion Council)	National
4.	Delhi Chamber of Commerce	State

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

Name of authority	Brief of the case	Corrective action taken
NA		

Leadership Indicators

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

SN	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
NA					

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

SN	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)
NA						

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

The Company's HR teams from the respective manufacturing units are tasked with receiving and redressing grievances of the communities close to the Units. Any major grievances to be esclated to Management.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	32.75%	30.22%
Sourced directly from within India	74.26%	74.53%

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 2025-26	FY 2024-25
Rural	83.26%	87.22%
Semi-urban	2.70%	4.04%
Urban	0.00%	0.00%
Metropolitan	14.05%	8.74%

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
NA	

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)
NA			

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

   Company does not have a preferential procurement policy for the marginalized/vulnerable group. Company procures from vendors based on quality, cost, delivery and other business aspects. Preference and specifications from the customers are also taken into consideration for procurement. Company has adopted a fair, transparent and inclusive procurement process that provides equal opportunities to all suppliers including marginalised and vulnerable groups.

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

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

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

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

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
NA		

6. **Details of beneficiaries of CSR Projects:**

SN	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sanitary Pad Project – Dehradun (extn.)	10000	60.00%
2	Sanitary Pad Project – Delhi (extn.)	10000	50.00%
3	Sanitary Pad Project – Ghaziabad (extn.)	10000	40.00%
4	Sanitary Pad Project – Hamirpur (extn.)	1000	60.00%
5	Sanitary Pad Project – Mayurbhanj (extn.)	2000	60.00%
6	Sanitary Pad Project – Phagwara (extn.)	5000	60.00%
7	Sanitary Pad Project – Saran (extn.)	2000	60.00%
8	Sanitary Pad Project – Solan (extn.)	5000	60.00%
9	Sanitary Pad Project – Kotdwar (extn.)	10000	60.00%
10	Eye Operation Camp - Kutch, Gujarat	1728	100.00%

Note: *In Principle 8, L.I - 6, CSR beneficiaries' data for 'Sanitary Pad Projects' is on estimation basis.*

PRINCIPLE 9

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

Essential Indicators

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

   Company's major business is manufacturing and supply of automotive parts to OEM customers. Whatever complaints / issue raised by the OEM customers, there is a robust mechanism to resolve all these promptly and at times it require joint effort of OEM customer as well. Company also serve replacement market through its dealer and distributor network and consumer complaint, if any, is routed through respective dealer. After that Company's replacement market team resolve the same.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	0.00%
Safe and responsible usage	0.00%
Recycling and/or safe disposal	0.00%

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

	FY 2025-26			FY 2024-25		
	Received during the year	**Pending resolution at end of year**	**Remarks**	**Received during the year**	**Pending resolution at 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

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

	Number	**Reasons for recall**
Voluntary recalls	0	NA
Forced recalls	0	NA

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

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.**

   No such instance

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

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0.00%
c. Impact, if any, of the data breaches	NA

Leadership Indicators

1.	**Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).** https://fiemindustries.com/automotive-lighting-and-signaling-equipments/	Available
2.	**Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.** Not Applicable, being products supplied directly to OEM customers.	NA
3.	**Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**	NA
4.	**Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief.** Yes, on some products, Company provide information at specific place of the product, as mandated by the OEM customer and in compliance of applicable legal provisions.	Yes
	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?	No

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