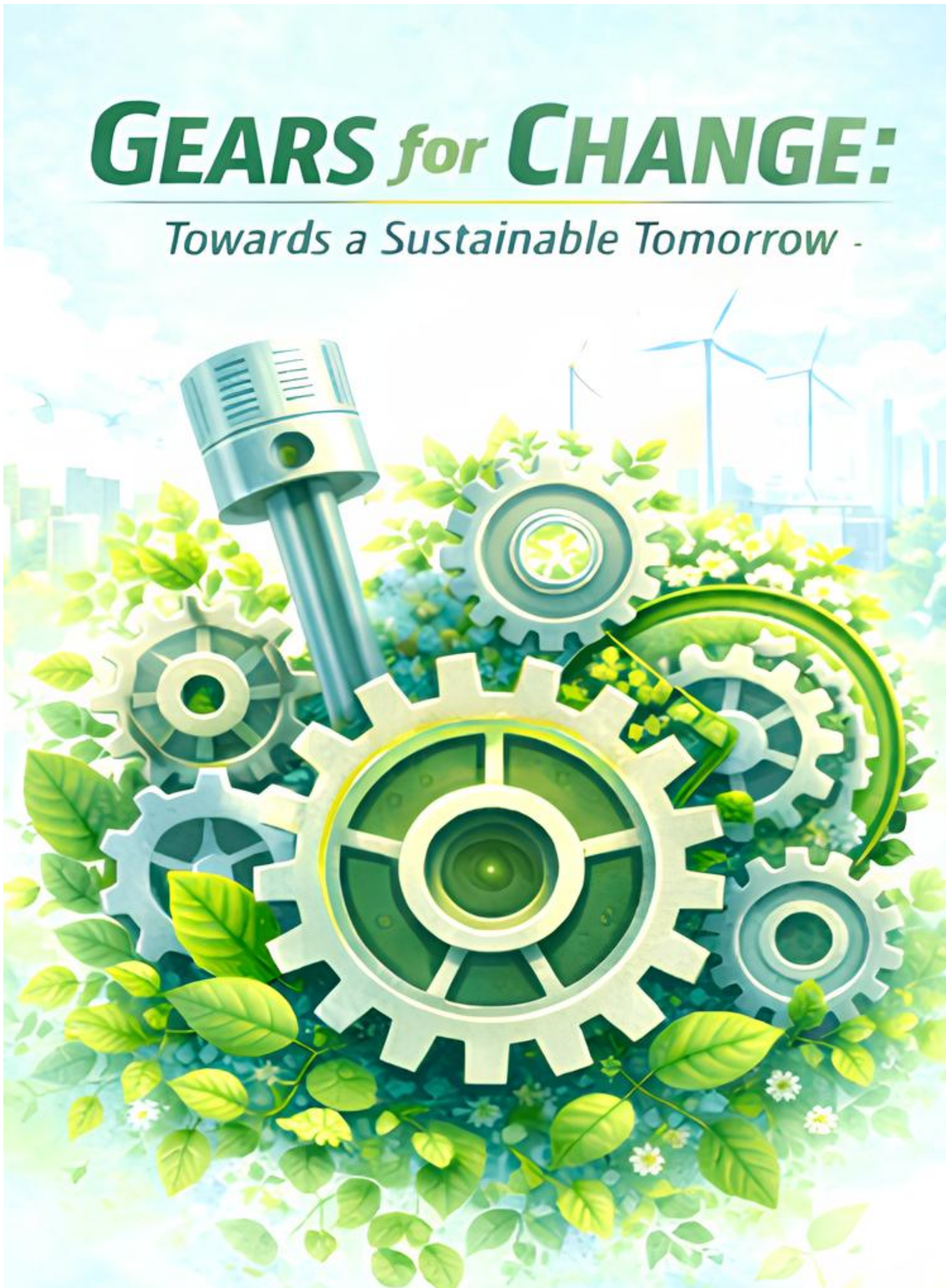
ESG Factbook FY 2024-2025

Bharat Gears Limited



Project Green Vasundhara

Project Green Vasundhara is Bharat Gears Limited's flagship pilot initiative that anchors the company's sustainability journey. This provides a structure for integrating ESG principles into BGL's operations.

Through Project Green Vasundhara, BGL seeks to move beyond compliance and embed responsible practices into day-to-day operations. This initiative enables a focused approach towards sustainability. This helps us in scaling initiatives across all functions within Bharat Gears. As the foundation of BGL's sustainability roadmap, Project Green Vasundhara reflects the company's commitment to responsible growth, operational excellence, and long-term value creation for all stakeholders.

Key Highlights FY 2024-25

Environmental Performance

3%

Decrease in GHG Emissions*
Year – on – Year

Scope 1 & 2 Combined Reduction

171%

Increase in Renewable Energy Consumption*
Year – on – Year

4390 GJ increase in renewable energy consumption

5861 KL

Water Recycled & Reused across all locations

Social Performance

Zero

Lost Time Injuries
Zero Fatalities, across all location

11,084

Total Training Hours

10.39 Hours Average Employees

Zero

Cases Reported for
- ✓ Harassment
- ✓ Discrimination
- ✓ Child Labor
- ✓ Forced Labor

Boundary: The organisational boundary for this factbook includes 3 manufacturing locations of BGL, spread across Faridabad, Mumbra and Lonand.

Our ESG Targets

Building on the insights from our double materiality assessment, BGL has defined a focused set of ESG targets that address our most critical material issues while aligning with the United Nations Sustainable Development Goals (UN SDGs). This alignment reflects our commitment to contributing to global sustainability priorities, ensuring that our initiatives create long-term value for our business, society, and the environment.

Environmental Target	Target Description
Energy Reduction Target	Reduce energy intensity by 15% by FY2030 from FY2024 baseline
Renewable Electricity Target	Achieve 25% renewable electricity in own operations by FY2034
Freshwater Withdrawal Intensity Reduction Target	Reduce freshwater withdrawal intensity by 40% by FY2030 from FY2024 baseline
Zero Liquid Discharge (ZLD) Target	Achieve Zero Liquid Discharge across all manufacturing operations by FY2030
Zero Waste to Landfill Target	Achieve 100% diversion of waste from landfill across all manufacturing facilities by FY2035

Social Target	Target Description
100% Training Provided / Conducted for Employees	Maintain 100% training coverage for employees
Women in Workforce	Increase women representation in the workforce by 10% by 2030

Governance Target	Target Description
Training on Code of Conduct and Ethical Standards	Achieve 100% employee coverage for Code of Conduct and ethical standards training by 2030
Supply Chain	To achieve 100% supplier ESG audits by 2030

Board of Directors

The composition of the Board reflects a strong independent presence, with five out of eight directors (62.5%) serving as Non-Executive Independent Directors, ensuring objective oversight and diverse expertise. The ratio of the remuneration of directors to the median remuneration of the employees of the Company for the financial year 2024-25 is as follows:

Table 1. Ratio of Remuneration of Directors to the Median Remuneration of Employees

S. No.	Name of the Director	Ratio of Remuneration of each Director to the Median Remuneration of Employees
1.	Mr. Surinder Paul Kanwar - Chairman & Managing Director	45.78
2.	Mr. Sameer Kanwar – Joint Managing Director	31.12

Board Diversity

Diversity is a key consideration in identifying and recommending suitable candidates, ensuring a balanced and inclusive Board structure. Currently, female representation on the Board stands at 12.5%.

Table 2. BGL's Board Composition by Age and Gender

Board Composition by Age and Gender	Below 30 Years		30-50 Years		Above 50 Years	
	Male	Female	Male	Female	Male	Female
	0	0	1	1	6	0

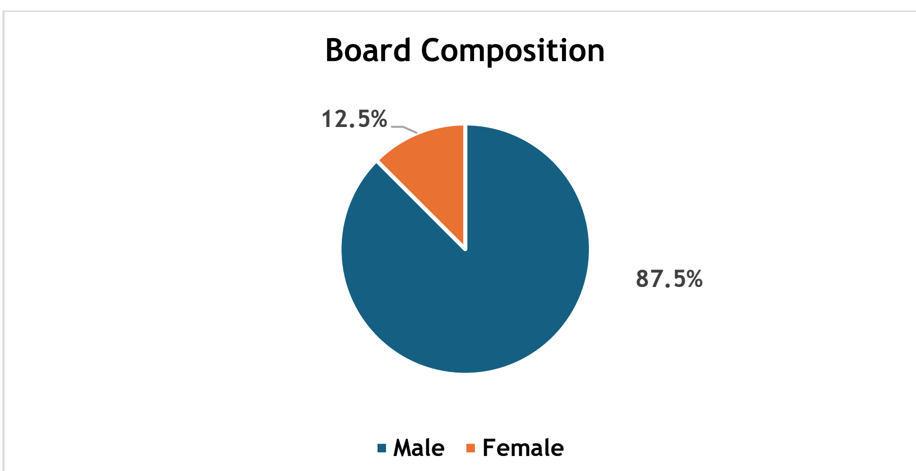


Figure 1. Board Composition by Gender

Business Ethics and Compliance

BGL's anti-corruption policies and procedures have been formally communicated to 100% of our Board members as well as to employees across top management, senior management, middle management, and associate levels, ensuring a uniform understanding of expected standards of conduct.

In FY 2024-25, 100% of Board members and employees across all categories received training on anti-corruption policies and procedures, bribery prevention and ethical business practices, reinforcing awareness and practical application in day-to-day operations.

During FY 2024–25, BGL reported zero whistleblower complaints and zero confirmed corruption incidents or ethics-related internal audit findings, reflecting BGL's adherence to establishing a strong governance and compliance framework.

During the reporting period, 100% operational locations were assessed for risks related to corruption as part of the organization's risk management and governance processes. Based on the assessments conducted, no significant corruption-related risks were identified across the assessed operations.

BGL has also trained 100% of its employees on child labour, forced labour, and human trafficking during orientation and regular follow-up sessions in FY 2024-25.

BGL's Environment Excellence

During FY 2024-25, all our employees and relevant workers received training on one or more environmental topics, including energy management, waste management, policy compliance, and water conservation.

Table 3. Details of Environmental-related Trainings Conducted at BGL

Type of Training	Employees Trained	Training Hours
Waste Management, Reduction & Sorting (including Safe Handling of Hazardous Waste)	100%	175
Energy Conservation	100%	200
Water Conservation	100%	190
EHS Policy	100%	-

Energy Management

Our energy consumption in FY 2024-25 comprised both direct fuel use (Scope 1) and indirect electricity use (Scope 2) across our Faridabad, Mumbra, and Lonand manufacturing facilities. Energy consumption data is tracked on a site-wise basis to support performance monitoring and targeted improvement actions.

Table 4. Site-wise Energy Consumption Data for FY 2024-25 (in GJ)

Site-wise Energy Consumption Data for FY 2024-25 (in GJ)				
Particular	**Faridabad**	**Mumbra**	**Lonand**	**Total**
From renewable sources				
Total electricity consumption (A)	-	-	6,954.51	6,954.51
Total fuel consumption (B)	-	-	-	-
Total energy consumed from renewable sources (A+B)	**-**	**-**	**6,954.51**	**6,954.51**
From non-renewable sources				
Total electricity consumption (C)	56,544.72	27,155.03	16,816.97	100,516.73
Total fuel consumption (D)	112,543.21	12,146.43	18,111.33	142,800.96

Total energy consumed from non-renewable sources (C+D)	169,087.93	39,301.46	34,928.3	243,317.69
Total energy consumed (A+B+C+D)	169,087.93	39,301.46	41,882.81	250,272.19
Energy Intensity (GJ / Ton)	14.51	6.35	6.10	11.30

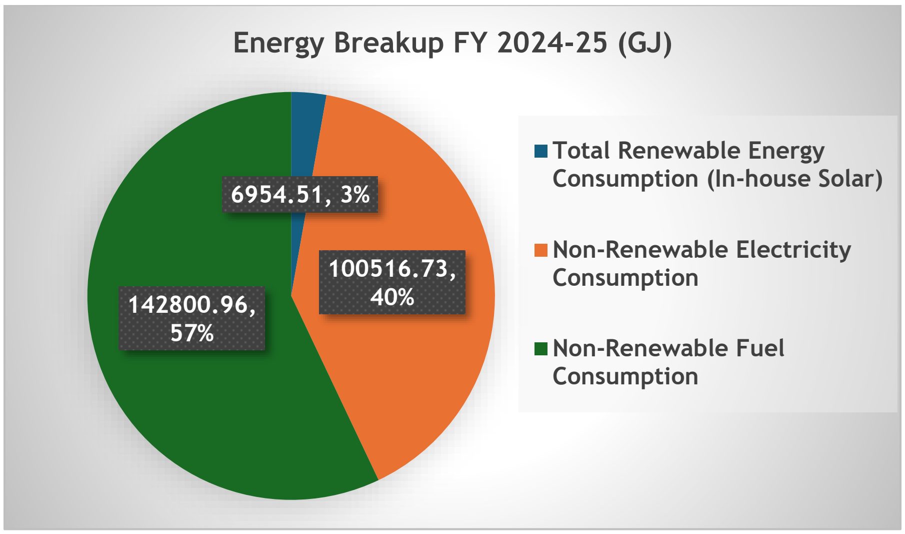


Figure 2. Energy Consumption Breakup FY 2024-25

During FY 2024-25, Faridabad accounted for the highest energy consumption (67.56%) due to higher production volumes and greater reliance on non-renewable fuels and grid electricity. In comparison, Mumbra (15.7%) and Lonand (16.73%) had lower shares, with Lonand partially offsetting grid consumption through onsite solar power. The renewable energy share was 2.7% in FY 2024-25 at BGL.

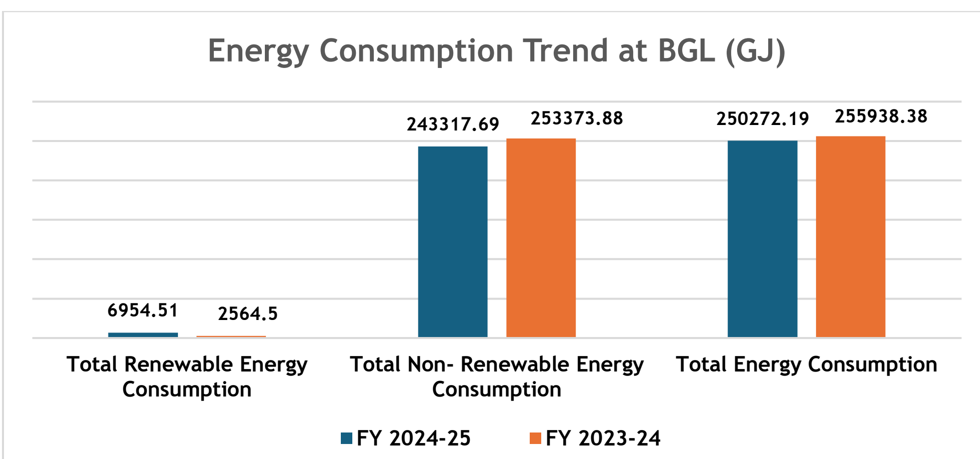


Figure 3. Energy Consumption Trend at BGL

Climate Change and GHG Emissions Management

We account for our greenhouse gas emissions in accordance with the Greenhouse Gas (GHG) Protocol, covering emissions from:

- Scope 1 (direct emissions) arising from sources owned or controlled by the Company
- Scope 2 (indirect emissions) arising from the consumption of purchased electricity (location based)
- Scope 3 (value chain Emissions) arising out of sources from the value chain of BGL

Methodology: The GHG emissions inventory has been developed in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The GHG Protocol offers companies two main options for reporting their greenhouse gas emissions: the equity share approach and the control approach, we have undertaken it through control approach.

Emissions data is compiled using site-level energy consumption records & applicable emission factors. For FY 2024-25, our total Scope 1 and Scope 2 GHG emissions stood at 29,600.57 tCO_2e.

Table 5. Site-wise Distribution of BGL's GHG Emissions for FY 2024-25

Site-wise Distribution of BGL's GHG Emissions for FY 2024-25				
Scope / Site	**Faridabad**	**Mumbra**	**Lonand**	**Total**
Scope 1 – Stationary Combustion (tCO_2e) (A)	6,837.14	766.48	1,162.17	8,765.79
Scope 1 – Mobile Combustion (tCO_2e) (B)	3.46	6.48	21.61	31.55
Scope 1 – Fugitive Emissions (Refrigerants & Fire Extinguishers) (tCO_2e) (C)	404.86	38.56	61.01	504.43
Total Scope 1 Emissions (A + B + C) (tCO_2e)	**7,245.46**	**811.53**	**1,244.78**	**9,301.77**
Scope 2 - Emissions (tCO_2e)	**11,418.89**	**5,483.81**	**3,396.09**	**20,298.79**
Total Scope 1 + Scope 2 Emissions (tCO_2e)	**18,664.35**	**6,295.34**	**4,640.88**	**29,600.57**
Total Scope 1+2 Intensity (tCO2e/MT)	**2.41**	**3.29**	**1.56**	**2.34**

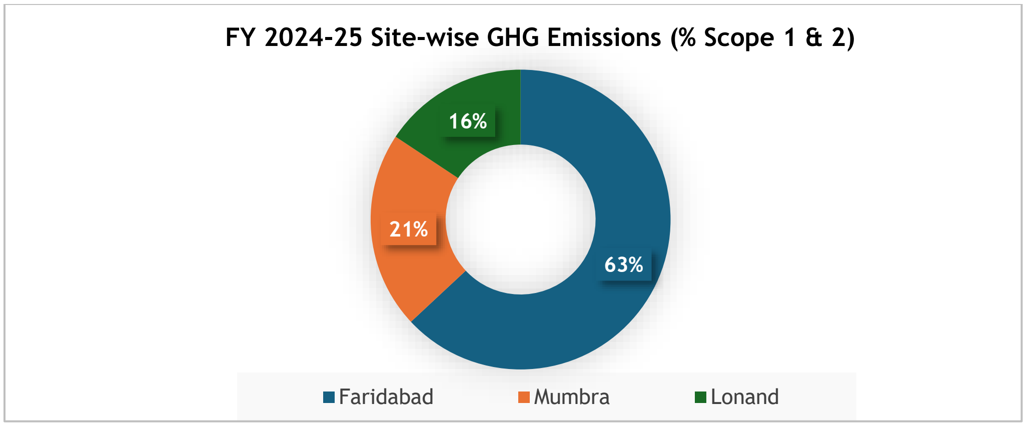


Figure 4. Site-wise GHG Emissions FY 2024-25

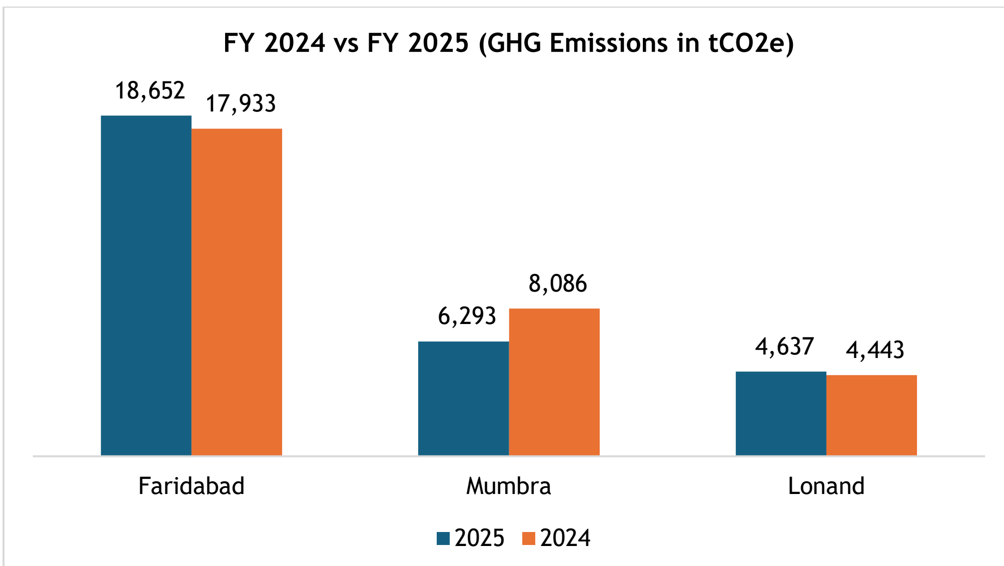


Figure 5. Site-wise GHG Emissions Trend

Scope 3 Emissions

During the reporting year, we have also initiated steps towards monitoring of select Scope 3 emission categories. This marks an important step towards improving visibility across our value chain and strengthening our overall emissions management approach.

Our Scope 3 Emissions Governance is like our ESG Governance structure. We have setup a 3- Tier governance structure for this:

- Tier **1 (Oversight):** The **Board of Directors** provides ultimate strategic guidance and final oversight for all Scope 3 emissions disclosures
- Tier **2 (Management):** The **Central Steering Committee** develops the carbon roadmap, coordinates material disclosures, and validates Scope 3 data before the Board presentation.
- Tier **3 (Execution): Plant-wise leaders and functional heads** manage ground-level data collection across locations for the reported Scope 3 upstream and downstream categories.

This procedure is reviewed annually for Scope 3 emissions. Our Last Review Date: March 2025 | Next Scheduled Review: August 2026

Scope 3 category screening process:

1. Objective and Core Framework

BGL conducts a comprehensive Scope 3 screening assessment annually. This process identifies, quantifies, and prioritizes value chain activities with focus on carbon reduction strategies where they yield the highest environmental impact. The screening process adheres strictly to the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

2. **The Four-Stage Screening Process**

The organization follows a rigorous four-stage screening framework to determine the reporting boundary:

- **Stage 1: Value Chain Mapping:** The Central Steering Committee maps all global procurement, operational, and distribution flows against the 15 Scope 3 categories.
- **Stage 2: High-Level Screening Estimate:** Spend based and activity based methodologies are applied across different categories using GHG protocol emission factors to establish baseline footprint.
- **Stage 3: Relevance Criteria Evaluation:** Each category is evaluated against five relevance criteria mandated by the GHG Protocol:
- **Stage 4: Final Boundary Approval:** The Central Steering Committee validates the material categories, which are then submitted to the Board of Directors for final disclosure approval.

3. Data Collection method for Scope 3:

- Bharat Gears Ltd. collects primary data from departments (internal stakeholders) for categories like:
  i) Fuel- & Energy-Related Activities
  ii) Upstream Transportation & Distribution
  iii) Waste Generated in Operations
  iv) Business Travel
  v) Employee Commuting
  vi) Downstream Transportation & Distribution

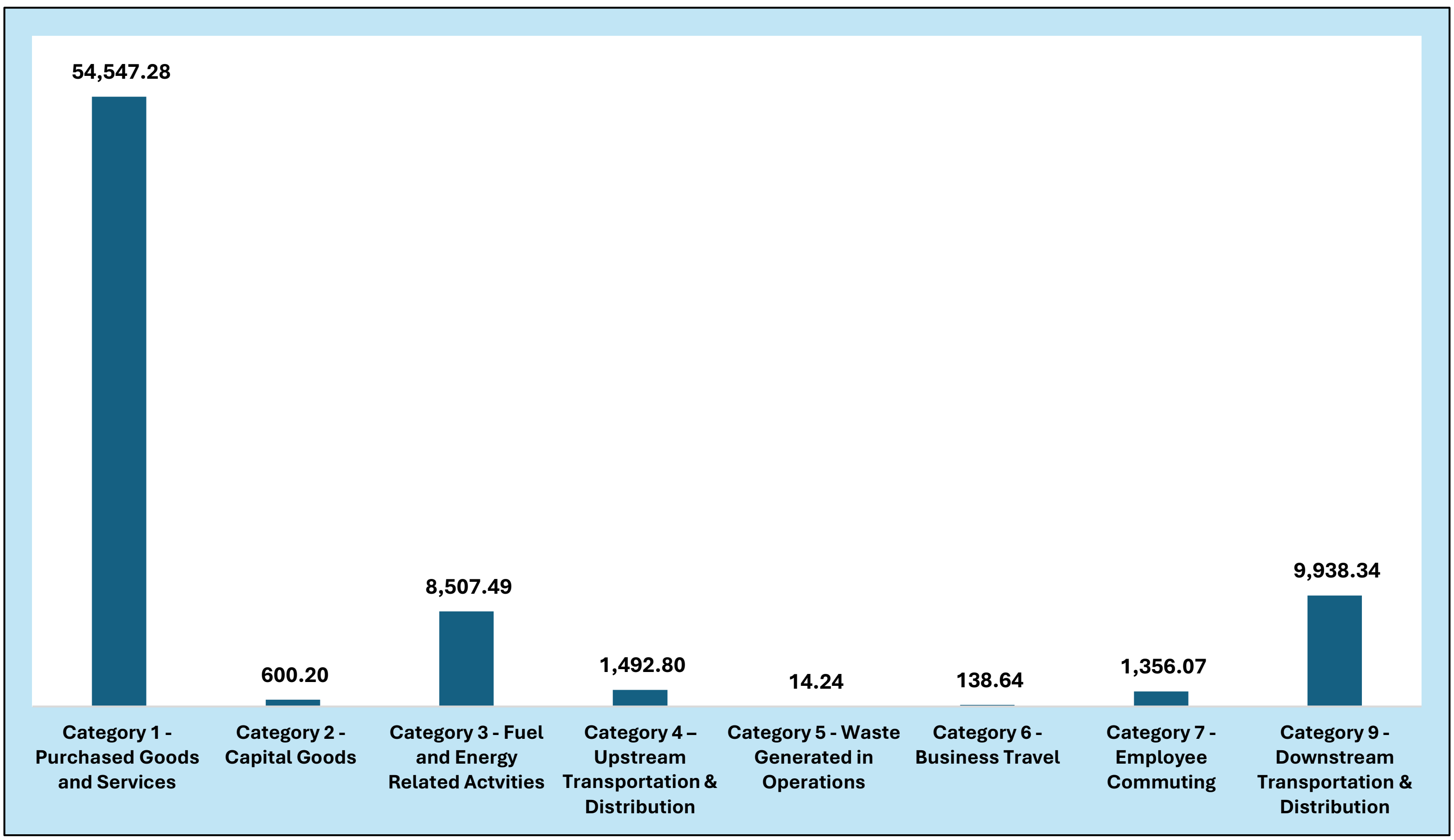
- Bharat Gears Ltd. collects primary data from suppliers for the quantity of steel purchased, which is used for calculation of Category 1 - Purchased Goods (forged steel, that comprises 88% of our procured goods)

Calculation Methodology: For undertaking Scope 3 emissions BGL undertook the following methodology for calculation of each category finalised.

#	Category	Category Name	Calculation Methodology
01	Category 1	Purchased Goods & Services	• Forged Steel → Average Data Method (Activity data: mass of steel procured × material-specific emission factor) • Machine Tools & Other Consumables → Spend-Based Method (Activity data: procurement spend × EEIO-based emission factor)
02	Category 2	Capital Goods	• All Sub-categories → Spend-Based Method (Activity data: capital expenditure × EEIO-based emission factor per unit spends) Note: Full spend allocated to reporting year per GHG Protocol guidance (no depreciation-based allocation)
03	Category 3	Fuel- & Energy-Related Activities (Not in Scope 1 or 2)	• Average Data Method (Fuel consumption × upstream emission factor for extraction & processing; Grid electricity × T&D loss factor × grid emission factor)
04	Category 4	Upstream Transportation & Distribution	• Distance-Based Method (Activity data: weight of goods × transport distance × mode-specific emission factor) Mode assumed: Road freight (truck). Emission factors sourced from DEFRA
05	Category 5	Waste Generated in Operations	• Waste-Type Specific Method (Activity data: mass of waste by type and disposal route × waste-type & treatment-specific emission factor) Emission factors sourced from DEFRA waste category tables.
06	Category 6	Business Travel	• Air Travel → Distance-Based Method (Passenger-km by cabin class × DEFRA radiative forcing adjusted EF) • Road Travel → Spend-Based Method (Travel spend × EEIO-based EF) • Train Travel → Spend-Based Method (Travel spend × EEIO-based EF)
07	Category 7	Employee Commuting	• Distance-Based Method (Number of employees × commute distance × commuting days × mode-specific emission factor) Based on employee survey
09	Category 9	Downstream Transportation & Distribution	• Distance-Based Method (Activity data: weight of finished goods dispatched × delivery distance × mode-specific emission factor) Mode: Road freight. Emission factors sourced from DEFRA

Our FY 2024-25, Scope 3 Emissions are as below:

Scope & Category-wise Emissions	Total Emission (tCO2e)	Percentage Share of Emission (tCO2e)
Scope 3		
Category 1 - Purchased Goods and Services	54,547.28	71.22%
Category 2 - Capital Goods	600.20	0.78%
Category 3 - Fuel and Energy Related Actvities	8,507.49	11.11%
Category 4 – Upstream Transportation & Distribution	1,492.80	1.95%
Category 5 - Waste Generated in Operations	14.24	0.02%
Category 6 - Business Travel	138.64	0.18%
Category 7 - Employee Commuting	1,356.07	1.77%
Category 9 - Downstream Transportation & Distribution	9,938.34	12.98%
Total Scope 3 Emissions	**76,595.06**	



Upstream Emissions (in tCO2e)	
Category 1 - Purchased Goods and Services	54,547.28
Category 2 - Capital Goods	600.20
Category 3 - Fuel and Energy Related Activities	8,507.49
Category 4 - Upstream Transportation & Distribution	1,492.80
Category 5 - Waste Generated in Operations	14.24
Category 6 - Business Travel	138.64
Category 7 - Employee Commuting	1,356.07
Total Upstream Emissions (in tCO2e)	66,656.72

Downstream Emissions (in tCO2e)	
Category 9 - Downstream Transportation & Distribution	9,938.34
Total Downstream Emissions (in tCO2e)	9,938.34

Decarbonization at Bharat Gears

At Bharat Gears Limited, decarbonization is now a part of our commitment to building a resilient resource efficient, and future ready business. As the global automotive industry transitions towards a low carbon economy, we recognize our responsibility to reduce greenhouse gas emissions across our operations while enhancing energy efficiency and operational excellence.

Our decarbonization approach is guided by a structured roadmap focused on improving energy efficiency, increasing the adoption of renewable energy, optimizing our manufacturing processes, shifting towards cleaner fuels and greener energy across our facilities. Through targeted investments and responsible environmental management, we aim to progressively reduce our carbon footprint while creating long-term value for our stakeholders.

To provide a clear direction for our climate action, we have established Scope 1, 2 & 3 targets that are guided by SBTi. These commitments are supported by strategic decarbonization levers that will enable us to systematically reduce emissions and contribute to the transition towards a more sustainable manufacturing ecosystem.

SBTi Aligned Near-Term and Net-Zero Targets:

Bharat Gears Limited has established science-based greenhouse gas (GHG) emission reduction targets aligned with its long-term decarbonization strategy. The Company has committed to reducing absolute Scope 1 and Scope 2 GHG emissions by 59.2% by 2035 and 90% by 2050, against a 2025 base year. In addition, Bharat Gears Limited aims to reduce Scope 3 GHG emissions intensity per metric tonne of gears by 66.3% tCO_2e by 2035 (from a 2025 baseline) and achieve a 97% reduction in Scope 3 emissions intensity by 2050.

Decarbonization Levers

Bharat Gears Limited has identified the following decarbonization levers for emissions reduction across its operations:

- Energy efficiency in heat treatment process
- Transition to Renewable Energy (on site solar and PPA)
- Shift of diesel fed forklifts to electric forklifts
- Transition to refrigerants with lower GWP
- Electrification of existing fossil fuels based furnaces

Water Stewardship

During FY 2024-25, total water consumption across our manufacturing facilities at Faridabad, Mumbra, and Lonand amounted to 61,034 KL.

Table 6. Site-wise Water Withdrawal, Consumption & Discharge for FY 2024-25 (in KL)

Site-wise Water Withdrawal, Consumption & Discharge for FY 2024-25 (in KL)				
Scope / Site	Faridabad	Mumbra	Lonand	Total
Water Withdrawal				
- Groundwater	-	-	-	-
- Surface Water	-	-	-	-
- Municipal / Third-party Water	20,582	18,349	22,103	61,034
Total Water Withdrawal	20,582	18,349	22,103	**61,034**
Total Water Consumption	20,582	18,349	22,103	**61,034**
Water Discharge				
- Treated Water Discharged	-	-	-	-
- Reused / Recycled within Operations	-	-	-	-
Total Water Discharge	-	-	-	-

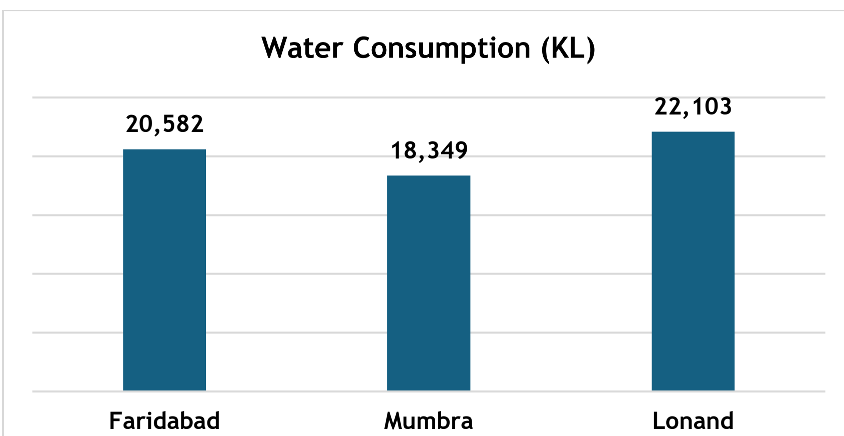


Figure 6. Site-wise Water Consumption FY 2024-25

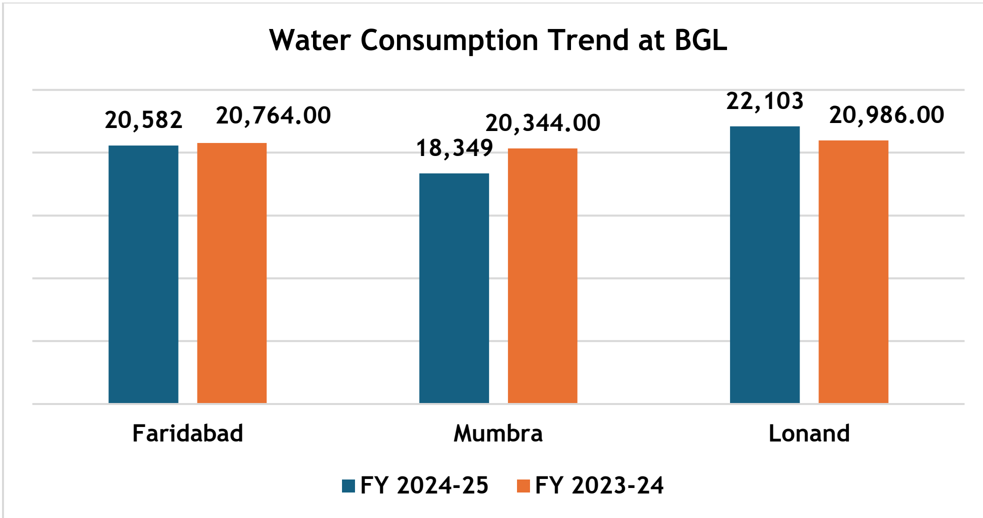


Figure 7. Water Consumption Trend

Waste Management

Waste generated across our operations is categorized into hazardous and non-hazardous waste streams and is tracked on a site-wise basis across our manufacturing facilities at Faridabad, Lonand, and Mumbra.

Table 7. Site-wise Waste Generation for FY 2024-25 (in MT)

Site-wise Waste Generation for FY 2024-25 (in MT)				
Category / Waste Type	**Faridabad**	**Mumbra**	**Lonand**	**Total**
Hazardous				
ETP Sludge	11.56	0.19	0.06	11.81
Oil Sludge	9.37	1.66	-	11.03
Oil Soaked Cotton	3.14	2.05	-	5.19
Used Oil Filter	0.01	-	-	0.01
Empty Oil Drum	9	2.80	4.15	15.95
Waste / Residue Containing Oil	-	-	0.38	0.38
Chemical Sludge from Wastewater Treatment	-	-	-	-
Process Residue and Wastes (Grinding Dust)	-	2.0	0.32	2.32
Process Residue and Wastes (Shot Blasting Dust)	-	-	0.39	0.39
Phosphate Sludge	-	0.50	0.25	0.74

E-waste	-	-	0.02	0.02
Spent Oil	30.84	19.45	-	50.29
Total Hazardous Waste Generated	**63.92**	**28.65**	**5.56**	**98.12**
Non-Hazardous				
Scrap - Turning & Boring	1080.75	148.76	250.78	1480.29
Scrap - Wood	71.12	12.43	11.05	94.60
Scrap - Corrugated Boxes	-	15.79	3.19	18.98
Metal Scrap	89.58	14.12	6.49	110.19
Heavy Melting Scrap	220.41	5.91	51.30	227.62
Scrap - HSS Hobs, Shaping/Shaving, Oerlikon & Gleason Blades	38.21	0.09	0.215	38.52
Scrap Aluminum	-	-	-	-
Plastic Waste	18.56	1.61	-	20.17
Others	56.51	26.02	-	82.53
Total Non-Hazardous Waste Generated	**1575.14**	**224.73**	**323.03**	**2112.90**
Total Waste Generated	**1639.06**	**224.38**	**328.59**	**2221.02**

In FY 2024-25, 100% of our employees received training in waste management. During FY 2024-25, we diverted 2.26% of waste from disposal to landfills, incineration, etc., by recycling spent oil used in our operations.

Table 8. Site-wise Waste Recovery & Disposal for FY 2024-25 (in MT)

Site-wise Waste Recovery & Disposal for FY 2024-25 (in MT)				
Category	**Faridabad**	**Mumbra**	**Lonand**	**Total**
Hazardous				
Waste Generated	63.92	28.65	5.56	98.12
Waste Recovered / Recycled	30.84	19.45	-	50.29
Waste Disposed (Incineration / TSDF / Co-processing)	33.08	9.20	5.56	47.83
Non-Hazardous				

Waste Generated	1575.14	224.73	323.03	2122.90
Waste Recovered / Recycled	-	-	-	-
Waste Disposed (Landfill / Other)	1575.14	224.73	323.03	2122.90
Total				
Total Waste Generated	**1636.06**	**253.38**	**328.59**	**2221.02**
Total Waste Recovered / Recycled	**30.84**	**19.45**	**-**	**50.29**
Total Waste Disposed	**1608.22**	**233.93**	**328.59**	**2170.73**

Air Pollution Management

We monitor air emissions arising from our operations through periodic testing and assessments conducted at emission sources and locations.

Table 9. Site-wise Air Emissions for FY 2024-25

Site-wise Air Emissions for FY 2024-25*				
Air Pollutant	**Unit**	**Faridabad**	**Mumbra**	**Lonand**
Sulphur Oxides (SOx)	µg/m^3	29.5	34	18.8
Nitrogen Oxides (NOx)	µg/m^3	38.8	31	21.6
Particulate Matter ($PM_{2.5}$)	µg/m^3	54.2	23	20.7
Carbon Monoxide (CO)	µg/m^3	2280.8	-	-
Other Air Emissions (specify)		-	-	-
Total Air Emissions	µg/m^3	**2,403.3**	**88**	**61.1**

**The Air emissions remain compliant within the standard limit*

People and Social Progress

BGL is committed to fostering a safe, inclusive, and engaging workplace where employees are empowered to grow and contribute to the Company's success. Our workforce in FY 2024-25 is as follows:

Table 10. BGL's Workforce Breakdown by Age and Gender

Employee Category	Below 30		30 - 50		Above 50		Total
	Male	Female	Male	Female	Male	Female	
Permanent Employees (Associates, including Workers & Operators; Management – Top, Senior, Middle, Junior)	271	3	649	5	138	0	**1,066**
Temporary Employees (Contractual Workers, Trainees, Non-Guaranteed Hours Employees)	436	0	513	0	35	0	**984**
Total Number of Employees	707	3	1,162	5	173	0	**2,050**

The number of permanent employees covered by collective bargaining (covered under tripartite settlement) is as follows:

Table 11. Permanent Employees Covered by Collective Bargaining

Faridabad	Mumbra	Lonand
162 (17%).	83 (13.8%)	101 (22.4%)

Our new hires for FY 2024-25 are as follows:

Table 12. New Hires Breakdown by Age and Gender

Employee Category	Below 30		30-50		Above 50		Total New Hires
	Male	Female	Male	Female	Male	Female	
Top Management	0	0	0	0	1	0	**1**
Senior Management	0	0	7	0	1	0	**8**

Middle Management	14	0	13	0	0	0	**27**
Associates / Operators	55	0	20	0	0	0	**75**
Contract Workers	12	0	18	0	1	0	**31**
Others (Interns, Trainees, Part Time Employees, etc.)	137	0	14	0	0	0	**151**
Total	**218**	**0**	**72**	**0**	**3**	**0**	**293**

The voluntary turnover rate for the reporting period stood at 16.24%. Our turnover for FY 2024-25 is as follows:

Table 13. Voluntary Turnover Breakdown by Age and Gender

Employee Category	Below 30		30-50		Above 50		Total Turnover
	Male	Female	Male	Female	Male	Female	
Top Management	0	0	0	0	4	0	**4**
Senior Management	0	0	8	0	3	0	**11**
Middle Management	41	0	11	0	2	0	**54**
Associates / Operators	24	0	12	0	0	0	**36**
Contract Workers	45	0	58	0	5	0	**108**
Others (Interns, Trainees, Part Time Employees, etc.)	108	0	12	0	0	0	**120**
Total	**218**	**0**	**101**	**0**	**14**	**0**	**333**

Table 14. Employees who took Parental Leaves in FY 2024-25

Parental Leaves in FY 2024-25		
Particular	**Male**	**Female**
Number of employees entitled to parental leave	100%	100%

Number of employees who took parental leave in FY 2024 -25	0	0
Number of employees who returned to work after parental leave ended	NA	NA
Number of employees who returned to work after parental leave ended, who were still employed 12 months after their return	NA	NA
Return to work and retention rates of employees who took parental leave	NA	NA

Table 15. Benefits Provided to Each Employee Category at BGL

Benefits Provided to Employees					
Benefits	**Senior Management**	**Middle Management**	**Junior Management**	**Associate**	**Contractual/ Part-time Workers**
Life Insurance	100%	100%	100%	100%	NA
Health Care	100%	100%	100%	100%	100%
Disability & Invalidity Coverage	100%	100%	100%	100%	100%
Parental Leave	100%	100%	100%	100%	100%
Retirement Provision	100%	100%	100%	100%	NA

Diversity, Equity and Inclusion

We maintain a zero-tolerance approach to sexual harassment through our Prevention of Sexual Harassment (PoSH) Policy, which applies to all employees as well as vendors, contractors, and business associates. An Internal Complaints Committee (ICC) has been constituted at all administrative units to ensure fair, impartial, and timely redressal of complaints. Bi-annual awareness and training programs are conducted to reinforce a culture of dignity, equity, and accountability at all levels of the organization.

Table 16. Discrimination and Harassment Cases in FY 2024-24

Discrimination and Harassment Cases & Training in FY 2024-25	
Particular	**Description**
Number of complaints of sexual harassment received in the reporting year	0
Number of complaints disposed of during the reporting year	0
Number of cases pending for more than ninety days	0
Nature of action taken by BGL	NA
Percentage of employees trained on diversity, anti-discrimination and harassment, including sexual harassment and workplace harassment	100%
Total number of incidents of discrimination or workplace harassment during the reporting year	0

Table 17. Ratio of Basic Salary and Remuneration of Women to Men

Ratio of Basic Salary and Remuneration of Women to Men			
Category	**Median Basic Salary - Male**	**Median Basic Salary - Female**	**Ratio**
Top Management	NA	NA	**NA**
Senior Management	NA	NA	**NA**
Middle Management	1,11,795	99,405	**1.12: 1**
Junior Management	83,660	79,493	**1.05: 1**
Associates / Non-Management	43,771	43,117	**1.01: 1**

The share of permanent female employees across our operations and offices currently stands at 0.75%. There are currently no women at the top management level at BGL.

Training & Career Development Practices

BGL is committed to maintaining 100% training coverage for employees across all categories. In FY 2024-25, 100% of employees across all categories participated in the mentioned regular skills-related training programs and structured performance and career development reviews.

Table 18. Employees who Received Skills-related Training at BGL in FY 2024-25

Employees who Received Skills-related Training at BGL in FY 2024-25		
Employee Category	**Unit**	**Value**
Top Management	% of Employees Trained	100%
Senior Management	% of Employees Trained	100%
Middle Management	% of Employees Trained	100%
Associates	% of Employees Trained	100%
Total Training Hours		**11,084**
Average Training Hours per Employee		**10.39**

Table 19. Employees Who Received a Performance and Career Development Review in FY 2024-25

Employees Who Received a Performance and Career Development Review in FY 2024-25		
Employee Category	**Unit**	**Value**
Top Management	% of Employees	100%
Senior Management	% of Employees	100%
Middle Management	% of Employees	100%
Associates	% of Employees	100%

Occupational Health and Safety

Health and safety performance is monitored through HIRA, supported by operational controls and the Environment, Occupational Health and Safety Policy.

Table 20. Health and Safety Metrics for FY 2024-25

Work-related Injuries and Fatalities in FY 2024-25			
Particulars	**Faridabad**	**Mumbra**	**Lonand**
Total Recordable Work-related Injuries	0	0	0
Lost Time Injuries (LTI)	0	0	0
Number of Fatalities (Employees)	0	0	0
Number of Fatalities (Workers / Contractors)	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0
High-consequence Work-related Injuries (excluding Fatalities)	0	0	0
Number of Days Lost	0	0	0
Number of Work-related Ill Health	0	0	0
Number of Work-related Accidents	0	0	0
Number of Hours Worked	24,22,920	15,64,040	10,15,040
Total Number of Hours Worked	50,02,000		

The numbers include both employees and workers.

Health & Safety Training

BGL has established a structured EHS Annual Training Calendar to ensure systematic capacity building and continuous improvement in Environment, Health & Safety (EHS) practices across functions. In FY 2024-25, OHS-related training covered 100% of our employees and workers.

Table 21. Health and Safety Training Conducted at BGL in FY 2024-25

Health and Safety Training for FY 2024-25				
Particulars	**Faridabad**	**Mumbra**	**Lonand**	**Total**
Percentage of employees trained on health & safety	100%	100%	100%	**100%**
Drivers & operators trained on health and safety risks and good working practices	885	375	255	**1,515**
Percentage of drivers & operators trained on health and safety risks and good working practices	100%	100%	100%	**100%**

Human Rights at BGL

During the reporting period, 100% of operational sites were assessed for human rights impacts and risks. No human-rights risks were identified at any site. During FY 2024–25, 100% of our security personnel received human rights training conducted by a third-party security agency.

Human Rights in our Supply Chain

Table 22. Human Rights-related Metrics in BGL's Supply Chain

Human Rights in BGL’s Supply Chain	
Particulars	**Description**
Operations and suppliers in which workers’ rights to exercise freedom of association or collective bargaining may be violated or at significant risk	0
Measures taken to support rights to exercise freedom of association and collective bargaining	The Supplier Code of Conduct is shared with all suppliers, and formal acknowledgements are obtained to ensure adherence to labour rights standards.
Operations and suppliers considered to have significant risk for incidents of child labor	0

Measures taken to contribute to the effective abolition of child labor	Child labour is strictly prohibited across all supplier premises. Clear notices and signboards are displayed at operational locations, and compliance is reinforced through contractual obligations.
Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor	0

Responsible Procurement and Supplier Management

To date, 100% of our key suppliers have signed our Supplier Code of Conduct. The contracts include provisions requiring adherence to ESG principles, and 100% of our key suppliers have formally acknowledged and signed these contracts as part of their engagement with us.

Table 23. Supplier Sustainability On-Site Audits in FY 2024-25

Supplier Sustainability On-Site Audits in FY 2024-25	
Number of Targeted Suppliers	21
Targeted Suppliers who Completed Supplier Sustainability Self-Assessments	100%
On-Site Audit Coverage of Targeted Suppliers	100%
Suppliers with Certified QMS (ISO 9001, IATF 16949)	100%
Suppliers with Certified EMS (ISO 14001)	24%

Cyber Security at BGL

During FY 2024-25, we received 0 consumer complaints related to data privacy, marketing, advertising, cybersecurity, delivery of essential services, restrictive or unfair trade practices, or other matters. There were also 0 cases of breach of customer privacy or loss of customer data, and 0 data breaches or information security incidents during the year. Accordingly, 0 cases were pending at the end of FY 2024-25.

Table 24. Information Security and Data Privacy Training at BGL in FY 2024-25

Employee Category	Coverage (%)	Details
Top Management	100%	All members trained
Middle Management	100%	All members trained
Lower Management (Executives)	100%	All PC users covered
Operators	25%	Coverage is limited to employees permitted PC access

Quality, Product Responsibility, and Customer Safety

During FY 2024–25, 100% of significant product and service categories were covered under structured health and safety risk assessments. Additionally, there were zero product recalls during FY 2024–25, reflecting the effectiveness of our quality assurance, testing, and preventive control mechanisms. In FY 2024-25, 100% of employees were trained on product quality and safety to strengthen awareness and adherence to quality and safety standards.

Table 25. Product Safety and Quality Incidents in FY 2024-25

Product Safety and Quality Incidents in FY 2024-25	
Products & services covered under health and safety risk assessments	100%
Number of product recalls	0
Incidents of non-compliance with product health & safety regulations	0
Incidents of non-compliance with product & service information and labelling	0
Incidents of non-compliance with marketing communications, including advertising, promotion, and sponsorship	0