

Aspire for Sustainable Growth

**Sustainability Report
2022-23**



ROOP
ROOP AUTOMOTIVES LTD.



Aspire for Sustainable Growth

Roop Automotives Limited is currently the world's largest manufacturer of hot forged yokes for steering systems. We achieve this by delivering technical and manufacturing excellence, making quality a way of life through continual improvement, and collaborating to become a preferred supplier.

We are now systemizing our corporate responsibilities, guided by the strategy "Aspire for Sustainable Growth" which entails the implementation of sustainable processes for planet protection and fostering collaboration for a socio-responsible future".

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Introduction

About The Report

We are embarking on a transformative journey with this inaugural Roop Automotives Sustainability Report 2022-23. This report is a testament to our pioneering spirit, marking our inaugural leap into reporting the sustainable practices within our operations treading towards a Socio-responsible future, and creating a collaborative positive impact.

The inaugural Sustainability Report details Roop Automotives' performance on environmental, social, and governance (ESG) disclosures. The scope of the Report covers Roop's entities which include offices, manufacturing sites, research and development, and engineering facilities. Roop Auto Forge Pvt. Ltd. is a key contributor, is excluded in sustainability, and is included in financial reporting, representing 100% of shares held by the listed entity. Roop Auto Components Pvt. Ltd., currently not in operation, is excluded from sustainability reporting but included in financial reporting, with a 100% share ownership.

Reporting Framework

Roop Automotives Ltd states that the Sustainability Report 2022 -23 was prepared by referring to the framework of GRI Universal Standards 2021

Reporting Period

1st April 2022 – 31st March 2023

Reporting Cycle

We follow a yearly cycle of disclosing our sustainability data.

Report Boundary

- Corporate office- Sohna
- Manufacturing sites – Sohna, Manesar, and Sriperumbudur.

Point of Contact for Feedback and Queries

We will be glad to receive your feedback on this report.

Naveen Kumar
General Manager – Maintenance
Phone: +91 8396969522, 23, 24, 25, 26
E-Mail: naveen.kumar@roopauto.com

Vision

Aim for operational excellence and consistently enhance our technical capabilities and know-how by adopting sustainable practices, hence becoming a supplier and employer of choice

Mission

Compete

To become the No.1 supplier With all our customers

Develop

To develop world-class teams including strategic business partners

Deliver

To exceed our customer requirements and deliver value to all stakeholders by adopting sustainable practices

Build

To build an organization based on fair practices

Management Statement

Dear Stakeholders,

We are pleased to present the first Sustainability Report of Roop Automotives Limited. We have been in the business of manufacturing Auto steering parts since 1992. As we gained a strong foothold becoming the world's largest manufacturer of hot forged yokes, we have also established India's first state-of-the-art fully automated facility to produce axle drive shafts in Manesar. Over the last 3 decades, we have acquired unique engineering strength and an understanding of the complexities involved in manufacturing critical automotive parts. In the fiscal year 2022-23, we saw significant growth in domestic business which now calculates to 25-30% of our total revenue. For Roop, North America remains our main export destination followed by Europe.

Despite a year filled with fluctuating schedules, unprecedented resource scarcity, and other obstacles, 2023 proved exceptional for Roop Auto. Our commitment to excellence across various sites resonated through numerous awards and acco-

lades. We were recognized for our:

- **Social Impact:** "Best CSR Impact Maker of The Year", "Women Empowerment and Recognition for Education initiatives".
- **Diversity and Inclusion:** Bronze Award for "Workplace Equality Index".
- **HR Excellence:** Silver Award in CII National HR Circle Competition for contribution to business revival.
- **EHS Performance:** Bronze Award by CII-SR for EHS Excellence

MR. MOHIT OSWAL

CHAIRMAN & MANAGING DIRECTOR



MR. GAURAV JAIN

DIRECTOR

- **Quality Performance:** Platinum Award in National Poka-Yoke Competition, Platinum trophy in restorative Kaizen, Gold Awards – QCFI Kaizen Conclave, Zero Defect by Digitization and Technology, and ICQCC, in Delhi and from Jakarta and Indonesia.
- **Information Security & data privacy:** Certification to ISO 27001:2013 and being recognised by TISAX

These awards are powerful testaments to our unwavering pursuit of quality, environment, employee well-being, and social performance. Yet, the true heart of our success lies in the dedication and collaborative spirit of our team members across our sites, who relentlessly strive for excellence. We are deeply proud of their achievements and excited to reach even greater heights in the future.

Seeking to solidify its position and accelerate growth, Roop Auto is exploring a strategic joint venture with Namyang Nexmo, a renowned player in catering to the ever-evolving demands of leading automotive OEMs worldwide. The coming years mark our commitment to Sustainability and we are excited about it.

Our culture is what binds us together

We strongly believe one of our pillars of success is developing a work culture that empowers our teams. We braced up a challenge to certify ourselves and undertook the process of employee feedback and external evaluation.

We at Roop Auto are certified as a Great Place to Work which is a testament to the positive work culture that we nurtured over the years supported by the human resource policies we have in place.

Adding the sustainability lens

2023 was the year we made conscious efforts in undertaking our Sustainability journey. We are glad to report that our Chennai site is GreenCo certified and this makes us believe that we need to extend this initiative to all our sites; thereby igniting the spark of becoming accountable. Around this time, we also started taking stock of our various initiatives, continual improvement programs, day to day weighing decisions from a sustainability lens and we truly understand that sustainability is essential for our growth.

Sustainability is the cornerstone for Roop Auto's sustained growth and we are happy to share our commitment by commencing our company's first Sustainability disclosures that track our journey of creating value for all stakeholders including customers, employees, investors, supplier, and associated communities.

Our Sustainability Strategy outlines our commitment towards being sustainable and a better corporate citizen along with making the world a better place. At Roop Automotives, we think that operating a suc-

Successful company involves more than just hitting financial goals. It entails safeguarding the environment, enhancing social compliance, and having a positive influence on the supply chain and communities we serve.

We are aligning Roop Auto's Sustainability strategy over the material issues identified and in addition streamlining our efforts towards the country's target to become Carbon Neutral by 2070. To achieve this, we have undertaken the following commitments:

- 1. Within boundaries: Make progressive action towards a climate change mitigation plan for a 1.5°C scenario. This includes:**
 - Neutralising Scope 2 emissions in manufacturing processes by 2025 with RE 100.
 - Reducing Scope 1 emissions by 2030.
- 2. Beyond boundaries:**
 - Net Zero Emissions: Achieve net zero emissions by 2040 with upstream and downstream of our value chain
 - Environmental protection action among communities outside Roop Auto via afforestation, protection of water bodies, and solid waste management.

We are confident that with our collective efforts, continuous direction from customers and innovative practices driven by ESG Central Steering team within Roop Auto, we will be able to meet our targets.

Being a responsible corporate citizen will be a defining factor going forward in years to come and our customers have resonated on this front. Roop Auto is proud that the first step has already been taken and with consistent efforts,

we will be able to show valuable improvements in the ecosystem we live in. We believe that each of us has a moral responsibility to leave this planet a better place for the next generation. As we move ahead, we aim to reduce our consumption of natural resources over the coming years setting an example for the communities to follow. If we cannot reduce our consumption, we can at least aim to control and replenish. We know it's possible as all it takes is a small step and deep intent.

This is the spirit of Roop Auto as we undertake our sustainability journey and as we collectively cheer in Roop Auto, **"miles to go before we rest"**.

Let's make tomorrow better than today

Mohit Oswal
Chairman & Managing Director

&

Gaurav Jain
Director

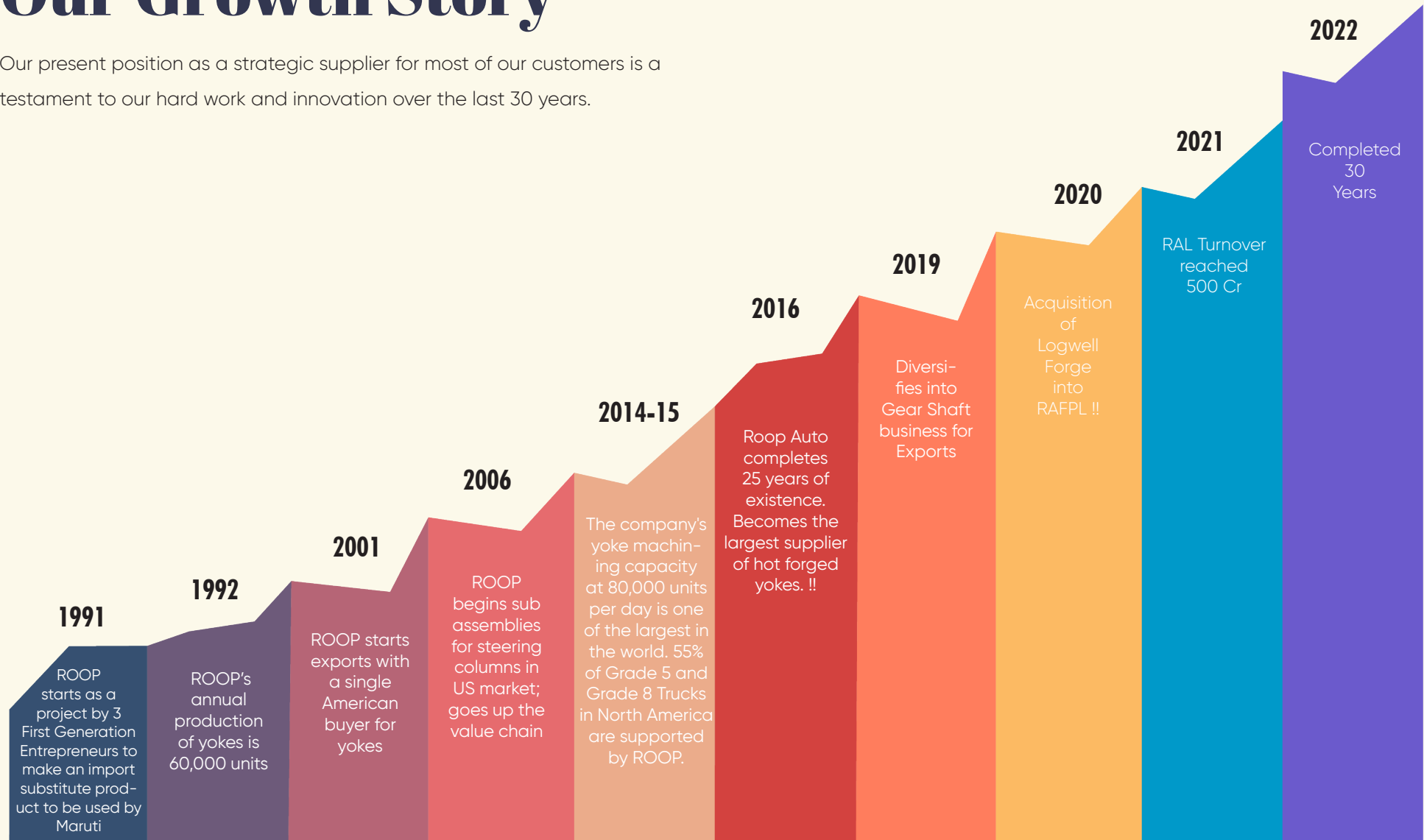




About us

Our Growth Story

Our present position as a strategic supplier for most of our customers is a testament to our hard work and innovation over the last 30 years.



Miles to Go...

ROOP

ROOP AUTOMOTIVES LTD.

With over 33 years of industry expertise, we at Roop Automotives Ltd (Roop Auto) stand as a beacon of innovation in the manufacturing sector, specializing in steering column and assemblies for the automotive industry. From humble beginnings producing yokes for the domestic market, Roop Auto has evolved into a powerhouse of precision engineering, boasting in-house capabilities in machining, stamping, hot and cold forging. Our strategic collaborations with international partners through joint ventures have propelled us to become direct suppliers to OEMs, further solidifying our position in the market. Roop Automotives operates across two states and 4 geographical locations covering close to 45,000 square meters in its operations, Employing over 2500 individuals globally, both directly & indirectly.

ROOP 's Presence in the World Market



Our Range of Products that We Excel in the Manufacturing of Auto Steering Parts



Steering yokes



Steering joints



Steering columns

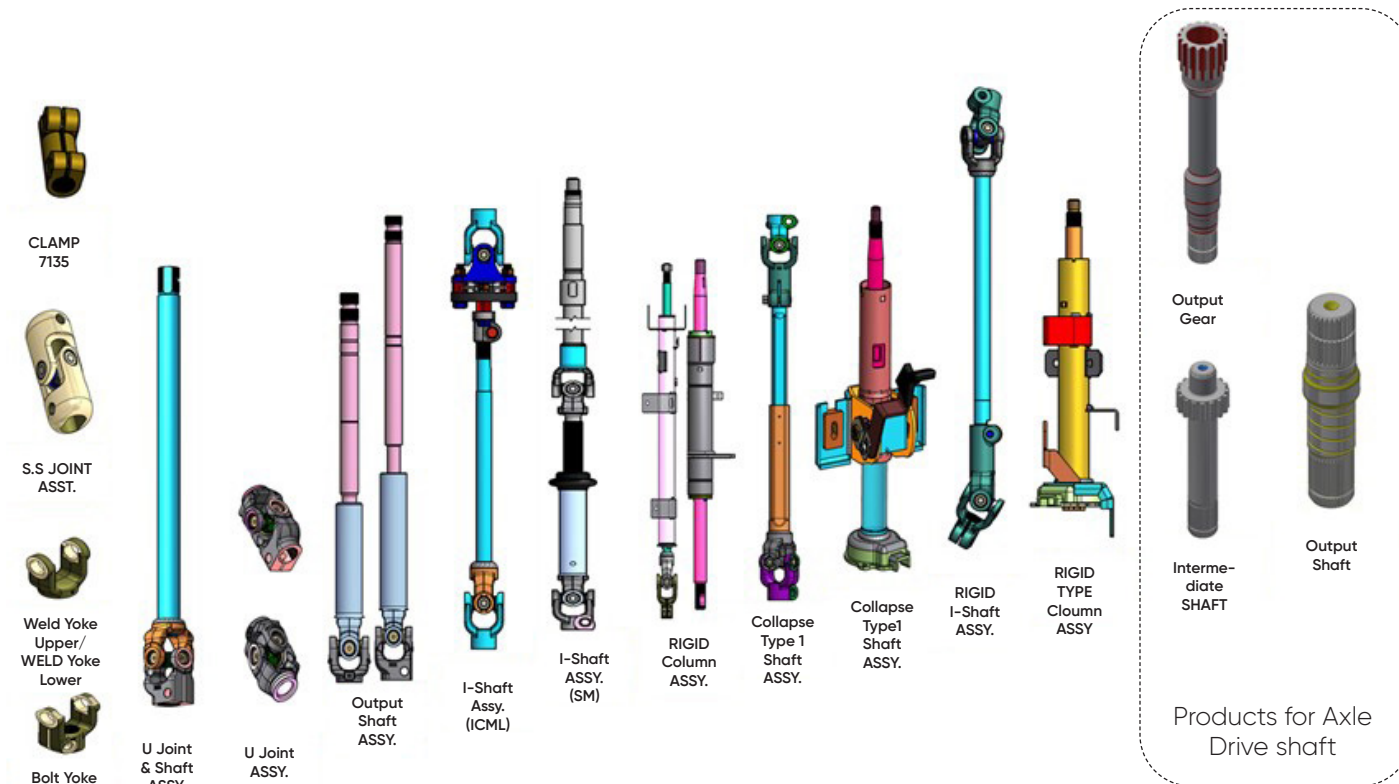


Gear shafts

We supply all companies in the steering systems segment and gained a strong foothold across the domestic and international markets

Our Growth Trajectory

From an initial production of 4 types of components, today we manufacture more than 200 variants of same along with steering column assemblies. We are also the largest manufacturer of hot forged yokes in world



ROOP'S VALUE ADDITION OVER THE YEARS

From an initial production of 60,000 steering yokes in 1992-93, we have currently achieved a production milestone of over 42 million yokes in the reporting year, generating a sales turnover exceeding INR 550 crores (6,59,84,765.00 US Dollar), with 75% of our products being exported.

Highlights of Performance in the Year





Governance





In our pursuit to aspire towards sustained growth, we recognize that good governance practices enable businesses to understand the impact of their operations on the world around them, strike a balance between the environment and the society in which they exist, and take responsible business decisions. Driving companies through corporate governance helps to produce a more equitable, sustainable, and socio-economic approach. Our Governance body, comprising executive and non-executive members, emphasizes gender neutrality, independence, and stakeholder representation. Mr. Mohit Oswal, as the Managing Director and Chair, brings expertise in day-to-day affairs. The Board oversees the mission, strategies, policies, and goals, engaging stakeholders quarterly.

Board of Directors



DR. PREM KUMAR
Director



MR. AMARJIT CHOPRA
Director



MR. T. S. ANANTAKRISHNAN
Director



MS. ANANDI IYER
Director



MR. PRADIP VASANT DUBHASHI
Director



MR. SUDHIR CHOPRA
Director



MR. PB MENON
Director

Management Team



MR. MOHIT OSWAL
Chairman & Managing
Director



MR. GAURAV JAIN
Director

Driving Governance - Key Committees

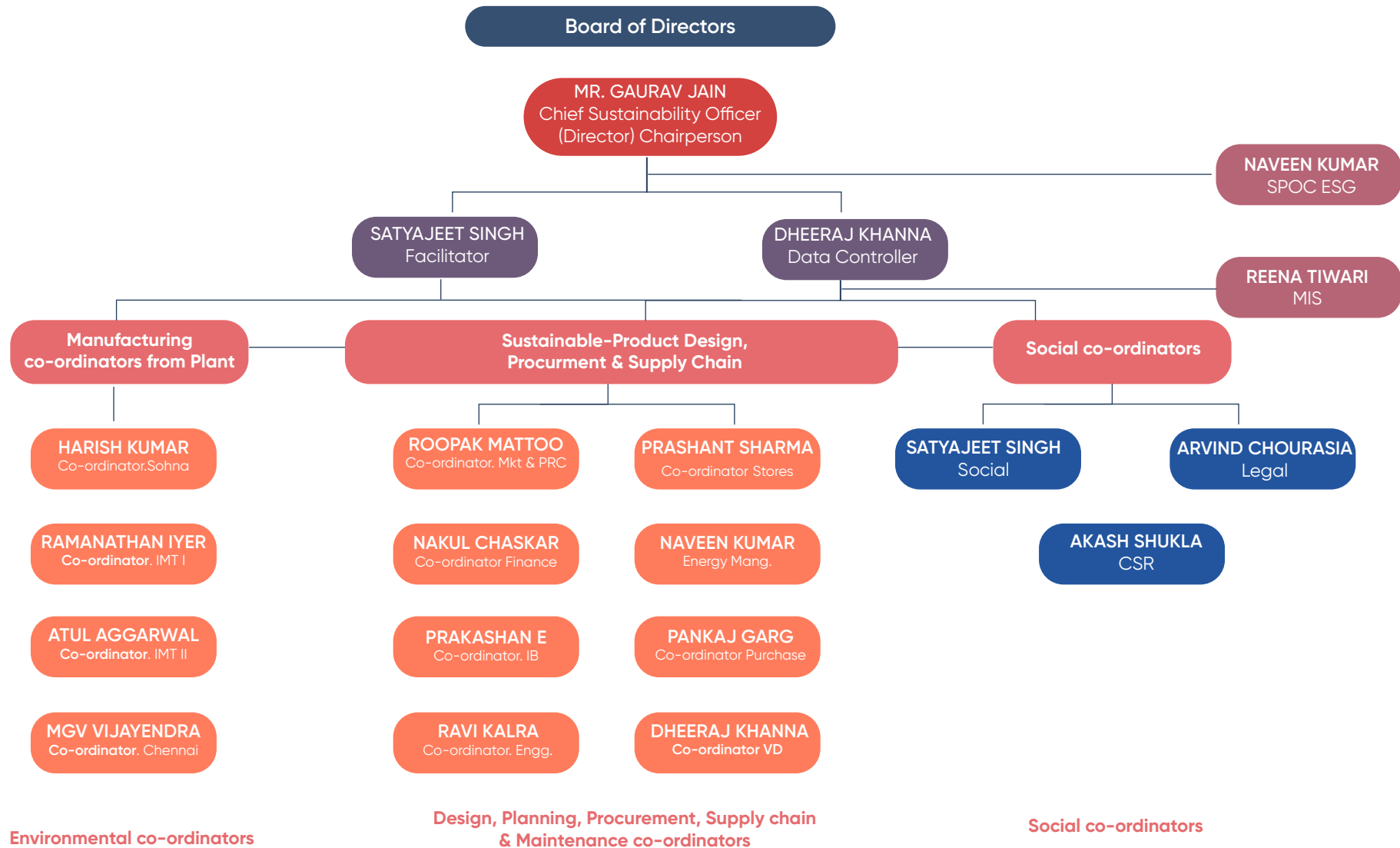


Governance structure for sustainability

The governance structure for Sustainability at Roop Automotives Limited is depicted within the sustainability organization chart, with prominent committees responsible for decision-making and impact oversight. The Sustainability Committee, under the leadership of the Chief Sustainability Officer (CSO), oversees impact management and provides monthly reports. The board meticulously examines and sanctions the disclosed information, guaranteeing transparency and conformity with significant subjects.



Governance Structure of Sustainability





Responsibilities of Governance Structure

1. Board: Review and approve sustainability strategies and policies.
2. Management: Implement sustainability initiatives and ensure compliance.
3. CSO: Lead sustainability efforts and oversee impact management.
4. Facilitator: Coordinate meetings and facilitate communication within the committee.
5. Coordinator: Manage tasks and activities related to sustainability initiatives.
6. Data Controller: Ensure proper handling and protection of sustainability-related data.
7. MIS: Manage information systems for tracking and reporting sustainability metrics.
8. Plant Function Coordinator: Coordinate sustainability efforts within site operations.
9. Corporate Function Coordinator and Legal Function Coordinator: Coordinate sustainability efforts within corporate and legal functions, respectively.

Empowering Voices

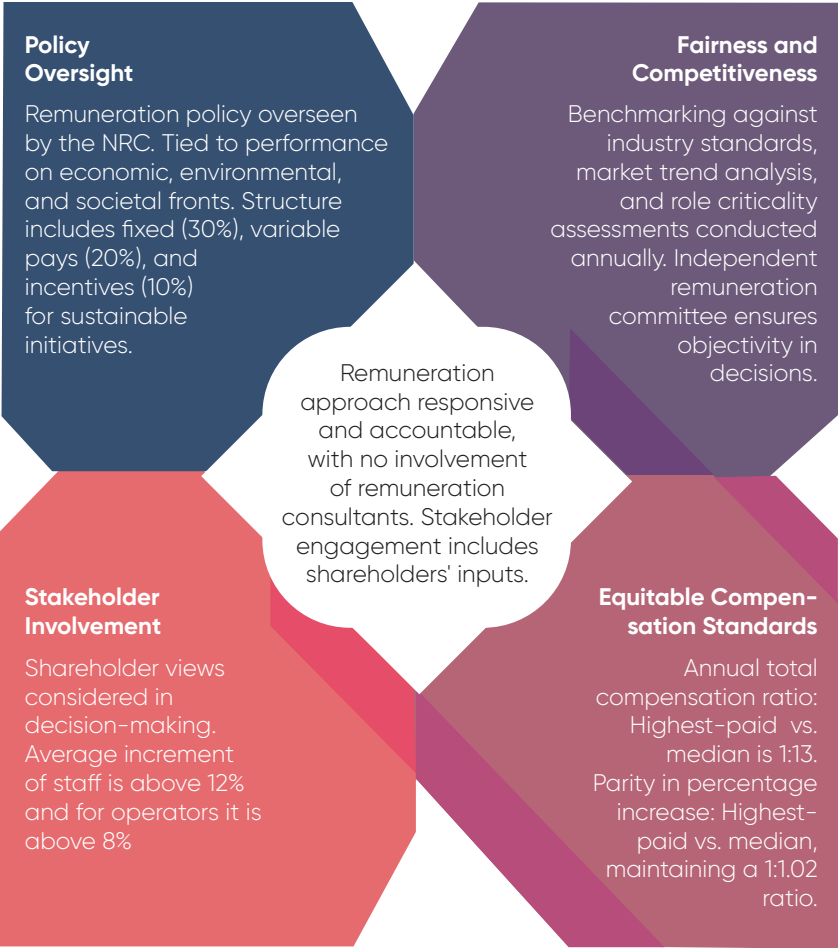
We prioritize responsible business practices by offering accessible guidance avenues through Board governance, External audit governance, Government regulations, and direct interactions. Defined within meticulous appointment letters, standing orders, and agreements, these standards underscore our commitment to fairness and ethical employment practices. Despite the absence of formal unions, ROOP's dedication to employee well-being is evident across the organization, emphasizing our unwavering commitment to responsible business.

Employee Compensation Practices

Our ethical employment standards are consistently applied in key locations like Haryana and Tamil Nadu, reflecting our dedication to social responsibility. In our senior management analysis across significant operational locations, including Haryana and Tamil Nadu, 'senior management' is defined at AGM level and above, excluding Management roles. Of the 17 senior management positions, 82% are filled by candidates from the local community, demonstrating our active involvement and support for the communities in these states.

The ratio between standard entry-level wages for male and female employees, aligned with local minimum wage standards- 1: 1.42

Empowering with Fair Rewards



Sustainability Approach



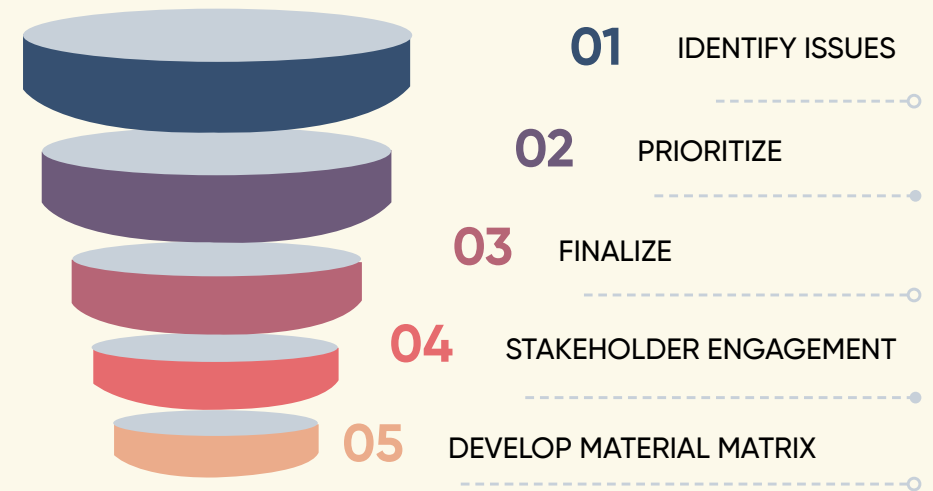
A person in a dark suit is holding a white document. The document features a colorful bar chart with bars in shades of blue, green, purple, orange, and red. Above the bars are some small text labels and numbers. To the left of the bars is a line graph with a blue line. The background is a blurred office setting with other people in suits.

Materiality

Recognizing the specific concerns and interests of stakeholders, particularly regarding sustainability, we aim to deepen and diversify our engagement strategy. By fostering a collaborative environment through multi-channel feedback avenues, Roop Automotives commits to an impactful dialogue that benefits both our stakeholders and our long-term vision.

We considered the Materiality Assessment process as the foundation step in paving our sustainability journey. Through this process, we understood the key impacts, risks, opportunities, and material issues that mattered most to our key stakeholders.

We followed a methodical five-step process to identify material topics and arrive at the materiality matrix



Five step process followed for material issues enumeration

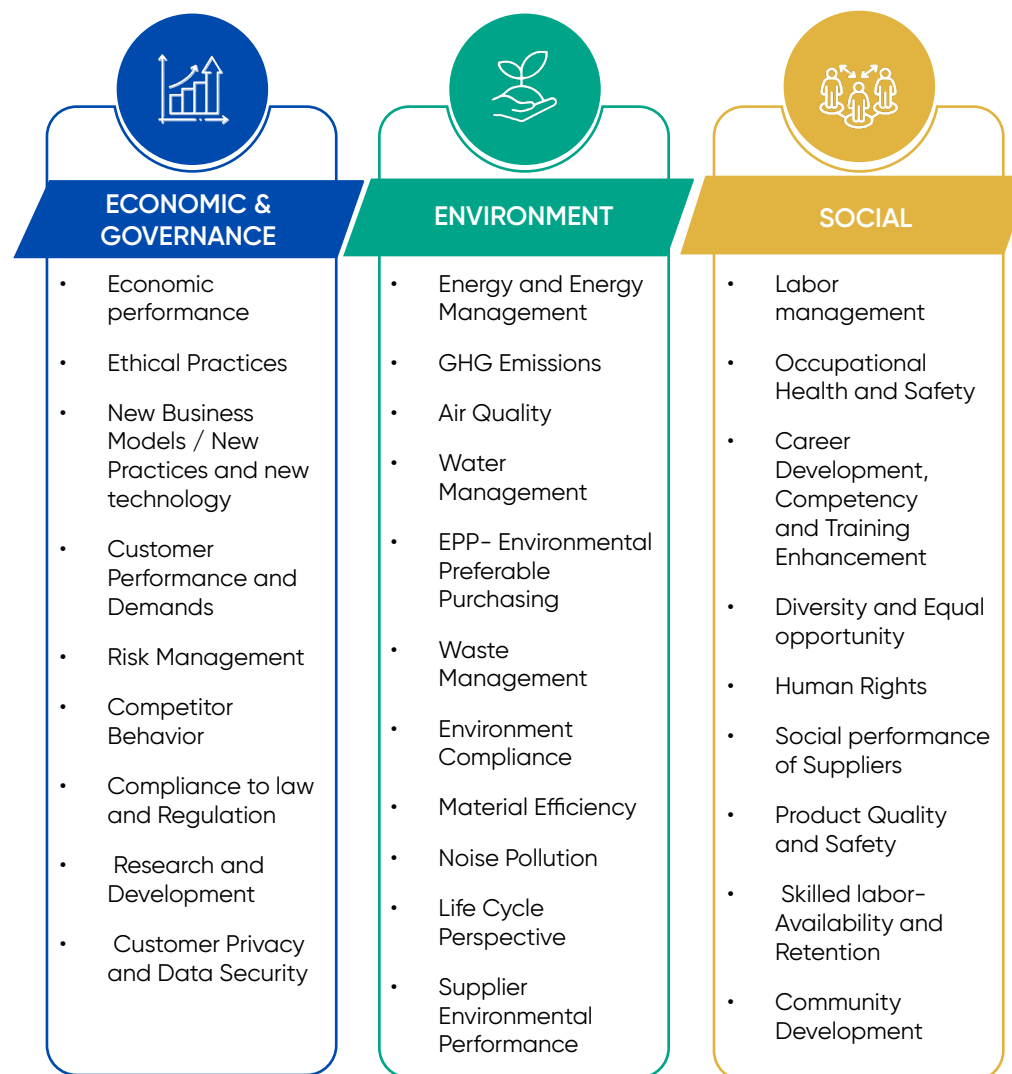
Identification of issues

A range of environmental, social, and economic subjects were generated and 38 relevant issues were identified from various sources such as SASB–Automobile sector as crucial for us and our stakeholders. These topics were identified through the analysis of internal sources such as annual reports, as well as external information sources like our reports and other industry publications, international frameworks such as SASB and sector-specific inputs.

Prioritization

The identified concerns were prioritized with Roop Automotives Limited’s core team through an internal ranking process and were being evaluated with respect to their importance to the business operations both internal and external aspects. These prioritized lists of material issues served as the basis for engaging with relevant and key stakeholders.

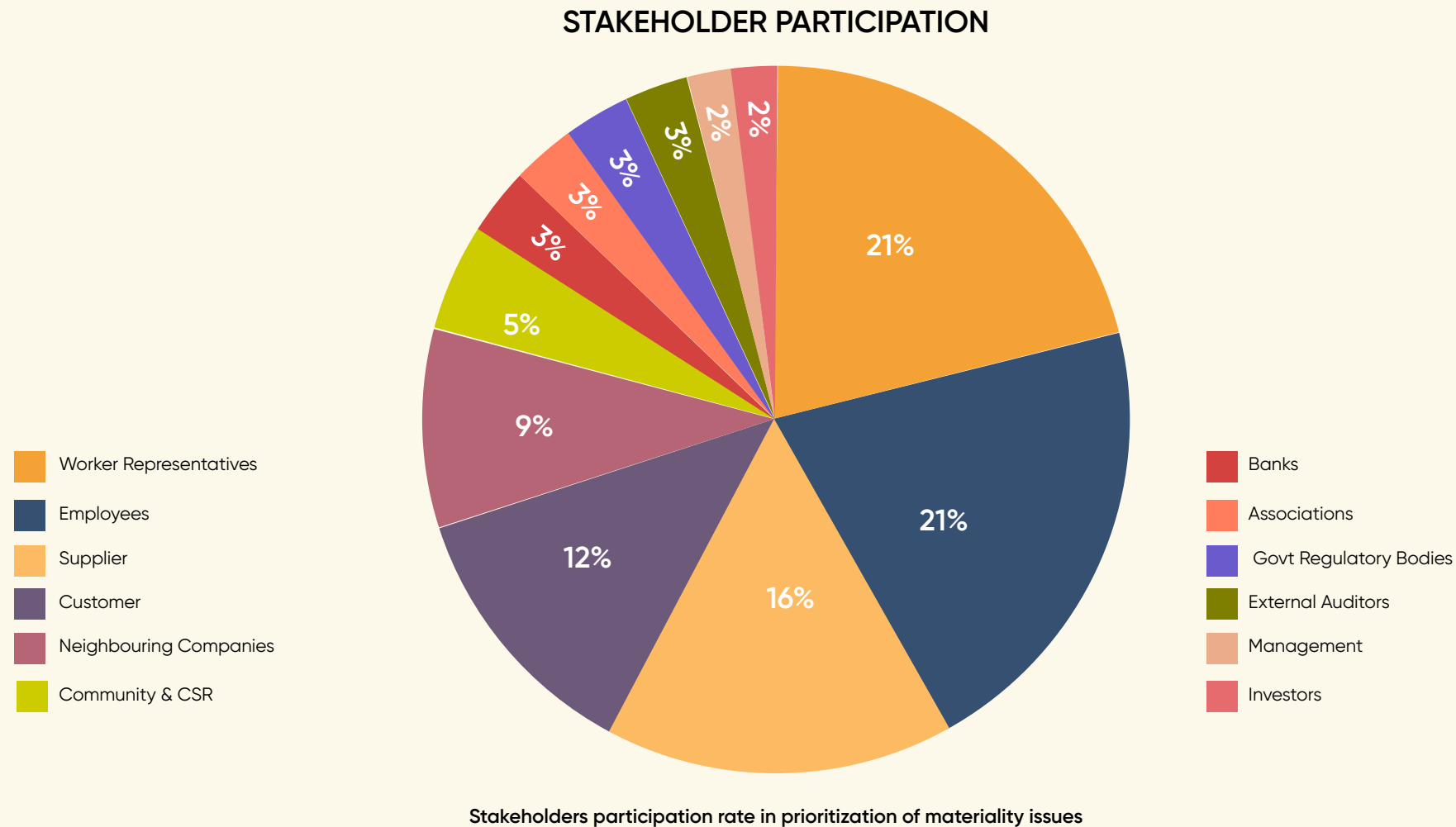
The stakeholders were subjected to provide rating to the issues as low, medium, and high based on the impact the issue would have on us and the relevance the particular issue would have upon the stakeholder. The responses received from the stakeholders were compiled for further study through statistical tools.

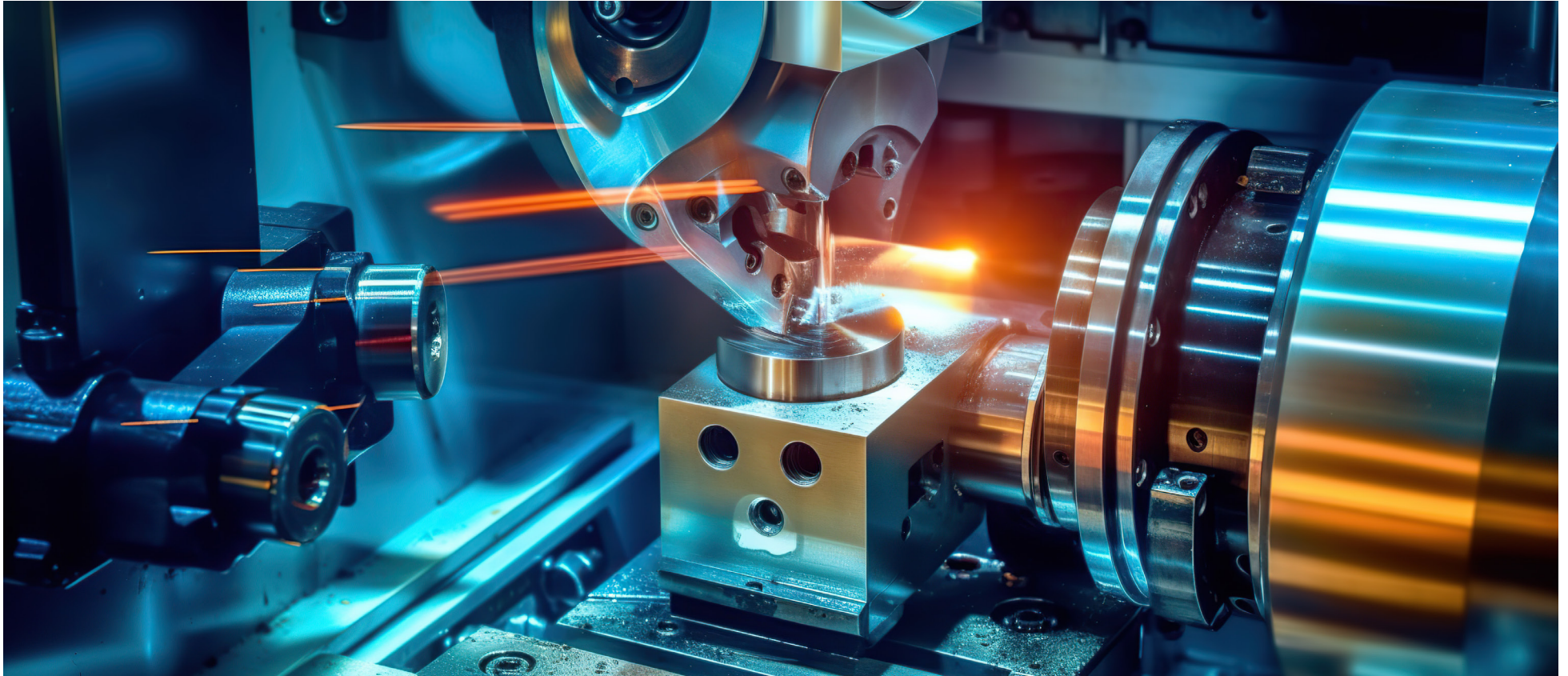


List of finalized material issues

Finalization

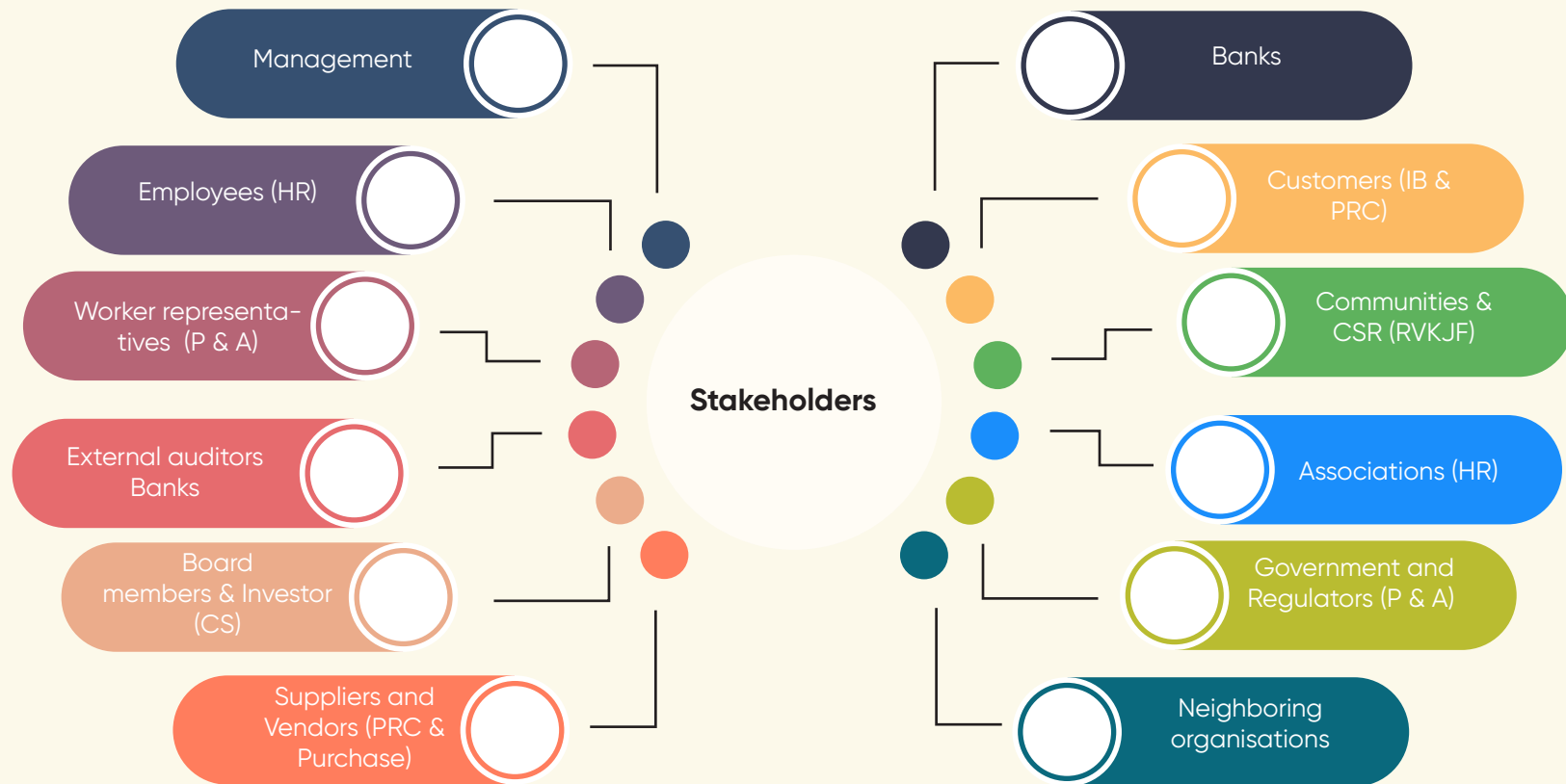
The 29 issues were finalized after the consultation of the stakeholders for environment, social, and Governance. The 29 prioritized material issues were categorized respectively under the Economic and Governance, Environment, and Social perspectives.





At Roop Automotives Limited, we prioritize sustainable business practices through proactive engagement with stakeholders. This approach extends beyond regulatory compliance, underscoring our commitment to ongoing dialogue for gathering valuable feedback and insights. We specifically address sustainability concerns important to stakeholders, fostering transparency and building collaborative partnerships. We aim to ensure that stakeholder perspectives play a central role in shaping our journey towards responsible and sustainable business practices.

The Sustainability central team evaluated the role of various stakeholders and enumerated the list of key stakeholders. The method of consultation was discussed and approved. We have assigned utmost importance to stakeholder engagement as a key process of defining Roop's Sustainability Strategy.

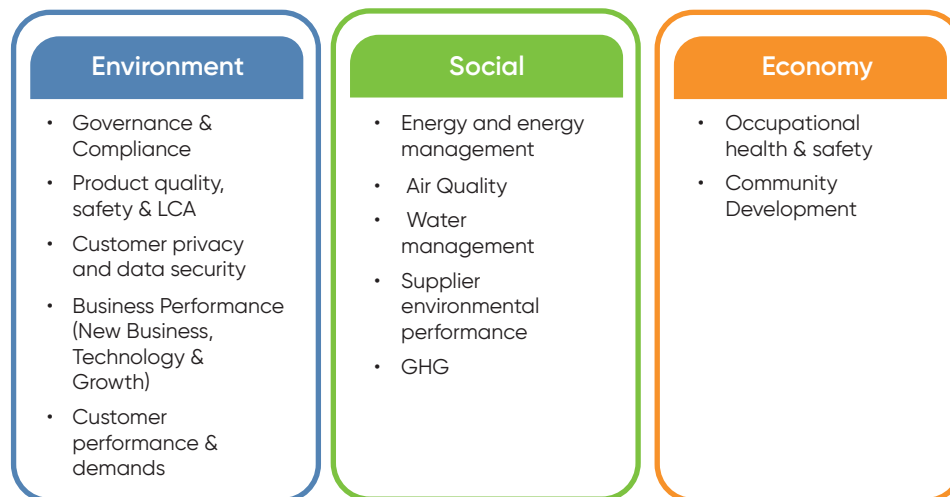


Stakeholders mapped for the Engagement process

Materiality Matrix

A materiality matrix is a visual tool used in sustainability reporting to identify and prioritize the most significant economic, environmental, and social issues for a company and its stakeholders. It helps organizations determine which issues are most relevant to the business as well as to the stakeholder and its importance as we devise the sustainability strategy that makes business sense and captures our moral responsibility to coexist with nature.

The star was selected material issues after management deliberations that were grouped into Environment, Social, and Economy/Governance perspectives as follows

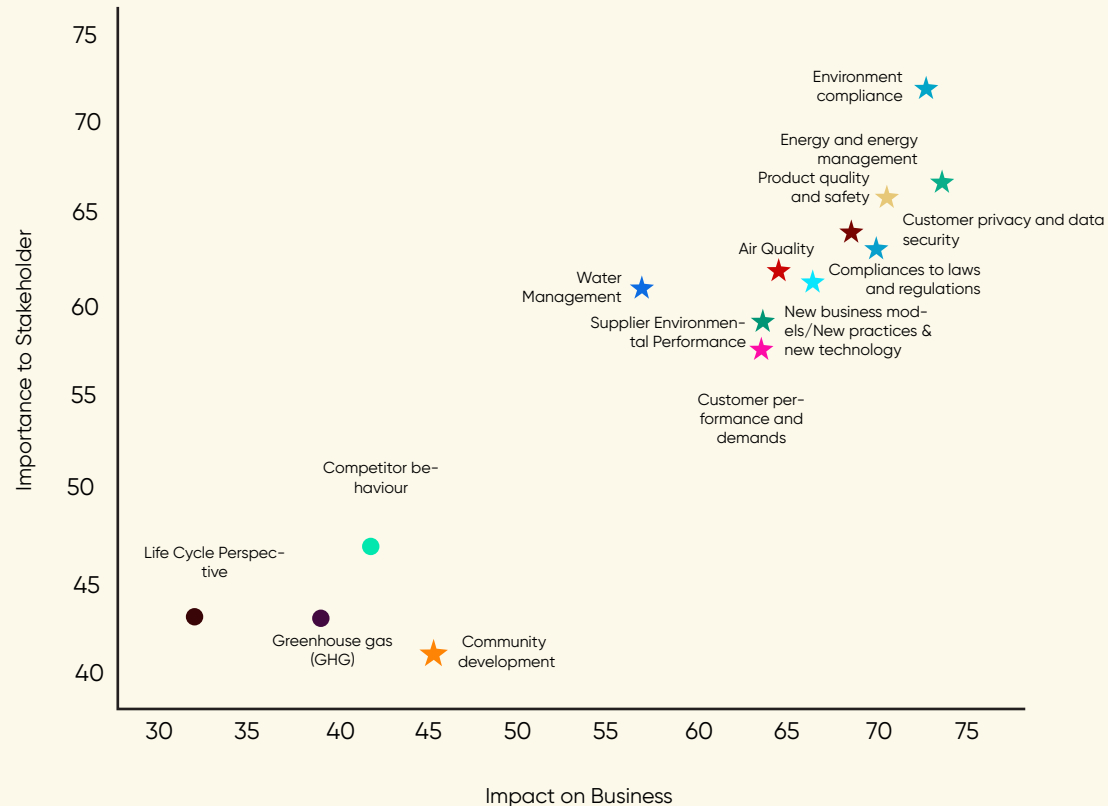


Material Issues of RAL finalized by Management.



Materiality Matrix of Roop Automotive Ltd

- Air Quality
- Water Management
- Competitor behaviour
- Community development
- Greenhouse gas (GHG)
- Life Cycle Perspective
- Environment compliance
- Product quality and safety
- Energy and energy management
- Occupational health and safety
- Customer performance and demands
- Customer privacy and data security
- Supplier Environmental Performance
- Environmental preferable purchasing
- Compliances to laws and regulations
- New business models/New practices & new technology



Note on Material Issues of RAL: Issues marked with star were considered as material issues by management and were grouped in to 8 for establishing the strategic actions



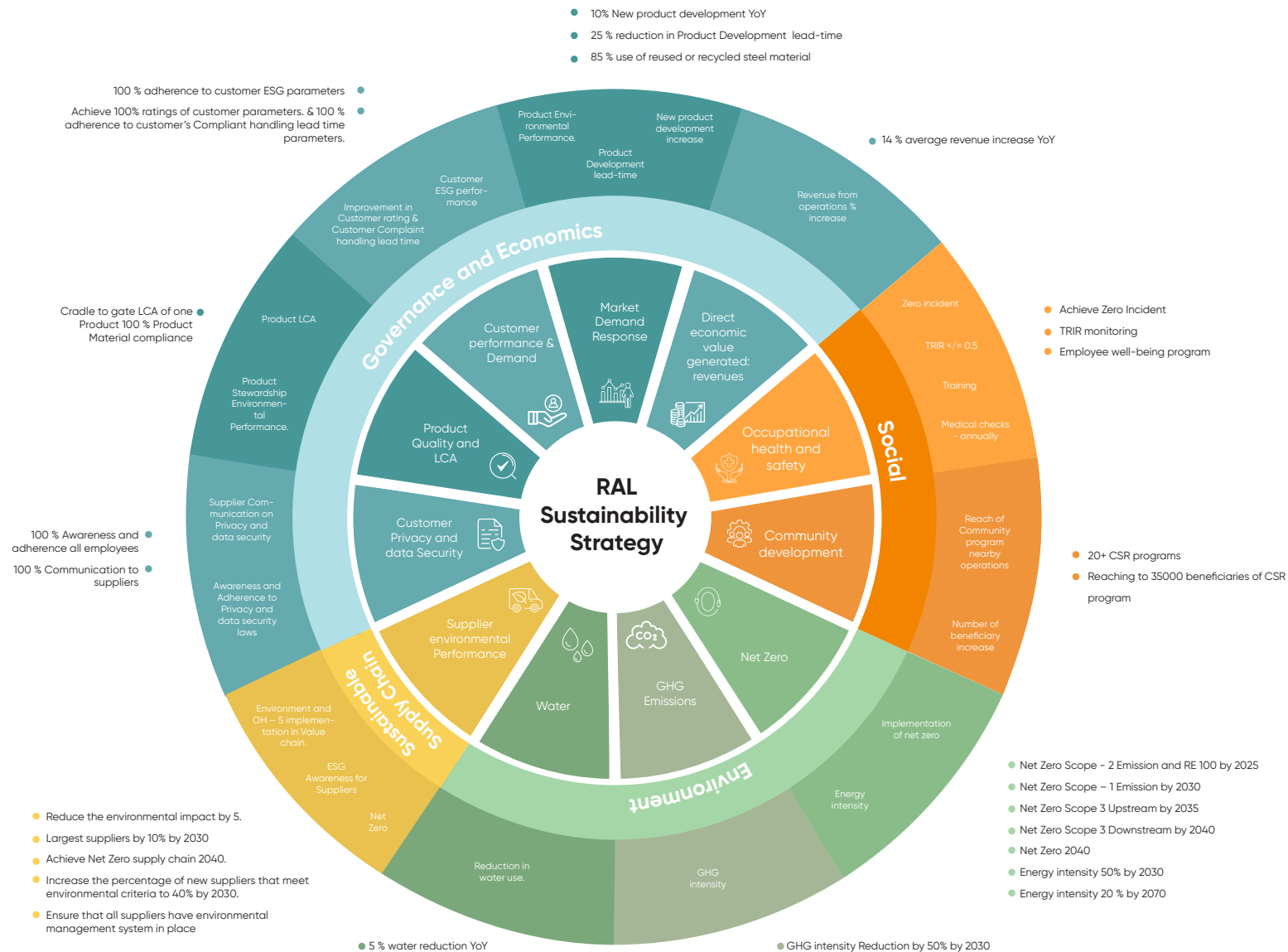
Sustainability Strategy

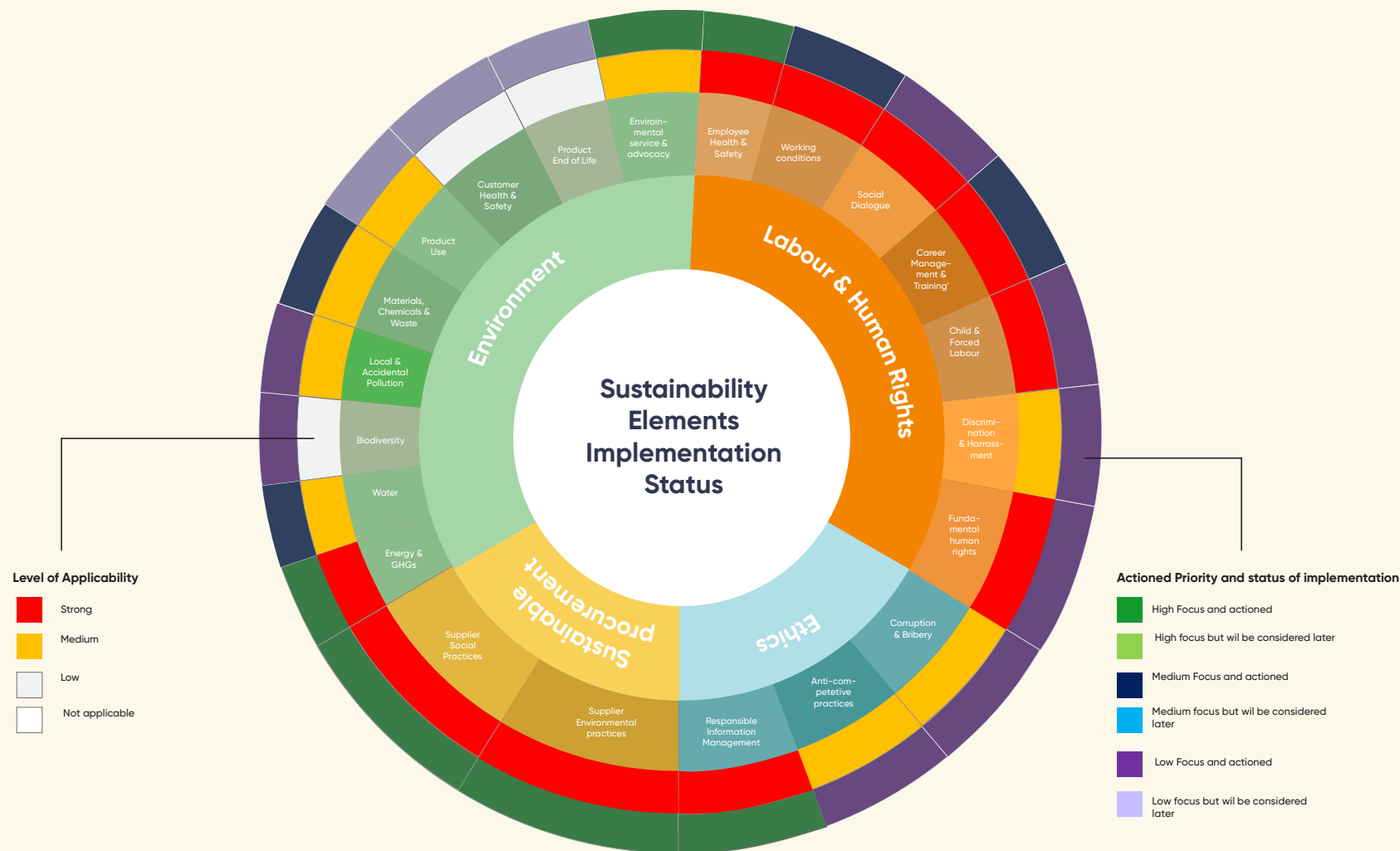
We are committed to sustainability in our operations for minimizing ESG risk in our value chain and ensure our part of delivery for sustainable development goals. At Roop, we believe in harnessing innovation to create a lasting impact, aligning business goals with environmental stewardship. We have crafted a well-defined sustainability strategy after careful considerations from stakeholder and organizational interest through materiality assessment. We are integrating sustainable practices into our operations; we aim to not only reduce our ecological footprint but also contribute to the global effort towards a greener future. Embracing a holistic sustainability strategy, we strive to foster positive change, ensuring a harmonious balance between business growth and the well-being of our planet. Our sustainability strategy encompasses long term, midterm and short-term goals which shall satisfy stakeholder interests.

Product Safety Stewardship & Customer Communication

Roop Automotives Limited champions ethical manufacturing, with 90% of products certified conflict-free and compliant, transparently communicated through IMDS/MSDS. Our commitment extends to 99% local material sourcing, emphasizing sustainability, with future plans for Life Cycle Assessment implementation, while adhering meticulously to AIAG guidelines for product labelling at Roop Automotives, meeting customer requirements with precision and compliance







Our Journey across the value chain

At Roop Automotives, we look beyond procurement, product delivery and cost reduction efforts toward understanding sustainability across the value chain. We have undertaken a detailed exercise in evaluating our sites across the elements of Environment, Labour & Human Rights, Ethics and Sustainable Procurement and have earmarked areas for high focus and identified stages of action. This exercise has armed us as an organization to be ESG-ready at the upstream and downstream end of our operations. We have also undertaken a Sustainability Assurance program with one of our key consumers and have been evaluated across Business ethics, Human Rights and Working Conditions, Health and Safety, Environment, Responsible Supply Chain Management and Responsible Sourcing of Raw Materials. We shall be undergoing this Assurance process on an annual basis and shall implement it in spirit as this shall enable continual improvement in achieving our sustainability goals.



Stakeholder Engagement Plan

Stakeholder Engagement Plan

Our Stakeholder Engagement Plan has been developed in consultation with various departments, including the ESG Strategy Committee, Heads of Departments (HODs), Human Resources (HR), Planning & Analysis (P&A), Public Relations and Communications (PRC), and Purchase, emphasizing a collaborative and inclusive approach to decision-making. Through diverse engagement mechanisms, we aim to create an environment where stakeholders feel heard, actively contributing to the success and longevity of our shared sustainability initiatives.

Table: Stakeholder Engagement Mechanisms

Stakeholders	Objectives	ESG / Sustainability Topics	Engagement Forums
Management / Board	Ensure strategic alignment and commitment to sustainability goals	Material issues	Board Meetings / management review meetings Customer Sustainability communication catalogue Annual reports (MCA site)
		ESG strategy	
		ESG performance review	
		ESG stakeholder communication	
Investor / Bank / Financial institutes / Analysts	Demonstrate long-term value creation and financial stability.	New business models/practices and technology	Yearly / (as & when asked)
Government department	Comply with regulations and collaborate on sustainable development.	Environmental and Social compliance	Reports & Returns as per requirement and as and when required
Employees	Foster a culture of sustainability and employee engagement.	Workplace Diversity and Inclusion Employee Training and development Occupational health and safety New business models/practices and technology	Half yearly- Trainings & awareness

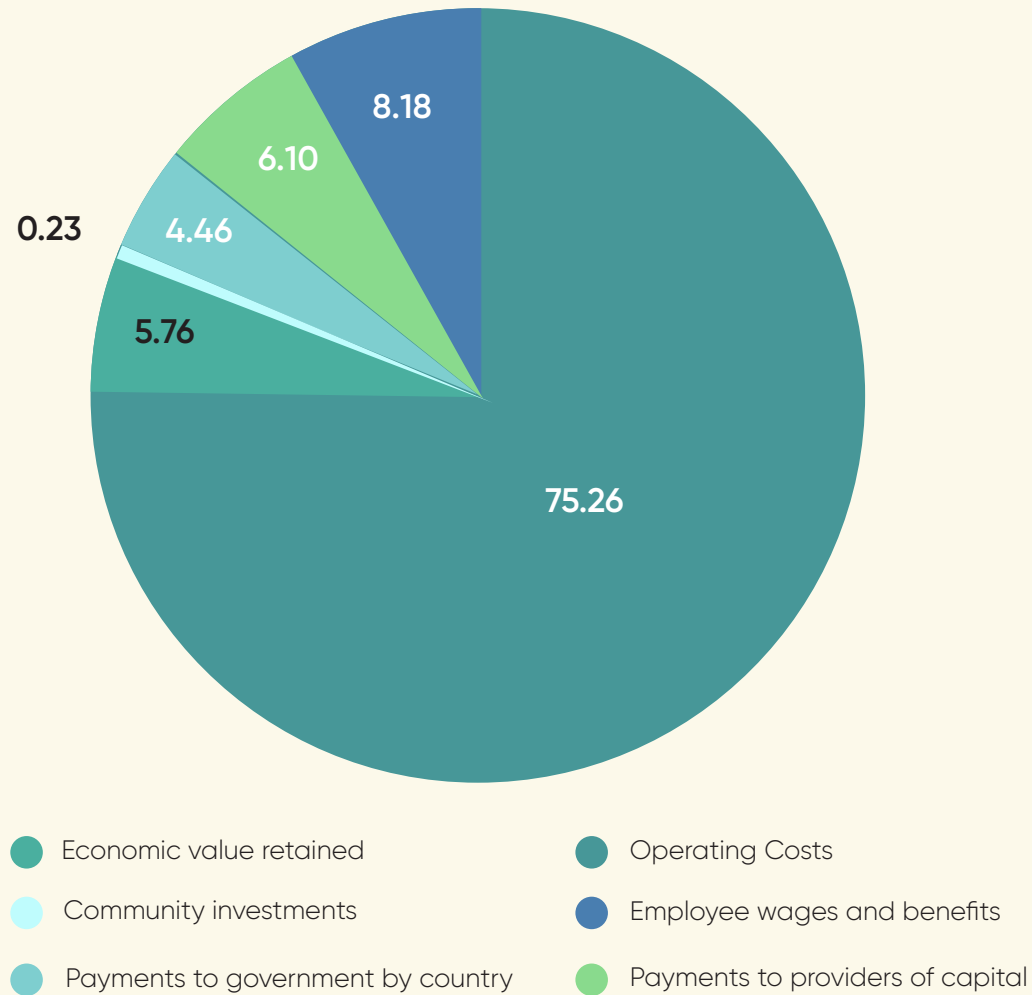
Stakeholders	Objectives	ESG / Sustainability Topics	Engagement Forums
Worker Representatives	Represent worker interests and ensure fair labor practices	Labor Rights and Fair Wages Employee Representation Collective Bargaining	Works committee
			Safety committee
Suppliers & Vendors	Promote sustainability throughout the supply chain.	Supplier environmental, labour human rights, ethics and sustainable procurement of their suppliers	Grievance handling committee
			Celebrations
Customer	Build customer trust through sustainable and ethical business practices.	Sustainable Product Design Supply Chain Transparency Customer Privacy and Data Security Customer performance and demands Product quality, safety & Environmental requirements	Speak up - helpline
			Interaction with top management
External Auditors	Ensure accurate and transparent reporting of Financial data & system audits, sustainability metrics.	Sustainable Financial Practices Transparency in Reporting Compliance Assurance Compliances to laws and regulations	Monthly meeting with SDC – Supplier development cluster
			Monthly supplier performance evaluation on productivity, quality & delivery
			Annual supplier audits (RM & Subcontracted suppliers)/ Self-assessment
			Annual supplier meets
			Periodical trainings
			Customer performance rating (customer – monthly), Customer satisfaction survey annually, and regular discussion with customer for improvement
			Customer Sustainability communication catalogue
			Annually / as & when needed

Stakeholders	Objectives	ESG / Sustainability Topics	Engagement Forums
Professional Institutes /Associations	Share best practices obtain certifications	Adherence to Sustainability Standards – Eg: GreenCo, ISO Standards, GreenPro, Green building etc.. Responsible Business Practices in the sector New learnings from peer Industry Requirements of local associations	Industry Conferences Awards ceremony Industry association meetings
Consultants	Obtain expert guidance on sustainability strategy and reporting	Sustainability Assessment and Planning Expert Guidance on ESG Integration Trend Analysis and Best Practices	As and when required
Neighbouring Organisation	Foster positive relationships and minimize local environmental and social impacts.	Community Collaboration Initiatives Shared Environmental Impact Reduction Water management	Industrial associations / Govt. Interaction as & when required
Local Community	Contribute positively to the well-being of the local community.	Climate action Quality Education Good health & wellbeing Gender Equality Zero Hunger LGBTQI with Pride circle	CSR Sandesh – Biannual magazine Monthly meetings
NGO	Build positive relationships and address concerns raised by non-governmental organizations.	Empowering Specially abled with E.g.: Swayam Zero hunger with ISKCON & Utsav Skill development & women empowerment, Good Health & wellbeing with VK Jain Foundation	Review meeting Monthly/quarterly / annual

Economic Performance



Economic Performance



Distribution of Revenue generated in ROOP

Export Excellence

- Recognized as a "THREE STAR" export house, enjoying consistent export benefits.
- Over 70% of revenue generated from international markets.
- Acknowledged as a "Star Export House" by the Ministry of Commerce.

Financial Performance

- Accrual accounting method reflects a total revenue of INR 6,037,652,144.
- Plant liabilities for gratuity at INR 7,07,96,742/-, covered by the organization's general resources.

Employee Benefits and Retirement Programs

- ROOP offers various benefits and retirement programs, with gratuity and provident funds being key components.
- Actuarial assessment as of March 2023 indicates liabilities of INR 4,21,70,058/-, covered by dedicated assets.

Quality - A Way of Life

The global presence and rapid enhancement in technology to keep pace with market dynamics is achieved through our consistent focus on quality in every product, service & process. We have been investing in working with a wide range of International Quality systems, meeting customer requirements with precisions and a robust in-house quality function.

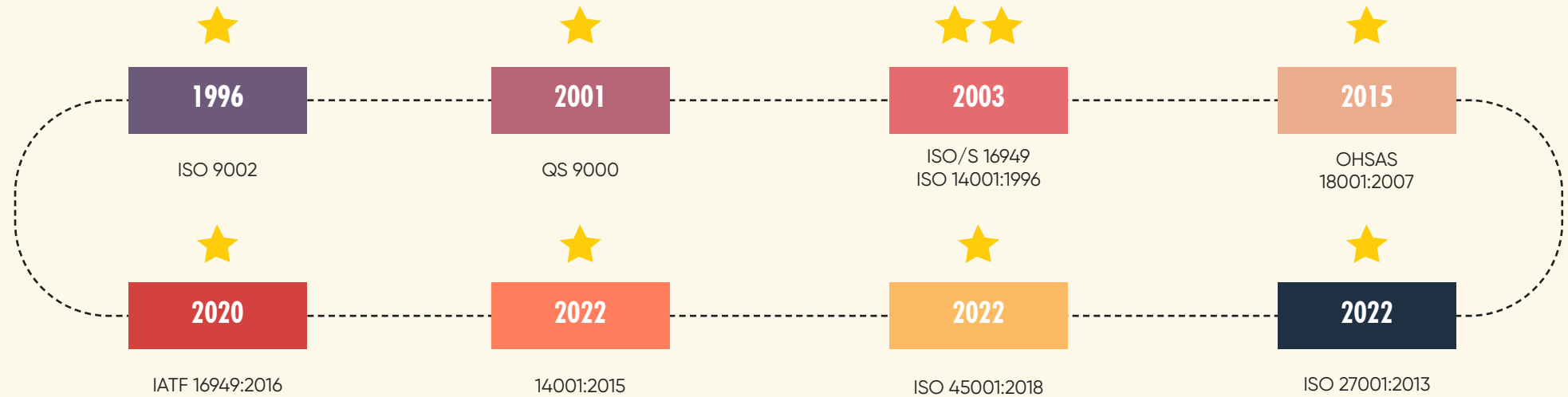
The quality systems have been elevated providing the needed leverage for our global customers. We have been achieving less than 5 ppm Quality level for the last 3 years and are continuously striving towards zero ppm. In our supply to Global customers, traceability of each part is ensured end to end through DMC, Heat Code traceability, Laser marking etc. for easy traceability throughout the Product life.

As we aspire for sustained growth we realize that the commitment of our leadership and the team synergy is the core that drives the accountability for Quality in ROOP. Our sites have an ongoing exchange/ interaction of best Practices focusing on 5S, Kaizens, Quality Circles, Focused Group activities etc.

We have a highly equipped and state-of-the-art Standard room and Metallurgical Testing labs having 3D CMM, Contour Tracer, Vision Measuring Machine, Spline checking machine, Chemical analysis equipment, Hardness testers, Metallurgical microscope etc.



Certification Journey and Current Certification



All Plants Certified for Occupational Health & Safety Systems (ISO-45001:2018)

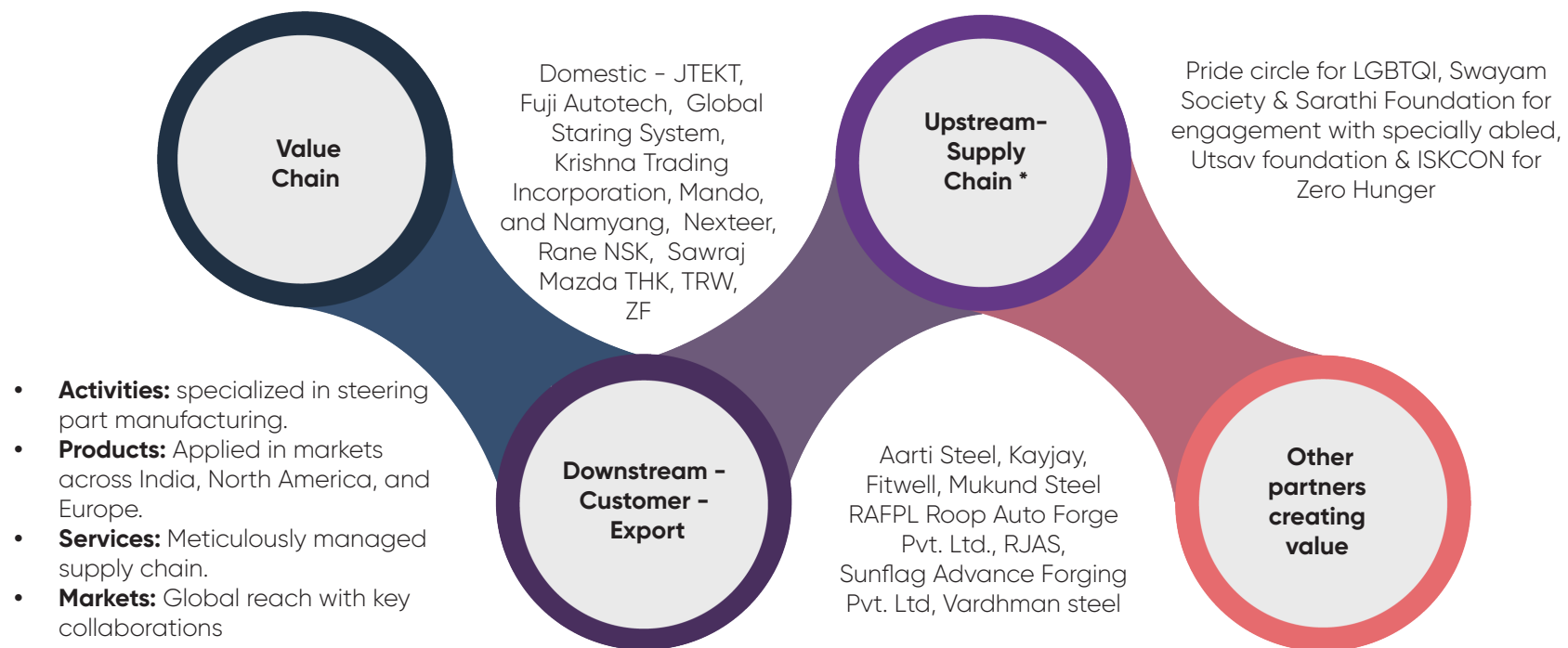


All Plants are TISAX AL-3 Labelled in Nov-2022 from TUV-SUD

Supply Chain Transparency is a Business Imperative

We have leveraged the challenges encountered during the pandemic and the aspiration of a Green Supply chain and commenced transformative practices across our value chain. Chennai Site has been a step ahead in being certified for Green Co where initiatives of Green supply chain were demonstrated. We constantly strive to ensure a smooth supply of our product both across the domestic and international markets. We are guided by the supplier code of conduct and have evaluated it. Plans are in place to train and make suppliers knowledgeable on ESG matters and align with the targets of Net Zero. Suppliers in the reporting year across the environment, and we aspire to incorporate social and governance aspects in the coming year. Currently, we have evaluated our key suppliers/tier – 1 supplier

Roop's Manufacturing Value Chain



*This list of suppliers is not exhaustive, and there are/may be additional suppliers.

Fuelling Growth Locally and Globally

Approach to Sourcing

Our procurement budget of 300.25 Cr. reflects our financial commitment to suppliers. We allocate 5% of the procurement budget to local suppliers within 10 km radius, demonstrating our dedication to community involvement and regional economic growth. The remaining 95% is directed towards broader operations, emphasizing our commitment to nurturing relationships on a larger scale. Our definition of 'local' encompasses areas within a 10 km radius, aligning with our focus on sustainable economic practices and mutually beneficial partnerships within our operational domain.

Approach to Anti-corruption

ROOP is unwavering in ethical practices, educating all 311 employees, resulting in zero incidents related to ethics. Our "No Gifting Policy" extends to supplier, reinforcing a transparent and ethical business culture. 191 suppliers have been trained on ethics.

Data Security

The organization holds certifications for ISMS and TISAX, ensuring a robust framework for data privacy and information security not only giving customers the confidence but also securing information that is private to employees. Our systematic approach includes incident identification and well-defined procedures to promptly handle any occurrences, reinforcing our commitment to safeguarding sensitive information

Membership Associations

ROOP actively engages with industry associations and advocacy organizations, playing a significant role in entities like:



Confederation of Indian Industry



Automotive Component Manufacturers Association of India



Mewat Chamber of Commerce



Gurgaon Industrial Association



Manesar Employer Welfare Association



CROMA HR Association



Sriperumbudur SIPCOT Association



Vellam Vadagal SIPCOT Association



Sriperumbudur SIPCOT HR Association



Excellence & Recognitions

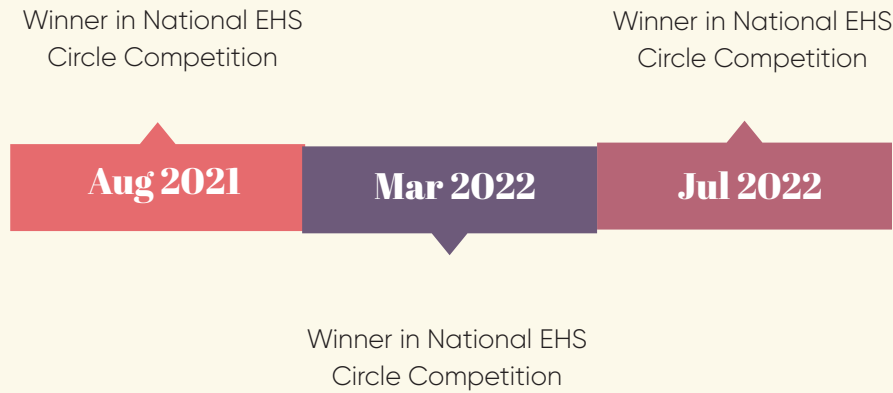


At Roop Automotives Limited, we are committed to excellence in our products and services and corporate social responsibility initiatives. Our journey into 2022-23, has been backed by several awards in various categories, it showcases our dedication to quality and sustainability.

Quality Performance



EHS Performance



Social Impact

3 Excellence awards
in SME category (HR,
CSR, Productivity)
at Machinist Super
Shopfloor Awards

Special Commenda-
tion under COVID cat-
egory at AIMA Awards

Nov 2020

Dec 2020

May 2021

Silver Award for
Covid 19 relief work
at National CSR
E-Summit & Awards

Diversity & Inclusion

Accreditation from
The Pride Circle India
and Stonewall UK for
advancing equality for
LGBT+ communities

Sep 2022

Nov 2022

Dec 2022

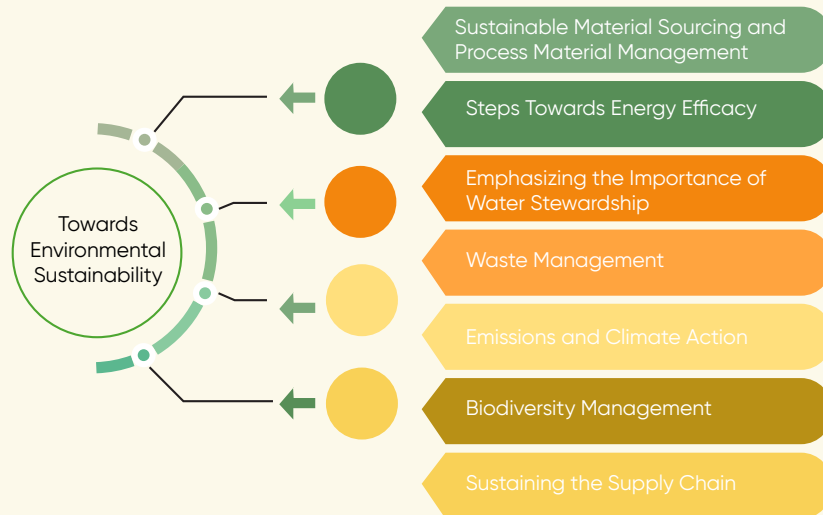
2nd Runner Up in 3rd
Diversity & Inclusion
Awards

2nd runner-up spot in
the Medium category
for Best Employer for
Diversity and Inclusion
Policies

A white line-art illustration on a green background. A large hand at the bottom holds a globe. Various eco-themed icons float around: a wind turbine, a house, hearts, a faucet with a drop, a flower, a butterfly, a cloud with rain, a small plant, a lightbulb, a car with a plug, a solar panel, and the words "eco" and "BIO". The chemical formula H₂O is also present.

India’s automotive landscape is transforming and Roop Automotives Limited is paving the way for an environmentally sustainable future. We are driving resource conservation across energy, water, and waste by responsible resource management, pioneering eco-friendly practices across the value chain, and building an ecosystem that aligns with global environmental standards.

Our Approach to Driving Ecology Transition



Sustainable Materials Sourcing and Process Material Management

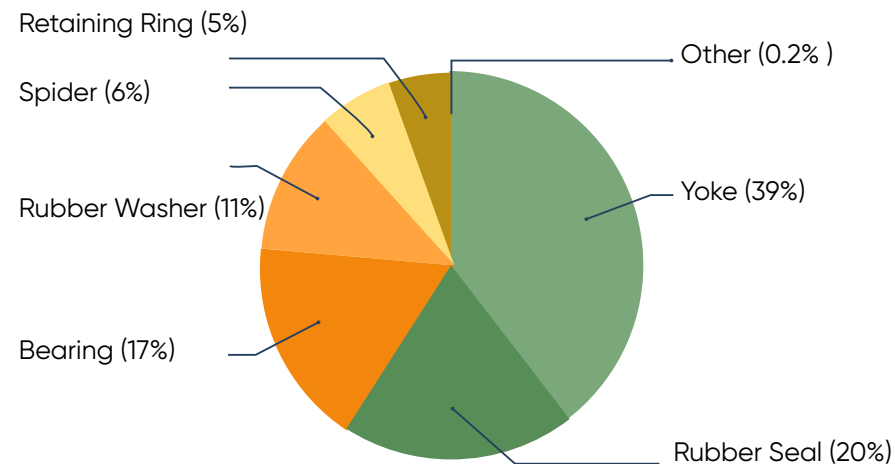
Our operations involve consumption of varied raw materials, some of which are non-renewable and pose environmental concerns. To address this challenge, the company has embarked on a transformative journey towards sustainable materials sourcing. By applying the 6R approach (reduce, reuse, recycle, rethink, refuse, and repair), we have achieved a reduction in raw material consumption per unit of production through process optimization, design for efficiency, and waste reduction programs.



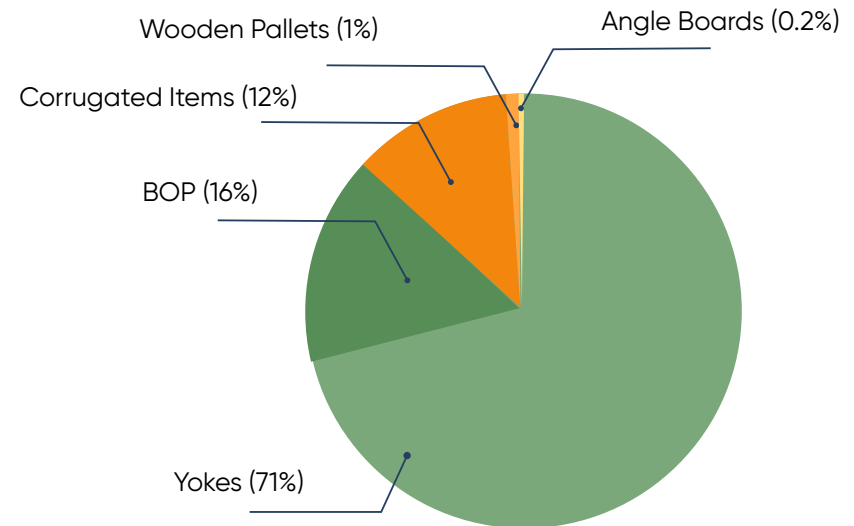
Promoting Sustainability Through Renewable and Recycled Input Materials

To reduce our reliance on non-renewable materials, we have incorporated recycled input materials into the production and packaging processes and increased the consumption of renewable materials. While the company has made significant strides in sustainable materials sourcing, there is still room for improvement, as none of the 164,999 rejected or recalled products were reclaimed in the reporting year. We acknowledge the need to strengthen our product reclamation mechanism to align with our commitment to environmentally responsible practices.

Non-Renewable Material Consumption in FY(2022-23)



Renewable Material Consumption in FY(2022-23)



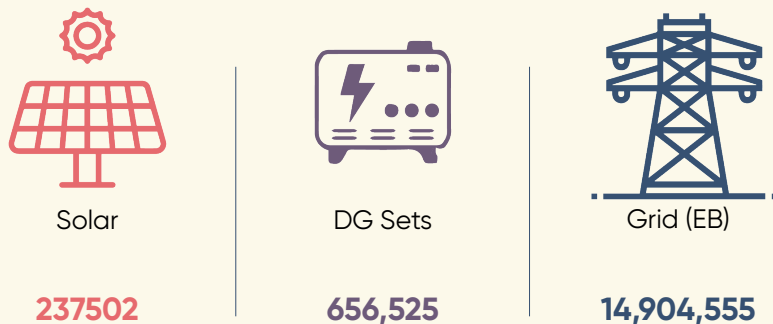
Recycled Input Materials Consumed in FY(2022-23)

Material Type	Quantity of Input Materials Used	Recycled Input Materials Used	UOM	Recycled Input Materials (%)
Non Renewable Materials (VSS Bar, Delrin, Grey screen sheet, Circlip, Snap ring, O-ring, Thermoforming tray, VCI emitter, PET strap, Stretch film, BOPP tape, Metal clip)	583	409	Tons	70
Non Renewable Materials (Yokes, Bearing, Rubber Seal, Retaining Ring, Rubber Washer, Damper, Stopper, Grease nipple, Shaft, PE Sheet)	24,975,510	0,012,190	Nos	32
Renewable Materials (Corrugated items, Angel boards, BOP, Yokes, Wooden Pallets)	5,722	213	Tons	4
Renewable Materials (Yokes)	1,928,467	0	Nos	0

Steps Towards Energy Efficiency

During the reporting year, Roop Automotives achieved considerable headway in adopting sustainable energy practices. The company's primary source of electricity remains from the grid (EB) followed by diesel generators and solar power. We have made substantial progress in integrating renewable energy sources into our operations which accounts to 1.48% of the total energy mix in the reporting year. Additionally, we have eliminated the use of diesel through the installation of Piped Natural Gas (PNG).

Energy Consumption Data in kWh (2022-23)



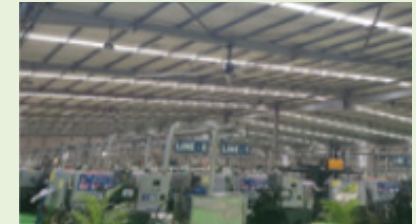
Energy Intensity and Reduction Initiatives

Fuelled by our commitment towards continuous improvement, we have reduced our energy consumption through the following initiatives:



Adopting solar power:

On-site solar panels at the Chennai plant now generate 20% of its overall electrical energy needs, significantly reducing its reliance on grid electricity.



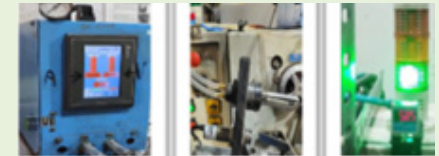
Solar power dishwashing:

Installation of solar water heater in Chennai plant for dishwashing in canteen resulted in an annual savings of 3744 kWh in FY (2022-23).



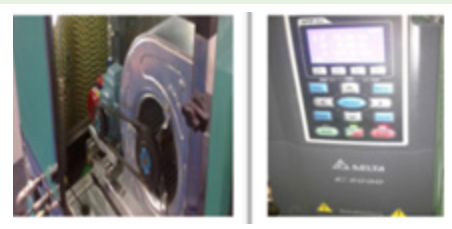
Natural lighting in shopfloor:

Translucent roofing sheets installed in the Chennai plant saved 41184 kwh in FY (2022-23).

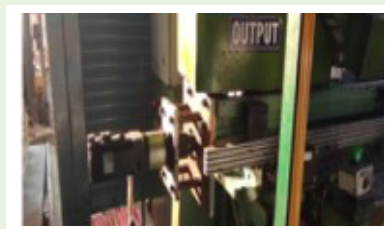


Optimization and energy efficiency enhancement in pneumatic air compressors at all plants:

Installed sensors to eliminate continual air blowing from the air gauge unit and reduce energy waste to check product dimensions.



Installing energy-efficient air washer equipment: Upgrading Air washers with VFD systems to high efficiency models significantly reduced energy usage



Installation of servo motors on milling machines at IMT I improved energy efficiency saving by 4 kwh/day/machine



Installation of thyristor drive on tempering machine at IMT II optimized energy performance by ensuring heaters running at 80% and in PID.

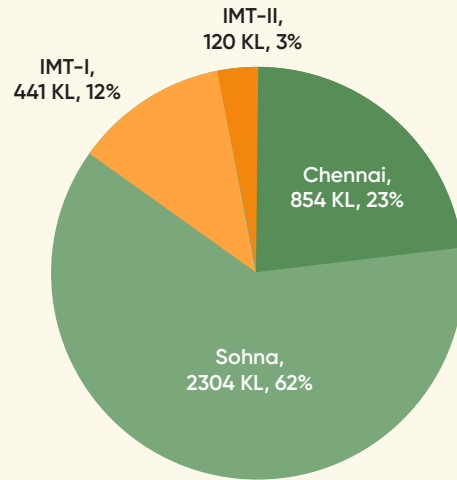
Emphasizing the Importance of Water Stewardship

Water is an essential resource for ROOP Automotives Limited, both in its production processes and in the communities where it operates. The company adheres to all applicable regulations and standards related to water use, including those set by the Pollution Control Board (PCB). As a responsible corporate citizen, we are committed to using water sustainably and minimizing our environmental impact.

One of the main challenges that the company faces in managing water resources sustainably is water scarcity. To address this challenge, Roop Automotives Limited is working to increase its water efficiency and reduce its reliance on freshwater sources through recycling and reusing practices. To improve its water performance, the Chennai plant is exploring the use of rainwater harvesting and groundwater recharge technologies and it is committed to collaborating with its suppliers to reduce water consumption.

Water Consumption Pattern

In the financial year 2022-23, total water consumption was 44620 KL which was withdrawn from groundwater and third-party sources. The company's monthly average raw water consumption for the reporting year is presented in the Figure



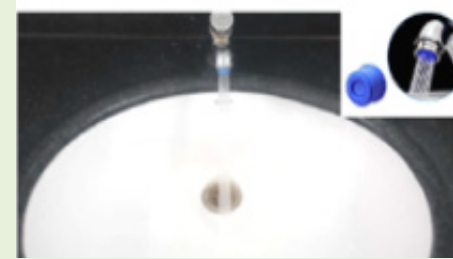
Monthly Average Raw Water Consumption in FY (2022-23)

Reducing Water Consumption

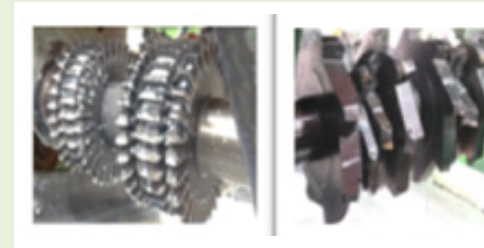
Some of the measures taken to improve water efficiency and achieve zero water discharge in the manufacturing processes include:



Installation of the UV & RO plant for ETP/STP enabled the reuse of treated water back in the process, improving water yield by 5% from 128KL to 134KL per month in 2022-23 at the Sohna plant.



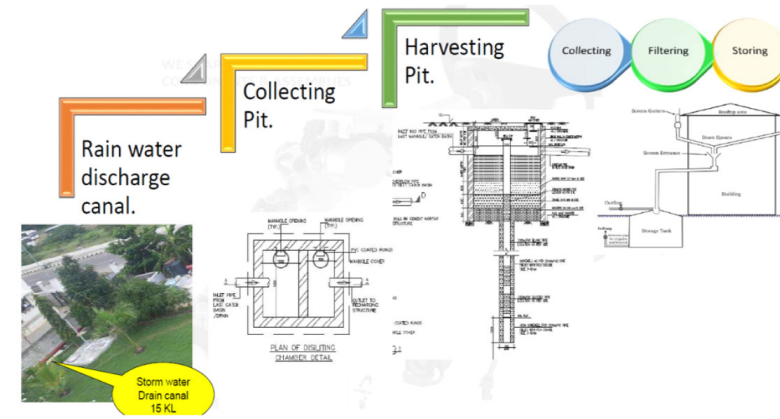
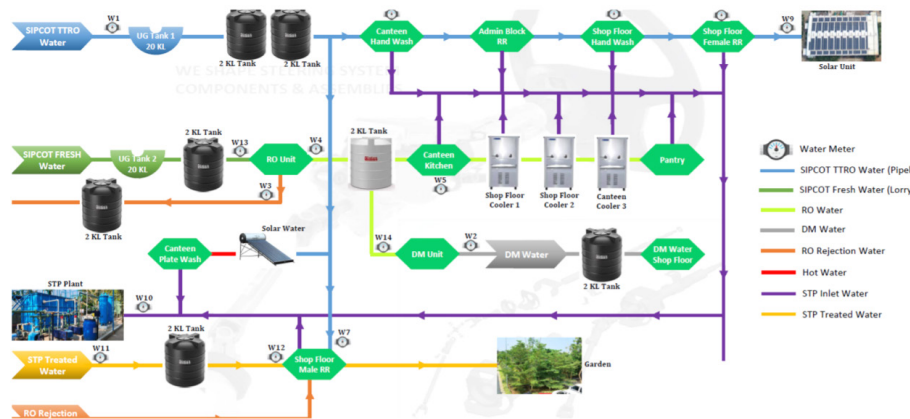
Replacing the normal water filter with an Eco 365 resulted in 80% water saving per flush in the Chennai plant



Replacing HSS cutter with the Inserted type of cutter in gang milling operation resulted in water saving by 12.48KL per annum in Chennai plant and the same is extended to all the plants.

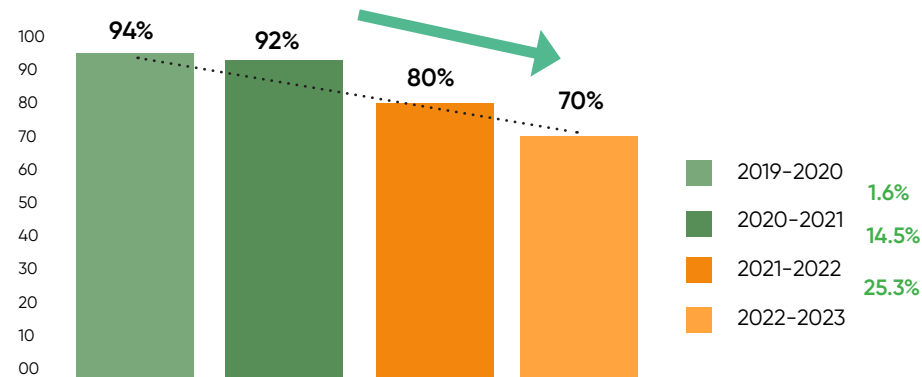


Replacing hose pipes for garden irrigation with rain hose pipes reduced water consumption from 1.6 KL to 0.5 KL in the Chennai plant.



Across all the plant locations, water balancing diagrams are made and water meters are installed to monitor and balance water usage.

Recharge pits are installed and new pits are proposed to improve rainwater harvesting potential from 15KL to 91.5KL and to improve the groundwater yield in Chennai plant.



Since FY (2019-20), specific freshwater consumption showed a decreasing trend of 1.6%, 14.5%, & 25.3% during the last four years until FY(2022-23) in the Chennai plant location.

Waste Management Journey



Plastic Waste
4.66 Tonnes



E-Waste
0.29 Tonnes



Battery Waste
3.67 Tonnes



Biomedical Waste
0.002 Tonnes



Other Non-
Hazardous Waste
4090.147 Tonnes



Other Hazard-
ous Waste
10.305 Tonnes

Total Waste: 4109.07 Tonnes

Waste management – From generation to disposal

In 2022-2023, Roop Automotives Limited demonstrated a steadfast commitment to sustainable waste management in waste generation, recovery, and waste disposal methods. The total waste amounted to 4,109.07 metric tonnes. Figure represents different types of waste generated in the company.

Waste Prevention:

To reduce waste generation in its operations and throughout its supply chain, the company applied "Reduce, Reuse, and Recycle" 3R principles, leading to efficient resource use, less packaging, and continuous product innovation. These changes not only contributed to cost-cutting but also reduced the company's impact on the environment.

Responsible Waste Partnerships:

To manage the waste generated in its facilities, Roop Automotives Limited has partnered with responsible third-party companies which are approved by the PCB such as Gujarat Environment Protection & Infrastructure Limited (GEPIL) to cater for the company plants in the NCR region, and with Green World Recyclers for waste management at its Chennai plant.

Data-Driven Approach:

The company uses a data-driven approach to manage waste. Their house-keeping and store teams are responsible for collecting and monitoring waste data. They keep records of the type and quantity of waste, storing it safely in designated areas and the same is verified during EMS audits conducted inter-

nally & externally, thus ensuring the waste management system is effectively implemented. The waste is then sent to authorized supplier for recycling, reuse, or proper disposal. This data-driven approach ensures continuous improvement, transparency, and accountability in their waste management efforts.

Waste Recovery

On the recovery front, the company recycled 4091.74 metric tonnes and reused 0.274 metric tonnes of the waste it generated in the reporting year, the organization is actively exploring opportunities to improve waste recovery in the coming years.

Emissions and Climate action

To reduce our environmental impact and mitigate the risks of climate change, we implemented a comprehensive emission and climate action strategy focusing on the following areas:



Water: We are implementing various initiatives to reduce fresh water intake, improve water efficiency in the manufacturing process, and achieve zero water discharge to ensure sustainable water management.



Energy efficiency: To reduce energy consumption in the operations, we are optimizing manufacturing processes by implementing energy-efficient technologies and practices.



Renewable energy: We are exploring the use of renewable energy sources to power our operations. This will help to reduce the company's reliance on fossil fuels and GHG emissions.



Alternative fuels: The company is developing and manufacturing its end products using alternative fuels to reduce emissions footprint.



Waste: The company implemented various initiatives for different waste types to eliminate hazardous waste and ensure zero waste in landfills.

Emissions Other than GHG:

Periodical Monitoring: Ambient air quality is monitored according to NAAQ standards and DG stack according to consent recommendations, both are monitored biannually across all plants.

Preventive Measures: To reduce its impact on air quality, the company planted 11000 trees across all plants in collaboration with the V. K. Jain Foundation. It switched over from diesel to dual fuel (PNG + Diesel) to reduce the percentage of fuel consumption and combustion in IMT I and IMT II plants. Also, Roop Automotives Limited invested in state-of-the-art air pollution control technologies to reduce its emissions. Some of them are presented below:



Retrofit Emission Control Device (RFECD) is installed at IMT I & Sohna plants to reduce emissions.



Wind ventilator and turbojet fans are installed in the Sohna plant to improve shopfloor ventilation.



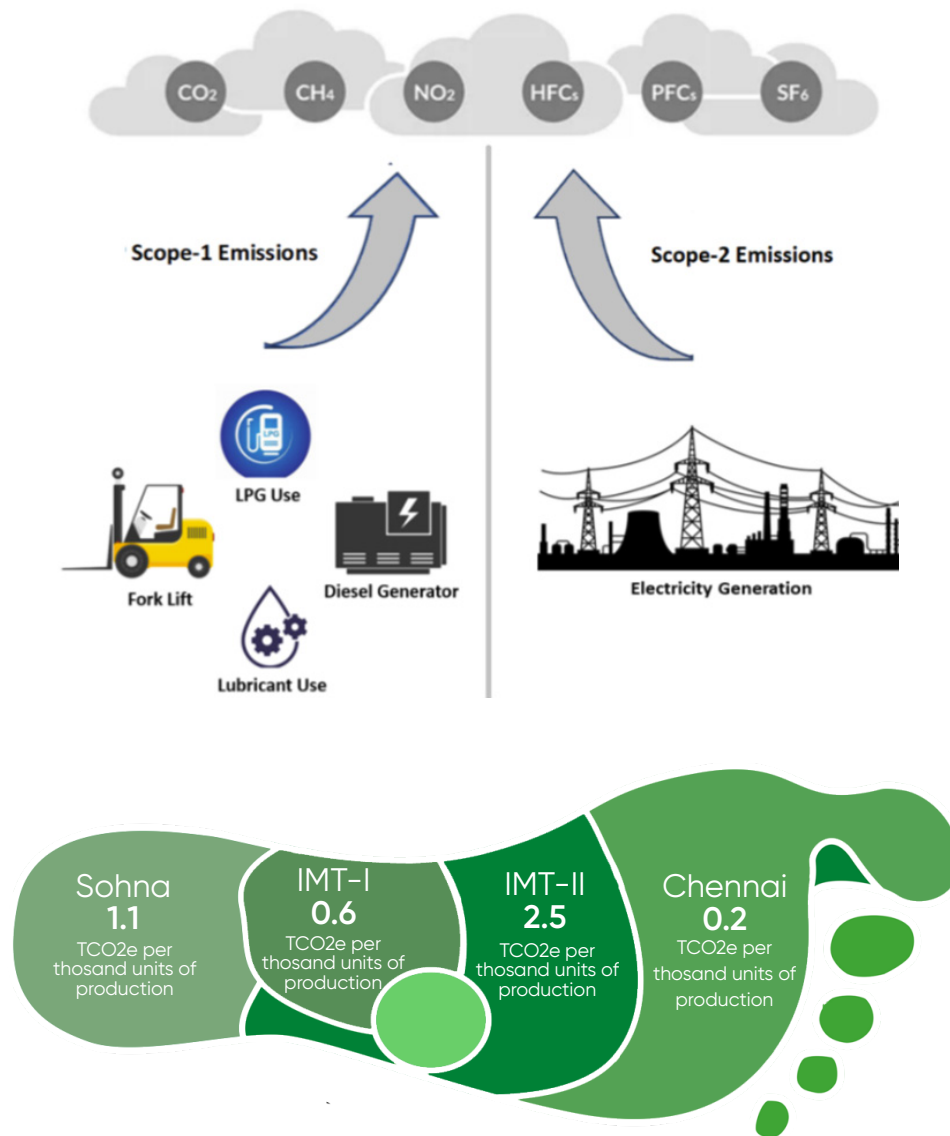
Installation of fume killers on the machines at the IMT II plant to optimize indoor air quality.

GHG Emissions

The company has quantified its GHG emissions for the reporting year (2022-23), using the GHG Protocol Corporate Accounting and Reporting Standard. The total scope-1 emissions were 803 MTCO₂e and scope-2 emissions were 12211 MTCO₂e. It is found that there is a 12% reduction in the gross direct GHG emissions (Scope-1) whereas the energy indirect GHG emissions (Scope-2) showed a 9% reduction compared to the base year. Quantification of Scope-3 emissions is currently under progress and the company is planning to disclose its scope-3 emissions in its next report.

At a facility level, the scope-1 and scope-2 GHG emission intensity of the IMT plant is observed to be 2.5 metric tons of CO₂ equivalent per production unit (MT/production unit) whereas the scope-2 emission intensity of the Sohna plant was 33.876 T CO₂eq per part. Table 2 shows ROOP Automotives Limited's GHG emissions intensity for three of its plant locations during the financial year (2021-22).

In the financial year (2022-23), Roop Automotives Limited achieved a 54 metric ton reduction in Scope-2 GHG emissions at its Chennai plant. The company also achieved a 170.712 metric ton reduction in Scope-1 GHG emissions and a 116.36 metric ton reduction in Scope-2 GHG emissions at its Sohna plant indicating progress in achieving its emission reduction goals



Biodiversity Management

In our effort towards fostering sustainable environmental practices, we are dedicated to preserving biodiversity. The company acknowledges the potential negative impacts of its activities, such as land use, habitat alteration, and air pollution, which can disrupt the delicate balance of nature.

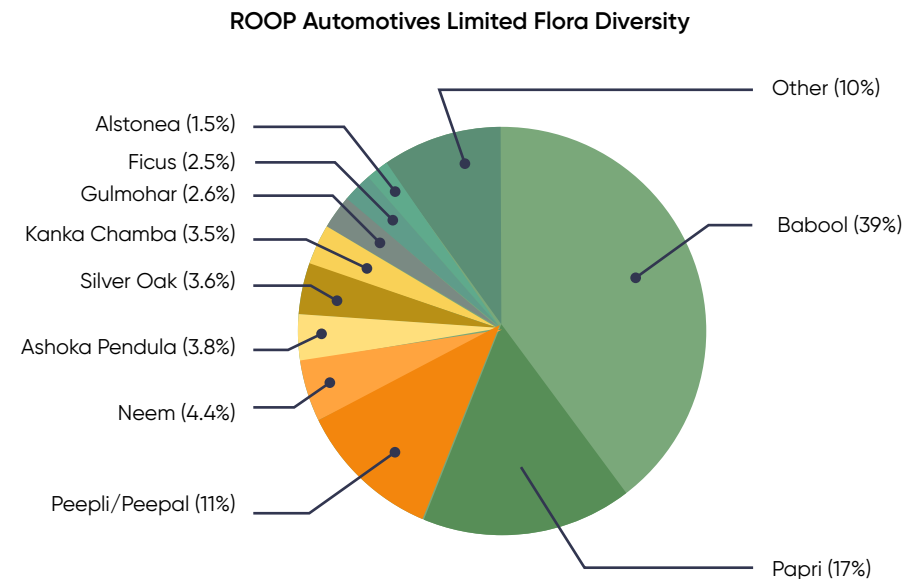


Figure : Flora Diversity at ROOP Automotives Limited

We at Roop Automotives Limited have committed to a comprehensive biodiversity management strategy that focuses on:

- **Land Use Reduction:** The company is optimizing plant layouts and operations to minimize land usage and exploring vertical space expansion to increase manufacturing capacity without additional land use.
- **Habitat Protection:** To ensure habitat protection, the company is planting native trees and shrubs to create green spaces and wildlife habitats, planning to establish a butterfly garden to attract and support pollinators. Figure presents various native species planted by the company in its manufacturing plant locations.
- **Air Pollution Mitigation:** The company is investing in state-of-the-art air pollution control technologies and renewable energy to reduce its impact on air quality.
- **Stakeholder Engagement:** Roop Automotives Limited is collaborating and working together with external stakeholders, including local communities and non-governmental organizations, to develop and implement sustainable biodiversity management practices. This resulted in achieving various short-term goals and the company is committed to continuous improvement, setting goals for the future as presented in Figure.

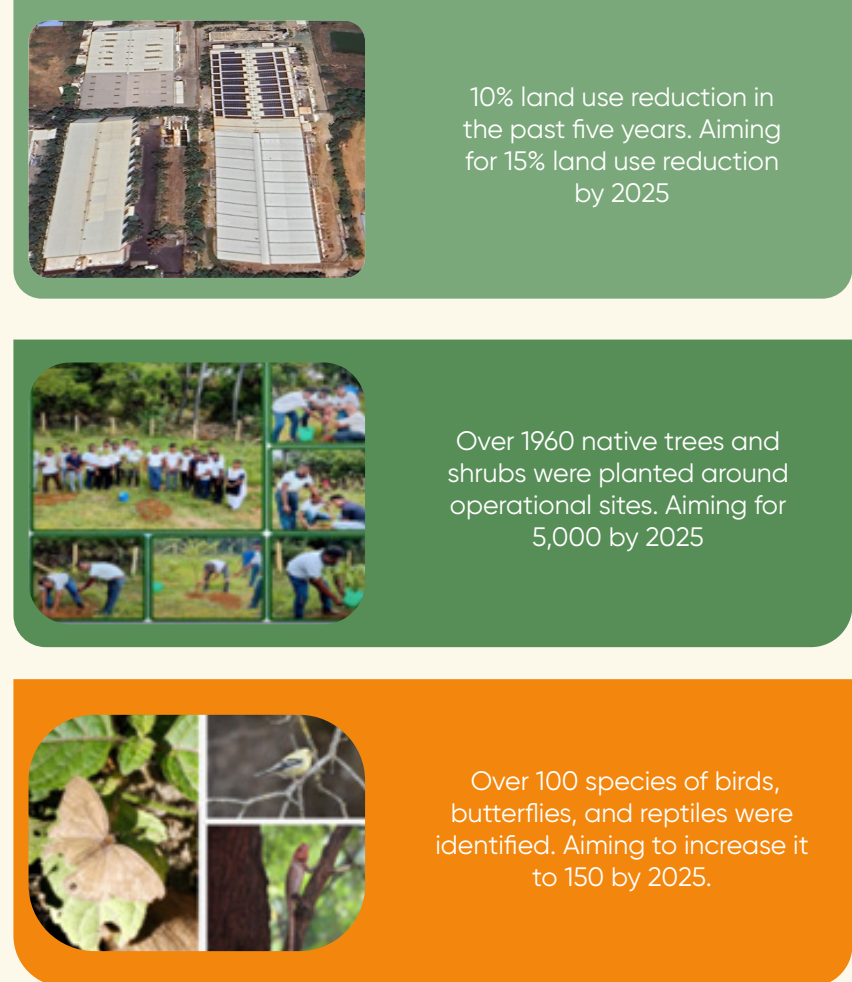


Figure: Short-term goals achieved, and long-term goals set by ROOP Automotives Limited.

Sustaining the supply chain

To ensure environmental sustainability across its supply chain, the company integrated its sustainable procurement criteria into its business operations.

Supplier Sustainability Criteria and Improvement Plans

Based on its procurement criteria, in 2022–2023, Roop Automotives Limited assessed 5 raw material suppliers (steel) that contribute to 80% of its business. The company identified significant actual and potential negative environmental impacts from these suppliers and collaborated with them to develop and implement improvement plans. The organization also welcomed 10 new suppliers of sub-assembly parts that met its procurement criteria.

Greening the Supply Chain

Roop Automotives Limited is working to achieve its sustainable procurement goals through collaboration with its suppliers, technical assistance, and financial support. The company is also developing a supplier sustainability policy to further guide its efforts.

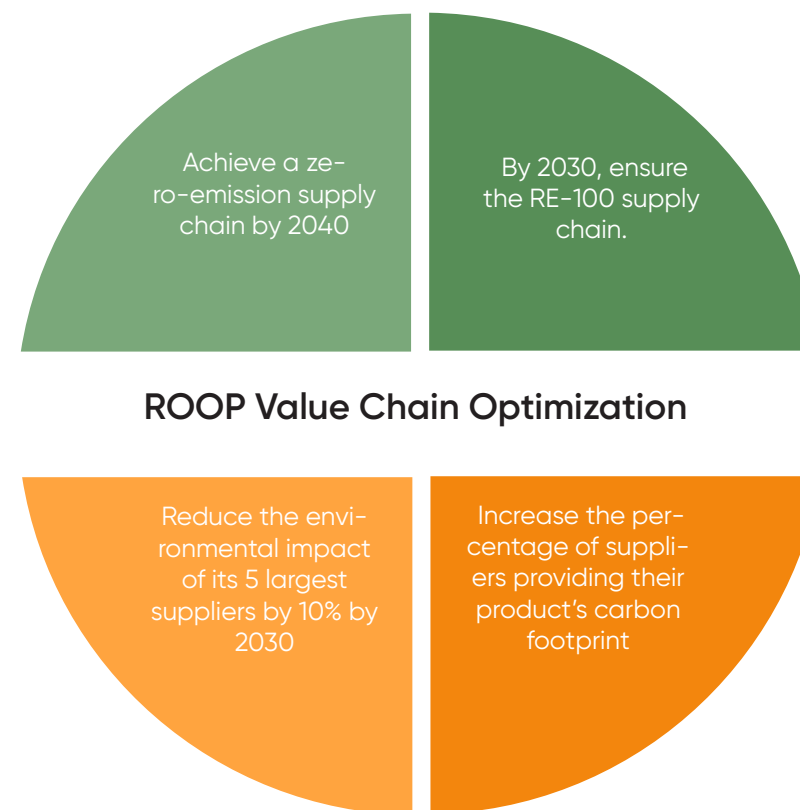


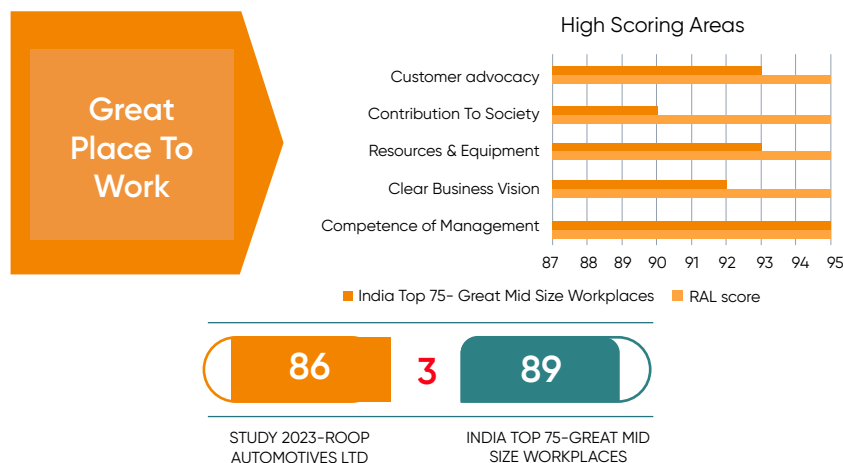
Figure : Short-term and long-term goals set by ROOP for the sustainable value chain.

People : Social- Responsibility in Collaboration for Future Impact



Harnessing Human Capital

We recognize the importance of sustainable growth in achieving our business goals. At Roop Automotives Limited, we understand that sustainable growth encompasses judicious use of our resources – financial, natural, human, and social capital. That's why we have prioritized investing in our human resources as a key driver of our success.



We have established a culture that values diversity, equity, and inclusion, providing a framework for nurturing, empowering, and holding our employees accountable. We believe in creating an environment where every individual can thrive and support each other's growth.

Our commitment to our employees has led us to be recognized as a great place to work, and we remain dedicated to investing in our valuable human assets.



Roop Automotives Limited proudly received its inaugural Great Place to Work (GPTW) certification for 2022-23, with a commendable score of 86. This recognition underscores our unwavering dedication to the well-being and professional growth of our employees.

Core strengths



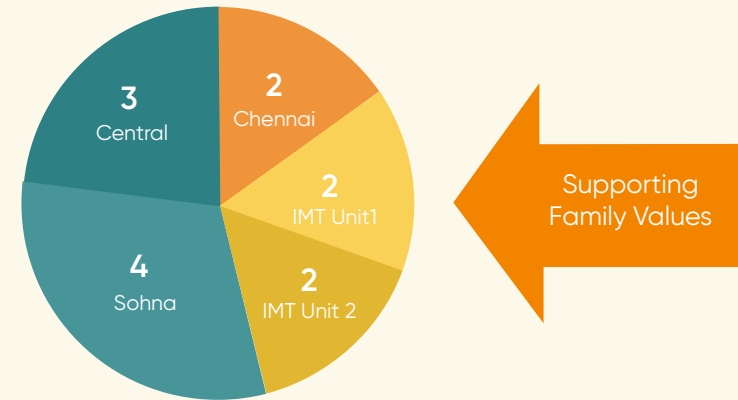
We strategically align our business objectives with individual development plans, incentivizing and retaining top talent. We aim to establish new standards of excellence through sustainability, inclusivity, and employee empowerment.

Employee Engagement and Benefits

At Roop Automotives Limited, we are committed to nurturing employee engagement and aspire to become the employer of choice. Our focus on continuous improvement, open communication, and fostering an engaged workforce aligns with our dedication to building a robust human capital foundation.

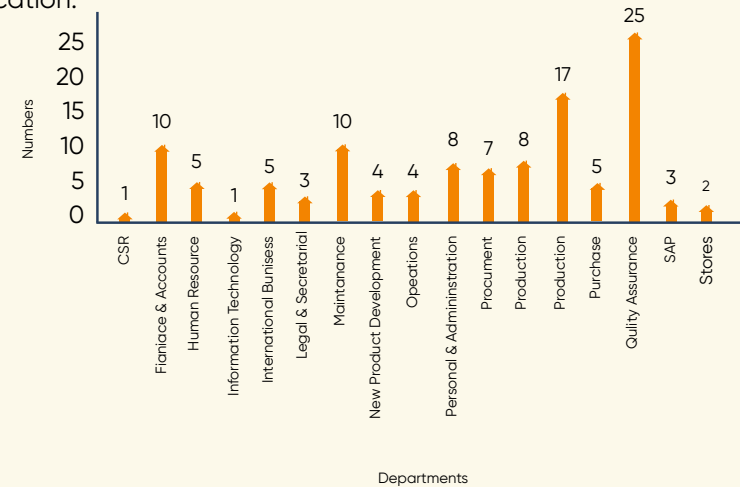
As part of our dedication to employee well-being, Roop Automotives Limited offers a comprehensive benefits package, including medical insurance coverage (through fixed reimbursement), alternate Saturday holidays, retirement provisions (as per PF & Gratuity policy), subsidized meals, transportation assistance, and flexible working hours. Additionally, we provide parental leave and work-from-home options to accommodate our employees' needs effectively.

In 2022-2023, we introduced a parental leave policy for eligible employees, enabling them to take time off to care for their newborns. This initiative reflects our commitment to supporting our employees in achieving a healthy work-life balance.



Number of employees entitled to parental leave plant wise

The work-from-home option is effectively enabling employees to maintain a healthy work-life balance and alleviate commuting stress. This flexible arrangement has also proven invaluable in ensuring business continuity during unforeseen circumstances, guaranteeing seamless operations regardless of location.



Eligible number of Work from Home

Moreover, we place a high priority on fostering a supportive work environment, and cultivating a culture of ongoing growth and career advancement for our esteemed employees. Our steadfast commitment to fair compensation and reasonable working hours fosters an environment that is both supportive and ethical.

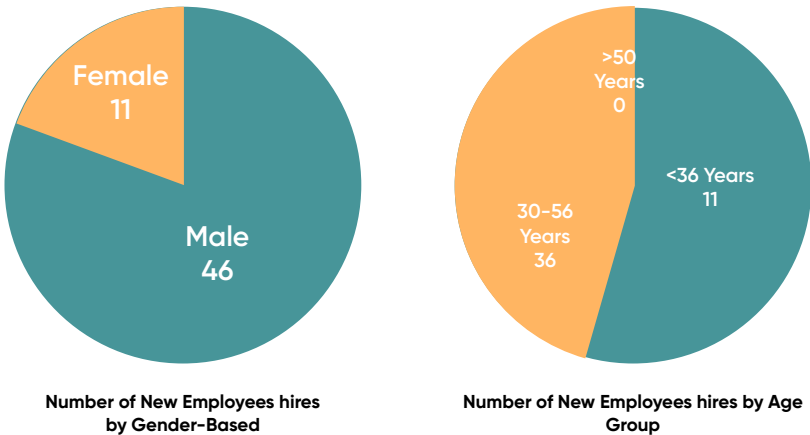
Diversity and its Inclusion:

At Roop Automotives Limited, we cultivate an inclusive culture that celebrates diverse talents and perspectives, fostering equality and a sense of belonging for all. Our key objectives include acknowledging contributions from diverse age groups, promoting gender equality and women’s empowerment, integrating diversity as a fundamental strength for business success, and ensuring equal opportunities for all, regardless of any characteristic.

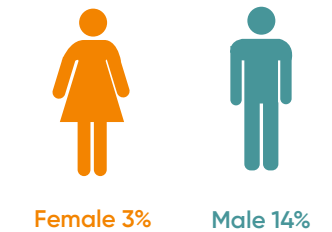
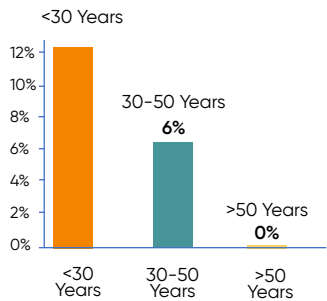


New employees are welcomed at Roop Automotives Limited based on their demonstrated skills, qualifications, and alignment with the company’s values and objectives, reinforcing an inclusive workplace culture that cele-

brates diversity. Throughout the reporting period of 2022-2023, the company upheld its hiring principles centered on skill proficiency and meritocracy, ensuring a non-discriminatory approach that provides equal opportunities for all applicants. There is a steadfast commitment to non-discrimination based on color, age, sex, religion, or region during the hiring process.



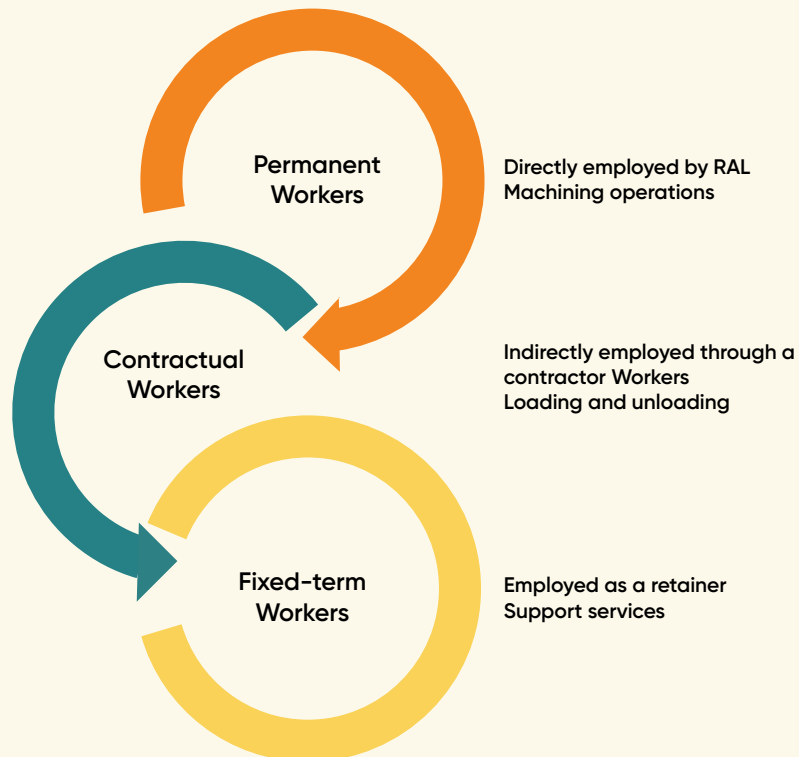
In the financial year 2022-2023, we recorded a 17% employee turnover rate.



Employee Capacity Building:

Skill Development

At our organization, we value our people as our most valuable asset, dedicating significant efforts to cultivate a skilled and motivated workforce. Embracing diversity, we blend varied talents to create an environment of expertise and enthusiasm. Our People Policy is themed on Acquiring, Developing, Empowering, Promoting, and Retaining talent, organizing diverse events to enhance satisfaction and team spirit.



Our Employee Value Proposition emphasizes 'Abundant Learning Opportunities,' manifested through diverse training avenues like workshops, industrial visit webinars, and external courses tailored for skill enhancement and adaptability. Additionally, our DOJO Centre offers specialized programs for operators, reaffirming our dedication to continuous learning and development across subsidiaries.





DOJO Centre at our Corporate Site, Sohna

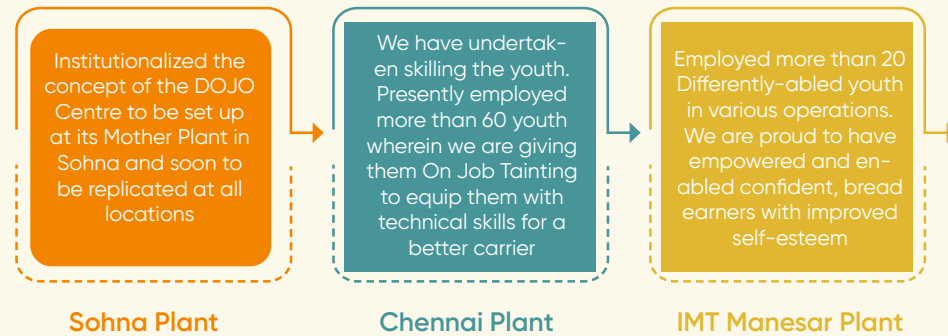
State-of-the-art centres develop skills in areas of Quality, Safety and Productivity

Complements the Skill India initiative along with incorporating global quality standards

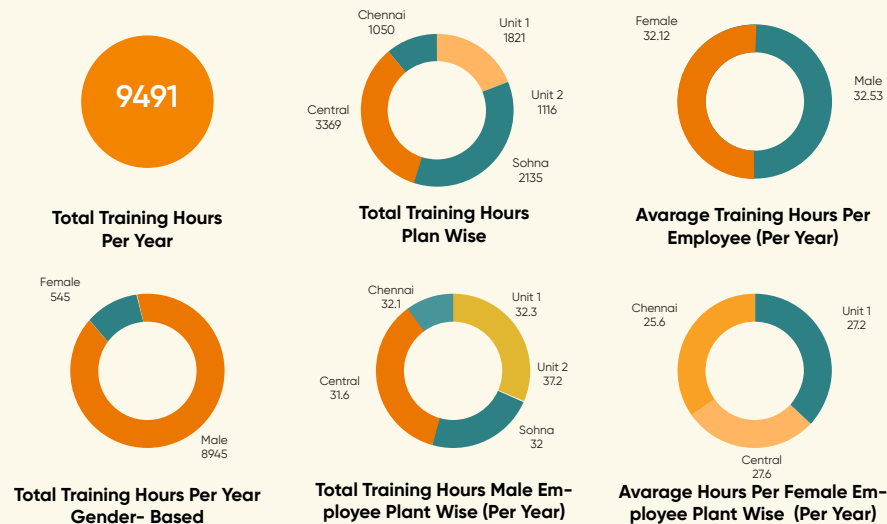
Re-skilling of existing workforce to refresh manufacturing concepts and educate about technological advancements

The main thrust of DOJO training is on-job training alongside embedding a safety culture

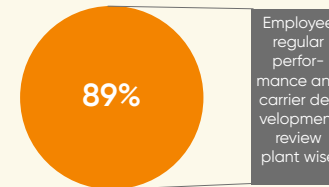
Plant wise-Skill Development Initiatives



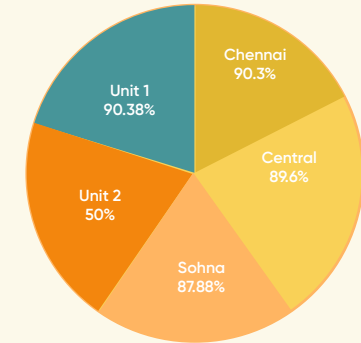
During the 2022-2023 financial year, we implemented a comprehensive training program at our organization covering essential areas such as PF-MEA, VDA6.5, EHS, change management, purchase management, QMS, MS Excel, Lean Manufacturing, leadership, and root cause analysis. This initiative is designed to enhance employee skills and knowledge, equipping them to effectively manage the evolving demands of their role.



Career Development



Performance and carrier development review



Employee regular performance and career development review plant wise

We believe in offering employees a career path that spans diverse and challenging assignments, various job types, and exposure to different business segments. Our commitment lies in fostering the development of our existing and potential talent pool, providing continuous growth opportunities within our dynamic organization.

Occupational Health and safety



Encouraging Safety culture:

We prioritize safety at Roop Automotives Limited, fostering a compassionate workplace culture that values employee well-being through active risk assessment, comprehensive training, and transparent communication.

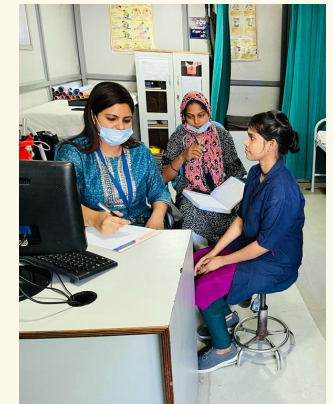
Strategic Focus on OHS

At Roop Automotives Limited, we prioritize our employees' well-being by prioritizing occupational health and safety. We ensure hazard-free environments with proper illumination, improve work zone air quality by installing fume kill-

ers on hobbing machines, implement effective ventilation systems, and incorporate ergonomic design principles. Additionally, we provide comprehensive medical support, including a first aid center, round-the-clock nurse availability, ambulance services, and regular health check-ups.

Our company fosters a robust safety culture through initiatives such as Safety Month celebrations and focus groups. Our goal is to achieve a Total Recordable Incident Rate (TRIR) below 0.5, ensuring a safe and healthy work environment for all employees.





Health and Safety Management System implementation

We uphold ISO-450001 standards, validated in 2021, as a testament to our commitment to employee well-being. Our proactive health and safety policies, coupled with rigorous procedures, underscore our dedication to maintaining top-tier occupational standards and driving continuous improvement.



Health and Safety Risk Assessment

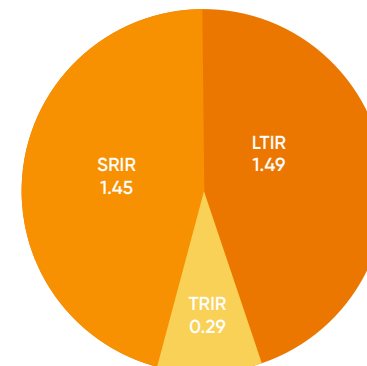
At our organization, workplace safety is paramount, driven by proactive risk management and hazard elimination, in adherence to ISO 45001 standards. Through comprehensive training and ongoing support, we empower workers to effectively mitigate hazards, with transparent tracking and accessible hazard information ensuring a safe environment for all. Significant hazards have been identified and control measures implemented, showcasing our proactive approach to safety and risk management.

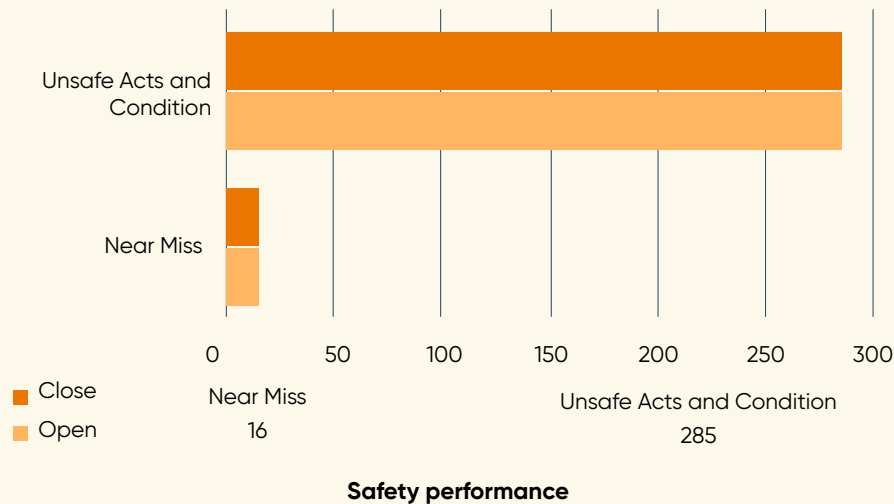
Striving for Zero Harm

Our unwavering commitment to 'Zero Harm' extends to employees and contractors alike, upheld through rigorous incident recording, reporting, and investigation processes. Our proactive approach includes regular high-risk activity training and on-the-job learning, supported by a robust Incident Reporting System fostering transparency and accountability. This commitment is evident in monthly safety reports collaboratively reviewed in safety committee meetings.

Safety Performance

Our safety performance, characterized by zero fatalities or work-related illnesses, showcases our steadfast commitment to upholding a culture of safety through rigorous protocols and proactive measures. Rigorous reviews and assessments, including ESG deliverables and financial audits, strengthen organizational performance, with goals driving leaders' performance through KRA and KPIs at various levels.





Labour Practices and Human Right

Sustaining Ethical Business Practices

At Roop Automotives Limited, our steadfast commitment to ethical and responsible business practices underscores our dedication to upholding the fundamental rights of all individuals across our value chain. We actively combat human rights violations, ensuring equal employment opportunities and fostering a workplace free from discrimination, human trafficking, child labor, and forced labor. Our zero-tolerance policy towards corruption is reinforced by grievance redressal mechanisms at each plant, with no complaints received in the reporting year. We prioritize employee welfare, offering parental leave and respecting collective bargaining rights, while adhering to labor laws and providing adequate notice for significant operational changes, ensuring transparency and fairness for all stakeholders

Code of conduct

Roop Automotive Limited's comprehensive Code of Business Conduct sets forth clear directives and guidelines for all stakeholders, emphasizing responsible behavior and integrity in all transactions. Our personnel, contractors, and consultants are expected to uphold these standards, acting as conscientious corporate citizens to safeguard the company's reputation and integrity.

Human resource Policies

At our organization, a comprehensive suite of human resources policies including human rights, Child Labor, Sexual Harassment, and Work from Home, whistle blower are established and regularly reviewed and updated by integrating feedback. Through regular training initiatives, we ensure all employees are well-informed and compliant with these policies, fostering a culture of awareness and ethical conduct throughout the organization

Child and Forced labour

Our human resource standards ensure fair treatment and compassionate care for contractors and workers, with a commitment to ethical recruitment practices and zero tolerance for deceptive or coercive tactics. We rigorously vet recruiters and suppliers to ensure compliance with labor laws, rejecting any involvement in forced labor or child labor across our operations.

Critical Concerns

The Chief Sustainability Officer promptly reports critical concerns related to violations of existing policies such as human rights, child labor, sexual harassment, and work from home issues, forced labor, Ethics, Antibribery and corruption as well as whistleblower and sustainability-related issues to the Managing Director and Board for swift action and transparent communication. Grievance-related issues are also discussed with top management during meetings, and actions are taken to address and close all issues within the target dates assigned in the meetings





Community: Nurturing Sustainable Communities

Sustainable Impact from Community Reach

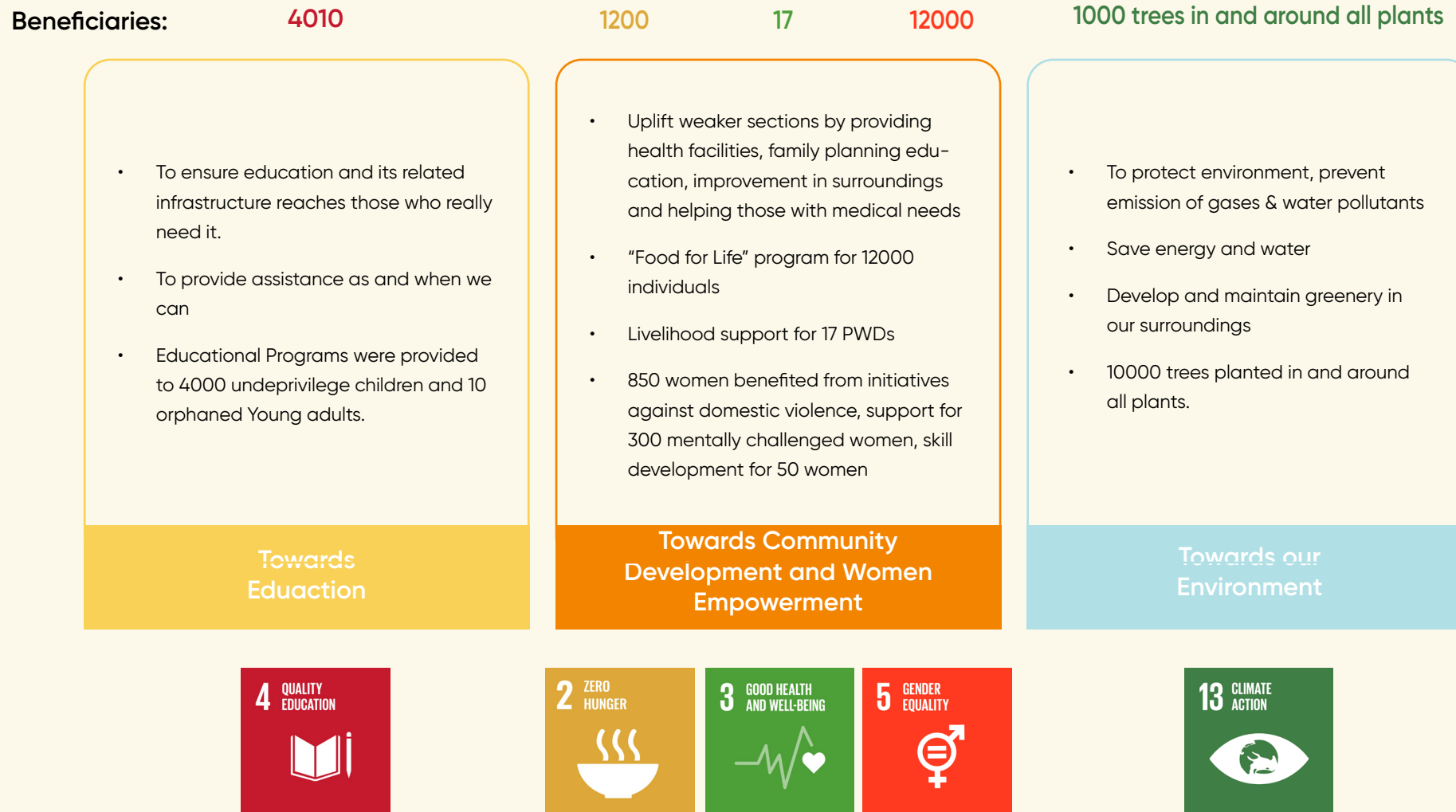
At Roop Automotive Limited, we've always believed in giving back to the communities that have supported us. From our humble beginnings in the 1990s, we've been committed to making a difference beyond just business. That's why we started by supporting the Government School of Roz ka Meo, providing essentials like uniforms and books to students.

In 2018, we took a big step forward by establishing the Roop VK Jain Foundation. Named after our founder, this foundation is our way of formalizing our commitment to social responsibility. Through it, we've partnered with various organizations and stakeholders to drive change in areas like education, women empowerment, and environmental sustainability. But for us, it's not just about writing checks. It's about creating real, lasting impact. That means working hand-in-hand with communities, listening to their needs, and empowering them to build a better future. Together, with our partners, we're making strides towards a more inclusive and sustainable world.



Commitment Along with SDG Goal

At Roop, we've synchronized our efforts with the Sustainable Development Goals (SDGs) and track our impact alongside the beneficiaries, as illustrated in the diagram below. In the fiscal year 2022-23, 17229 individuals have benefited from our initiatives.





Social Initiatives Triumphs 2022-23



During this period, Roop Automotives Limited and the Roop V.K. Jain Foundation have accomplished noteworthy milestones in the realm of social initiatives.

Women Empowerment

In Nuh, Haryana, our women empowerment initiatives have touched the lives of over 800 women. Through programs like “Say No To Domestic Violence,” we’ve provided support and resources, empowering women to break free from abuse. Imagine the strength of a group of women finding the courage to stand up for themselves. Additionally, 50 women have embraced economic opportunities by making homemade products, supporting themselves and their families independently.



Building Communities Together:

Beyond empowering women, our community development efforts in Nuh have supported 17 individuals with disabilities, helping them start their own businesses. Picture the pride and sense of accomplishment they feel contributing to their communities.



Education for Every Child:

At Roop Automotives Limited, we’re passionate about education’s power to transform lives. In Nuh, Haryana, we’ve adopted three government schools and two Aanganwadi centers, enhancing infrastructure and providing resources for 1200 children annually. We’ve also supported 10 young adults at GD Goenka University. Our programs reach 4000 underprivileged children, offering essentials like workbooks and food. In Tiruvannamalai, Tamil Nadu, our computer labs have opened up new educational horizons for 300 children. Together, we’re shaping a brighter future for the next generation



Caring for Health and Wellness:

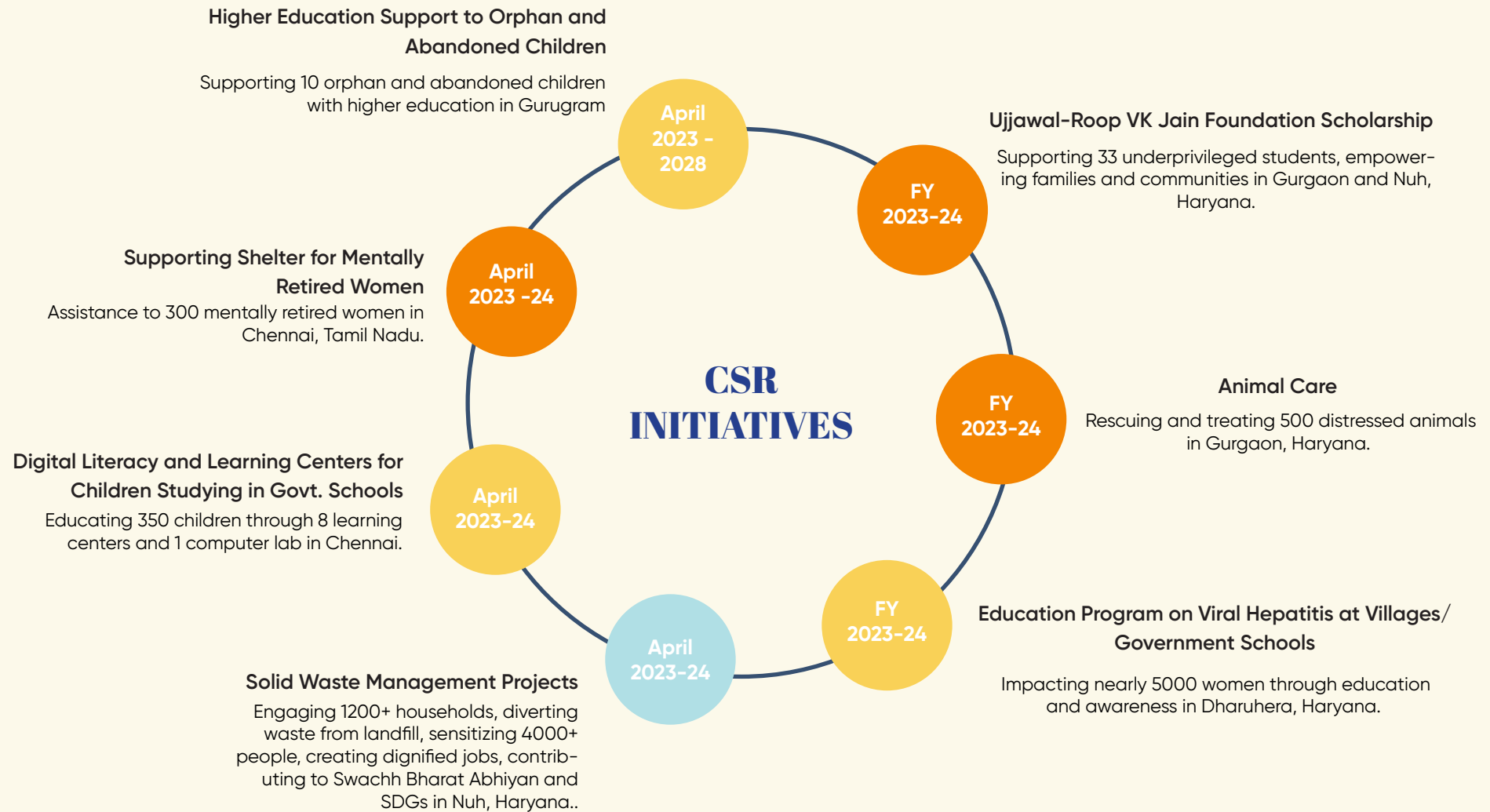
Our health initiatives touch countless lives. Picture the sense of security felt by mentally challenged women in our Chennai shelter. Through the "Food for Life" Project, we deliver hot meals to 12,000 individuals, providing basic needs with dignity and compassion.

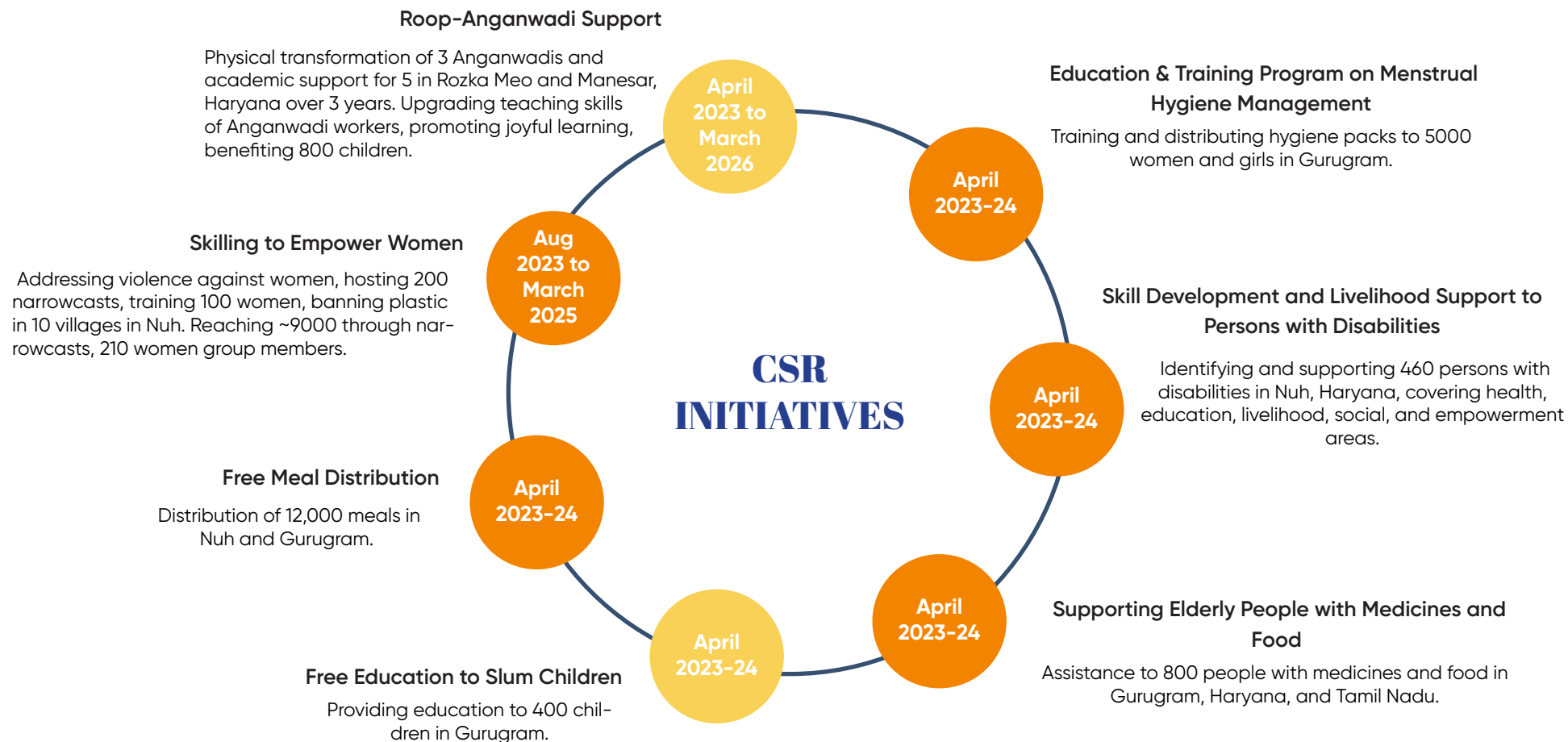


Nurturing Nature for Future Generations:

Our commitment to environmental conservation includes planting 1000 trees annually. Picture the joy of planting a tree and knowing it will provide for future generations. With every tree, we sow the seeds of a greener, more sustainable future.

Ongoing CSR Projects: FY 23-24 and Beyond





Future Initiatives

In the upcoming fiscal year 2023-24, we are poised to embark on several impactful projects:

300



Sustain our support for 300 mentally challenged women at Rehoboth, Chennai.



50

Establish two additional centres in Tiruvannamalai to support an extra 50 children in Strengthening Foundational Skills in Tamil, English, and Math.



Extend assistance by providing a vehicle for transporting special needs children to Rehoboth's Day Care Centre.

15



Donate 15 wheelchairs to Persons with Disabilities (PwDs) from economically weaker sections in Kannur, Kerala, in collaboration with the Lions Club of Cannanore.



1000

Implement annual plantation drives, aiming to plant 1000 trees in neighboring areas, fostering environmental sustainability.

200



Plan initiatives to plant 200 trees at strategic locations, such as Rehoboth in Chennai, Tamil Nadu, contributing to a greener future.

Roop CSR Awards in 2022-23



We received **"10th CSR Summit Awards 2023"** by CSR Times for our work in Education at Delhi NCR and Tamil Nadu.



We received **"BEST CSR IMPACT MAKER OF THE YEAR-2023"** at 7th CSR Health Impact Awards by IHW Council for our work on women empowerment!



We received **"Large Impact Empowering Girls & Women in Nuh, Haryana"** award at the India CSR Summit & Awards 2023 for work on women empowerment.



"Best Women Empowerment Initiative of the Year 2023" Award at the Indian CSR Awards



October 2023. **Roop V. K. Jain Foundation** was awarded with **"BHARAT SHRESTHA SEWA SANSTHA PURASKAR-2023"** by Hon'ble Governor of Haryana Shri Bandaru Dattatreya.



GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
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	2-3 Reporting period, frequency and contact point	About the Report, Pg No. 5
	2-4 Restatements of information	-
	2-5 External assurance	-
	2-6 Activities, value chain and other business relationships	Economic Performance, Pg No. 48
	2-7 Employees	People, Pg No. 73
	2-8 Workers who are not employees	People, Pg No. 73
	2-9 Governance structure and composition	Governance, Pg No. 24
	2-10 Nomination and selection of the highest governance body	Governance, Pg No. 20
	2-11 Chair of the highest governance body	Governance, Pg No. 20
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance, Pg No. 20
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	2-14 Role of the highest governance body in sustainability reporting	Governance, Pg No. 25
	2-15 Conflicts of interest	-
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	2-21 Annual total compensation ratio	Governance, Pg No. 26
	2-22 Statement on sustainable development strategy	-
	2-23 Policy commitments	Governance, Pg No. 26
	2-24 Embedding policy commitments	Governance, Pg No. 26
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GRI STANDARD	DISCLOSURE	LOCATION
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	2-29 Approach to stakeholder engagement	Materiality, Pg No. 32-33
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality, Pg No. 28-33
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	201-2 Financial implications and other risks and opportunities due to climate change	
	201-3 Defined benefit plan obligations and other retirement plans	Economic Performance, Pg No. 45
	201-4 Financial assistance received from government	Economic Performance, Pg No. 45
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Governance, Pg No. 26
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GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	-
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GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Economic Performance, Pg No. 49
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Economic Performance, Pg No. 49
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GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-
GRI 207: Tax 2019	207-1 Approach to tax	-
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	207-3 Stakeholder engagement and management of concerns related to tax	-
	207-4 Country-by-country reporting	-

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GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment, Pg No. 60
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GRI STANDARD	DISCLOSURE	LOCATION
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GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Environment, Pg No. 68
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GRI 401: Employment 2016	401-1 New employee hires and employee turnover	People, Pg No. 72
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People, Pg No. 71
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GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	People, Pg No. 79
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GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	People, Pg No. 78
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	-
	405-2 Ratio of basic salary and remuneration of women to men	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	People, Pg No. 79
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Economic Performance Pg No. 49
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	People, Pg No. 79
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	People, Pg No. 79
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	-
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Pg No. 81-89
	413-2 Operations with significant actual and potential negative impacts on local communities	-

GRI STANDARD	DISCLOSURE	LOCATION
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	-
	414-2 Negative social impacts in the supply chain and actions taken	-
GRI 415: Public Policy 2016	415-1 Political contributions	-
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-
	417-1 Requirements for product and service information and labeling	-
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	-
	417-3 Incidents of non-compliance concerning marketing communications	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-

GLOSSARY

ACMA	Automotive Component Manufacturers Association of India
AIAG	Automotive Industry Action Group
CCQC QC	Chapter Convention on Quality Concepts
CII	Confederation of Indian Industry
CSO	Chief Sustainability Officer
CSR	Corporate Social Responsibility
EHS	Environmental Health and Safety
EMS	Environmental Management System
ESG	Environmental, Social, and Governance
GRI	Global Reporting Initiative
GTPW	Great Place To Work
HIRA	Hazard Identification and Risk Assessment
IHW	Integrated Health and Wellbeing
IMDS	International Material Data System
ISO	International Organization for Standardization
KPI	Key Performance Indicator
KRA	Key Responsibility Area
LCA	Life Cycle Assessment
MCA	Ministry of Corporate Affairs
MIS	Management Information System
MSDS	Material Safety Data Sheet
NGO	Non-Governmental Organization
NHU	Non-Hazardous Waste Unit
OEM	Original Equipment Manufacturer
OHSMS	Occupational Health and Safety Management System

P&A	Personnel & Administration
PCB	Pollution Control Board
PF	Provident Fund
PFMEA	Process Failure Mode and Effects Analysis
QCFI	Quality Circle Forum of India
QMS	Quality Management System
RAL	Roop Automotive Limited
SASB	Sustainability Accounting Standards Board
SDG	Sustainable Development Goals
TISAX	Trusted Information Security Assessment Exchange
TRIR	Total Recordable Incident Rate

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