

Sustainable Growth with Continuous Innovation

Sustainability Report
2023-24





Sustainable growth with Continuous Innovation

Roop Automotives Limited stands as the world's leading manufacturer of hot forged yokes for steering systems. Our success is driven by our commitment to technical and manufacturing excellence, continuous quality improvement and strong collaborations that make us a preferred supplier.

Embracing our corporate responsibilities, we firmly believe that **"Sustainable Growth with Continuous Innovation"** will only pave way for a better future for all stakeholders at Roop Automotives Limited.

Our strategy focuses on implementing sustainable processes to protect our planet and fostering partnerships for a socially responsible future.



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01

INTRODUCTION

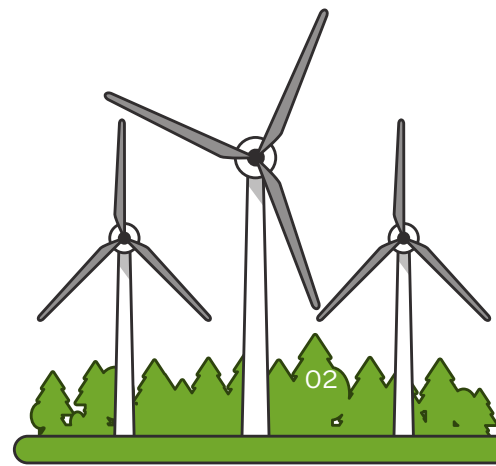




About the Report

As we progress in to our sustainability journey, we welcome you to our second annual Sustainability Report. Building upon the foundations laid in our inaugural report, this document reflects our ongoing commitment to transparency, accountability and continuous improvement in our sustainability practices. It provides a comprehensive overview of our sustainability initiatives, achievements and challenges for the fiscal year 2023-24 and covers our environmental, social and governance (ESG) performance along with outlining our strategic priorities for the future which includes conducting Life cycle Assessment (LCA) of our product in the year 2024-25.

The second edition of our sustainability report highlights our dedication to advancing sustainability. This commitment is demonstrated through our impactful initiatives that drive sustainable development, empower communities and promote environmental handling, consistently achieving meaningful change.



Scope of the Report



This report provides an in-depth analysis of various entities of Roop Automotives Limited, including our offices, manufacturing sites and engineering facilities. It encompasses a broad scope to ensure a thorough examination of our diverse operations.

Roop Auto Forge Pvt. Ltd., a key contributor to our operations, is excluded from sustainability reporting but is included in our financial reporting.

Conversely, Roop Auto Components Pvt. Ltd., which is currently non-operational, is excluded from sustainability reporting but is included in financial reporting, reflecting its full share ownership.

Reporting Framework



We have prepared this report in reference to the Global Reporting Initiative (GRI) Standards. Our aim is to provide stakeholders with clear, comparable and reliable information about our sustainability efforts.

Report Boundary



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



Point of Contact for Feedback and Queries

We welcome your feedback and questions about this report. Please contact our Sustainability Team for more information.

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Reporting Cycle

We follow a yearly cycle of disclosing our sustainability data.



Reporting Period

1st April 2023 – 31st March 2024

Our 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.

Our 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 organisation based on fair practices



Management Statement

Dear Stakeholders,

We are delighted to present the second Sustainability Report of Roop Automotives Limited. Since our inception in 1992, we have specialized in manufacturing auto steering parts. Over the years, we have evolved into the world's leading producer of hot forged yokes and established India's first fully automated axle drive shaft facility in Manesar. With more than three decades of experience, we have developed unparalleled engineering expertise and deep insight into the intricacies of manufacturing critical automotive components, driving both innovation and excellence in the industry.

In the fiscal year 2023-24, we experienced substantial growth in our domestic business, which now constitutes 30% of our total revenue. With respect to our international business, North America continues to be our primary export market, followed by Europe. Our commitment to operational excellence across multiple sites was recognized through numerous awards and accolades, further reinforcing our position as an industry leader in our product segment.

Following are some insights of our automotive achievements during the year 2023-24:

- **EHS Performance:** Recognized at the 58th ACMA Excellence Awards and 9th Technology Summit for excellence in Environment, Health and Safety (EHS).
- **Quality Performance:** Our teams at IMT Manesar Unit-1 and Unit-2 received the "Gold Award" at the 13th CCQC Competition organized by QCFI in Jaipur, the "TQM" and "Kaizen Conclave Award" and the "Platinum Award" at the National Poka-Yoke Competition, amongst several other prestigious honours.
- **Social Impact:** Recognized with prestigious awards, including "Best CSR Impact Maker of the Year", a commendation from the Governor of Haryana for our Corporate Social Responsibility ('CSR') initiatives and accolades from the Lotus Petal Foundation for our efforts in empowering futures and driving meaningful impact.



- **Diversity and Inclusion:** Awarded the "Great Place to Work Certification", the Bronze Award for the "Workplace Equality Index" at ASSOCHAM's 4th Diversity and Inclusion Conclave, along with other notable distinctions.
- **Human Resources (HR) Excellence:** Achieved "Platinum Awards" at the 7th CII National HR Circle Competition 2023, acknowledging our leadership in human resources practices.
- **Information Security and Data Privacy:** Achieved ISO 27001:2013 certification and recognition by TISAX for our commitment to information security and data privacy.

These accolades are a strong testament to our relentless commitment to quality, environmental stewardship, employee well-being and social performance. The true essence of our success lies in the dedication and collaborative spirit of our team members, who consistently strive for excellence. We are immensely proud of their achievements and look forward to reaching even greater heights in the future.

To further strengthen our market position and drive accelerated growth, we are pursuing a strategic joint venture this year: Roop Namyang Steering Systems India Private Limited (RNSSIPL), in partnership with Namyang Nexmo, a globally recognized leader serving the evolving needs of top automotive Original Equipment Manufacturers (OEM). This collaboration will enhance our capabilities and reinforce our commitment to innovation. As we look to the future, our focus on sustainability remains unwavering and we are excited about the opportunities that lie ahead in this journey.

Our culture is the foundation that unites us

A key pillar of our success is fostering a work culture that empowers our teams. Embracing the challenge of continuous improvement, we sought validation through both employee feedback and external evaluation. We are proud to have earned the prestigious Great Place to Work certification, a testament to the positive, inclusive work environment we have built over the years, supported by our strong human resource policies. This achievement reflects our ongoing commitment to employee well-being and organizational excellence.

Expanding our focus through a sustainability lens

In 2023-24, we took deliberate steps to embark on our sustainability journey. In addition to the awards and recognitions as mentioned above, we are proud to announce that our Chennai site has achieved GreenCo certification and we intend to extend the similar initiative across all our locations. We are in the continuous process of re-evaluating our initiatives in all facets of our operations through sustainability lens, emphasizing its critical role in driving our growth and enhancing our commitment towards environmental sustainability. In this second sustainability report, we reaffirm our deep commitment to generating lasting value for all set of our stakeholders viz. customers, employees, investors, suppliers and the communities we serve. Our Sustainability Strategy reflects our commitment to being a proactive corporate citizen and making a meaningful impact on the world. At Roop Automotives Limited, we understand that true business success extends beyond financial performance; it encompasses environmental stewardship, social responsibility and the well-being of our supply chain and the communities we engage with.

We are aligning our Sustainability Strategy with industry's key material issues and accordingly we are dedicating our efforts to become Net Zero by 2040, which in turn would support India's ambitious goal of achieving Net Zero by 2070 in the following manner:

- Reducing Scope 1 emissions by 2030.
- Neutralizing Scope 2 emissions in manufacturing processes by 2025 with Renewable Energy (RE) 100.
- Achieving net zero emission by 2040, including upstream and downstream of our value chain.



- Implementing a climate change mitigation plan for a 1.5°C scenario.
- Achieve zero discharge across all plants by 2025.
- Promoting environmental protection actions among communities outside our operation through afforestation, protection of water bodies and solid waste management.



These commitments reflect our dedication to sustainability and our proactive approach to addressing climate change.

We remain confident that, through our collective efforts, ongoing customer feedback and the innovative strategies implemented by our ESG Central Steering team, we will continue to meet our sustainability goals. Our commitment to being a responsible corporate citizen has increasingly defined our success and this principle has been warmly embraced by our customers. We are proud of the progress made in our journey and with sustained dedication, we are poised to achieve further improvements in our environmental impact.

As we advance into our second year of reporting, we reaffirm our belief in the moral responsibility to leave a better planet for future generations. Our focus remains on reducing our consumption of natural resources and setting an example for our communities. While we strive for reductions, we are also committed to controlling and replenishing our resource use. With determined effort and intentional actions, we are confident that we can continue to make a significant and positive impact.

This embodies the spirit of Roop Automotives Limited as we advance on our sustainability journey, embracing the collective ethos of 'miles to go before we rest'.

Together, let's create a tomorrow that's brighter than today.



MR. MOHIT OSWAL

CHAIRMAN
AND
MANAGING DIRECTOR



MR. GAURAV JAIN

DIRECTOR
AND
CHIEF SUSTAINABILITY OFFICER (CSO)

02

ABOUT US



Our Growth Story

The role of Roop Automotives Limited as a strategic supplier for many of our customers highlights the dedication and innovation we have demonstrated over the past 31 years.

1992

Founded by three first-generation entrepreneurs, we began with a mission to create an import-substitute product for use by Maruti.

2001

Started exporting yokes, securing our first American buyer and marking our entry into the international market.

2006

Expanded into sub-assemblies for steering columns in the U.S. market, advancing up the value chain.

2016

Celebrated 25 years of success and were recognized as the largest supplier of hot-forged yokes.

2014-15

Our yoke machining capacity reached 80,000 units per day, establishing us as one of the largest global suppliers. We supported 55% of Grade 5 and Grade 8 trucks in North America.

2019

Diversified into the gear shaft business, focusing on exports and broadening our product range.

2021

Achieved a turnover of ₹500 crore, reflecting our growth and market presence.

2020

Acquired Logwell Forge and integrated it into RAFPL II, enhancing our production capabilities.

2022

Celebrated 30 years of excellence, marking three decades of industry leadership and innovation.

2023

Established new joint ventures- RNSSIPL, further expanding our business network and opportunities.

About Roop Automotives Limited

Introduction

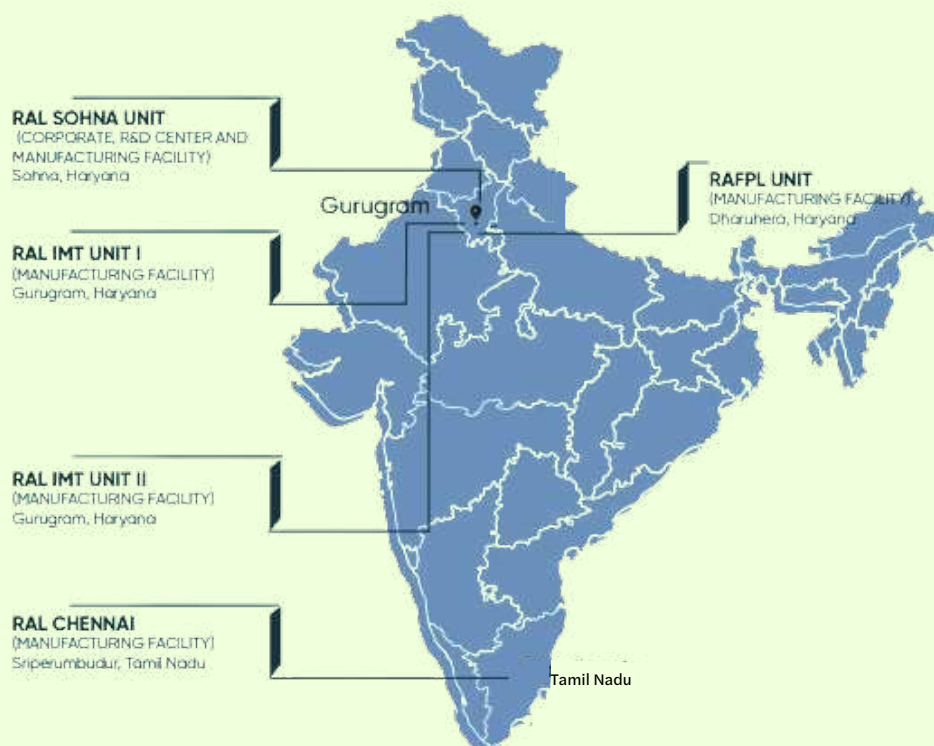
Leveraging over 31 years of industry experience, Roop Automotives Limited stands as an epitome of innovation in the manufacturing sector, specializing in steering Yokes, Steering Joints, Slip Shaft Assemblies, I Shaft Assemblies, Steering Columns, Differential Housing, Steering Gearbox housing, Axle drive shafts, Tie Rod Ends and Ball Joints, Propeller Shaft Yokes, Spindle Axle, Arms and Levers, Connecting Rods etc. Our journey commenced with the production of yokes for the domestic market, but over the years, we have evolved into a powerhouse of precision engineering world's market.

Today, we boast comprehensive in-house capabilities in machining, stamping, hot and cold forging, which is a testament to our commitment to excellence and continuous advancement. Through strategic collaborations with international partners via joint ventures, we have strengthened status of our suppliers to OEMs, consolidating our position in the market.

Operating across 2 states and 6 geographical locations, encompassing close to 50,000 square meter in operations, we employ over 3000 individuals globally, both directly and indirectly.

Their dedication and expertise are integral to our success and drive our mission forward.

Operations in India



Roop Automotives Limited: Presence in the World Market

Global Presence in Five Countries



Revenue from international
market

71%

Total revenue from international
markets

\$4105.10 million

Our Product Offerings

Steering yokes



Steering joints



Steering columns



Gear shafts

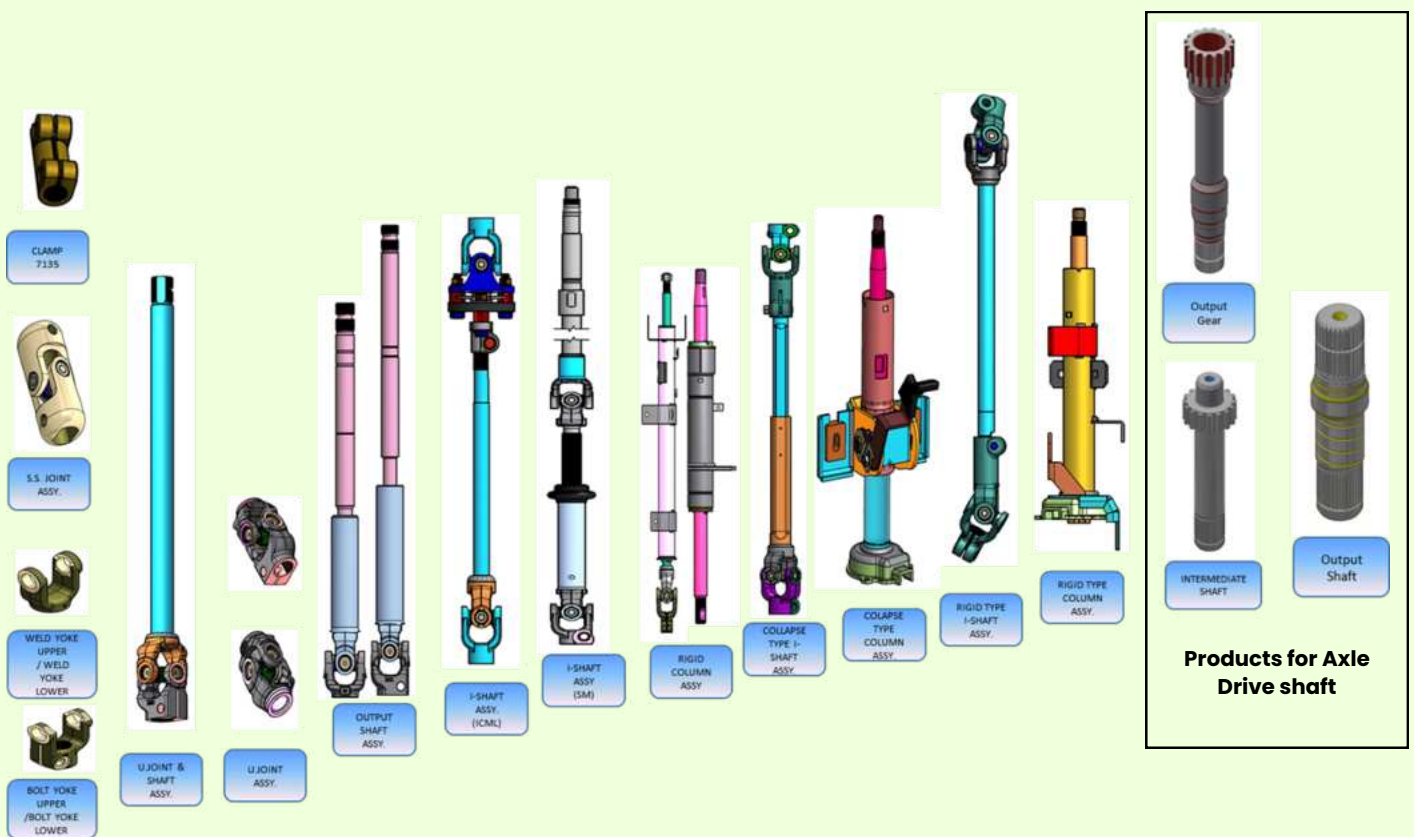


We provide components to all leading companies in the steering systems sector and have successfully established a robust foothold in both domestic and international markets. Our extensive reach and reputation in the industry underscore our significant presence and influence globally.

Our Growth Trajectory

From an initial production of four types of components, we now manufacture over 200 variants, including steering column assemblies. Additionally, we are the world's largest producer of hot-forged yokes.

ROOP'S VALUE ADDITION OVER THE YEARS



Starting with a production of 60,000 steering yokes in 1992-93, we have now reached a significant milestone of over 45 million yokes for the current reporting year. This achievement has resulted in a sales turnover exceeding INR 611.26 crores (approximately USD 72 million), with 71% of our products being exported.



Highlights of Performance in the Year

**Sustainable
process for
planet
protection**

**Good Governance
and Economic
performance for
sustained growth**

**Fostering
collaboration for a
socio-responsible
future**

**Sustainable
Supply Chain**

27.47 %

Increase in Renewable
Energy Consumption

2.36%

Energy Reduction w.r.t to
cost of production

2%

Water Reduction

100%

Product Material
compliance

100%

COC Awareness to
stakeholders

100%

Customer Privacy and
data security awareness

37000+

CSR Beneficiaries

16

CSR Programs for
community

16466

Training hours

03

GOVERNANCE



100%

Products certified conflict-free
and compliant

99%

Material sourced locally

In our commitment to achieving sustained growth, we acknowledge that robust governance practices are essential for understanding the impact of our operations on the environment and society. Such practices facilitate a balanced approach between environmental management and societal responsibility, enabling informed and responsible business decisions. Effective corporate governance drives a more equitable, sustainable and socio-economically balanced approach.

Our governance structure, composed of both executive and non-executive members, upholds principles of gender neutrality, independence and comprehensive stakeholder representation. Mr. Mohit Oswal, as the Chairman and Managing Director, brings valuable expertise to the daily operations of the company. The Board is responsible for overseeing our mission, strategies, policies and objectives and actively engages with stakeholders on a quarterly basis.



Our 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

Our Management Team



MR. MOHIT OSWAL
Chairman and
Managing Director



MR. GAURAV JAIN
Director and CSO

Driving Governance Key Committees

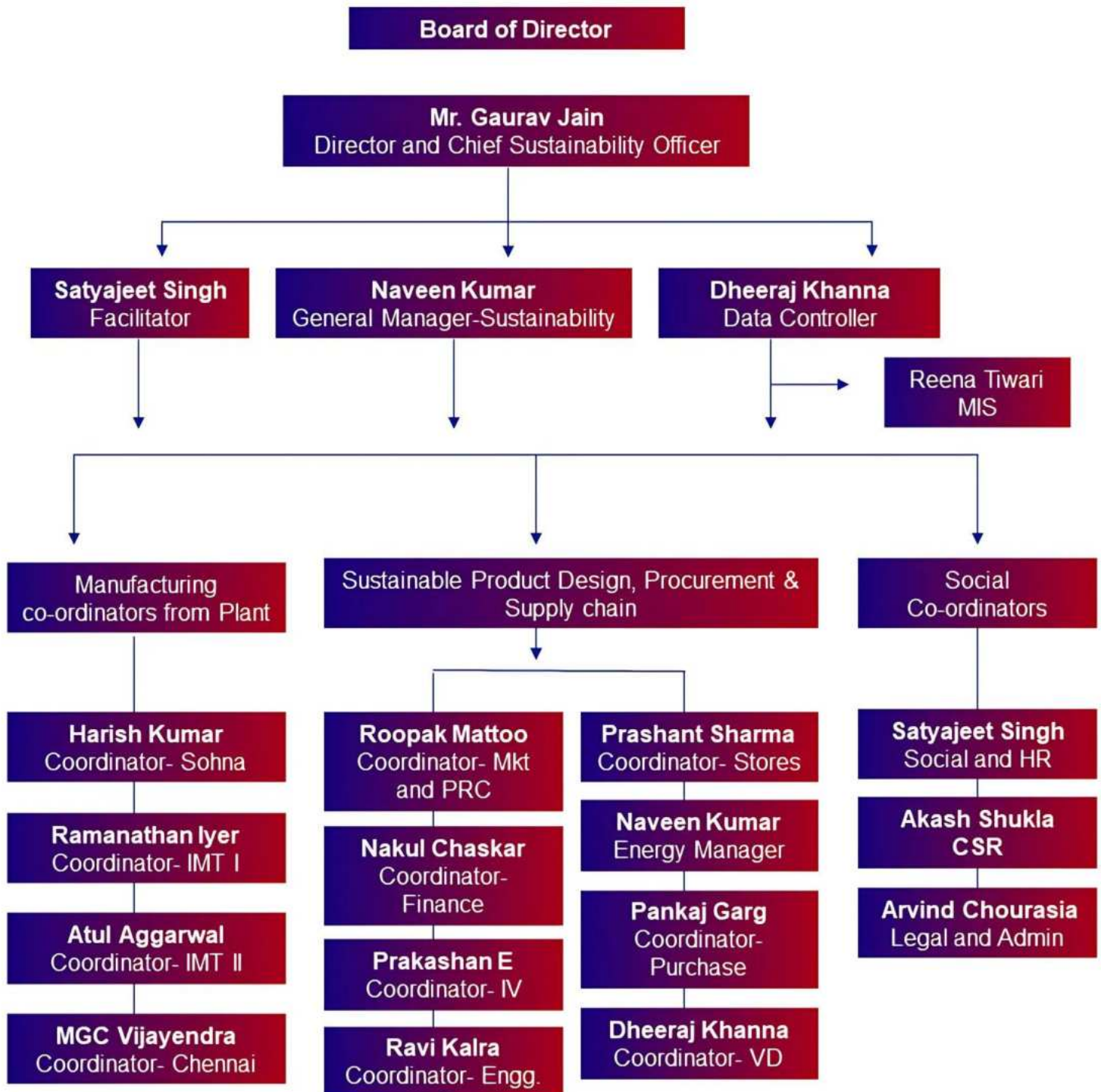


Governance structure for Sustainability

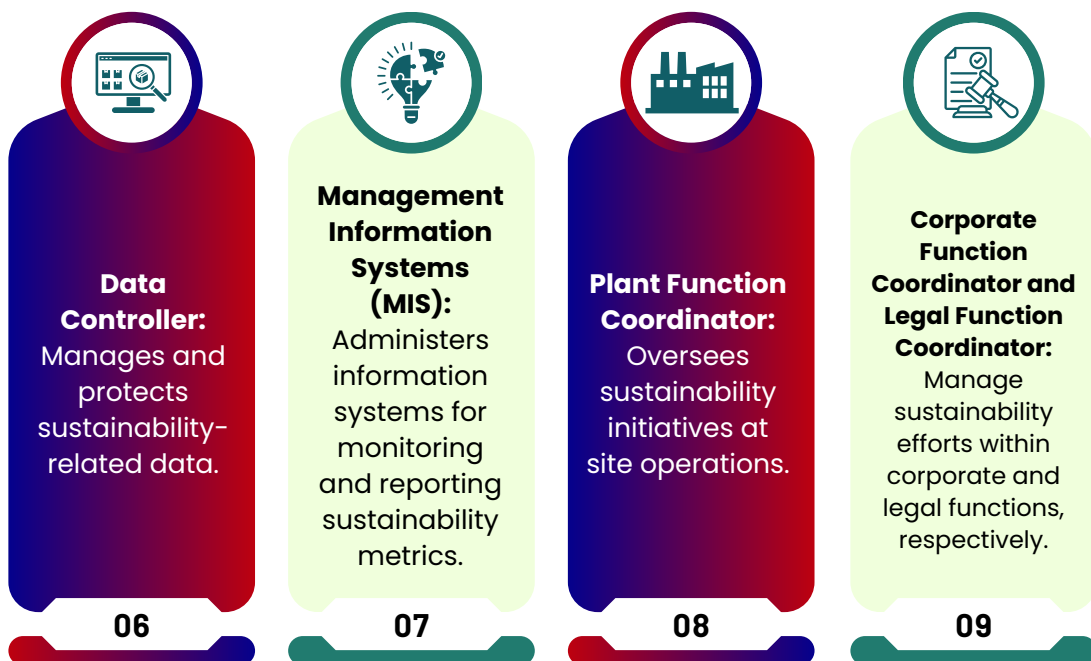
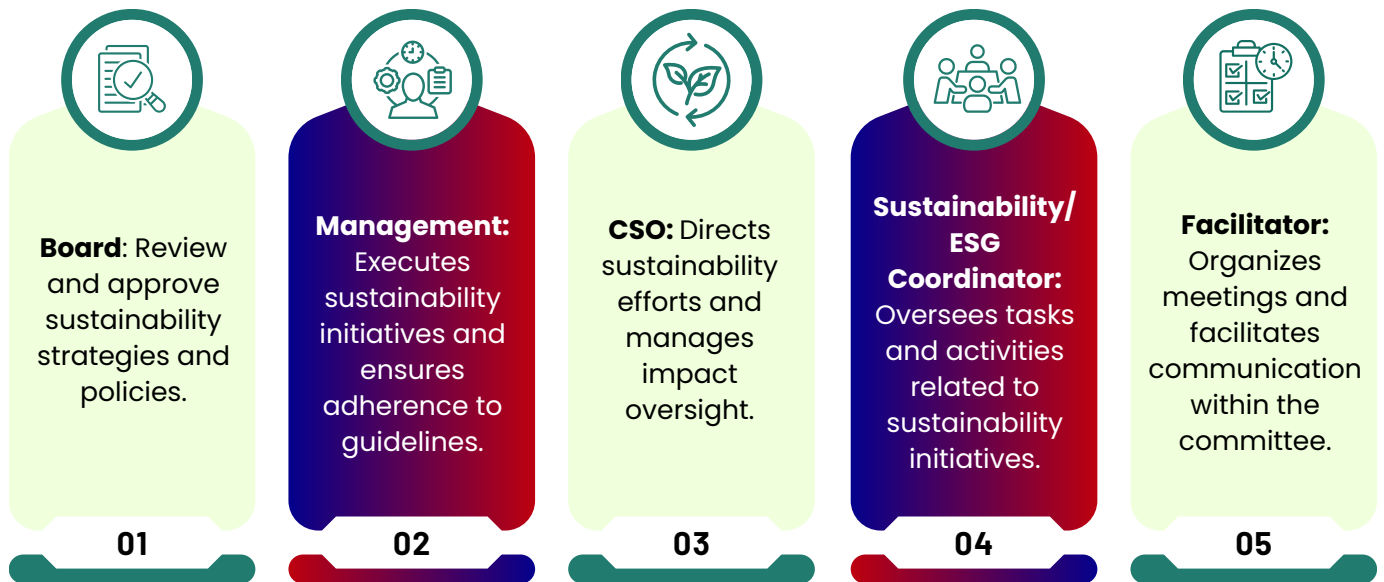
The governance structure for sustainability at Roop Automotives Limited is outlined in the sustainability organization chart, featuring key committees responsible for decision-making and oversight. The Sustainability Committee, led by the CSO, manages impact and provides monthly reports. The board rigorously reviews and approves the disclosed information, ensuring transparency and adherence to important issues.



Governance structure for Sustainability



Responsibilities of Governance Structure



Empowering voices

We are dedicated to upholding responsible business practices through a comprehensive framework that includes Board governance, external audit oversight, compliance with government regulations and direct stakeholder engagement. Our commitment to fairness and ethical employment practices are clearly articulated in our appointment letters, standing orders and agreements. We do not have unions in any of our plants.

Roop Automotives Limited consistently demonstrates strong commitment to employee well-being across the organization, reflecting our steadfast adherence to responsible business practices.

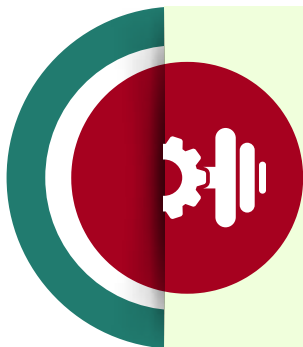


Employee Compensation Practices

Our ethical employment standards are rigorously applied in key locations such as Haryana and Tamil Nadu, underscoring our commitment to social responsibility. In evaluating senior management across these significant operational areas, we define 'senior management' as positions at the Assistant General Manager (AGM) level and above, excluding other management roles. Of the 17 senior management positions, 82% are occupied by individuals from the local community, reflecting our active engagement and support for these regions.

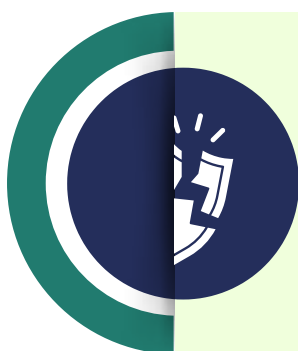
At Roop Automotives Limited, we are committed to providing an equitable and inclusive environment where every individual, regardless of race, gender, age, disability, sexual orientation, or any other characteristic, has access to the same opportunities and is valued for their unique contributions. We believe in the principle of equal pay for equal work, ensuring that all employees are compensated fairly and without bias. Our dedication to these ideals is integral to our organizational ethics and we continually strive to create and maintain a workplace where respect, fairness and inclusivity are the cornerstones of our success.





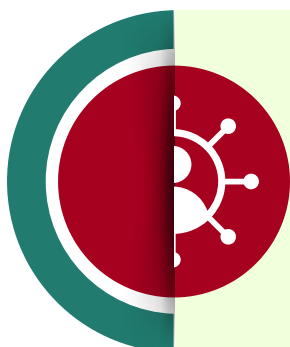
Policy Oversight-

Remuneration policy overseen by the NRC. Tied to performance on economic, environmental and societal fronts. Structure includes fixed (34%), variable pays (22%) and incentives (12%) for sustainable initiatives.



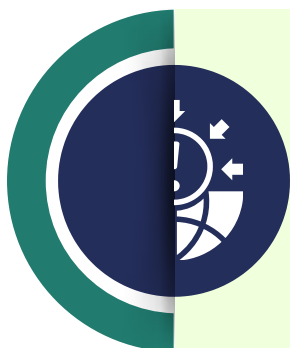
Fairness and Competitiveness-

Benching against industry standards, market trend analysis and role critically assessments conducted annually. Independent remuneration committee ensures objectivity in decisions.



Stakeholder Involvement-

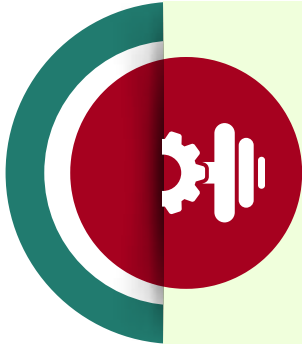
Shareholder perspectives are considered in decision making processes. Proposed average increments stand at 11%, aligning with the 13% growth in business performance. Remuneration approach responsive and accountable with no involvement of remuneration consultants. Stakeholder engagement includes shareholders inputs.



Equitable Compensation Standard-

Annual total compensation ratio: Highest-paid vs. median is 1:13.

Parity in percentage increase: Highest- paid vs. median, maintaining a 1:1.02 ratio.



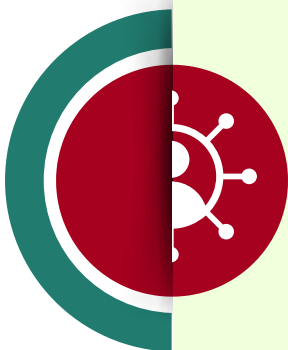
Background

Roop Automotives Limited values the trust of its stakeholders, which is earned through years of dedicated effort. We continuously enhance our approach to strengthen this trust over time.



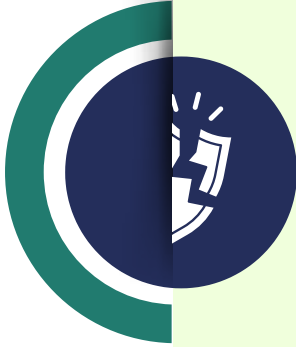
Approach

At Roop Automotives Limited, we are dedicated to conducting our business ethically, guided by our Code of Conduct (CoC) and ensuring compliance with all legal obligations. Our CoC, encompassing twelve principles which empowers us to uphold standards of business conduct. These principles play a pivotal role in embedding qualities such as efficiency, responsiveness and consistency in our behaviour and decision-making processes.



Business Security

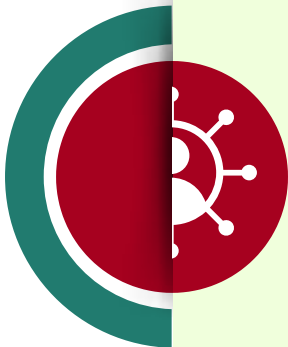
Upholding Information Security Standards at Roop Automotives Limited, we prioritize the confidentiality and integrity of data and information received from our customers, employees, suppliers and other stakeholders. This commitment includes prioritizing the privacy of personnel data, complying with all applicable statutory and regulatory requirements and honouring agreements related to information security. Additionally, we proactively protect against accidental or malicious alteration or destruction of information.



Vigil Mechanism/ Whistleblowing

Our Ethics Escalation / Whistleblowing policy serves as a robust framework designed to bolster the compliance management structure within the organization. It delineates a clear internal reporting process for employees to raise concerns regarding any perceived violations, emphasizing the importance of early detection and prevention of misconduct.

Roop Automotives Limited has various reporting channels including a toll-free number, e-mail and a web hot-line service managed by a third party and can be used by employees, vendors, suppliers, customers, etc. to report any violations of the CoC. The Ethics Helpline prepares a report based on the information provided by the whistleblower and shares the same with the Ethics committee within 48 hours of the receipt of the whistleblower complaint. An investigation is then carried out to determine the authenticity of the allegations and for a fact-finding process.



Protection

At Roop Automotives Limited, adherence to the highest ethical standards is fundamental to our corporate culture. We urge all employees to promptly report any breaches of our Code of Conduct and we provide multiple channels for employees, suppliers and clients to raise concerns regarding suspected ethical violations. Early detection and resolution of such issues are essential in upholding our commitment to being one of the most respected companies globally.

SUSTAINABILITY APPROACH



04

MATERIALITY ASSESSMENT

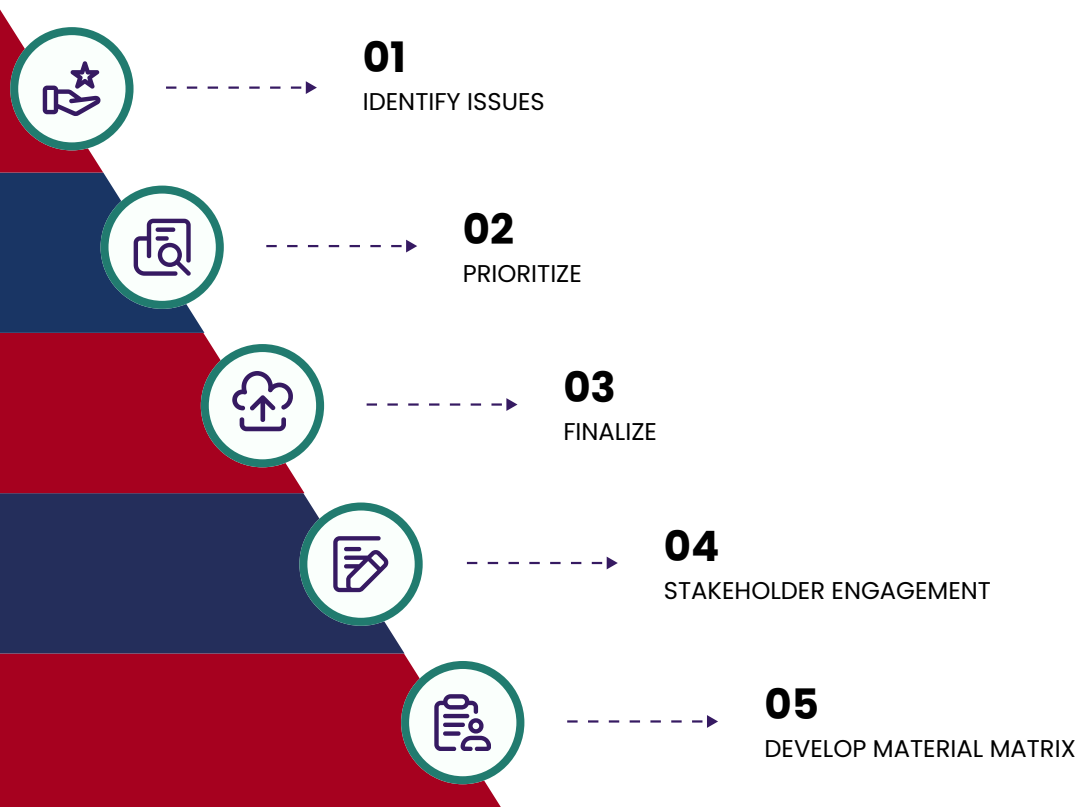


Materiality Approach

Understanding the concerns and interests of our stakeholders, especially regarding sustainability, we are focused on enhancing and expanding our engagement strategy. By establishing a collaborative environment with diverse feedback mechanisms, Roop Automotives Limited seeks to drive meaningful conversations that align with stakeholder priorities and support our long-term vision.

We regarded the Materiality Assessment process as a foundational step in shaping our sustainability journey. This process helped us identify the key impacts, risks, opportunities and material issues that are most significant to our key stakeholders.

We followed a systematic five-step approach to pinpoint material topics and develop the materiality matrix.



Five steps followed for material issues enumeration



In our ongoing commitment to sustainability, Roop Automotives Limited acknowledges the materiality issues identified in our 2022-23 assessment. We have made significant strides in addressing these concerns and are now deepening our efforts to enhance our practices. By building on the insights gained and rigorously examining these areas, we aim to drive meaningful progress and ensure that our sustainability initiatives are both impactful and responsive to our stakeholders' needs. Our dedication to continuous improvement remains steadfast as we work towards integrating these learnings into our long-term strategy.

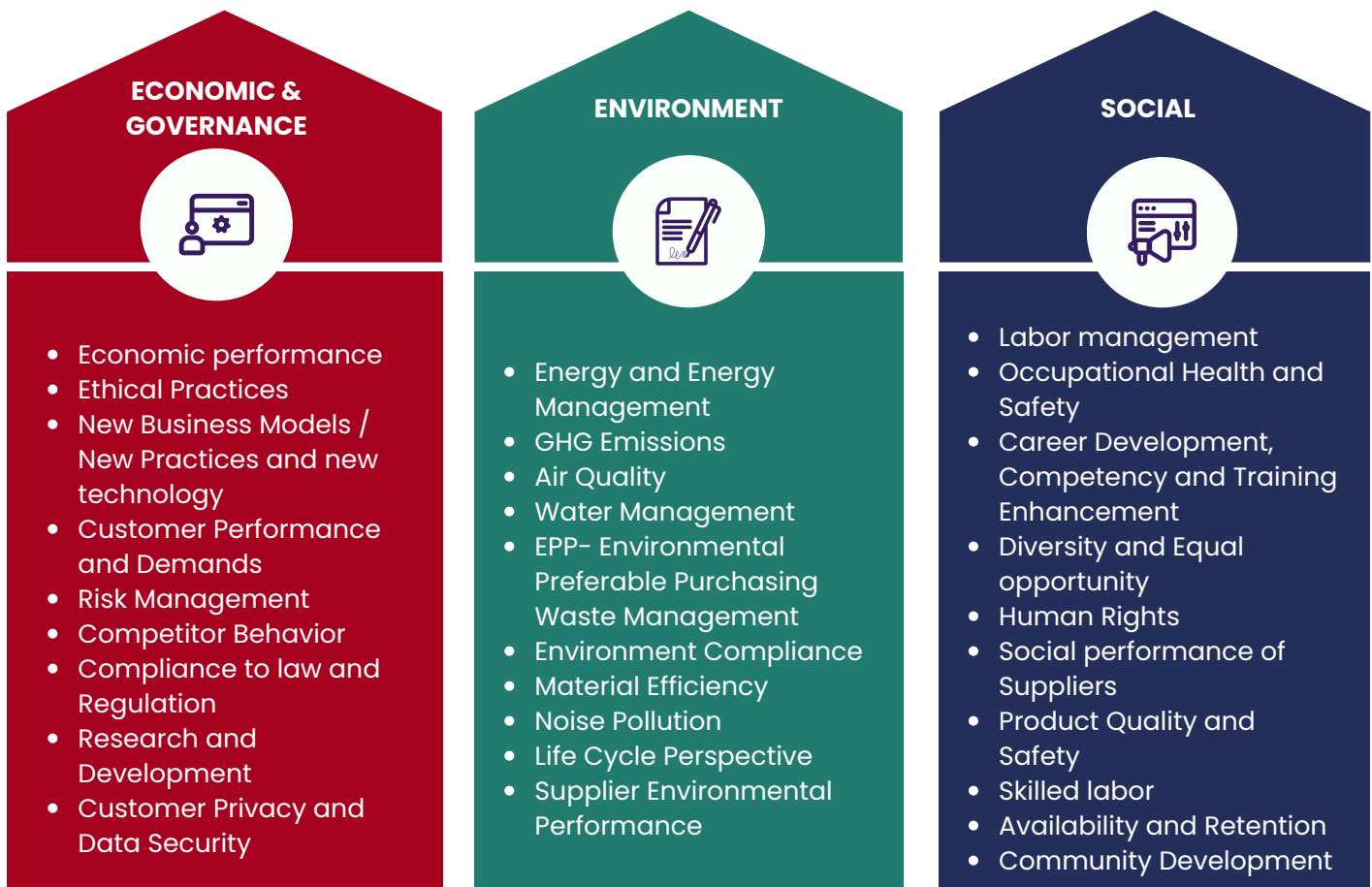
Identification of issues

We explored a diverse set of environmental, social and economic topics and identified critical issues for our organization and stakeholders. This identification process involved analysing various sources, including internal documents such as annual reports, as well as external sources like industry publications, international frameworks including Sustainability Accounting Standards Board (SASB) and sector-specific inputs. This comprehensive analysis ensured that we addressed the most relevant and significant issues for both our business and our stakeholders.

Prioritization

The concerns identified were prioritized by the core team of Roop Automotives Limited through an internal ranking process. This evaluation considered both internal and external aspects of their importance to business operations. The prioritized list of material issues formed the foundation for engaging with key stakeholders.

Stakeholders were asked to rate these issues as low, medium, or high, based on the impact each issue might have on the organization and its relevance to them. The feedback collected from stakeholders was compiled and analysed using statistical tools for further examination.

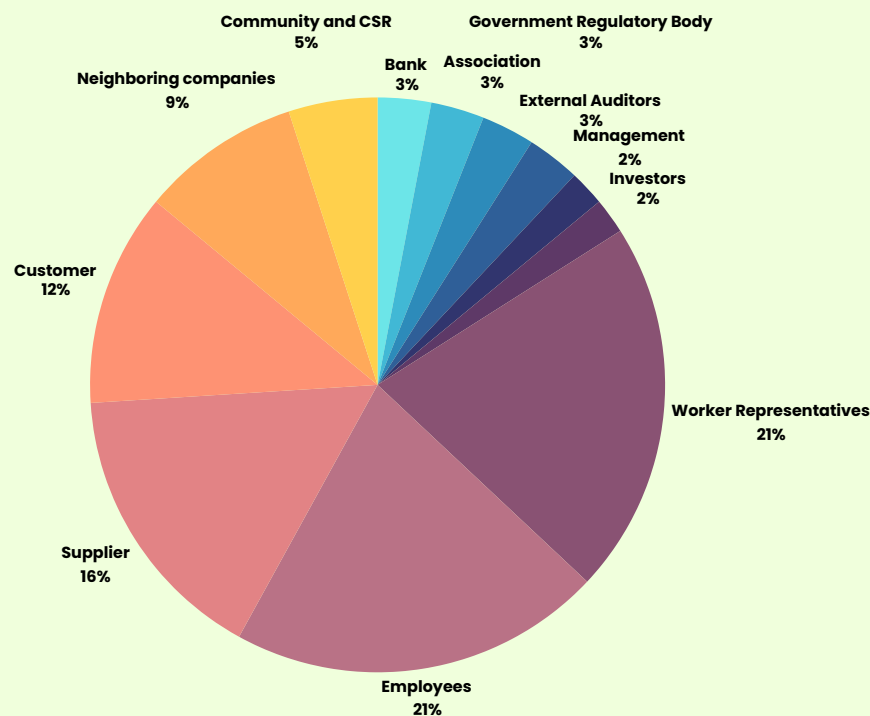


List of finalized material issues

Finalization

Following stakeholder consultations, 29 issues were finalized and categorized into three perspectives: Economic and Governance, Environment and Social. These prioritized material issues were grouped under the Economic and Governance, Environment and Social perspective.

STAKEHOLDER PARTICIPATION

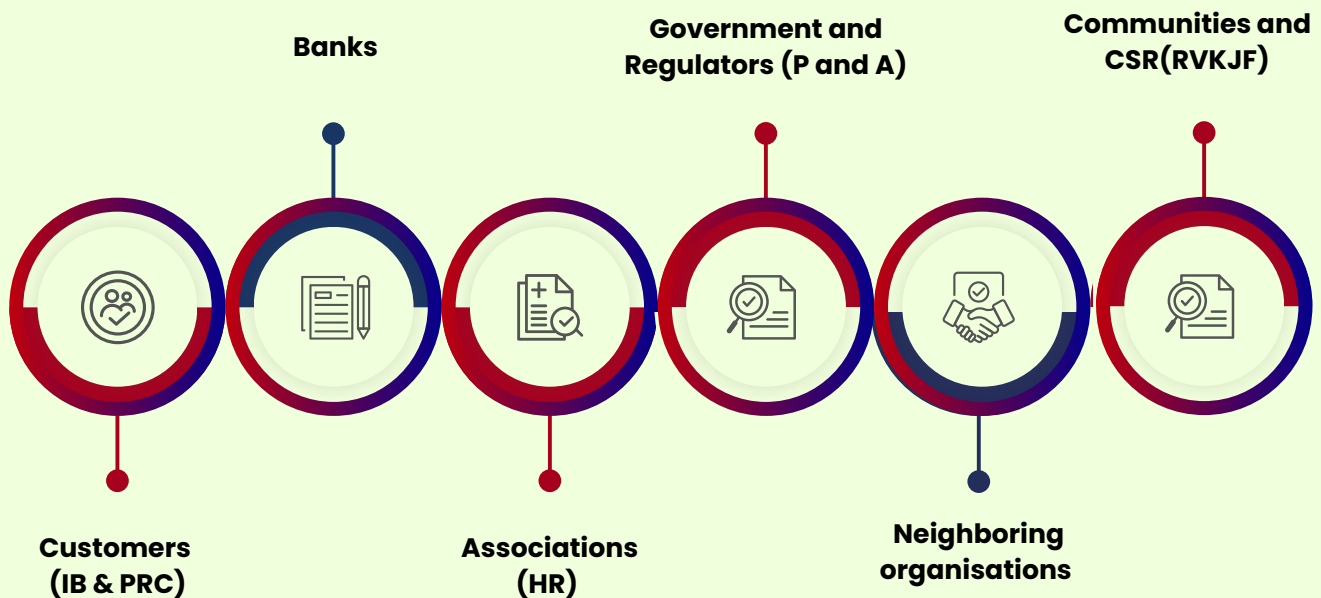
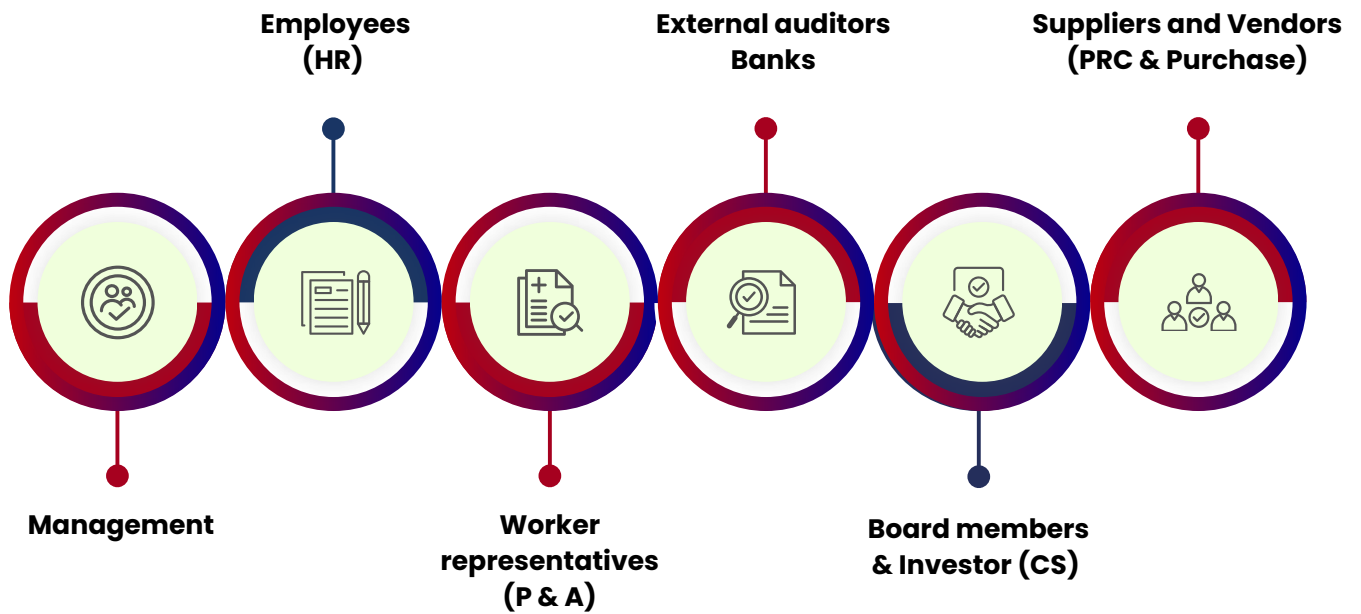


Stakeholders participation rate in prioritization of materiality issues

At Roop Automotives Limited, we prioritize sustainable business practices by actively engaging with stakeholders. This commitment goes beyond mere regulatory compliance, emphasizing continuous dialogue to gather valuable feedback and insights. We address the sustainability concerns most important to our stakeholders, fostering transparency and building collaborative partnerships. Our goal is to ensure that stakeholder perspectives are integral to shaping our path toward responsible and sustainable business practices.

Our central Sustainability team has assessed the roles of various stakeholders and identified key individuals and groups. The consultation methods have been discussed and approved. Stakeholder engagement is considered a critical component in defining our Sustainability Strategy.

Stakeholders

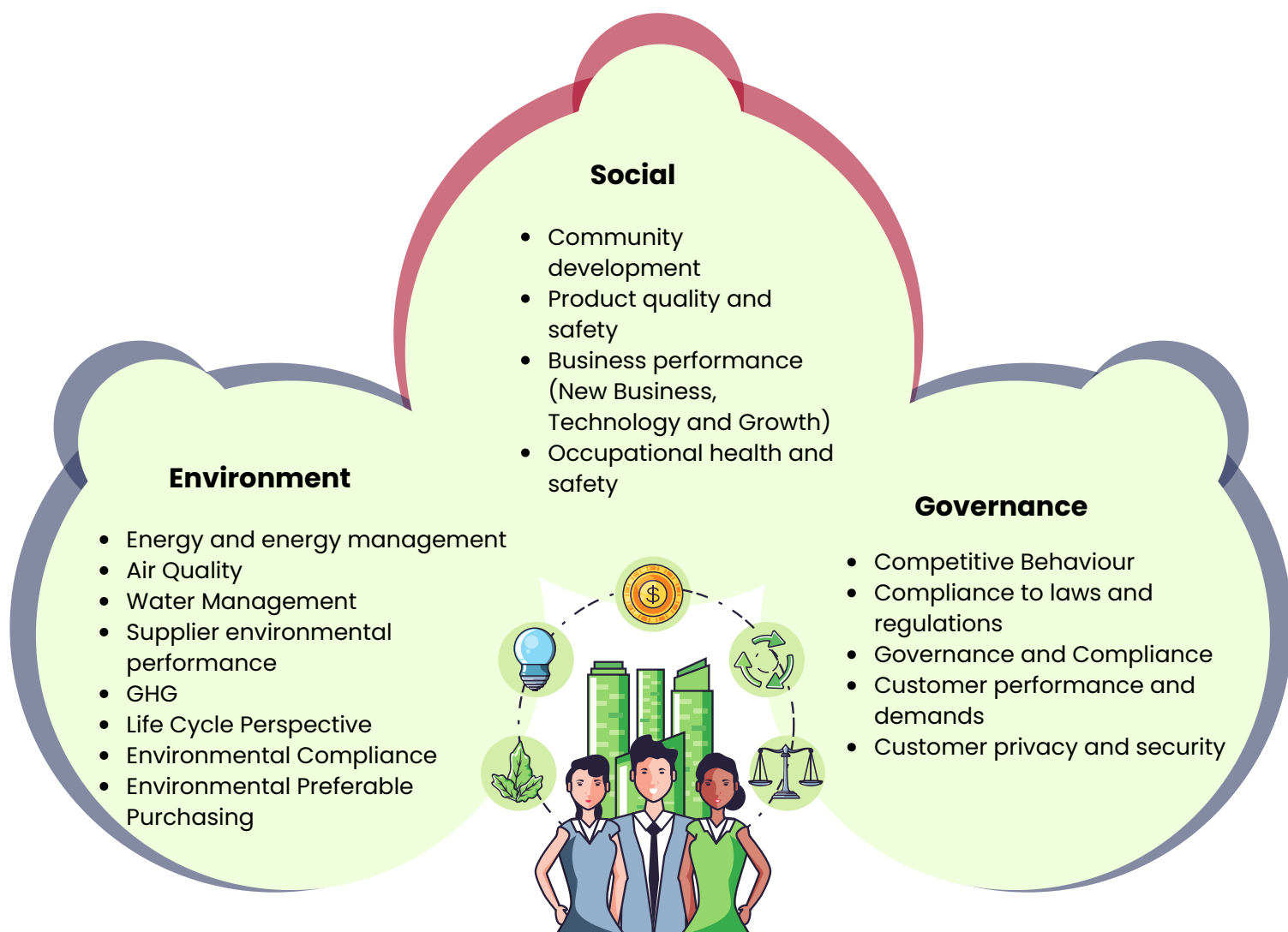


Stakeholders mapped for the Engagement process

Materiality Matrix

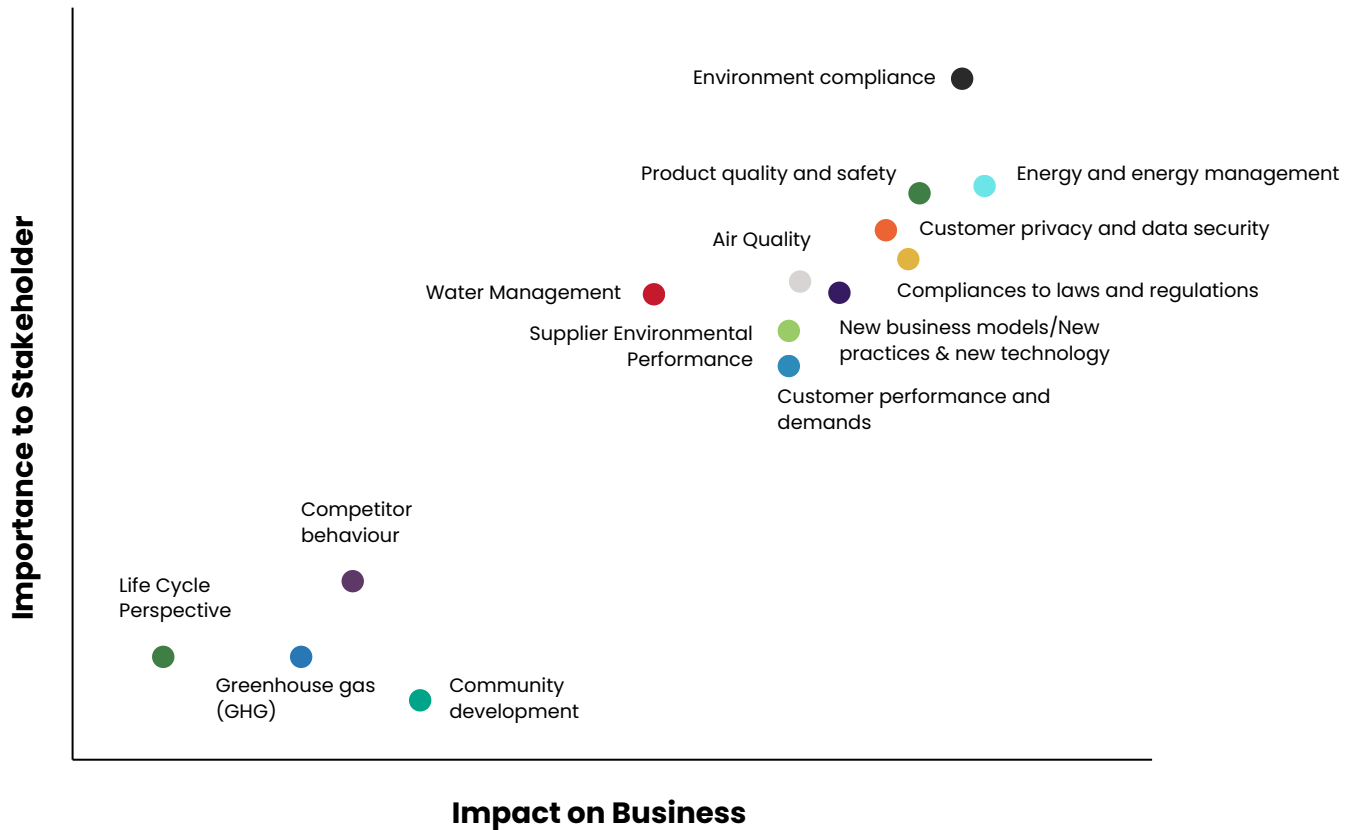
Materiality matrix is a visual tool utilized in sustainability reporting to identify and rank the most crucial economic, environmental and social issues affecting a company and its stakeholders. It helps organizations identify which issues are most relevant to both the business and its stakeholders, guiding the development of a sustainability strategy that aligns with business objectives and reflects our ethical obligation to coexist harmoniously with nature.

The material issues were selected following management deliberations and categorized into three perspectives: Environment, Social and Economy/Governance. These issues were grouped as follows:



Material Issues of Roop Automotives Limited finalized by Management

Materiality Matrix of Roop Automotives Limited



Sustainability Strategy

At Roop Automotives Limited, we are dedicated to integrating sustainability into our operations to mitigate ESG risks and contribute to the Sustainable Development Goals (SDG). We leverage innovation to align our business objectives with environmental oversight. Our comprehensive sustainability strategy, developed through extensive stakeholder engagement and materiality assessments, aims to reduce our ecological impact and support global efforts for a greener future. By incorporating sustainable practices across various timelines—short-term, mid-term and long-term—we seek to balance business growth with planetary well-being, fostering positive change and addressing stakeholder interests effectively.

Our Sustainability Roadmap

ESG Roadmap- Sustainability, understanding our needs

2023

01

Sustainability Kickoff

Kick off for the official sustainability drive at Roop Automotives Limited, formulating policies & identifying gap and action items

02

Scope 1- Manufacturing Process

Manufacturing processes

03

Scope 1+2- Business and social

Business & Social

04

Scope 1+2+3- Business, Social & Services

Business, Social & Services

2040

05

Net Zero Emissions

Although the Indian government targets are 2070, we are still projecting to meet it by 2040, or at least be carbon neutral.

Product Safety Stewardship and Customer Communication

Roop Automotives Limited champions ethical manufacturing, with 100% of products certified conflict-free and compliant, transparently communicated through International Material Data System (IMDS)/ Material Safety Data Sheet (MSDS). Our commitment extends to 99% local material sourcing, emphasizing sustainability, with future plans for LCA implementation, while adhering meticulously to Automotive Industry Action Group (AIAG) guidelines for product labelling at Roop Automotives Limited, meeting customer requirements with precision and compliance.

- Sustainable processes for planet protection
- Fostering collaboration for a socio-responsible future
- Good Governance and Economic performance for sustained growth
- Sustainable Supply Chain



Our Sustainability Goals



Green Electricity:

Goal: Utilize 100% green electricity in the production of customer products.

Plan: We are committed to achieving Renewable Energy/Green Electricity (RE/GE) 100% by 2025, supported by a comprehensive roadmap and strategy.

Zero Discharge:

Goal: Attain zero discharge status across all plants.

Current Status: One plant has already achieved zero discharge.

Plan: The remaining plants will reach zero discharge by March 2025.



Green Steel:

Goal: Incorporate green steel into our manufacturing processes.

Supplier Initiative: Our primary steel supplier is installing a 50-megawatt solar plant for captive consumption, expected to be operational by December 2024.

GreenCo Certification:

Goal: Obtain GreenCo certification for all facilities.

Current Status: The Chennai plant is certified with GreenCo.

Plan: We plan to secure GreenCo certification for additional locations by FY 2025 end.



Roop Automotives Limited Sustainability Strategy

Governance and Economics



Customer Privacy and data Security

- Supplier Communication on Privacy and data security
- Awareness and Adherence to Privacy and data security laws



Product Quality and LCA

- Product Stewardship Environmental Performance.
- Product LCA



Customer performance & Demand

- Improvement in Customer rating & Customer Complaint handling lead time
- Customer ESG performance



Market Demand Response

- Product Environmental Performance.
- New product development increase
- Product Development lead-time



Direct economic value generated: revenues

- Revenue from operations % increase

Social



Occupational health and safety

- Zero incident
- TRIR
- Training
- Medical checks - annually



Community development

- Reach of Community program nearby operations
- Number of beneficiary increase



Roop Automotives Limited Sustainability Strategy

Sustainable Supply Chain



Supplier environmental Performance

- Environment and OH – S implementation in Value chain.
- ESG Awareness for Suppliers
- Net Zero

Environment



GHG

- GHG intensity



Water Emissions

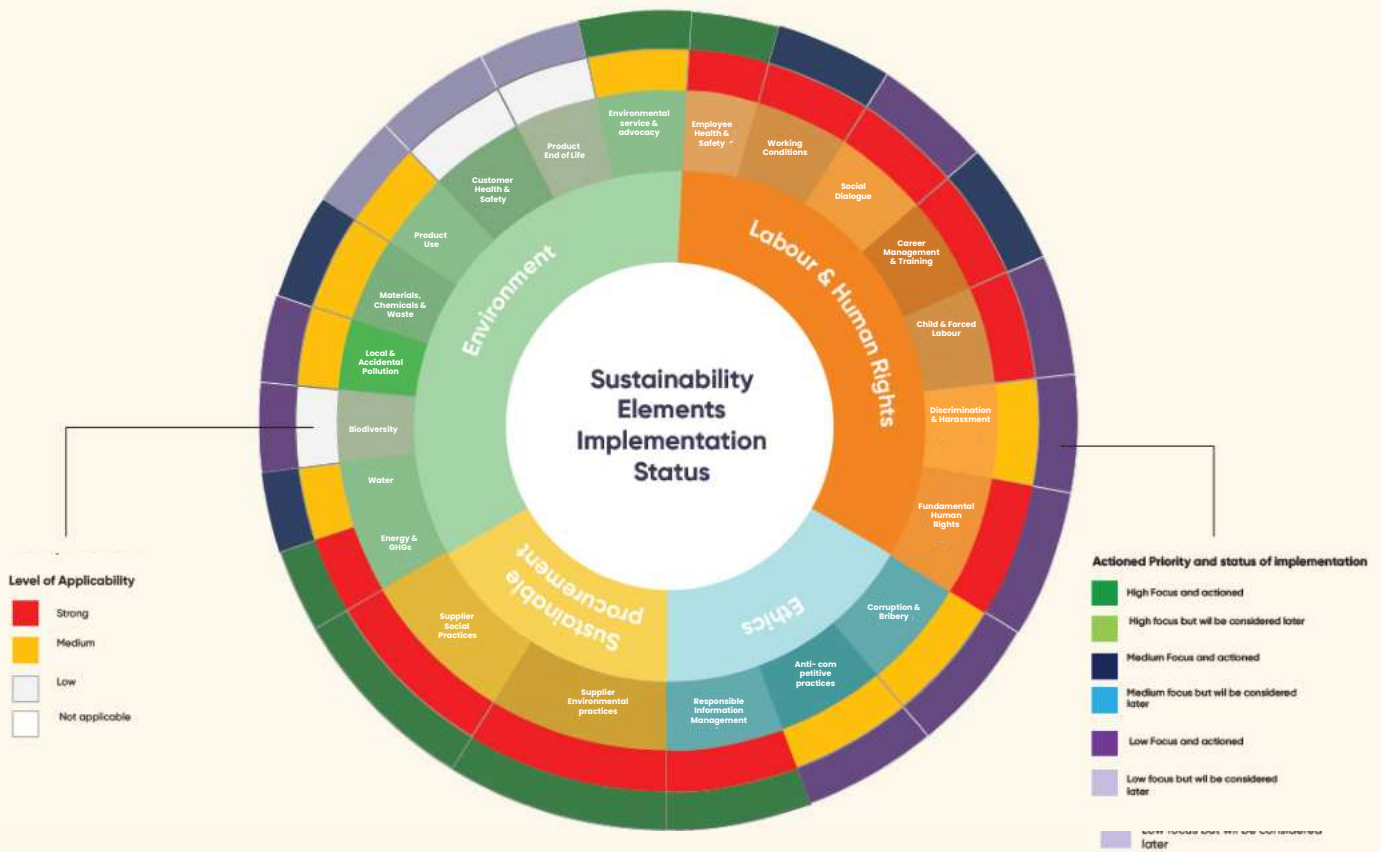
- Reduction in water use.



Net Zero

- Implementation of net zero
- Energy intensity

Sustainability Elements Implementation Status



Our Journey across the value chain

At Roop Automotives Limited, our commitment to sustainability extends beyond procurement, product delivery and cost reduction. We have conducted a comprehensive evaluation of our sites, focusing on Environment, Labor and Human Rights, Ethics and Sustainable Procurement. This thorough assessment has identified key areas requiring heightened attention and outlined actionable stages, enabling us to integrate ESG principles across our operations.

Additionally, we customize Sustainability Assessment program with a major customer, which evaluates our performance in Business Ethics, Human Rights, Working Conditions, Health and Safety, Environment, Responsible Supply Chain Management and Responsible Sourcing of Raw Materials. This annual program will ensure continual improvement and support our alignment with sustainability objectives.



Stakeholder Engagement Plan

Our Stakeholder Engagement Plan has been crafted through extensive consultation with various departments, including the ESG Strategy Committee, Head of Departments (HODs), Human Resources (HR), Personnel and Administration (P&A), Process Resource Control (PRC) and Purchasing. This collaborative and inclusive approach ensures that decision-making incorporates diverse perspectives. By employing a range of engagement mechanisms, we aim to foster an environment where stakeholders feel heard and actively participate in advancing our shared sustainability goals.

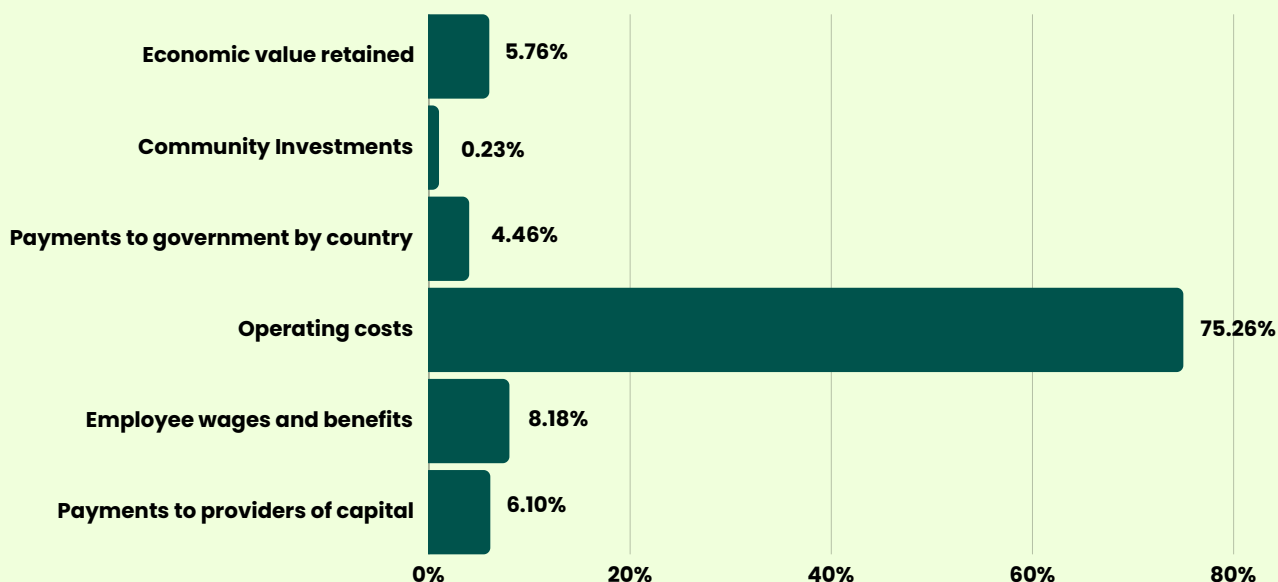
Stakeholders	Objectives	ESG / Sustainability Topics	Engagement Forums
Management / Board	Ensure strategic alignment and commitment to sustainability goals	- Material issues - ESG strategy - ESG performance review - ESG stakeholder communication - New business models/practices and technology	Board Meetings / management review meetings Customer Sustainability communication catalogue Annual reports (MCA site)
Investor / Bank / Financial institutes	Demonstrate long-term value creation and financial stability.	Environmental and Social compliance	Yearly/as & when asked
Government department	Comply with regulations and collaborate on sustainable development	Environment & social compliance regulations and certification	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 practice	Labor Rights and Fair Wages Employee Representation Collective Bargaining	• Works committee • Safety committee • Grievance handling committee • Celebrations Speak up – helpline • Interaction with top management
Suppliers & Vendors	Promote sustainability throughout the supply chain.	Supplier environmental, labour human rights, ethics and sustainable procurement of their suppliers	• 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	Comply with regulations and collaborate on sustainable development	Sustainable Product Design Supply Chain Transparency Customer Privacy and Data Security Customer performance and demands Product quality, safety & Environmental requirements	• Customer performance rating (customer – monthly), Customer satisfaction survey annually and regular discussion with customer for improvement • Customer Sustainability communication catalogue
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	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	- CSR Sandesh – Biannual magazine - Monthly meetings
NGO	Build positive relationships and address concerns raised by non-governmental organizations	- LGBTQI with Pride circle - 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

Distribution of Revenue generated in Roop Automotives Limited



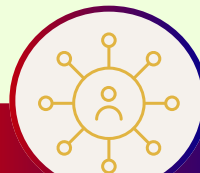
EXPORT EXCELLENCE

- 3 star export house certified Directorate General of Foreign Trade (DGFT), under Govt of India, Ministry of Commerce and Industry.
- 71% of our revenue comes from international market.



FINANCIAL PERFORMANCE

- Using the accrual accounting method, we reported a total revenue of INR 636.95 crores.
- The plant's gratuity liabilities amount to INR 8.19 crores, which are covered by the organization's general resources.



EMPLOYEE BENEFITS AND RETIREMENT PROGRAMS

- Roop Automotives Limited provides a range of benefits and retirement programs, prominently including gratuity and provident funds.
- The actuarial assessment for FY 2023-24 reveals liabilities of INR 4.59 crores, which are supported by dedicated assets.



GOVERNMENT SUBSIDIES

- Roop Automotives Limited benefits from financial subsidies provided by the Indian Government, including a 2% interest subvention on packing credit for both pre- and post-shipment.
- It receives a 2% duty drawback on eligible exports.
- Under the RoDTEP scheme, we are entitled to a 0.5% rebate on the FOB value of our exports.



Quality- A Way of Life

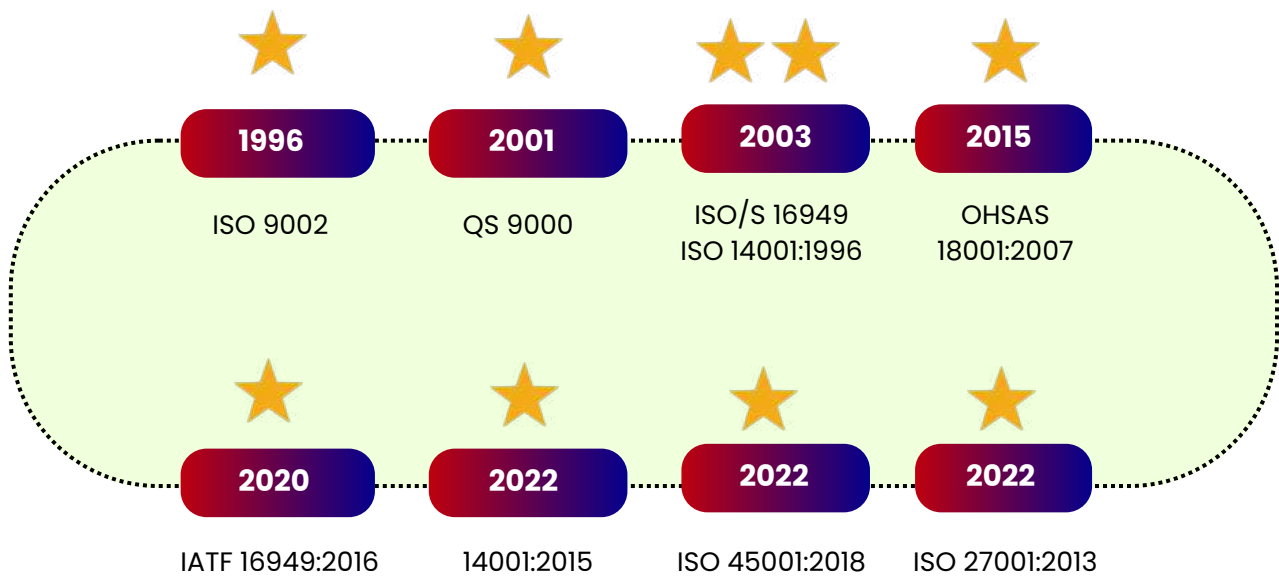
Our global reach and technological advancements are driven by a steadfast commitment to quality across every product, service and process. We invest in a broad spectrum of international quality systems to meet customer demands with precision, supported by a robust in-house quality function.

Our elevated quality systems provide essential support for our global clientele. Over the past three years, we have consistently maintained a quality level of less than 5 parts per million (ppm) and are dedicated to achieving zero ppm. For our global customers, we ensure comprehensive traceability of each part through methods such as DMC, heat code traceability and laser marking, facilitating easy tracking throughout the product lifecycle.

As we aim for continuous growth, we recognize that the dedication of our leadership and the collaborative efforts of our team are crucial to upholding quality at Roop. Our sites engage in regular exchanges and interactions to share best practices, emphasizing 5S, Kaizens, Quality Circles and focused group activities.

We boast a well-equipped, state-of-the-art standards room and metallurgical testing labs, featuring advanced tools such as a 3D CMM, contour tracer, vision measuring machine, spline checking equipment, chemical analysis instruments, hardness testers and metallurgical microscope.

Certification Journey and Current Certification



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

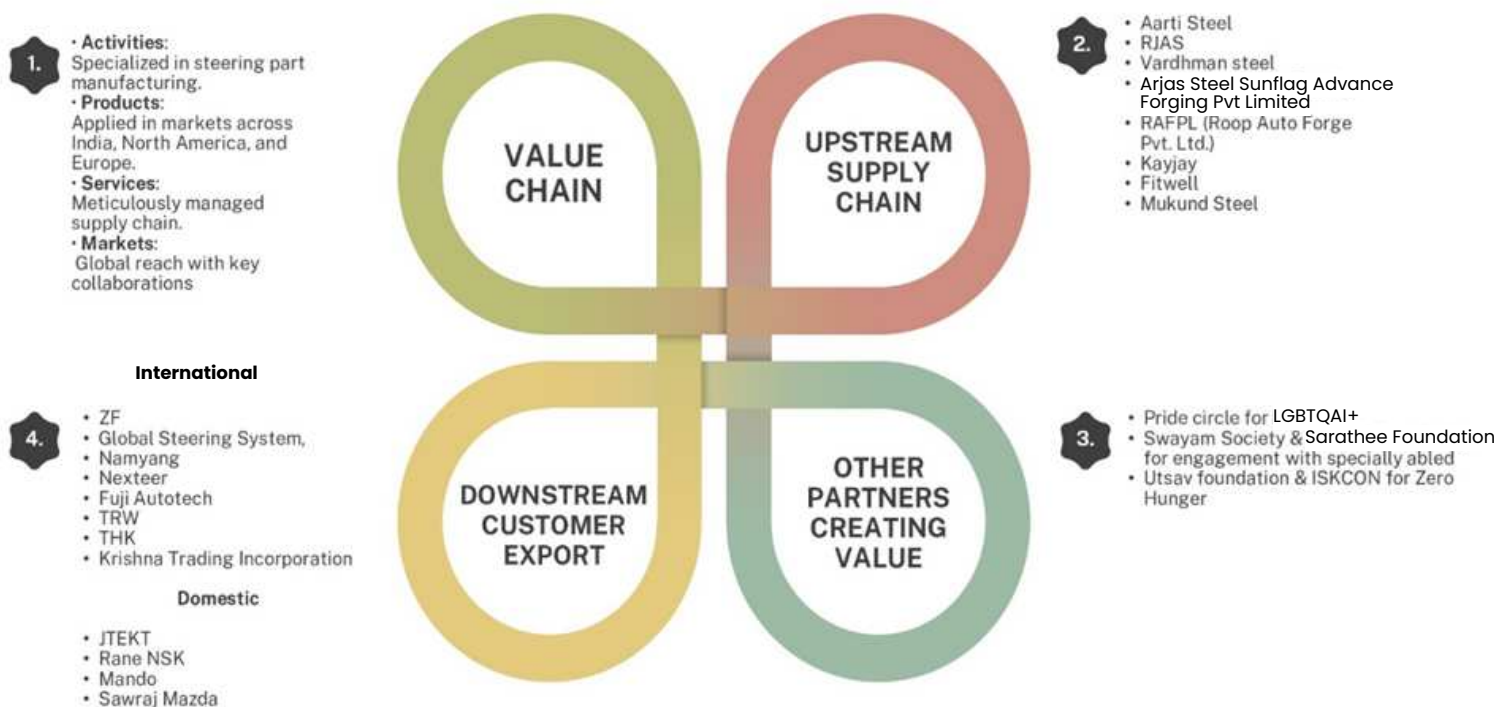


Supply Chain Transparency is a Business Imperative

We have turned the challenges of the pandemic and the goal of a Green Supply Chain into opportunities for transformation throughout our value chain. Our Chennai site has led the way by achieving Green Co certification, showcasing our commitment to green supply chain practices. We consistently work to ensure a reliable supply of our products in both domestic and international markets.

We adhere to a supplier code of conduct, which we regularly review and evaluate. We are preparing to train our suppliers on ESG issues to help them align with our Net Zero targets. This year, we have assessed our key suppliers and tier-1 suppliers concerning environmental performance and we plan to integrate social and governance aspects in the upcoming year.

Our Manufacturing Value Chain



Fuelling Growth Locally and Globally

Approach to Sourcing

The procurement budget of Roop Automotives Limited, amounting to INR 352.06 crore, underscores its financial commitment to suppliers. We dedicate 5% of this budget to local suppliers within a 10 km radius, highlighting our focus on community engagement and regional economic development. The remaining 95% is allocated to broader operations, reflecting our emphasis on fostering relationships on a larger scale. For us, 'local' refers to areas within a 10 km radius, aligning with our goal of promoting sustainable economic practices and creating mutually beneficial partnerships within our operational area.

Approach to anti- corruption

Roop Automotives Limited is steadfast in maintaining ethical practices, with all 311 employees trained, resulting in zero ethics-related incidents. Our "No Gifting Policy" applies to suppliers as well, reinforcing a culture of transparency and integrity. Additionally, over 200 suppliers have received ethics training.



Data Security

Roop Automotives Limited is certified in Information security management system (ISMS) and TISAX, providing a strong framework for data privacy and information security. These certifications not only reassure customers but also protect employees' private information. Our structured approach involves identifying incidents and following clear procedures to address any issues promptly, underscoring our dedication 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



Mahat 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

Social Impact

Awards such as "Best CSR Impact Maker of The Year," "Recognition from the Governor of Haryana for our CSR initiatives" and accolades from the Lotus Petal Foundation for empowering futures and recognizing impact.

HR Excellence

We received Platinum Awards in the 7th CII National HR Circle Competition 2023.

Quality Performance

Our teams at IMT Manesar Unit-1 and Unit-2 won the Gold award in the 13th CCQC Competition organized by QCFl in Jaipur, the TQM and Kaizen Conclave Award, the Platinum Award in the National Poka-Yoke Competition and several other prestigious awards.

Diversity and Inclusion

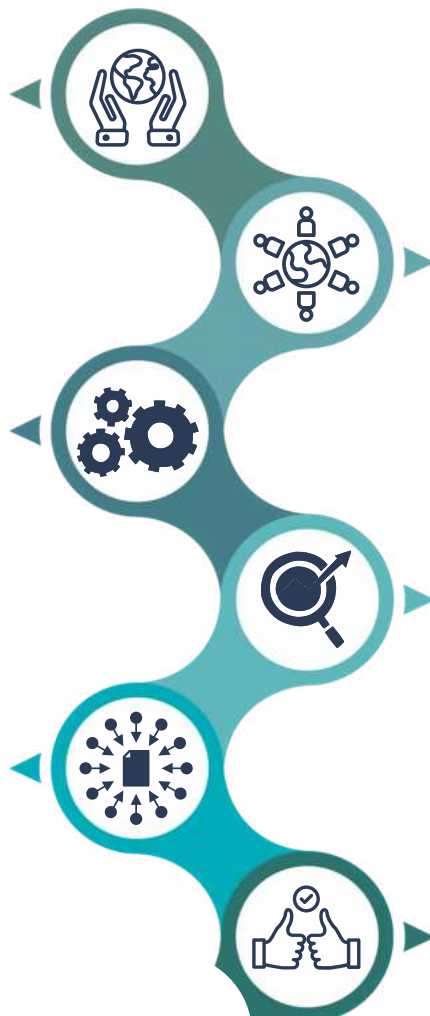
We earned the "Great Place To Work Certification," the Bronze Award for "Workplace Equality Index" at ASSOCHAM's 4th Diversity and Inclusion Conclave and other notable awards.

EHS Performance

We were recognized at the 58th ACMA Excellence Awards and 9th Technology Summit.

Information Security & data privacy

We received ISO 27001:2013 certification and recognition by TISAX.



Quality Performance

Mar 2023

IMT Unit-2 team won 'Platinum Award' in Safety Category in 6th National Kaizen Circle competition organized by CII

IMT unit-1 won Silver Award for Excellence in Export under Very large category at ACMA Atmanirbhar Excellence Awards 2023.

IMT unit-2 won Gold award for Excellence in Export under Very large category at ACMA Atmanirbhar Excellence Awards 2023.

Aug 23

TQM and Kaizen Conclave Award
16th CII International Competitiveness and Cluster Summit 2023



Sep 23

Roop Automotives Limited-IMT Manesar Unit-1 and Unit-2 team won Gold award in 13th CCQC Competition organised by Quality Circle Forum of India (QCFI) at Jaipur.

12th Supervisory Skill Competition

19th TPM Circle competition

Nov 23

CII 47th Kaizen Competition Award

Feb 24

Roop Automotives Limited participated in 37th National Convention on Quality Circle (NCQC) Competition



EHS Performance

Jul 2023

Winner in National EHS
Circle Competition

Feb 2024

58th ACMA Excellence Awards
and 9th Technology Summit

Diversity & Inclusion

Nov 2023

IWEI 2023 Award
Great Place to Work Certification-Award
ASSOCHAM's 4th Diversity and Inclusion Conclave Award

Mar 2024

Trans Mela Honors Roop Automotives
Limited with Booth Hosting



Social Impact

Jul 2023

"BEST CSR IMPACT MAKER OF THE YEAR" at 7th CSR Health Impact Awards by IHW Council

Aug 2023

10th National CSR Summit and Awards 2023 by CSR TIMES

India CSR Awards

Jan 2024

Upholding Integrity: Launch of "Ethicsline – Speak Up" at Roop Automotives Limited

Oct 2023

Proud moments: award at Indian CSR for our CSR initiatives

A recognition from governor of Haryana for our CSR Initiatives

Feb 2024

Lotus Petal Foundation:
For Empowering Futures:
Recognizing Impact



05

ENVIRONMENT

Operating Sustainably for
Protecting our Planet



India's automotive industry is undergoing a significant transformation, with Roop Automotives Limited leading the charge towards a sustainable future. We are committed to conserving resources such as energy, water and waste through responsible management. By implementing eco-friendly practices throughout the value chain, we are building an ecosystem that meets global environmental standards.

Our Approach to Driving Ecology Transition

Sustainable Material Sourcing
and Process Material
Management



Steps Towards Energy Efficacy

Emphasizing the Importance of
Water Stewardship



Waste Management

Emissions and Climate Action



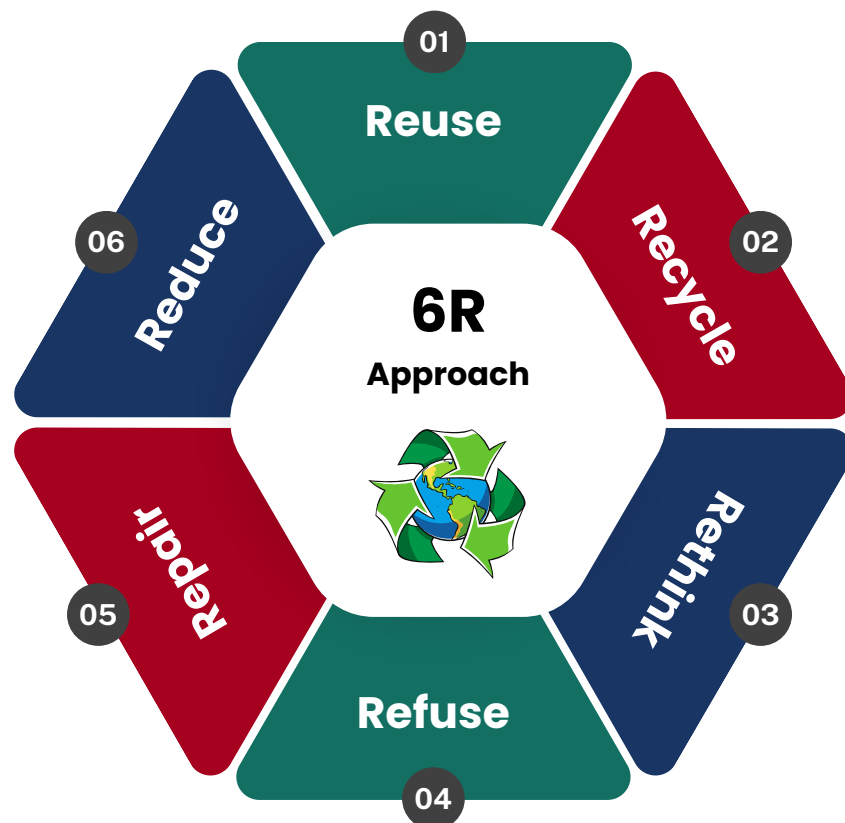
Biodiversity Management

Sustaining the Supply Chain



Sustainable Materials Sourcing and Process Material Management

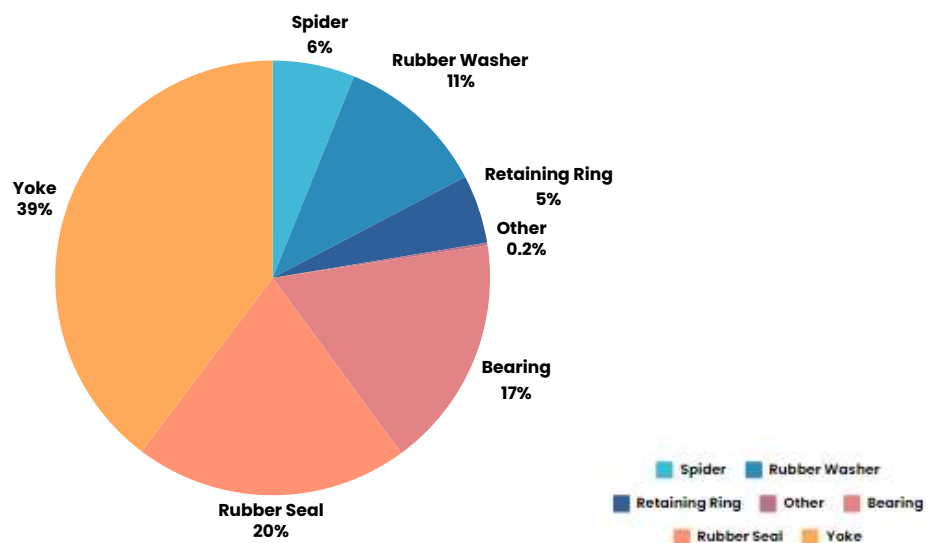
Our operations utilize a range of raw materials, including some non-renewable ones that raise environmental concerns. To tackle this issue, we have initiated a transformative shift towards sustainable material sourcing. By implementing the 6R approach (reduce, reuse, recycle, rethink, refuse and repair), we have successfully decreased raw material consumption per production unit through process optimization, efficient design and waste reduction initiatives.



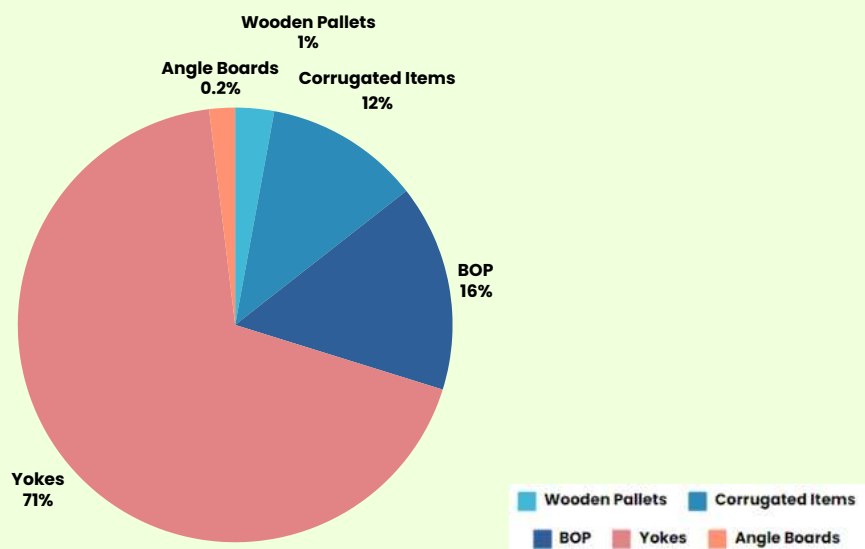
Promoting Sustainability Through Renewable and Recycled Input Materials

To lessen our dependence on non-renewable materials, we have integrated recycled materials into our production and packaging processes and boosted the use of renewable resources. Despite significant progress in sustainable material sourcing, there is still room for improvement. We recognize the need to enhance our product reclamation system to better align with our commitment to environmentally responsible practices.

Non-Renewable Material Consumption in FY(2023-24)



Renewable Material Consumption in FY(2023-24)



Material Type *	Quantity of Input Materials Used	Recycled Input Materials Used	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	70
Non Renewable Materials (Yokes, Bearing, Rubber Seal, Retaining Ring, Rubber Washer, Damper, Stopper, Grease nipple, Shaft, PE Sheet)	24,975,510	12,190	32
Renewable Materials (Corrugated items, Angel boards, BOP, Yokes, Wooden Pallets)	5,722	213	4
Renewable Materials (Yokes)	1,928,467	0	0

**Study on "material type" was not conducted in the current fiscal year (2023-24). Looking at our standardize processes, previous year data has been used considering sustenance of last year's performance.*

Steps Towards Energy Efficiency

During the reporting year, Roop Automotives Limited made significant strides in adopting sustainable energy practices. Our main electricity source continues to be the grid, supplemented by Diesel Generators (DG) and solar power. We have notably increased the integration of renewable energy sources, which now make up 3.07% of our total energy mix for the year. Additionally, we have eliminated the use of diesel by installing Piped Natural Gas (PNG).

Energy Consumption Data in kWh (2023-24)



Solar
4,52,446



DG Sets
7,04,278



Grid (EB)
1,47,08,105

Energy Intensity and Reduction Initiatives

Driven by our dedication to continuous improvement, we have lowered our energy consumption through the following initiatives

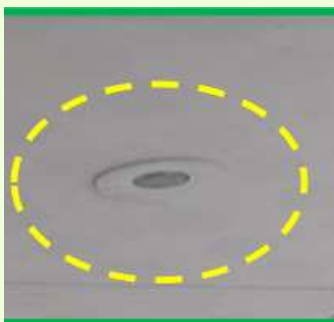


The installation of HVLS (High-Volume Low-Speed) fans, replacing the previous Almonard fans in our plant, has led to an impressive energy savings of up to 9.6 percent. These advanced fans not only significantly reduce energy consumption but are also designed for extended durability, contributing to a longer lifespan and improved operational efficiency.



The transition from 3-star to 5-star inverter air conditioning units has led to a 1.85% reduction in energy consumption. This upgrade also contributes to a decrease in greenhouse gas emissions and a lower carbon footprint, reinforcing our commitment to enhanced energy efficiency and environmental responsibility.

During the measurement gauge's idle time, air was leaking continuously. With the installation of the air saver, this leakage has been reduced, leading to lower energy consumption of the compressor.



The 2x2 LED lights in the admin block area were previously without motion sensors, which caused considerable energy waste. With the recent installation of motion sensors, the lights now automatically turn off when not in use. This improvement has substantially reduced unnecessary electrical energy consumption, leading to significant energy savings compared to the previous setup.

Energy Intensity and Reduction Initiatives

Driven by our dedication to continuous improvement, we have lowered our energy consumption through the following initiatives

The MPI machine formerly utilized two separate processes to inspect cracks in both the eye hole and shaft hole of yokes, leading to elevated power consumption, extended operational time and the requirement for three operators. We have now consolidated these processes into a single, integrated operation. This enhancement has not only reduced power consumption but also decreased manpower and operational time, resulting in a notable energy saving of 1.57%.



In the gents' restroom, the exhaust fans operated continuously, resulting in elevated power consumption and frequent winding failures. We have now implemented a timer system to enhance their efficiency. According to the new schedule, three fans will operate for half an hour, followed by the remaining four fans for the subsequent half hour, ensuring a continuous rotation among all seven fans. This adjustment will significantly reduce power consumption and improve the longevity of the fans.

The hydraulic power pack of the Tsugami machine was once without an automatic timer for switching off during idle periods, which led to considerable energy wastage. We have now enhanced the ladder logic in the FANUC system to automatically cut off the hydraulic power pack after 5 minutes of machine inactivity. This adjustment has resulted in an energy saving of 1.7%, effectively reducing unnecessary energy consumption.



The gang milling machine was originally equipped with a 7.5 HP motor and a clutch setup, resulting in higher energy consumption. We have now replaced it with a 5 HP motor featuring a direct drive system. This upgrade has not only reduced power consumption but also lowered spare part costs, achieving an energy saving of 0.65%.

Energy Intensity and Reduction Initiatives

Driven by our dedication to continuous improvement, we have lowered our energy consumption through the following initiatives



In the absence of air saver units on the CNC machines, substantial energy was wasted due to air leakage during idle periods. We have now installed air saver units, which effectively eliminate air leakage during times when the machines are inactive. This enhancement has led to a notable reduction in power consumption.



The exhaust fans previously operated continuously without timers, resulting in excessive energy consumption. We have now installed timers on all 10 exhaust fans, which allows for a scheduled operation: five fans run for 4 hours, followed by the remaining five fans for the next 4 hours, in an ongoing cycle. This adjustment has led to a more efficient use of energy, resulting in a 0.6% energy saving compared to the previous setup.



In the canteen, the absence of timers for lights and fans led to continuous operation during non-essential times, resulting in excessive energy consumption. We have now installed timers for both the lights and fans, ensuring they operate only during meal times. This modification has effectively conserved energy by reducing unnecessary usage.



Previously, we utilized a Level-1 transformer, which resulted in an energy loss of 7.7 kW per hour. With the recent installation of a Level-2 transformer, this energy loss has been reduced to 7 kW per hour.

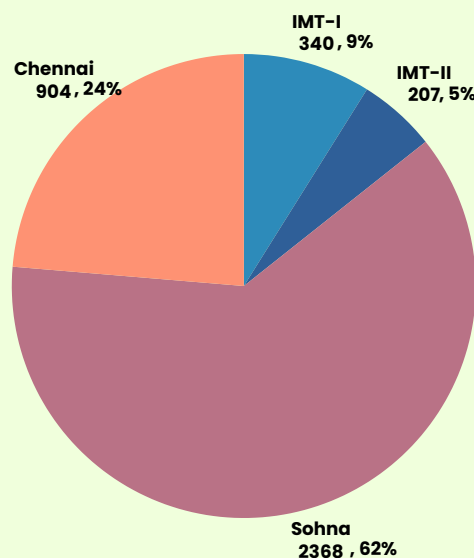
Emphasizing the Importance of Water Stewardship

Water is a crucial resource for Roop Automotives Limited, both in its production processes and within the communities where it operates. We comply with all relevant regulations and standards for water use, including those established by the Pollution Control Board (PCB). As a responsible corporate citizen, we are dedicated to sustainable water use and minimizing our environmental impact.

One of the primary challenges we face in managing water resources sustainably is water scarcity. To tackle this issue, Roop Automotives Limited is enhancing its water efficiency and reducing its dependence on freshwater sources through recycling and reusing practices. To improve water performance, the Chennai plant is exploring rainwater harvesting and groundwater recharge technologies and is committed to working with suppliers to reduce water consumption.

Water Consumption Pattern

In the financial year 2023-24, total water consumption amounted to 55,794.6 KL, sourced from groundwater and third-party suppliers. Our monthly average raw water consumption for the reporting year is illustrated below.



Monthly average Raw water consumption (FY 2023-24)

Reducing Water Consumption

Some measures implemented to enhance water efficiency and achieve zero water discharge in the manufacturing processes include:



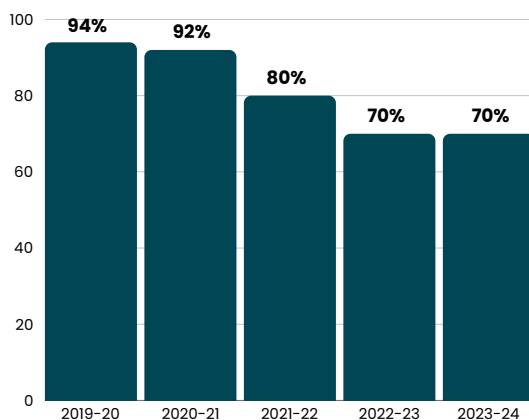
As part of our water conservation initiative, we replaced standard hose pipes with rain hose pipes for garden irrigation. This improvement has reduced water usage from 1.6 to 1.8 kiloliters (KL) to between 0.5 and 0.6 KL.



We reduced water usage by installing the ECO 365 filter, which decreased consumption from 700 milliliters (mL) per flush with the normal filter to 140 mL per flush. This change saves 80% of water, cutting daily usage from 1.03 kiloliters (KL), based on 560 mL per flush across 460 heads used 4 times daily



We addressed water waste by replacing the screw tap with a new model designed to reduce consumption. Previously, hand washing used 800 to 900 milliliters (mL) of water per wash. With the updated tap and reduced water pressure, average water usage is now 500 to 550 mL per wash.



Trend of Fresh water consumption of Chennai plant (in%)

Since FY (2019-20), specific freshwater consumption showed a decreasing trend of 1.6%, 14.5% and 25.3% during the last five years until FY (2023-24) in the Chennai plant location.

Waste Management Journey (FY 2023-24)



Plastic Waste
3.5 Tonnes



E-Waste
0.037 Tonnes



Battery Waste
1.63 Tonnes



Biomedical Waste
0.0015 Tonnes



Other Non-Hazardous Waste
1308.02 Tonnes



Other Hazardous Waste
25.33 Tonnes

Total waste generated- 1338.51 Tonnes

Waste management – From generation to disposal

In 2023–2024, Roop Automotives Limited showed a strong commitment to sustainable waste management in terms of waste generation, recovery and disposal methods. The total waste generated was 1,338.51 metric tonnes.

Responsible Waste Partnerships:

Roop Automotives Limited has teamed up with approved third-party companies to manage waste at its facilities in compliance with the Pollution Control Board (PCB). In the National Capital Region (NCR) region, the company works with Gujarat Environment Protection and Infrastructure Limited (GEPIL), while waste management at its Chennai plant is handled by Green World Recyclers.

Waste Prevention:

To minimize waste generation in its operations and supply chain, the company implemented the “Reduce, Reuse and Recycle” (3R) principles. This approach led to more efficient resource use, reduced packaging and ongoing product innovation. These measures not only helped cut costs but also lessened the company’s environmental impact.

Waste Recovery:

In terms of waste recovery, the company successfully recycled 1313.18 metric tonnes and reused 0.2 metric tonnes of waste during the reporting year. Looking ahead, the organization is actively seeking ways to further enhance its waste recovery efforts, demonstrating its commitment to continuous improvement in sustainable waste management.

Data-Driven Approach:

Roop Automotives Limited has adopted a data-driven strategy for waste management, with housekeeping and store teams responsible for collecting and tracking waste data. We maintain detailed records on the type and quantity of waste, ensuring it is safely stored in designated areas. This process is verified through internal and external EMS audits to guarantee effective waste management implementation. The waste is then sent to authorized suppliers for recycling, reuse, or appropriate disposal. This data-centric approach promotes continuous improvement, transparency and accountability in the company’s waste management practices.

Emissions and Climate action

Water Conservation: We are actively implementing initiatives to reduce fresh water usage, enhance water efficiency in our manufacturing processes and achieve zero water discharge, ensuring a sustainable approach to water management.



Energy Efficiency: To lower energy consumption, we are optimizing our manufacturing processes through the adoption of energy-efficient technologies and best practices, driving greater operational efficiency.



Renewable Energy: We are exploring the integration of renewable energy sources to power our operations, reducing reliance on fossil fuels and lowering greenhouse gas emissions.



Alternative Fuels: The company is innovating by developing and manufacturing products using alternative fuels, helping to minimize our overall emissions footprint.



Waste Management: We have introduced multiple initiatives to manage different waste streams, aiming to eliminate hazardous waste and achieve zero waste to landfill, aligning with our commitment to sustainability.

Emissions Other than GHG:

Periodic Monitoring: Ambient air quality is monitored biannually across all plants in accordance with National Ambient Air Quality (NAAQ) standards and DG stack consent recommendations.

Preventive Measures: To mitigate its impact on air quality, we have undertaken several initiatives such as-

- We collaborated with the Roop V.K. Jain Foundation and have been planted 13,000+ trees across all plants.
- We switched from diesel to dual fuel (PNG + Diesel) to reduce fuel consumption and emissions at the IMT I and IMT II plants.
- We have invested in state-of-the-art air pollution control technologies to further reduce emissions etc.

Technologies-



Retrofit Emission Control Devices (RFECD) were installed at both the IMT I and Sohna plants and continue to aid in emission reduction this year.



Wind ventilators and turbojet fans were installed at the Sohna plant to enhance shopfloor ventilation and they continue to operate this year.



Fume killers were installed on the machines at the IMT II plant to improve indoor air quality and they remain in use this year.





Greenhouse Gas (GHG) Emissions

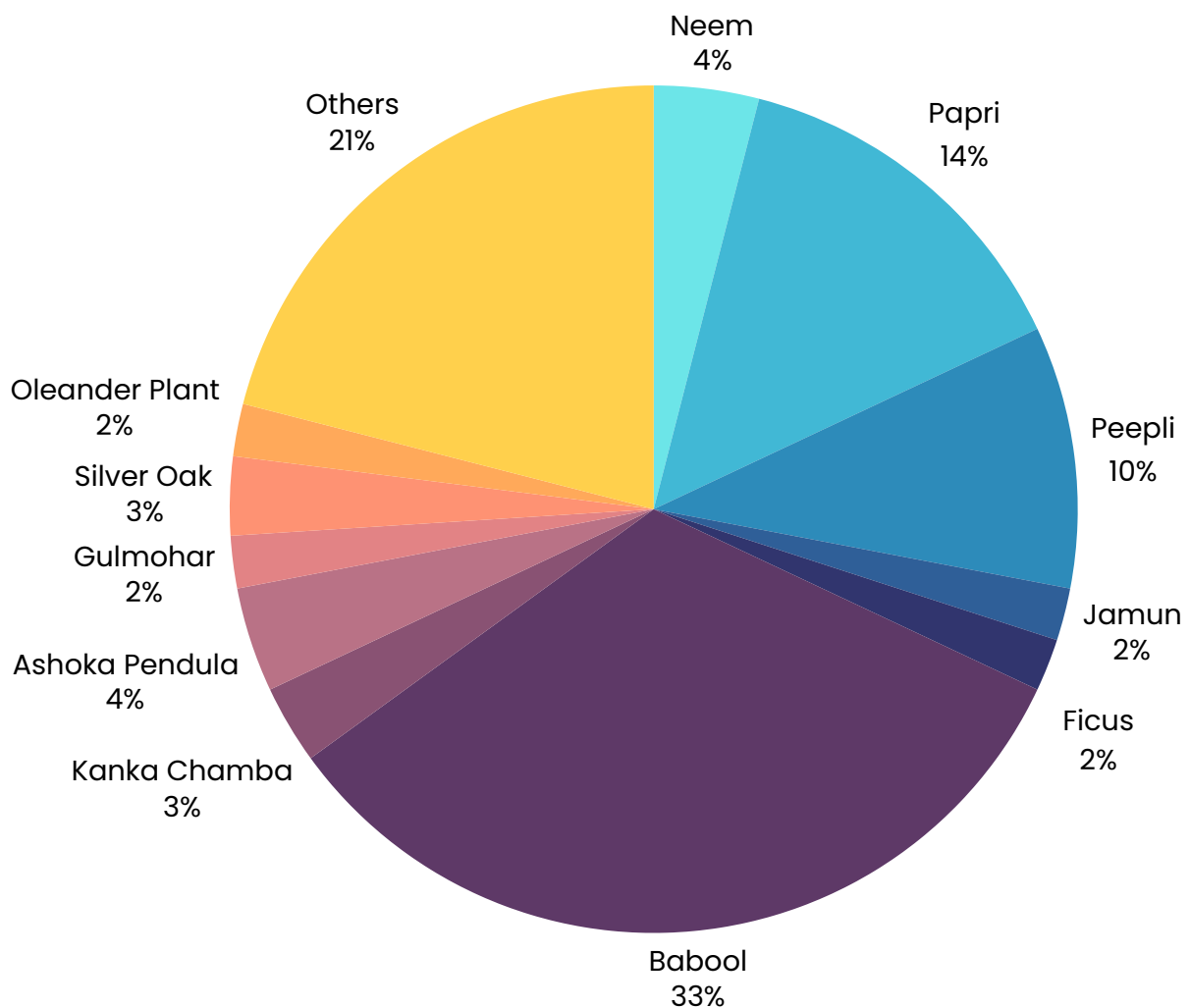
Roop Automotives Limited calculated its GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard for the year 2022-23 and has a similar pattern of emissions for the year 2023-24. The company recorded scope-1 emissions at 803 metric tonnes of CO₂ equivalent (MTCO₂e) and scope-2 emissions at 12,211 MTCO₂e. Notably, there was a 12% reduction in direct (scope-1) and a 9% reduction in energy-related indirect emissions (scope-2) compared to the base year.

At the facility level, the IMT plant's combined scope-1 and scope-2 GHG emission intensity was measured at 2.5 metric tonnes of CO₂ equivalent per production unit, while the Sohna plant recorded a scope-2 emission intensity of 33.876 tonnes of CO₂ equivalent per part. These metrics reflect our ongoing efforts to monitor and manage emissions at our key manufacturing locations.

In terms of progress, we achieved significant emission reductions in the previous year 2022-23 and continues the same pace for the year 2023-24. The company reduced scope-2 emissions at its Chennai plant by 54 metric tonnes and achieved further reductions at its Sohna plant, with scope-1 emissions down by 170.712 metric tonnes and scope-2 emissions down by 116.36 metric tonnes. These improvements are indicative of the company's commitment to achieving its emission reduction goals.

Biodiversity Management

In our commitment to fostering sustainable environmental practices, Roop Automotives Limited is dedicated to preserving biodiversity and minimizing the environmental impact of its operations. Roop Automotives Limited, recognizes the potential negative effects of its activities, such as land use, habitat disruption and air pollution, which can disturb the natural balance.



Flora Diversity at Roop Automotives Limited

To address these concerns, we have implemented a comprehensive biodiversity management strategy with a focus on:

- **Land Use Optimization:** We are refining plant layouts and operations to reduce land usage, while also exploring vertical space expansion to increase manufacturing capacity without requiring additional land.
- **Habitat Conservation:** To protect local habitats, the company is planting native trees and shrubs, creating green spaces that support wildlife. Plans are underway to establish a butterfly garden to attract and sustain pollinators, further enhancing our ecological efforts.
- **Air Pollution Control:** We are investing in advanced air pollution control technologies and increasing the use of renewable energy to reduce our impact on air quality.
- **Stakeholder Collaboration:** Roop Automotives Limited is working closely with external stakeholders, including local communities and Non-governmental organizations (NGOs), to develop and implement sustainable biodiversity management practices. These collaborations have helped us achieve short-term goals and we remain committed to continuous improvement, setting future objectives to drive further progress.



10% Land use Reduction in past 5 years

15% Land use Reduction aim for 2025



2356 of native Trees and Shrubs planted

5000 of native Trees and Shrubs aimed to be planted by 2025



Over 100 birds, Butterfly and reptile species identified

150 birds, Butterfly and reptile species identification aimed by 2025



Short-term goals achieved and long-term goals set by Roop Automotives Limited

Sustaining the supply chain

To promote environmental sustainability throughout its supply chain, the company has embedded sustainable procurement criteria into its core business operations. This ensures that environmental considerations are prioritized in the selection of suppliers, fostering responsible sourcing practices and supporting long-term sustainability goals.

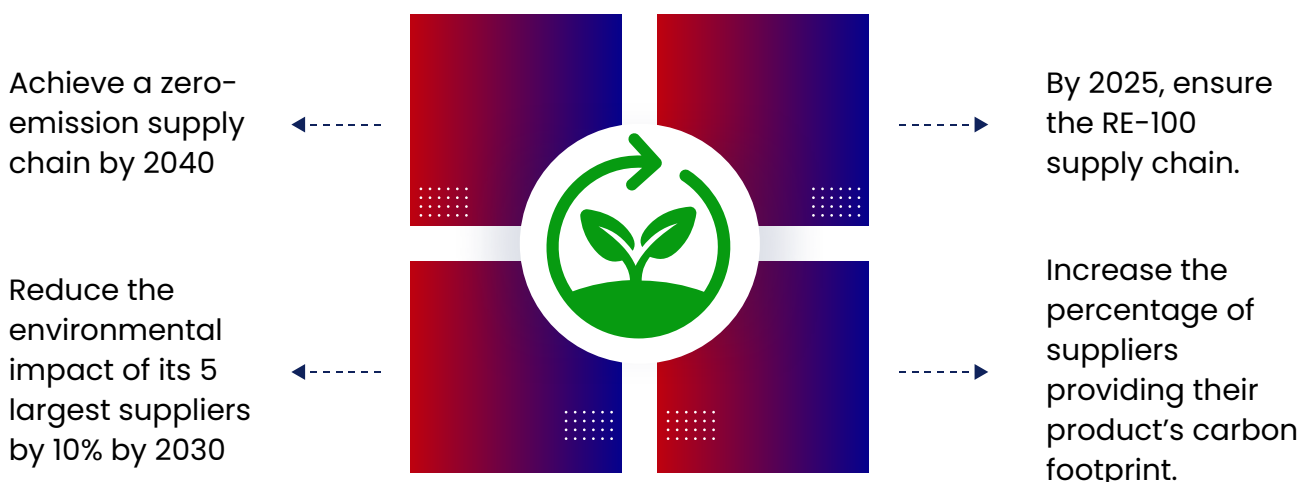
Supplier Sustainability Criteria and Improvement Plans

In line with its sustainable procurement criteria, Roop Automotives Limited evaluated five key raw material suppliers (steel) in the 2023–2024 period, who contribute to 80% of its business. The assessment identified notable actual and potential environmental risks from these suppliers, prompting the company to collaborate with them on developing and executing improvement plans. Additionally, we onboarded 10 new sub-assembly part suppliers who successfully met its sustainability standards, further strengthening its commitment to responsible sourcing.

Greening the Supply Chain

Roop Automotives Limited is actively pursuing its sustainable procurement objectives by partnering with suppliers, offering technical support and providing financial assistance to drive improvements. Additionally, the company is in the process of developing a comprehensive supplier sustainability policy to further strengthen and guide its efforts towards responsible sourcing and environmental stewardship.

Our Value Chain Optimization



Short-term and long-term goals set by Roop Automotives Limited for the sustainable value chain.

06

PEOPLE

Social-Responsibility in
Collaboration for Future
Impact



Harnessing Human Capital

At Roop Automotives Limited, we acknowledge that sustainable growth is crucial for reaching our business objectives. We believe that sustainable growth involves the careful management of our resources, including financial, natural, human and social capital. Therefore, we have made it a priority to invest in our human resources, recognizing them as a fundamental driver of our success.

We have cultivated a culture that prioritizes diversity, equity and inclusion, offering a foundation for nurturing, empowering and holding our employees accountable. We are committed to fostering an environment where everyone can thrive and support one another's growth. Our dedication to our employees has earned us recognition as a great place to work and we continue to invest in our valuable human resources.

Roop Automotives Limited is proud to have earned its second Great Place To Work (GPTW) certification for 2023–2024, achieving an impressive score of 87, where the highest score achievable was 89. This accolade highlights our steadfast commitment to the well-being and professional development of our employees.

We align our business goals with individual development plans to incentivize and retain top talent strategically. Our objective is to set new benchmarks of excellence by focusing on sustainability, inclusivity and empowering our employees.



Core strengths

Customer Advocacy

**Contribution to
society**

Resources and equipment

Clear Business Vision

Competence of Management

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

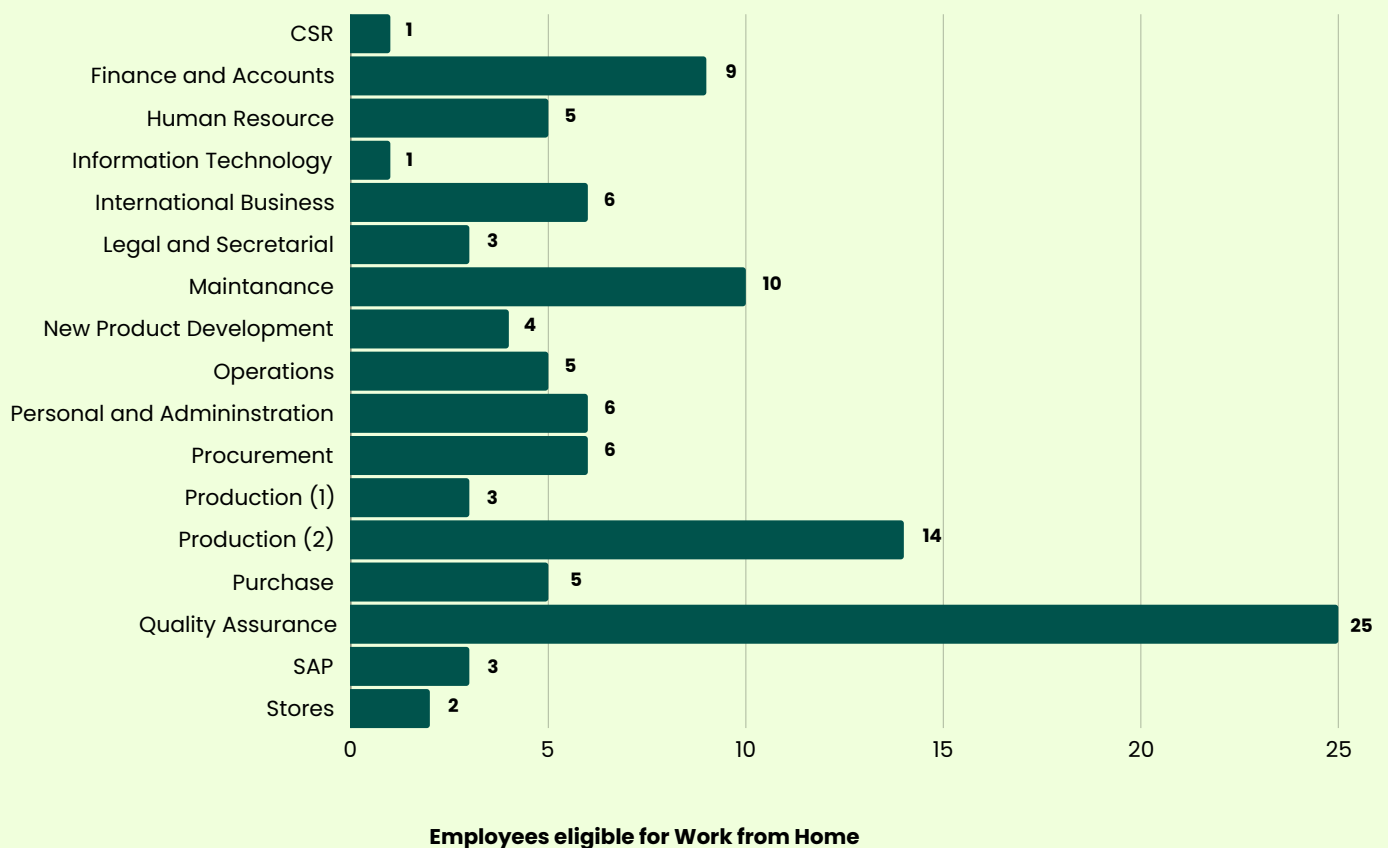
At Roop Automotives Limited, we are dedicated to fostering employee engagement and aim to become the employer of choice. Our commitment to continuous improvement, open communication and an engaged workforce aligns with our goal of building a strong human capital foundation.

To support employee well-being, we offer a comprehensive benefits package that includes medical insurance (through fixed reimbursement), alternate Saturday holidays, retirement provisions (as per PF and Gratuity policy), subsidized meals, transportation assistance and flexible working hours. Additionally, we provide parental leave and work-from-home options to effectively meet our employees' needs.



The work-from-home option is helping employees maintain a healthy work-life balance and reduce commuting stress. This flexible arrangement has also been crucial in ensuring business continuity during unforeseen circumstances, allowing seamless operations from any location

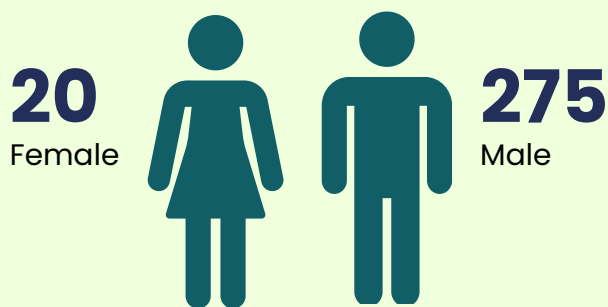
Additionally, we prioritize creating a supportive work environment and nurturing a culture of continuous growth and career advancement for our valued employees. Our unwavering commitment to fair compensation and reasonable working hours ensures an environment that is both supportive and ethical.



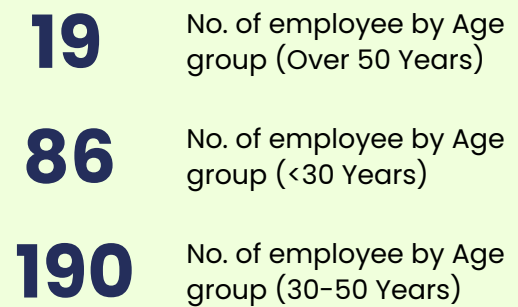
Moreover, we place a high priority on fostering a supportive work environment and cultivating a culture of ongoing growth and career advancement for our esteemed employees. Our steadfast commitment to fair compensation and reasonable working hours fosters an environment that is both supportive and ethical.

Diversity and Inclusion

At Roop Automotives Limited, we foster an inclusive culture that celebrates diverse talents and perspectives. Our key objectives include recognizing contributions from various age groups, promoting gender equality and empowering women. We view diversity as a fundamental strength for business success and ensure equal opportunities for all applicants, regardless of any characteristic. New employees are welcomed based on demonstrated skills and alignment with our values, reinforcing an inclusive workplace culture.



No of employee by Gender-based

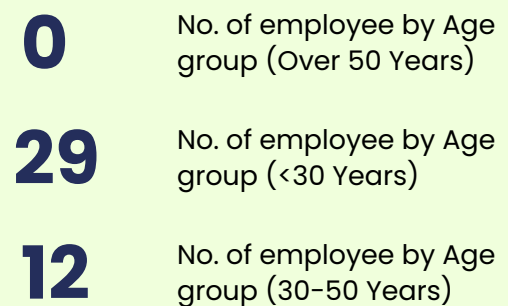


No of employee by Age group

Throughout the reporting period of 2023-2024, Roop Automotives Limited adhered to hiring principles centred on skill proficiency and meritocracy. Our commitment to non-discrimination extends to colour, age, sex, religion and region during the hiring process. We maintain a steadfast approach that provides equal opportunities to all applicants, emphasizing a fair and unbiased recruitment process.



Number of New Employees hires by Gender-Based



Number of New Employees hires by Age Group

In the financial year 2023-24, we recorded a 13.18% employee turnover rate.

Employee Turnover Rate by Age group (<30 Years)

16

Employee Turnover Rate by Age group (30-50 Years)

24

Employee Turnover Rate by Age group >50 Years

0

Employee Turnover Rate by Age group (Female)

4

Employee Turnover Rate by Age group (Male)

36



Employee Capacity Building Skill Development

At Roop Automotives Limited, we recognize our people as our most valuable asset. We invest substantial efforts in cultivating a skilled and motivated workforce. By embracing diversity, we blend varied talents to create an environment rich in expertise and enthusiasm. Our comprehensive People Policy focuses on acquiring, developing, empowering, promoting and retaining talent. We organize diverse events to enhance satisfaction and foster team spirit, ensuring a vibrant workplace for all.

Our Employee Value Proposition centres around abundant learning opportunities. We offer diverse training avenues, including workshops, industrial visits, webinars and external courses, all designed to enhance skills and adaptability. Furthermore, our DOJO Centre provides specialized programs for operators, reinforcing our unwavering commitment to continuous learning and development across our 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

Sohna Plant- Institutionalized the concept of the DOJO Centre to be set up at its Mother Plant in Sohna and soon to be replicated at all locations.

Chennai Plant- We are committed to skilling youth, currently employing over 60 individuals with on-the-job training for technical skills and have also employed more than one differently abled person. We take pride in empowering them as confident, skilled professionals.

IMT Manesar Plant- Employed differently abled youth in various operations. We are proud to have empowered and enabled confident, bread earners with improved self esteem



During the financial year 2023-24, our organization implemented an extensive training program that covered 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 aims to enhance employee skills and knowledge, equipping them to effectively manage the evolving demands of their roles.

16466 Total Training Hours Per Year

Total Training Hours Plant Wise

6075

Central

1880

Chennai

3028

Unit1

2100

Unit2

3383

Sohna

Total Training Hours Male Employee Plant Wise (Per Year)

57.28

Central

41.44

Chennai

52.33

IMT Unit1

67.74

IMT Unit2

52.04

Sohna



Career Development

At our organization, we prioritize providing employees with a career path that encompasses diverse and challenging assignments across various job types and exposure to different business segments. Our unwavering commitment is to foster the development of our existing and potential talent pool, ensuring continuous growth opportunities within our dynamic organization.

89% Employee regular performance and carrier development review

Employee regular performance and carrier development review plant wise

89.5

Central

90

Chennai

91

Unit 1

50

Unit 2

88

Sohna



Occupational Health and Safety

Encouraging Safety culture:

At Roop Automotives Limited, we prioritize safety, cultivating a compassionate workplace culture that places a high value on employee well-being. We achieve this through active risk assessment, comprehensive training and transparent communication.



Strategic Focus on OHS

At Roop Automotives Limited, we place a strong emphasis on occupational health and safety. Our commitment includes creating hazard-free environments with proper illumination, enhancing air quality in work zones through fume killers on hobbing machines and implementing effective ventilation systems. We also prioritize ergonomic design principles. Additionally, we offer comprehensive medical support, including a first aid center, round-the-clock nurse availability, ambulance services and regular health check-ups.

Our company actively promotes a robust safety culture. Initiatives such as Safety Month celebrations and focus groups contribute to our goal of achieving a Total Recordable Incident Rate (TRIR) below 0.5. We strive to maintain a safe and healthy work environment for all employees.



Health and Safety Management System implementation

At Roop Automotives Limited, we adhere to ISO-45001 standards, which were validated in 2021. Our proactive health and safety policies, along with rigorous procedures, demonstrate our dedication to maintaining high occupational standards and driving continuous improvement.



Health and Safety Risk Assessment

At Roop Automotives Limited, we prioritize workplace safety through proactive risk management and hazard elimination, adhering to ISO 45001 standards. Our comprehensive training and ongoing support empower workers to effectively mitigate hazards. Transparent tracking and accessible hazard information ensure a safe environment for all. We have identified significant hazards and implemented control measures, demonstrating our proactive approach to safety and risk management.

Striving for Zero Harm

We uphold the principle of 'Zero Harm' for both employees and contractors. We achieve this through rigorous incident recording, reporting and investigation processes. Our proactive approach includes regular high-risk activity training and on-the-job learning. Transparency and accountability are fostered by a robust Incident Reporting System. Our commitment to safety is evident in monthly safety reports collaboratively reviewed during safety committee meetings.



Safety Performance

Our unwavering commitment to safety is evident in our zero fatalities or work-related illnesses. We maintain a strong safety culture through rigorous protocols and proactive measures. Regular reviews and assessments, including ESG deliverables and financial audits, enhance organizational performance. Our leaders' performance is driven by Key Result Areas (KRAs) and Key Performance Indicators (KPIs) at various levels.



0.2

TRIR (Total Recordable Incident Rate)

1.3

SRIR (Severity Recordable Incident Rate)

1.3

LTIR (Lost Time Incident Rate)

36

Safety performance Near Miss (Open)

36

Safety performance Near Miss (Close)

849

Safety performance Unsafe Acts and Condition (Open)

849

Safety performance Unsafe Acts and Condition (Close)



Labour Practices and Human Rights

Sustaining Ethical Business Practices

At Roop Automotives Limited, we are deeply committed to ethical and responsible business practices, ensuring the fundamental rights of everyone in our value chain are upheld. We actively fight against human rights violations, promote equal employment opportunities and maintain a workplace free from discrimination, human trafficking, child labor and forced labor. Our zero-tolerance stance on corruption is supported by grievance redressal mechanisms at each plant, with no complaints reported during the year. We prioritize employee welfare by offering parental leave, respecting collective bargaining rights, adhering to labor laws and providing adequate notice for significant operational changes, ensuring transparency and fairness for all stakeholders.

Code of conduct

The extensive Code of Business Conduct of Roop Automotives Limited provides clear guidelines for all stakeholders, highlighting the importance of responsible behavior and integrity in every transaction. Our employees, contractors and consultants are expected to adhere to these standards, acting as responsible corporate citizens to protect the reputation and integrity of Roop Automotives Limited.

Human resource Policies

Roop Automotives Limited has established a comprehensive set of human resources policies covering areas such as human rights, child labor, sexual harassment, work from home and whistleblower protection. These policies are regularly reviewed and updated based on feedback. We conduct regular training sessions to ensure all employees are well-informed and adhere to these policies, promoting a culture of awareness and ethical conduct throughout the organization.

Child and Forced labour

Our human resource standards guarantee fair treatment and compassionate care for contractors and workers. We are committed to ethical recruitment practices and have zero tolerance for deceptive or coercive tactics. We thoroughly vet recruiters and suppliers to ensure they comply with labor laws, rejecting any involvement in forced or child labor throughout our operations.

Critical Concerns

The Chief Sustainability Officer quickly reports any critical concerns regarding violations of policies such as human rights, child labor, sexual harassment, work from home issues, forced labor, ethics, anti-bribery and corruption, as well as whistleblower and sustainability-related issues to the Managing Director and Board for immediate action and transparent communication. Grievance-related issues are also discussed with top management during meetings and actions are taken to address and resolve all issues within the assigned target dates.

07

COMMUNITY

Nurturing Sustainable
Communities



Sustainable Impact from Community Reach

At Roop Automotives Limited, our commitment to giving back to the communities that have supported us has been a core value since our humble beginnings in the 1990s. We have always aimed to make a difference beyond just business.

One of our early initiatives was supporting the Government School of Roz ka Meo by providing students with essentials like uniforms and books. This effort reflects our dedication to fostering education and supporting local communities.

In 2018, we established the Roop VK Jain Foundation, named in honour of our founder, to formalize our commitment to social responsibility. Through this foundation, we have collaborated with various organizations and stakeholders to drive progress in areas such as education, women's empowerment and environmental sustainability. Our approach goes beyond financial contributions; we focus on creating real, lasting impact. This involves working closely with communities, understanding their needs and empowering them to build a better future. Together with our partners, we are making significant strides towards a more inclusive and sustainable world.



Commitment Along with SDG Goal

At Roop Automotives Limited, we have aligned our initiatives with the Sustainable Development Goals (SDGs) and meticulously track our impact in collaboration with the beneficiaries, as shown in the diagram below. In the fiscal year 2023-24, over 37,000 individuals have benefited from our programs.

Our commitment to the SDGs ensures that our efforts are not only impactful but also sustainable and far-reaching. By focusing on key areas such as education, healthcare and environmental sustainability, we aim to create a positive and lasting change in the communities we serve. We continuously engage with our beneficiaries to understand their needs and measure the effectiveness of our initiatives, ensuring that we are making a meaningful difference in their lives. Through this collaborative approach, we strive to build a better, more inclusive future for all.

Beneficiaries:



Towards Education

- Ensure that education and its related infrastructure reach those in need.
- Provide assistance whenever possible.
- Educational programs have benefited over 8000 underprivileged children and 10 orphaned young adults.

Towards Community Development and Women Empowerment

- Support weaker sections by offering health facilities, family planning education, improving surroundings and assisting those with medical needs.
- Implement the "Food for Life" program, benefiting 15,000 individuals.
- Provide livelihood support for 25 Persons with Disabilities (PwDs).
- Benefit 850 women through initiatives against domestic violence, support for 300 mentally challenged women and skill development for 50 women.



Towards our Environment

- Protect the environment by preventing the emission of gases and water pollutants.
- Save energy and water.
- Develop and maintain greenery in our surroundings, with 2356 trees planted in and around all plants

CSR Initiatives for 2023-24



Ujjwal Roop VK Jain Scholarship-Support to Government Schools and Lotus Petal Foundation

This year, the RVKJF Ujjwal Scholarship was extended to Government Schools in Nuh and the Lotus Petal Foundation, benefiting 34 students (22 female, 12 male). The scholarship has supported academically bright, underprivileged children for 13 years, aiming to empower rural students in their educational journey.



Anganwadi Development Program

Over the past 9 years of partnership with SRF Foundation, through initiatives like the Roop-School Support Program and Anganwadi Development Program, significant transformations have been achieved in the lives of children in Mewat and Gurgaon. With a focus on Early Childhood Care and Education (ECCE), 5 Anganwadi centers in Rozka Meo and Bhangrola have been adopted to promote holistic child development and establish these centers as model institutions in their communities.

Gender Equality, Adolescent Sensitization and Empowerment

Through our Gender Equality, Adolescent Sensitization and Empowerment program with Cequin NGO, we aim to create a gender-equitable community in Mewat. By engaging with adolescent girls, boys and parents, we've seen significant changes in attitudes toward gender equality. Notably, the "Mardo wali Bat" discussions, initiated by boys from Rozka, highlight their commitment to promoting girls' safety. Around 130 girls from Rozka Meo now actively participate in football, building confidence and self-esteem. The program has reached 1,500 community members, with 81 children enrolled in schools and 150 boys actively involved in promoting gender equality.





"UNNATI" on solid waste management

In the first year of our 3-year "Unnati" Solid Waste Management program in collaboration with Saahas, we successfully implemented an organized waste collection system in Rozka Meo village, covering 450 households. Prior to this, there was no structured waste management, leading to uncontrolled landfill disposal. Now, 70% of households actively participate in waste segregation and regular waste collection is in place. We also renovated an unused collection center provided by the Panchayat, which now functions as a hub for waste collection and segregation activities.



Ujjwal Roop VK Jain Scholarship-Support to Government Schools and Lotus Petal Foundation

Over the past year, the "Hinsa ko No" project, in partnership with Radio Mewat and SMART NGO, has made significant strides in raising awareness about domestic violence in Nuh, Mewat, Haryana. Through weekly radio episodes, the initiative educates the community on the issue, empowering individuals to act against domestic violence. SMART NGO further supports this effort by engaging women through narrowcasting and group meetings, where they are informed about domestic violence, taught how to seek help and provided with resources like contact details for local police, Radio Mewat and the Mahila Helpline.

Say-No-To domestic violence

Over the past 9 years of partnership with SRF Foundation, through initiatives like the Roop-School Support Program and Anganwadi Development Program, significant transformations have been achieved in the lives of children in Mewat and Gurgaon. With a focus on Early Childhood Care and Education (ECCE), 5 Anganwadi centers in Rozka Meo and Bhangrola have been adopted to promote holistic child development and establish these centers as model institutions in their communities.





Project NOhep

This program was launched in collaboration with the Rann Foundation focused on educating the communities near Dharuhera about Hepatitis B and C. Our goal is to reach and educate as many individuals as possible through this initiative. This project is dedicated to combating viral hepatitis in Dharuhera by increasing awareness, promoting sanitation practices, delivering essential healthcare services and minimizing risky behaviors through community involvement and vaccination campaigns. Together, we aim to make a significant impact on the health and well-being of the people in this region.

Community based rehabilitation for differently abled persons

Our Community-Based Rehabilitation project, in collaboration with Caritas NGO, operates across 12 villages in Nuh, Mewat, Haryana, with the goal of empowering 450 differently abled individuals. Through regular interventions, the project helps them achieve self-sufficiency by facilitating access to government schemes, pensions and disability certificates. We are also focused on improving their livelihood opportunities, ensuring they have access to quality healthcare and education and promoting their dignity and independence.



Project Pankh

Our program "Pankh" a comprehensive Training Program on "Menstrual Hygiene Management" and the distribution of hygiene care packs in nearby villages of IMT Manesar, in partnership with Rann Foundation, has successfully completed its 1st year. Through this initiative, we have empowered and educated 5000 girls and women about menstrual hygiene, recognizing its critical importance in women's health. The goal of this project is to increase girls' awareness about menstrual health and safe practices so that it can increase overall menstrual and reproductive health, reduce barriers that prevent girls from attending school and increase their quality of life.

Education Support to Slum Children

Our continued support for Utsav Foundation's education initiatives for slum children saw the introduction of a digital literacy lab, "Ankuram," established with the support of the PK Salhotra Family. Inaugurated on October 13th, 2023, by the Hon'ble Governor of Haryana, Shri Bandaru Dattatreya, this lab offers courses in Python, Java, C++, Photoshop and focuses on block coding and AI-Robotics for underprivileged children. Implemented by Utsav Foundation, "Ankuram" is currently benefiting over 180 children.





School + Program

Over the past two years, we've focused on improving literacy levels for children in government schools who face learning challenges, particularly in Math, Hindi, English and Tamil, due to a lack of guidance. To address this, we launched the School+ program in partnership with the Vilvam Foundation in Tiruvannamalai, Chennai. During the 2023-2024 financial year, we operated eight learning centers, supporting around 400 underprivileged children. Along with academic assistance, we emphasized digital literacy by establishing a computer center to provide computer classes and further empower these students



Higher Education support: Contribution to make young lives shine- Implementation Partner-Udayan Care

Over the past 9 years of partnership with SRF Foundation, through initiatives like the Roop-School Support Program and Anganwadi Development Program, significant transformations have been achieved in the lives of children in Mewat and Gurgaon. With a focus on Early Childhood Care and Education (ECCE), 5 Anganwadi centers in Rozka Meo and Bhangrola have been adopted to promote holistic child development and establish these centers as model institutions in their communities.

Health and Safety for women

For the past two years, we've provided monthly medicine support to Rehoboth-Shelter in Chennai, a refuge for around 300 mentally challenged women rescued from distressing situations. Many of these women have faced traumatic experiences, leading to mental health challenges. Through consistent medication, shelter, counseling and therapeutic activities, they have shown significant progress in overcoming their trauma and improving their mental well-being. Our holistic approach to rehabilitation addresses both their medical and emotional needs, fostering their overall recovery.





Healthy food for zero hunger: An initiative towards solving food insecurity

Food insecurity remains a significant global issue, affecting millions who lack access to sufficient, nutritious food. For the past two years, we have been dedicated to addressing this challenge through our partnership with ISKCON, providing hot, fresh meals to underprivileged communities. Last year, we distributed 15,000 meals to children from slums, abandoned elderly individuals and other marginalized groups. This year, we have expanded our efforts and served 13,000 hot meals, continuing to build on our commitment to alleviating food insecurity.

Monthly support for the earth savior foundation: providing shelter and care for elderly people in difficult situations

For several years, we have consistently supported elderly individuals facing challenging circumstances. Our monthly contributions to The Earth Savior Foundation have greatly improved the quality of life for 600 elderly residents in their shelter.



Monthly medicine support to little drops home for elderly people at paraniputhur, Chennai

For the past year, we have been providing monthly medicine support to Little Drops Home for the elderly in Paraniputhur, Chennai. This facility, which houses over 300 elderly individuals rescued from different parts of Chennai and nearby villages, benefits greatly from our regular medication contributions. Our support helps these residents recover more quickly from various ailments they face.

Future Initiatives

In the upcoming year 2024-25, we are poised to embark on several impactful projects



Sustain Support for Mentally Challenged Women:

Continue our support for 300 women at Rehoboth, Chennai.



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



Educational Centers: Establish two additional centers in Tiruvannamalai to support 50 more children in strengthening foundational skills in Tamil, English and Math.



Annual Plantation Drives: Implement annual drives to plant 1200 trees in neighbouring areas, promoting environmental sustainability.



Transportation Assistance: Provide a vehicle for transporting special needs children to Rehoboth's Day Care Centre.



Tree Planting Initiatives: Plan to plant 200 trees at strategic locations, including Rehoboth in Chennai, Tamil Nadu, contributing to a greener future.

Awards 2023-24

July

Dun and Bradstreet BEOT2023

We are incredibly proud to celebrate our success and inclusivity, having received two notable distinctions at the Dun and Bradstreet BEOT2023 Awards. We were honored with the “Best Organization in Mid Corporate Segment” award for the third consecutive year, showcasing our strength and resilience. This achievement reflects our team’s dedication and our commitment to continuous improvement, setting new standards and driving positive change.



Diversity Champion of the Year 2023

We are thrilled to be named the “Diversity Champion of the Year 2023,” reinforcing our belief that diversity enhances productivity by valuing unique perspectives. We sincerely thank our team, customers, partners and stakeholders for their unwavering support. Special thanks to Dun and Bradstreet for recognizing our efforts in Diversity, Equity and Inclusion. This accolade inspires us to set higher goals and continue striving for excellence in all our endeavors.

20th QC competition by CII

Unit 2 of Roop Automotives Limited was awarded “Best Presentation” for Safety at the 20th QC competition by CII, held at the ACMA Centre of Excellence on July 27, 2023. Additionally, Roop Automotives Limited Forge Pvt Ltd, a subsidiary, was recognized as the 2nd Runner-up in the same category. The dedication and effort of both teams in promoting safety excellence and delivering impactful presentations are commendable. Roop Automotives Limited remains committed to safety, innovation and industry leadership, expressing gratitude to all who have contributed to this success.



July

Greenco Silver Award

We are excited to announce that the Chennai plant of Roop Automotives Limited has achieved the prestigious 'GREENCO SILVER RATING' for its sustainability efforts. This award, based on criteria such as water conservation, energy efficiency, renewable energy use, greenhouse gas reduction, waste management and green supply chain practices, recognizes our team's dedication to environmental stewardship. We are immensely proud of our team members' contributions and their collective efforts to integrate sustainable practices into our operations, shaping a better future for the next generation.



BEST CSR IMPACT MAKER OF THE YEAR

We are delighted to announce that our CSR initiative on Women Empowerment and Girls Education has been honored as the "BEST CSR IMPACT MAKER OF THE YEAR" at the 7th CSR Health Impact Awards by IHW Council. The Roop VK Jain Foundation, in collaboration with our NGO partners, has successfully implemented numerous projects in Nuh, Mewat, positively impacting 2500 women and 20,000 people overall. We extend our heartfelt gratitude to our partners for their unwavering support and to the IHW Council for recognizing our efforts.



MIMS Automechanika Moscow 2023

We participated in MIMS Automechanika Moscow 2023 from August 21st to 24th, showcasing alongside global companies in the fields of automobiles, car accessories, automobile engineering, automation, equipment and tools. We were honored to host H.E. Sh. Pavan Kapoor, the Ambassador of India to the Russian Federation, at our booth during the exhibition.



Roop Automotives Limited Forge Pvt Ltd. was awarded for best delivery performance for FY23

Our wholly owned Subsidiary Roop Automotives Limited Forge Private Limited (RAFPL) received The "Best Delivery Performance Award" from its customer Rane Madras. This award is a testament to RAFPL's dedication, passion and customer service attitude. We look ahead with unwavering determination to continue raising the bar, exceeding expectations and setting new benchmarks in the realm of delivery performance.



16th CII International Competitiveness and Cluster Summit 2023

Our teams from Chennai, Manesar Unit-I and Unit 2 demonstrated their excellence at the 16th CII International Competitiveness and Cluster Summit 2023 on August 9th-10th. With over 450 companies and 1600 entries across various categories, Manesar Unit-I earned a prestigious Platinum award for their outstanding case study in Productivity, while Chennai and IMT Manesar 2 received Gold awards.

10th National CSR Summit and Awards 2023 by CSR TIMES

Our CSR initiatives to enhance education quality in rural areas through our School and Anganwadi support program have been honored at the 10th National CSR Summit and Awards 2023 by CSR TIMES. This year, our projects in Delhi, NCR and Chennai, Tamil Nadu, have positively impacted 4000 children.

India CSR Awards

Our CSR initiative focused on women's empowerment and girls' education in Nuh (Mewat) has been honored with the "Large Impact Award for Empowering Girls and Women in Nuh, Haryana" at The India CSR Awards 2023. This year, we have positively impacted 2,500 women and reached a total of 20,000 people.

September

12th Supervisory Skill Competition

Our teams showcased their excellence at the 12th Supervisory Skill Competition organized by CII on September 5th and 6th. All four teams triumphed in various categories, including 5S and Health and Safety, with two teams winning and two securing first runner-up positions in Process Improvement, Kaizen and 5S.



19th TPM Circle competition

Three teams from Chennai, Sohna and IMT-1 participated in the 19th TPM Circle competition. The Chennai plant won a Platinum award, while IMT-1 and Sohna both secured gold awards for demonstrating best practices in reducing downtime, improving equipment reliability and enhancing overall productivity.

Roop Automotives Limited – IMT Manesar Unit-1 and Unit-2 team won Gold award in 13th CCQC Competition organized by QCFI at Jaipur.

Our teams from IMT Manesar Unit-1 and Unit-2 excelled at the QCFI 'TQM and Kaizen Conclave-2023' hosted by Gurugram University, winning GOLD Awards. Unit-1 shone with Process Improvement via Cycle Time reduction while Unit-2 achieved Productivity Enhancement through Low-Cost Automation.

October

Best Women Empowerment Initiative of the Year 2023

Our dedication to empowering women and promoting girls' education has been honored with the "Best Women Empowerment Initiative of the Year 2023" at the Indian CSR Awards by Brand Honchos. This year, our initiative has positively impacted 2,500 women and reached an impressive 20,000 people.



A Recognition from governor of Haryana for our CSR initiatives

The Roop V. K. Jain Foundation, CSR arm of Roop Automotives Limited, inaugurated the "ANKURAM" computer lab in the presence of the Hon'ble Governor of Haryana, Shri Bandaru Dattatreya Ji, in memory of founder Director Late Shri PK Salhotra. This joint initiative with the Salhotra family offers courses in Python, Java, C++, Photoshop, block coding and AI-Robotics to children from economically weaker sections, helping them enhance their IT skills.



Celebrating 4 Years of Success at IMT - 2 Plant

We are excited to share the joy of our 4th Annual Day at IMT-2 Plant, a day filled with unity, talent and celebration. New colleagues brought fresh perspectives, blending seamlessly with the wisdom of seasoned team members. The event featured the innovative 7 QCs Tool Play, energetic group dance performances and inspiring speeches, creating a harmonious and enjoyable experience for all. This day was not just about marking another year but celebrating, recognizing and fostering camaraderie among our incredible employees. Together, we've achieved milestones, overcome challenges and created lasting memories.



10th National Safety systems award by FICCI

IMT 2 of Roop Automotives Limited has proudly received the Gold Award in the Non-Hazardous Mid-Size Manufacturing category at the 10th National Safety Systems Awards by FICCI. Out of 99 nominations, we are one of the 15 companies recognized across sectors like Mining, Power, Construction and Manufacturing.



CII 47th Kaizen Competition Award

Team Chennai won gold in both the Innovative and Renovative categories at the CII 47th Kaizen competitions. This success highlights their dedication to continuous improvement and excellence across various aspects of their projects. Their versatility in bringing fresh ideas while enhancing existing practices showcases a holistic approach to improvement and a strong commitment to excellence.



IWEI 2023 Award- *Bronze Award* in the *India Workplace Equality Index*

Roop Automotives Limited is thrilled to announce that it has been awarded the Bronze Award at the India Workplace Equality Index by Stonewall UK and Pride Circle India, recognizing our commitment to fostering an inclusive workplace. This achievement highlights our dedication to celebrating diversity and respecting individual talents.



ASSOCHAM's 4th Diversity and Inclusion Conclave Award

Roop Automotives Limited has been honored at the ASSOCHAM's 4th Diversity and Inclusion Conclave for the second consecutive time. They were recognized as the Best Employer for their Diversity and Inclusion Policies and secured the 2nd runner-up spot in the medium category. The sustainability and effectiveness of the DEI policies of Roop Automotives Limited are underscored by this achievement, motivating the company to set even higher standards within the industry. We extend special thanks to its team members for their dedication in building an inclusive culture. Such recognitions not only celebrate past accomplishments but also inspire ongoing progress.



Great Place to Work Certification-Award

Roop Automotives Limited and its team received the Great Place to Work certificate for the second consecutive time! This recognition highlights the positive work environment, employee satisfaction and the organization's commitment to fostering excellence and well-being. It's a testament to the collective efforts of everyone at Roop Automotives Limited and their trust within the organization.

December

13th Annual Day Celebration at Roop Automotives Limited, Plant IMT Manesar, Unit 1

Roop Automotives Limited celebrated its 13th Annual Day at Plant IMT Manesar Unit 1. The theme for this year, "Safety First," underscored the company's unwavering commitment to creating a secure and conducive working environment. Heartfelt gratitude was extended to every member of the Roop Automotives Limited family for their hard work, dedication and commitment to maintaining a safe and thriving workplace. Their collective efforts have been instrumental in the company's success.



7th CII National HR Circle Competition 2023

Roop Automotives Limited has received the Platinum award for their exceptional HR practices in Diversity, Equity and Inclusion. This recognition at the 7th CII National HR Circle Competition adds another accolade to our achievements. We consistently cultivate a workplace that prioritizes diversity, equity and inclusivity.

January

Roop Automotives Limited at ACMA India's Indoor Games Competition

Roop Automotives Limited participated in the 6th ACMA Indoor Sports Competition held on January 25, 2024, at Thyagaraj Stadium in New Delhi. More than 230 participants from 50+ organizations competed in Chess, Carrom Board, Badminton and Table Tennis. Despite the bone-cracking cold and dense fog in Delhi NCR, our 12-member team displayed unparalleled enthusiasm and sportsmanship, securing third position in Table Tennis.



58th ACMA Excellence Awards and 9th Technology Summit

We are delighted to share that Roop Automotives Limited – IMT Unit 2 received the “ACMA Excellence Award-2023” for Safety in the Large Turnover Category (250cr–750cr) on March 5th in New Delhi. At Roop Automotives Limited, the safety and health of our team are paramount and this recognition from ACMA India encourages us to maintain our commitment to excellence.



Lotus Petal Foundation: For Empowering Futures: Recognizing Impact

We are thrilled to announce that the ROOP VK JAIN FOUNDATION has been honored at the prestigious 2nd ‘Celebrating Impact 2023-24’ Conclave, organized by the Lotus Petal Foundation. On February 10, 2024, our foundation received recognition for supporting the education of 11 underprivileged children through the Ujjwal – RVKJF scholarship at Lotus Petal Sr. Secondary School in Dhunela, Gurugram, Haryana.



Successful Assembly of the Column and IMS at Mobis

On February 20, 2024, Roop Automotives Limited Chennai successfully completed the assembly of the Column and IMS at Mobis. This significant achievement showcases meticulous planning, precision and teamwork. Such milestones highlight the expertise and dedication of everyone involved.



Vibrant Celebrations: 6th Annual Day of Roop Automotives Limited Chennai and 72nd Birth Anniversary of our Founder Director Sh V K Jain

On February 8th, we celebrated the 6th Annual Day of our Chennai Plant and honored the 72nd Birth Anniversary of our Founder Director, Late Sh V K Jain. The atmosphere was electric, spirits were high and our team morale reached its peak. We enjoyed a diverse range of cultural performances, impactful social message-based dramas and inspiring speeches by senior leaders.

Roop Automotives Limited Participated in 37th National Convention on Quality Concepts

The Quality Circle Forum of India hosted the 37th National Convention on Quality Concepts (NCQC) in Nagpur from January 5th to 7th, 2024. Three teams from Roop Automotives Limited (one from Sohna and two from IMT 2) participated and received the Excellence Award for their Kaizen case studies.

Trans Mela Honors Roop Automotives Limited with Booth Hosting

In March 2024, Roop Automotives Limited- IMT Unit 2 was honored with the "ACMA Excellence Award-2023" for Safety in the Large Turnover Category (250cr-750cr) at the 58th ACMA Excellence Awards and 9th Technology Summit in New Delhi, recognizing their commitment to team safety and health. Additionally, Roop Automotives Limited, Sohna won the Best Presentation award for Best Problem Identification, Analysis and Gains at the 36th CII Regional Quality Circle competition and will compete in the National Finals in Mumbai on April 18-19, 2024. Furthermore, Roop Automotives Limited participated in the Trans Employment Mela on March 22, 2024, engaging with talented transgender candidates to promote workplace inclusivity.



CII 36th Quality Circle Competition

Roop Automotives Limited, Sohna excelled at the 36th CII Regional Quality Circle competition, winning the Best Presentation award in the special category for Best Problem Identification, Analysis and Gains.

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	About Us, Pg No. 9-14
	2-2 Entities included in the organization's sustainability reporting	About the Report, Pg No. 3
	2-3 Reporting period, frequency and contact point	About the Report, Pg No. 3
	2-4 Restatements of information	-
	2-5 External assurance	-
	2-6 Activities, value chain and other business relationships	Economic Performance, Pg No. 41
	2-7 Employees	People, Pg No. 70-74
	2-8 Workers who are not employees	People, Pg No. 70-74
	2-9 Governance structure and composition	Governance, Pg No. 16-20
	2-10 Nomination and selection of the highest governance body	Governance, Pg No. 16-20
	2-11 Chair of the highest governance body	Governance, Pg No. 16-20
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance, Pg No. 19-20
	2-13 Delegation of responsibility for managing impacts	Governance, Pg No. 19-20
	2-14 Role of the highest governance body in sustainability reporting	Governance, Pg No. 19-20
	2-15 Conflicts of interest	-
	2-16 Communication of critical concerns	People, Pg No. 24
	2-17 Collective knowledge of the highest governance body	Governance, Pg No. 16-20
	2-18 Evaluation of the performance of the highest governance body	Governance, Pg No. 16-20
	2-19 Remuneration policies	Governance, Pg No. 22-24
	2-20 Process to determine remuneration	Governance, Pg No. 22-24
	2-21 Annual total compensation ratio	Governance, Pg No. 22-24
	2-22 Statement on sustainable development strategy	Governance, Pg No. 5-7
	2-23 Policy commitments	Governance, Pg No. 22-24
	2-24 Embedding policy commitments	Governance, Pg No. 22-24
	2-25 Processes to remediate negative impacts	Governance, Pg No. 22-24

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Governance, Pg No. 23-24
	2-27 Compliance with laws and regulations	-
	2-28 Membership associations	Economic Performance, Pg No. 46
	2-29 Approach to stakeholder engagement	Materiality, Pg No. 27-32
	2-30 Collective bargaining agr	-
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality, Pg No. 27-32
	3-2 List of material topics	Materiality, Pg No. 32
	3-3 Management of material topics	Materiality, Pg No. 33
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance, Pg No. 41
	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. 41
	201-4 Financial assistance received from government	Economic Performance, Pg No. 41
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-
	202-2 Proportion of senior management hired from the local community	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	-
	203-2 Significant indirect economic impacts	-
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Economic Performance, Pg No. 44-45

GRI STANDARD	DISCLOSURE	LOCATION
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Economic Performance, Pg No. 45
	205-2 Communication and training about anti-corruption policies and procedures	Economic Performance, Pg No. 45
	205-3 Confirmed incidents of corruption and actions taken	-
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	-
	207-2 Tax governance, control and risk management	-
	207-3 Stakeholder engagement and management of concerns related to tax	-
	207-4 Country-by-country reporting	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Environment, Pg No. 54-55
	301-2 Recycled input materials used	Environment, Pg No. 54-55
	301-3 Reclaimed products and their packaging materials	Environment, Pg No. 54-55
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment, Pg No. 55
	302-2 Energy consumption outside of the organization	-
	302-3 Energy intensity	-
	302-4 Reduction of energy consumption	Environment, Pg No.56-58
	302-5 Reductions in energy requirements of products and services	Environment, Pg No.56-58
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environment, Pg No. 59-60
	303-2 Management of water discharge-related impacts	Environment, Pg No. 59-60
	303-3 Water withdrawal	Environment, Pg No. 59-60
	303-4 Water discharge	Environment, Pg No. 59-60
	303-5 Water consumption	Environment, Pg No. 59-60

GRI STANDARD	DISCLOSURE	LOCATION
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-
	304-2 Significant impacts of activities, products and services on biodiversity	Environment, Pg No. 66-67
	304-3 Habitats protected or restored	Environment, Pg No. 66-67
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Environment, Pg No. 66-67
GRI 305: Emissions 2016	305-1 Direct (Scope1)	Environment, Pg No. 65
	305-2 Energy indirect(Scope 2)	Environment, Pg No. 65
	305-3 Other indirect(Scope 3)	-
	305-4 intensity	Environment, Pg No. 65
	305-5 Reduction of GHG emissions	Environment, Pg No. 65
	305-6 Emissions of ozone-depleting substances (ODS)	-



GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment, Pg No. 61-62
	306-2 Management of significant waste-related impacts	Environment, Pg No. 61-62
	306-3 Waste generated	Environment, Pg No. 61
	306-4 Waste diverted from disposal	Environment, Pg No. 62
	306-5 Waste directed to disposal	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Environment, Pg No. 68
	308-2 Negative environmental impacts in the supply chain and actions taken	Environment, Pg No. 68
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	People, Pg No. 73-74
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	People, Pg No. 75-78
	401-3 Parental leave	People, Pg No. 83
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	People, Pg No. 83
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People, Pg No. 79-82
	403-2 Hazard identification, risk assessment and incident investigation	People, Pg No. 79-82
	403-3 Occupational health services	People, Pg No. 79-82
	403-4 Worker participation, consultation and communication on occupational health and safety	People, Pg No. 79-82
	403-5 Worker training on occupational health and safety	People, Pg No. 79-82
	403-6 Promotion of worker health	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
	403-8 Workers covered by an occupational health and safety management system	People, Pg No. 79-82

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	People, Pg No. 80-81
	403-10 Work-related ill health	People, Pg No. 80-81
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	People, Pg No. 77
	404-2 Programs for upgrading employee skills and transition assistance programs	People, Pg No. 78
	404-3 Percentage of employees receiving regular performance and career development reviews	People, Pg No. 78
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	People, Pg No. 73-74
	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	-
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	People, Pg No. 82
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	People, Pg No. 82
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. 82
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	-

GRI STANDARD	DISCLOSURE	LOCATION
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. 83-91
	413-2 Operations with significant actual and potential negative impacts on local communities	-
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	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	-
	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

Abbreviation	Full Form
ESG	Environment, Social and Governance
GRI	Global Reporting Initiatives
EHS	Environment, Health and Safety
LCA	Life Cycle Assessment
RE	Renewable Energy
PPM	Parts per Million
CSR	Corporate Social Responsibility
ACMA	Automotive Component Manufacturers Associations of India
CCQC	Chapter Convention on Quality Concepts
IMT	Industrial Model Town
QCFI	Quality Circle Forum of India
TQM	Total Quality Management System
CII	Confederation of Indian Industry
HR	Human Resources
TISAX	Trusted Information Security Assessment Board
RNSSIPL	Roop Namyang Steering Systems India Private Limited
CSO	Chief Sustainability Officer
RAFPL	Roop Auto Forge Pvt. Limited
OEM	Original Equipment Manufacturer
INR	Indian National Rupee
USD	US Dollar
MIS	Management Information Systems
AGM	Assistant General Manager
CoC	Code of Conduct
SASB	Sustainable Accounting Standards Board
RVKJF	Roop V.K. Jain Foundation
ISO	International Organization for Standardisation
P&A	Personnel and Administration
CS	Company Secretary
IB	International Business
PRC	Process Resource Control
GHG	Greenhouse Gases
SDG	Sustainability Development Goals
IMDS	International Material Data System
MSDS	Material Safety Data Sheet
AIAG	Automotive Industry Action Group
HOD	Head of Department
SDC	Supplier Development Cluster
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and Asexual

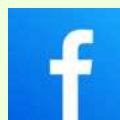
Abbreviation	Full Form
ISMS	Information Security Management System
ICQCC	International Convention on Quality Circle
NCQC	National Convention on Quality Circle
IWEI	India Workplace Equality Index
PNG	Piped Natural Gas
DG	Diesel Generator
kWh	Kilowatt Hour
CNC	Computer Numeric Control
VFD	Variable Frequency Drives
HVLS	High Volume Low Speed
PCB	Pollution Control Board
ETP	Effluent Treatment Plant
STP	Sewage Treatment Plant
UV	Ultraviolet
RO	Reverse Osmosis
KL	Kilo Litre
3R	Reduce, Reuse and Recycle
NCR	National Capital Region
GEPIIL	Gujarat Environment Protection and Infrastructure Limited
EMS	Environment Management System
NAAQ	National Ambient Air Quality
RFECD	Retrofit Emission Control Devices
MTCO2e	Metric Tonne Carbon Dioxide Equivalent
NGOs	Non-Governmental Organisations
GPTW	Great Place To Work
PF	Provident Fund
OHS	Occupational Health and Safety
TRIR	Total Recordable Incident Rate
SRIR	Severity Recordable Incident Rate
LTIR	Lost Time Incident Rate
KRA	Key Result Areas
KPI	Key Performance Indicator
PwDs	Persons with Disabilities
ECCE	Early Childhood Care and Education
FICCI	Federation of Indian Chambers of Commerce & Industry
RoDTEP	Remission of Duties and Taxes on Export Products
FOB	Freight On Board





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implementation, [please click here.](#)**