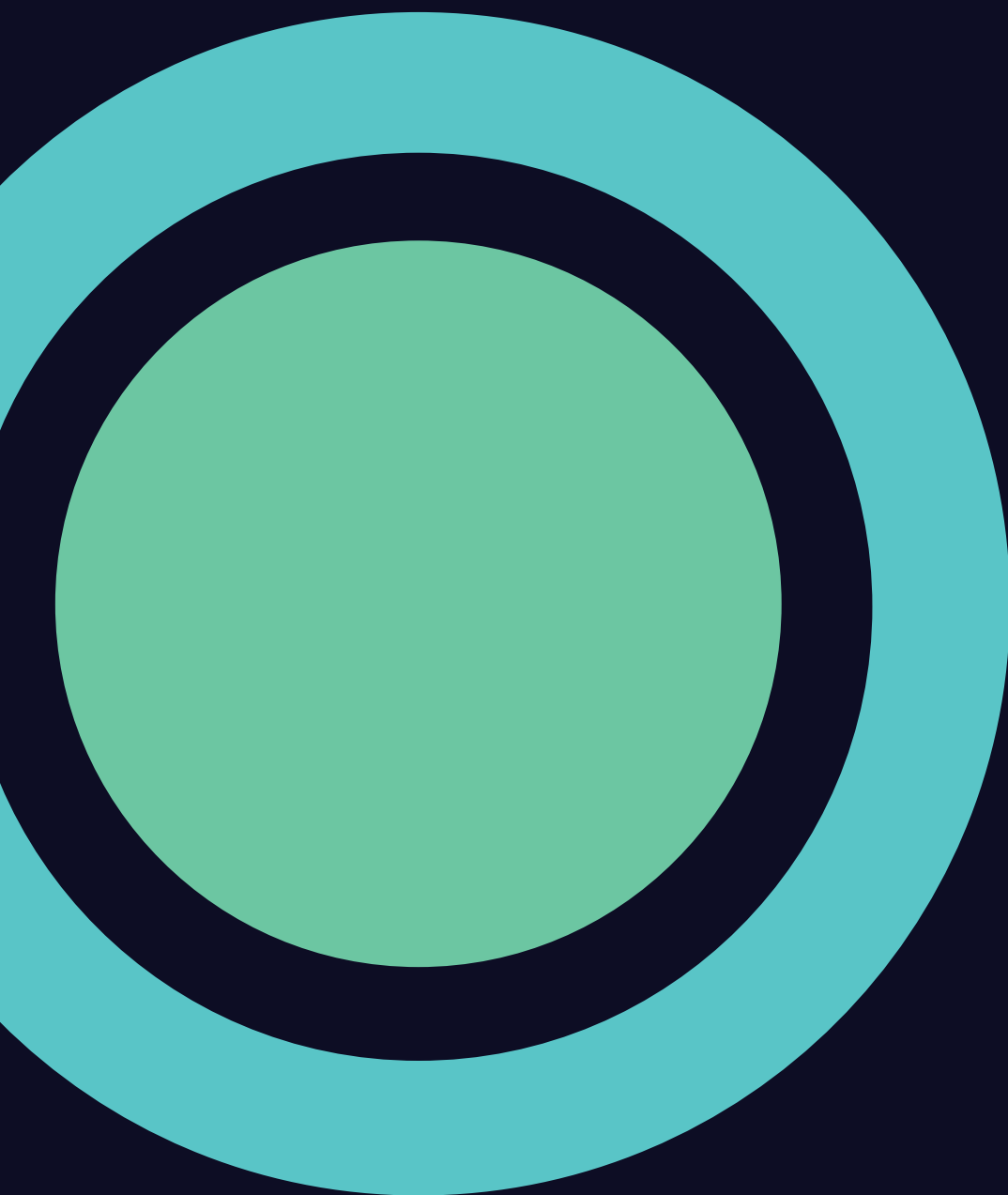


# **Business Responsibility and Sustainability Report**

## **FY 2022**



Our Purpose

# Technology to Transform the Everyday

Key figures



**9,672**  
Employees



**₹150 billion**  
Revenue

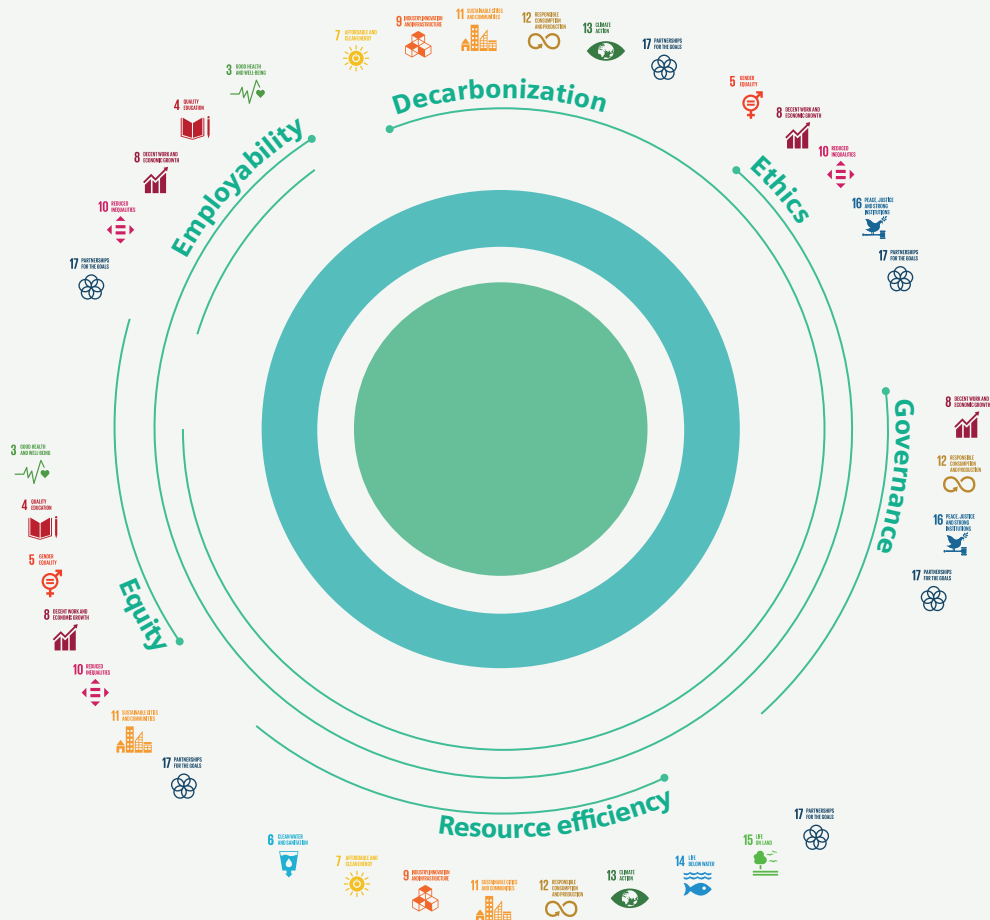


**18,346**  
Gigajoules of renewable energy



**83.5%**  
Suppliers underwent ESG assessment

Allocation of the SDG goals to Siemens sustainability framework DEGREE



# | Foreword

Dear Readers,

The world continues to change rapidly across multiple dimensions. We see megatrends such as climate change, glocalization, digitalization, demographic change, and urbanization requiring us to reassess established ways of doing things. At the same time, global unrest and disruptions may distract from tackling these megatrends with the required focus. We firmly believe that the answer to creating a sustainable future is technology. As an innovation leader focused on combining the real and the digital world, we are uniquely positioned to find solutions to these challenges and help drive the transformational needs of our times.

Sustainability is at the heart of what we do at Siemens. We are a technology company with a portfolio designed to drive the digital and sustainable transformation of industry, infrastructure, energy and transportation. Through technology with purpose, we enable our customers and partners to accelerate their sustainable transformation and maximize contribution to planetary health.

The Business Responsibility and Sustainability Report (BRSR) paves the way for companies in India towards greater ESG disclosures, while generating a positive impact on the established ways for doing business. Within the BRSR, we are disclosing not only the essential 'own performance' but also the performance of our 'value chain' across the leadership indicators of the BRSR. This is possible because we are committed to sustainability. This commitment is reflected in our [DEGREE framework](#) - a 360 degree view of Siemens ESG priorities. DEGREE is based on six fields of action that drive sustainability – **D**ecarbonization, **E**thics, **G**overnance, **R**esource efficiency, **E**quity, **E**mployability. We are committed to decarbonization across our value chain. At Siemens, ethical business is non-negotiable. We have strong governance mechanisms in place and expect our partners to do business responsibly. We are conscious of the fact that resources on the planet are finite therefore we want to accelerate recycling and circular economy. Finally, it is people that make all the difference. We are very invested in our people and strive to ensure we have a diverse, equitable and resilient workforce to deliver on the challenges ahead of us.

This is the decade of action and we are confident that through our people and partnerships we can multiply the impact of our solutions and pave way to a more resilient future: This is the time to step up and act.

**Sunil Mathur**

**Dr. Daniel Spindler**

## SECTION A

### General Disclosures

#### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Company L28920MH1957PLC010839
2. Name of the Listed Entity Siemens Limited
3. Year of incorporation 1957
4. Registered office address Birla Aurora, Level 21, Plot No.1080, Dr. Annie Besant Road, Worli, Mumbai - 400030
5. Corporate address Birla Aurora, Level 21, Plot No.1080, Dr. Annie Besant Road, Worli, Mumbai - 400030
6. Email [communication.in@siemens.com](mailto:communication.in@siemens.com)
7. Telephone 1800 209 1800
8. Website [www.siemens.co.in](http://www.siemens.co.in)
9. Financial year for which reporting is being done 1<sup>st</sup> October 2021- 30<sup>th</sup> September 2022
10. Name of the Stock Exchange(s) where shares are listed BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital ₹ 712 million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report Ashwin Nair  
Head of Strategy & Sustainability  
Phone: 1800 209 1800  
[ashwin.nair@siemens.com](mailto:ashwin.nair@siemens.com)
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).

The disclosures under this report are for Siemens Limited on a standalone basis.

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Electrical equipment, General Purpose and Special purpose Machinery & equipment, Transport equipment	91%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	271	51%
2	Manufacture of other electrical equipment	279	19%
3	Manufacture of general-purpose machinery	281	13%
4	Repair of fabricated metal products, machinery and equipment	331	8%

### III. Operations

16. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	19	15	34
International	0	4	4

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States and 7 Union Territories
International (No. of Countries)	5

b. What is the contribution of exports as a percentage of the total turnover of the entity?

18%

c. A brief on types of customers

Siemens Limited caters to both public and private sector customers in discrete and process industries like Aerospace and Defence, Automotive, Chemicals and Petrochemicals, Data Centres, Food & Beverages, Water Treatment, Mining & Cement, Intralogistics, Oil & Gas, Pharmaceuticals, Ports, Power Utilities, Railways, Renewables and Transportation.

### IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	6,799	5,998	88%	801	12%
2	Other than Permanent (E)	1,598	1,520	95%	78	5%
3	Total (D + E)	<b>8,397</b>	<b>7,518</b>	<b>90%</b>	<b>879</b>	<b>10%</b>
<b>WORKERS</b>						
4	Permanent (F)	1,275	1,259	99%	16	1%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total (F + G)	<b>1,275</b>	<b>1,259</b>	<b>99%</b>	<b>16</b>	<b>1%</b>

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	9	9	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total (D + E)	<b>9</b>	<b>9</b>	<b>100%</b>	<b>0</b>	<b>0%</b>
<b>WORKERS</b>						
4	Permanent (F)	4	4	100%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total (F + G)	<b>4</b>	<b>4</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11%
Key Management Personnel	3	0	0%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022			FY 2021			FY 2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.8%	14.5%	10.4%	6.3%	9.6%	6.7%	5.3%	8.5%	5.6%
Permanent Workers	2.8%	2.6%	2.8%	2.2%	11.4%	2.4%	1.9%	4.1%	1.9%

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

21. a. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Siemens AG	Holding Company	47.70 % through Siemens International Holding B.V. 24% through Siemens Gas and Power Holding B.V. 3.30% through Siemens Metals Technologies	Yes
2	Siemens Rail Automation Private Limited	Subsidiary	100	Yes
3	C&S Electric Limited	Subsidiary	99.22	No, C&S Electric have their own Business Responsibility initiatives
4	Sunsole Renewables Private Limited	Associate	26	No

b. Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]

Yes, 100%. All Suppliers of the Company are required to mandatorily adhere to the Siemens Group "Code of Conduct for Siemens Suppliers and Third-Party Intermediaries".

## VI. CSR Details

### 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes, CSR is applicable to Siemens Limited.

	FY 2022
(ii) Turnover (₹ in million)	₹ 150,124
(iii) Net worth (₹ in million)	₹ 115,271

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web link for grievance redress policy)	FY 2022			FY 2021		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks
Investors (other than shareholders)	<a href="http://www.scores.gov.in">www.scores.gov.in</a> & Stock Exchanges	31	2		20	2	
Shareholders							
Employees and workers	Yes, internal mechanisms in place	20	4		0	0	
Customers	Yes, through toll free number and Email	1,105	90		1,205	24	
Communities	Yes, Complaints received from several stakeholders on "Tell Us" and the Ombudsperson and Siemens Limited web portal	31	5		22	4	
Value chain partners							
Others (pl specify)	<a href="https://new.siemens.com/global/en/Company/sustainability/compliance/reporting-channels.html">https://new.siemens.com/global/en/Company/sustainability/compliance/reporting-channels.html</a>						

### 24. Overview of the entity's material responsible business conduct issues.

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

Siemens AG globally undertook the materiality assessment in FY 2020-21. The assessment was based on external frameworks such as the UN Global Compact and the Standards of the Global Reporting Initiative (GRI). The goal was to identify the key economic, ecological, and social topics for Siemens globally in accordance with the GRI Standards. To this end, relevant stakeholders were consulted, and the impact viewed from an outside-in perspective. Inside-out impact (double materiality) were also considered. The exercise enabled us to prioritize the relevant sustainability topics and the same is listed in the table below:

S. No.	Dimension	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	<b>Shared Value:</b> Material issues where we can, through our business, pursue and scale solutions to meet significant systemic challenges for the benefit of society while creating opportunities for our business	Climate protection	Opportunity	Reducing greenhouse gas emissions, energy use and mitigating the effects of long-term changes in the Earth's climate and its physical impacts on business operations, communities and the natural environment. Advocacy and partnerships with others to reduce climate change impacts.	Siemens addresses these material issues through the DEGREE Framework. The details of the DEGREE Framework is available on the link <a href="https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#!/siemens/en/our-degree-framework/">https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#!/siemens/en/our-degree-framework/</a>	Positive
2		Sustainable product design and life-cycle management	Opportunity	Fostering a circular economy by addressing customer and societal demands for more sustainable products and services. Ensuring environmental responsibility in the product use phase. Meeting evolving regulations through product designing and lifecycle management.		Positive
3		Innovation and business model	Opportunity	Innovation management for developing sustainable products and solutions. Management of risks and opportunities associated with the incorporation of social, environmental, and political transitions into long-term business model development.		Positive
4		Partner management and collaboration	Opportunity	Fostering collaborations with partners across the Siemens ecosystem for driving the development of sustainable services and solutions.		Positive
5		Responsible economic performance	Opportunity	Company's ability and strategies to produce long-term economic growth by providing and investing in sustainable products and services.		Positive
6		Future of work	Opportunity	Becoming an employer of choice. Proactively shaping structural changes. E.g., business-relevant trainings, fair and forward-looking remuneration, flexible working models, and further benefits for promoting a productive, enjoyable and sustainable work.		Positive
7		Sustainable handling of natural resources and material efficiency	Opportunity	Company's management and reduction of the use of natural resources in production and consumption (e.g., the use of freshwater), also referred to as dematerialization.		Positive



S. No.	Dimension	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	<b>Responsibility:</b> Material issues where we have a responsibility to mitigate significant potential negative impact on people, society or the environment and where do sustainability issues pose a potential for financial or reputational risk to our business	Social and ecological standards in the supply chain	Opportunity / Risk	Driving sustainability performance in the supply chain. Including minimum social and ecological standards for suppliers (e.g., protection of fundamental labor rights or environmental objectives and supplier management)		Positive / Negative
9		Cybersecurity and data management	Opportunity / Risk	Cyber and data security as risk and business opportunity for the benefit of all. Management of risks related to collection, retention and use of sensitive, confidential and/or proprietary customer or user data.		Positive / Negative
10		Employee health and safety	Risk	Company's ability to create and maintain a safe and healthy workplace that is free of injuries, fatalities and illness (both acute and chronic).		Negative
11		Diversity, equity & inclusion	Opportunity	Company's ability to ensure that it's culture and hiring and promotion practices foster the building of a diverse and inclusive workforce.		Positive
12		Customer safety and product quality	Opportunity / Risk	Management and minimization of issues unintended characteristics of products or services sold that may create health and safety risks to end-users.		Positive / Negative
13		Corporate governance and sustainability leadership	Opportunity / Risk	Siemens management follows clear rules, practices and processes. Our leadership takes responsibility for encouraging sustainability across the Siemens ecosystem.		Positive / Negative
14		ESG risk management	Opportunity / Risk	Management system for identification, prevention, minimization of potential ESG-risks.		Positive / Negative
15		Compliance management	Opportunity / Risk	Management system for ensuring, that the Company and its employees follow all laws, regulations, standards, and ethical practices that apply to the organization and industry.		Positive / Negative

**SECTION B**

**Management and process disclosures**

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	Please refer to Annexure I								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
4.	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your Company and mapped to each principle	Siemens policies are in line with international standards and practices such as ISO 14001, 50001, ISO 45001, OHSAS 18001, UNGC Guidelines, UN Human Rights Declaration and European Human Rights Convention; UNFCCC - United Nations Framework Convention on Climate Change, CEO Water Mandate, CPLC (carbon), ILO Principles, OECD Guidelines for Multinational Enterprises, UN Convention against Corruption, IFRS as issued by the IASB.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The ESG commitments, goals and targets are set globally by Siemens AG. Siemens AG has developed the DEGREE Framework to address issues identified via the materiality assessment. The details of the DEGREE Framework is available on the link: <a href="https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#!/siemens/en/our-degree-framework/">https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#!/siemens/en/our-degree-framework/</a>  The targets against the various principles are the ones committed under the DEGREE Framework by Siemens AG. Siemens Limited adheres to the framework and contributes towards achievement of the DEGREE KPIs. The current performance against DEGREE Targets is also available at the link mentioned above.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

**Governance, Leadership and oversight**

- 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)  
Mr. Sunil Mathur  
Managing Director and Chief Executive Officer  
DIN: 02261944
- 9. Does the entity have a specified committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No) If yes, provide details  
The CEO & Managing Director and CFO & Executive Director are responsible for decisions on all sustainability related issues.
- 10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually/ Half yearly/ Quarterly Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action					Yes									Annually					
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Yes									Quarterly					
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9									No	
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not applicable.																			

## SECTION C

### Principle wise performance disclosure

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

## Principle 1: Businesses should conduct and govern themselves with integrity, in a manner that is Ethical, Transparent and Accountable.



### Essential Indicators

#### 1. Percentage coverage by training and awareness programmes on any of the Principles in the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	The Board is familiarised of the principles of the NGRBC released by SEBI/MCA, and Siemens Business Conduct Guidelines (BCG). The Board periodically reviews the BCG.	100%
Key Managerial Personnel	1	100% employees and KMPs are required to undergo the <b>Siemens Business Conduct Guidelines (BCG), Data Privacy, Cybersecurity, Anti-corruption and Antitrust essentials trainings once in three years.</b>	11%
Employees other than BoD and KMPs	5		
Workers	1	Workers are required to undergo training on the <b>Siemens Business Conduct Guidelines (BCG)</b>	100%

#### 2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies / judicial institutions in the financial year, in the following format.

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty /Fine Settlement Compounding fee			NIL		
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment			NIL		

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL	Not Applicable

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

Yes, Siemens has an anti-corruption and anti-bribery policy as part of its Business Conduct Guidelines (BCG). Responsible business conduct plays a vital role in the Company's aspiration to make ethical and responsible decisions in the interest of all stakeholders. The BCG lays the foundation of compliance management system at Siemens.

Details of Siemens Compliance system and the BCG are available at <https://new.siemens.com/global/en/Company/sustainability/compliance.html>

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

	FY 2022	FY 2021
Directors	NIL	NIL
KMP	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2022	FY 2021
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable.

## Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	P1, P2, P3, P4, P5, P6, P8, P9	100% of suppliers onboarded are covered through the Siemens Group Code of Conduct for Suppliers and Third Party Intermediaries.

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes. In order to avoid/manage conflicts of interest, Siemens obtains a mandatory declaration from the members of its Board. The declaration ensures that the members of the Board are in compliance with the Siemens Business Conduct Guidelines.

## Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe



### Essential Indicators

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

	FY 2022	FY 2021	Details of improvements in environmental and social impacts
R&D	-	-	R&D for improving environmental and social impacts of product is done by Siemens AG considering the global and local requirements.
Capex	-	-	

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

Yes, Siemens requires all its suppliers to make a firm commitment to Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries.

Details are available at <https://new.siemens.com/global/en/Company/about/corporate-functions/supply-chain-management/sustainability-in-the-supply-chain/code-of-conduct.html>
  - If yes, what percentage of inputs were sourced sustainably?**

Siemens Group Code of Conduct for Suppliers and Third-Party Intermediaries is a prerequisite for the suppliers to do business with Siemens. Hence 100% sourcing is done sustainably.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

As a process to reclaim product Electrical and Electronic Waste (EEE) and plastic packaging for recycling the Extended Producer Responsibility (EPR) is applied. Producer Responsible Organizations (PROs) are nominated for the collection of e-waste and plastic waste from customer and waste/s are recycled. Hazardous waste is sent either for incineration or to authorised recyclers depending on their nature. For example, paint, oil/varnish-soaked cotton waste, oil-soaked saw dust, oil filters are incinerated whereas batteries (pencil cell & lead acid batteries), non-ferrous scrap (insulated copper wire/Copper with PVC sheathing), used oil, etc are recycled. Some waste such as grinding sludge, asbestos is labelled appropriately and sent for landfill.

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

The Extended Producer Responsibility (EPR) is applicable for electronic waste and plastic waste generated by the Company. The waste is collected by the nominated PRO (Producer Responsible Organization) from the customer. The quarterly returns and annual returns are filed to CPCB (Central Pollution Control Board).

The waste collection is in line with the targets specified by CPCB in the authorisation granted to Siemens Ltd. Targets set by CPCB for EPR are met and reported to CPCB.

## Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The entity has not conducted Life Cycle Assessments (LCA). However, LCAs are conducted at Siemens AG level. Details of the LCA are available in the Siemens Sustainability Report 2022. Please refer the link:

<https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#DEGREE>

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022	FY 2021
Plastic for packaging	15% (HDPE, LDPE)	not available

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022			FY 2021		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastics (including packaging)	10	296	0	41	258	0
E-waste	0	10	0	0	7	0
Hazardous waste	0	87	131	0	206	88
Other waste	0	2,867	65	0	1,032	2,234

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Plastic for packaging	61.4%

## Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains



### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
<b>I. Permanent Employees</b>											
Male	5,998	5,998	100%	5,998	100%			5,998	100%	3,500	58%
Female	801	801	100%	801	100%	801	100%			573	72%
<b>Total</b>	<b>6,799</b>	<b>6,799</b>	<b>100%</b>	<b>6,799</b>	<b>100%</b>	<b>801</b>	<b>100%</b>	<b>5,998</b>	<b>100%</b>	<b>4,073</b>	<b>60%</b>
<b>II. Other than Permanent Employees</b>											
Male	1,520	1,519	99.9%	1,442	94.8%			1,145	75.3%	688	45.2%
Female	78	78	100%	74	94.8%	78	100%			33	42.3%
<b>Total</b>	<b>1,598</b>	<b>1,597</b>	<b>99.9%</b>	<b>1,516</b>	<b>94.8%</b>	<b>78</b>	<b>4.7%</b>	<b>1,145</b>	<b>71.6%</b>	<b>721</b>	<b>45.1%</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
<b>I. Permanent Workers</b>											
Male	1,259	1,259	100%	1,259	100%			1,259	100%	929	74%
Female	16	16	100%	16	100%	16	100%			16	100%
<b>Total</b>	<b>1,275</b>	<b>1,275</b>	<b>100%</b>	<b>1,275</b>	<b>100%</b>	<b>16</b>	<b>100%</b>	<b>1,259</b>	<b>100%</b>	<b>945</b>	<b>74%</b>
<b>II. Other than Permanent Workers</b>											
Male	0	NA		NA		NA		NA		NA	
Female	0	NA		NA		NA		NA		NA	
<b>Total</b>	<b>0</b>	<b>NA</b>		<b>NA</b>		<b>NA</b>		<b>NA</b>		<b>NA</b>	



2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2022			FY 2021		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Not Applicable	100%	100%	Not applicable
ESI	0.74%	1.8%	Yes	0.81%	0.47%	Yes

3. Accessibility of workplaces

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

Yes. Siemens has the necessary infrastructure in place to make the workplaces accessible to differently abled employees and visitors. Such infrastructural arrangements include without limitation, easily accessible sites and building entrances, easily operated doors, push/lever type wash basin fixtures, sufficient illuminated wide corridors and requisite signages.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. the Siemens Business Conduct Guidelines document declares the equal opportunity policy under the principle of 'Respect'. Siemens also undertakes the responsibility of 'working conditions' for its employees and workers. The principles of equal opportunity and equal treatment are guaranteed without regard to any disability. The Siemens Business Conduct Guidelines is available at <https://new.siemens.com/in/en/Company/investor-relations/business-ethics.html>

5. Return to work and Retention rates of permanent employees and workers that took parental leave-

	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	99.46%	82.31%	100%	100%
Female	92.86%	100%	100%	100%
Total	98.99%	82.93%	100%	100%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 for grievance redressal mechanism for the permanent workers where workers or their representatives can raise their grievances in areas like wages, discrimination, child labour, human rights related issues etc.
Other than Permanent Workers	As far as employees are concerned, they can raise their grievances with their respective People and Organisation (P&O) Business Partner.
Permanent Employees	Alternatively, „Tell Us“ helpline and the Ombudsperson are channels for reporting and seeking redressal for violations of Siemens Business Conduct Guidelines including Human Rights for all stakeholders.
Other than Permanent Employees	

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

Category	FY 2022			FY 2021		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	6,799	0	0%	7,049	0	0%
Male	5,998	0	0%	6,249	0	0%
Female	801	0	0%	800	0	0%
Total Permanent Workers	1,275	1,275	100%	1,264	1,264	100%
Male	1,259	1,259	100%	1,249	1,249	100%
Female	16	16	100%	15	15	100%

8. Details of training given to employees and workers:

	FY 2022					FY 2021				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	5,998	3,593	60%	5,904	98%	6,249	2,018	32%	5,923	95%
Female	801	379	47%	784	98%	800	206	26%	766	96%
<b>Total</b>	<b>6,799</b>	<b>3,972</b>	<b>58%</b>	<b>6,688</b>	<b>98%</b>	<b>7,049</b>	<b>2,224</b>	<b>32%</b>	<b>6,689</b>	<b>95%</b>
<b>Workers</b>										
<b>Male</b>	1,259	229	18%	490	39%	1,249	293	23%	252	20%
<b>Female</b>	16	8	50%	10	63%	15	3	20%	10	67%
<b>Total</b>	<b>1,275</b>	<b>237</b>	<b>19%</b>	<b>500</b>	<b>39%</b>	<b>1,264</b>	<b>296</b>	<b>23%</b>	<b>262</b>	<b>21%</b>

Skill Building Trainings are available to employees on the Siemens MyLearning World platform, which is accessible 24x7 and training can be self-paced. Other than these, SITRUST (Siemens Global Skill centre for Occupational Safety) conducts virtual and in-person trainings related to Electrical Safety, Occupational Safety and Manufacturing Safety at Siemens factories and project sites. The EHS Health Management team conducts awareness sessions and webinars on Physical wellbeing, Mental wellbeing and COVID 19.

The businesses also conducts function / role specific training for employees on an ongoing basis.

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

Category	FY 2022			FY 2021		
	Total (A)	No.(B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	5,998	5,998	100%	6,249	6,249	100%
Female	801	801	100%	800	800	100%
<b>Total</b>	<b>6,799</b>	<b>6,799</b>	<b>100%</b>	<b>7,049</b>	<b>7,049</b>	<b>100%</b>
<b>Workers</b>						
Male	1,259	1,259	100%	1,249	1,249	100%
Female	16	16	100%	15	15	100%
<b>Total</b>	<b>1,275</b>	<b>1,275</b>	<b>100%</b>	<b>1,264</b>	<b>1,264</b>	<b>100%</b>






10. Health and safety management system:

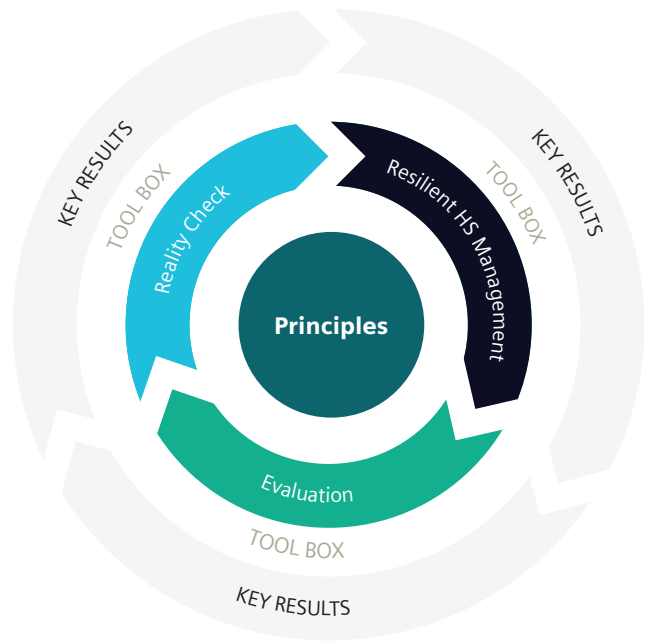
- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, Siemens has implemented an occupational health and safety management system certifiable to ISO 45001. Maintaining, fostering, and improving the safety and well-being of employees is enshrined in the Company-wide risk management and control process.

A major milestone is the launch of the Healthy and Safe @ Siemens program. The program’s framework is enlarged to organisational resilience: It focuses not only on bodily health and integrity, but now also places more attention on mental health and psychological safety. This is intended to strengthen the sense of well-being and the resilience of the people and to support them in dealing with change.

**Elements of Healthy and Safe @ Siemens**

-  We care for our own and each other’s well-being.
-  We speak up and take part in making the workplace healthy and safe.
-  We are inclusive and invite a diverse range of views on health and safety.
-  We are engaged in learning and sharing how we can work better, safer, and healthier.
-  We prepare for and adapt well to changing circumstances.



**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

As part of implementation of ISO standard, procedures for Hazard Identification and Risk Assessment (HIRA) have been established and implemented within the business units. HIRA is conducted for routine and non-routine activities. Work related hazards are identified by people involved in the operations, EHS officers and contractor representatives (wherever applicable). The identified hazards are recorded and control measures are discussed and defined as per hierarchy of controls.

The CAPA (Corrective And Preventive Action) tracker is implemented to proactively identify safety risks in high risk activities and implement engineering controls to mitigate the risks. A Cross Functional Team reviews high risk activity and implements engineering controls, as feasible to mitigate risks. Focused trainings are conducted on "Behavioral Based Safety" (BBS) to promote awareness amongst third party and contractor employees to adopt safe work practices. The outcome from the CAPA tracker are reviewed every month with Business Management.

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

Yes, Siemens has established a robust system of reporting Unsafe Acts and Unsafe Conditions (UAUC), near misses and incident reporting. Workers are encouraged to report UAUC, near miss and incidents and to immediately remove themselves from such risks. UAUC are recorded in an EHS dashboard from project sites, factories and office locations. These are analysed as per Safety Essentials categories. Corrective and preventive actions are initiated to mitigate safety risks.

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

Yes, Employees and workers of Siemens have access to non-occupational medical and healthcare services.

PHC (Preventive Health Check), COVID 19 vaccination and rehabilitation, Wellness programs are offered as part of non-occupational medical and healthcare services. Psychosocial Wellbeing programs are driven through an Employee Wellbeing Assistance Partner (EWAP).

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

Safety Incident/Number	Category	FY 2022	FY 2021
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.05	0
	Workers	0.22	0
Total recordable work-related injuries	Employees	6	8
	Workers	16	14
No. of fatalities	Employees	1	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The EHS management system has enabled businesses to mitigate EHS related risks and ensure providing safe and healthy workplace. Siemens has implemented "Zero Harm Culture" campaign to proactively ensure safe and healthy workplace. Various initiatives were taken under the campaign of Zero Harm Culture (ZHC) to mitigate safety risks and ensure well-being of employees. Siemens in India launched a campaign "Hamari Suraksha, Hamara Sankalp" in FY 2020-21 to ensure safe workplace and well-being of employees. A three pronged program called CAPA (Corrective And Preventive Action) tracker is implemented to proactively identify safety risks in high risk activities and implement engineering controls to mitigate the risks. It comprises a Cross Functional Team that reviews high risk activity and implement engineering controls, as feasible to mitigate risks. Focused trainings are conducted on "Behavioral Based Safety" (BBS) to promote awareness amongst third party and contractor employees to adopt safe work practices.

Structured programs have been established and implemented to fight COVID 19-19 pandemic and ensure business continuity. Restoration process was defined by COVID 19 task force, post lock-down in structured manner to ensure safe and healthy workplace and at the same time enabling business continuity.

- (i) Factories and Project sites were opened with minimum required manpower adhering to all COVID 19 protocols.
- (ii) Stakeholders from business and supporting functions worked together and prepared factory, projects and office locations to strictly follow COVID 19 protocols. Approval to restart business was given by Senior management after reviewing adherence to defined COVID 19 protocols.
- (iii) COVID 19 testing (RT PCR) testing was conducted at regular intervals to monitor the positivity rate.
- (iv) COVID 19 vaccination program was launched to motivate employees to get themselves fully vaccinated.
- (v) Work From Home (WFH) was encouraged for office staff and >90% complete vaccination was one of the criteria to start the business operations.
- (vi) These measures ensured >97% complete vaccination by Sept 21 and enabled businesses continuity with increased strength.

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

	FY 2022		Remarks	FY 2021		Remarks
	Filed during the year	Pending resolution at the end of year		Filed during the year	Pending resolution at the end of year	
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Working Conditions	100% of plants assessed
Health & Safety	

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

The following corrective actions have been initiated:

1. "Hamari Suraksha, Hamara Sankalp": A three-pronged program called CAPA (Corrective And Preventive Action) tracker to proactively identify safety risks in high risk activities and implement engineering controls to mitigate the risks.
2. Focused trainings are conducted on "Behavioral Based Safety" (BBS) to promote awareness amongst third party and contractor employees to adopt safe work practices.
3. EHS experts from external company / agency conduct independent EHS assessment of Siemens factories

## Leadership Indicators

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes. Siemens Limited has Life Insurance scheme for all its permanent employees and workers.

In addition, financial assistance through contribution is available under the "Siemens Sahayta Scheme". This scheme is applicable to permanent employees and workers. Under this scheme, each employee contributes on the demise of a fellow employee. The Company matches the joint contribution amount.

Additionally, from March 2020 a COVID 19 Care package for families of permanent employees and workers, who lost their lives due to COVID 19. This included benefits like lumpsum payment of 25 lakhs, 2 years of medical insurance of employee's spouse and children and monetary support up to Rupees 1 lakh per annum per child, for balance years of education until Standard 12.

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

**Upstream Value Chain Partners:** Under the External Sustainability Audit (ESA) conducted at suppliers' site/ factory the auditor checks whether the Provident Fund (PF) is deducted & is deposited under employee name in Employees' Provident Fund Organisation (EPFO) portal and whether the Employees' State Insurance (ESIC) scheme is being followed or not.

**Downstream Value Chain partners:** Key downstream counterparts are assessed on multiple ESG parameters including labour compliance through an ESG due diligence tool before entering into business contracts with them.

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

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022	FY 2021	FY 2022	FY 2021
Employees	1	0	0	NA
Workers	0	0	NA	NA

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

Yes, in-house Transition Assistance programs like 'Siemens Nivrtti' are available to Employees aged 55 and above. These include sessions on health, financial wellness, social security, holistic wellness, etc. Employees are also offered a personalised retirement planning service to help manage finances at the end of their careers.

5. **Details on assessment of value chain partners:**

New suppliers are required to undertake a **Corporate Responsibility Self-Assessment (CRSA)** as part of a binding qualification process, while existing suppliers are assessed every three years. The CRSA outlines what Sustainability means for Siemens. Based on an online questionnaire, Siemens decides if the partner fulfils the Siemens sustainability requirements. If not, the prospective supplier is required to set up development measures to be considered 'Ready for Business' (R4B).

Apart from CRSA, **External Sustainability Audits (ESA)** intend to verify adherence to the requirements of the 'Code of Conduct for Siemens Suppliers (based on UN global compact principles, ILO conventions, local law) and assess the sustainability performance of the supply chain. Siemens has appointed internationally recognized auditing companies which conduct on-site audits based on the universally valid principles of the Code of Conduct for Siemens Suppliers. The outcome is an in-depth assessment and report that enables Siemens and its suppliers to identify and manage potential sustainability risks.

**ESG risk assessment of downstream activities:** Under the ESG Risk Framework adopted by Siemens in October 2020, the Company undertakes ESG risk assessment of opportunities that fall above a threshold as defined by individual businesses. Opportunities that fall in the criteria are assessed using the ESG Due Diligence tool. The opportunities' risk assessment includes downstream counterparts assessment. The tool provides for mitigation measures that the Company is required to undertake before entering into a formal contract with the counterpart.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	Upstream suppliers
Working conditions	CRSA 83.5%
	ESA 24%
	Downstream counterparts
	11% order assessed

**Total 231 ESA audits were conducted over a period of 3 years. In the reporting year 24% of suppliers having a PVO value beyond a threshold (EUR 50,000) underwent the ESA.**

**6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners**

Improvement measures agreed-upon with suppliers relate either to actual deviations from the Siemens Group Code of Conduct for Suppliers or to structural improvements in management systems and the lack of specific processes and guidelines implemented by the supplier.

**Agreed upon improvement measures:**

**Health & Safety**

- Sufficient number of first aid boxes in the factory
- Installation of fire alarm in all areas
- Providing appropriate PPE to all the employees at free of cost & ensure usage of the same while working

**Working Conditions**

- Age verification process for recruiting new workers
- Employees being paid in line with legal minimum wages
- Applicable benefits like PF, ESI, Leave & Bonus are extended to eligible employees

For monitoring purposes, audits can be repeated or follow-up audits can be performed by external audit service providers. It is also possible for the responsible purchasing departments at Siemens to agree on a series of improvement measures with the supplier. During this process, the Company remains committed to partnerships with suppliers and helps them to improve. However, if the problems continues or a supplier does not show a willingness to take necessary remedial action, the Company may choose to phase out that supplier.

## Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders



### Essential Indicators

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

Stakeholder groups are identified based on the nature of their engagement with the entity.

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This *inter alia* includes employees, shareholders and investors, customers, channel partners and key partners, regulators, lenders, research analysts, communities and non-governmental organizations, suppliers amongst others.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No, Siemens is an Equal Opportunity Employer encouraging diversity in the workplace	1) Email - Siemens India Monthly Update and Siemens employee newsletter (Siemens Sansar)- sent to all employees 2) Notice Boards in factories 3) Company Intranet and Website 4) Regular updates are put up on our internal Siemens social media group 5) Townhalls and virtual meetings	1) Employee satisfaction survey- Taken half yearly through survey tool and for workers, it is a paper survey 2) Emails are sent to employees every month basis on important Company communication 3) Business specific monthly/ quarterly townhalls 4) Annual meeting	1) Information about Company's business growth plans and business performance 2) Top-down communication about important changes, policies, wellbeing initiatives 3) Platform for gathering informal feedback 4) Workplace diversity is encouraged through various diversity, equity and inclusion initiatives.
Shareholders	No	Email, Newspaper, Notice board, Website	Quarterly and need based	Shareholder related communication
Investors	No	Email, conference calls, virtual meetings	Half-yearly plus as and when requested by investors	To understand the Company's results, major events and future direction
Analyst	No	Email, conference calls, virtual meetings	Half-yearly and as requested by analysts	To understand the Company's results, major events and future direction



Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers / Service partners	No	Email, Website, Webinars, Newsletter, Siemens channel partners, Fairs and Tradeshows	As and when required	Information on Business offerings
NGOs & Communities	Yes	Meetings, Quarterly and Annual Reports	Quarterly/ periodic review meetings based on the characteristics of each CSR projects	To develop the CSR project along with the community, according to the need of the community
Suppliers	No, Siemens encourages suppliers from all sections including MSMEs. However, the final engagement depends upon the quality and timely delivery of services	Email, conference calls, virtual meetings	Need basis for any centrally driven topic	To understand the new market trends and educating the suppliers

## Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**
- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

The stakeholders as mentioned in essential indicator 2 in this principle are systematically engaged by various functions of the Company. The Board of Directors / Committee thereof takes feedback of the status of various functions and provide directions for improving processes / practices wherever applicable. The Company also regularly consults its internal and external stakeholders to identify and manage environmental and social topics. Based on both an outside-in and an inside-out perspective (double materiality), the Company has prioritised 15 sustainability topics for implementation– at the Siemens AG level, within business units, and in the countries where it operates. The Board of Directors are regularly apprised about the materiality as well as the DEGREE initiatives intended to address the material topics as identified during the materiality assessment.

Please refer to disclosure 24 in Section A for an overview of the top material issues for Siemens.

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

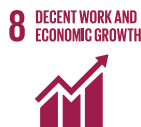
Siemens is driven by one idea: to improve the lives of people through its technology. Siemens is committed to improve quality of life and create lasting value for society and thereby contribute to a liveable sustainable future.

Based on the UN Sustainable Development Goals and the Company's core competencies, Siemens in India has defined 3 strategic focus areas for its Corporate Social Responsibility: Education, Social and Environment. Broadly, these initiatives include creating sustainable communities through use of simple and inclusive technologies, developing innovative solutions that help sustain the environment and improve quality of life. Furthermore, fostering India's youth by making them industry-ready while also making technology and knowledge accessible to a wide number of people.

Siemens has been transforming communities across India through Corporate Citizenship initiatives. Communities now have access to power, clean drinking water, healthcare, quality education and livelihood.

For more details, please refer Annual CSR report under the Annual Report.

## Principle 5: Businesses should respect and promote human rights



### Essential Indicators

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

Category	FY 2022			FY 2021		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	6,799	837	12%	7,049	1,307	18%
Other than permanent	1,598	114	7%	3,293	72	2%
<b>Total</b>	<b>8,397</b>	<b>951</b>	<b>11%</b>	<b>10,342</b>	<b>1,379</b>	<b>13%</b>
<b>Workers</b>						
Permanent	1,275	1,275	100%	1,264	7	0.5%
Other than permanent	0	0	0	0	0	0
<b>Total</b>	<b>1,275</b>	<b>1,275</b>	<b>100%</b>	<b>1,264</b>	<b>7</b>	<b>0.5%</b>

- Details of minimum wages paid to employees and workers, in the following format:

	FY 2022					FY 2021				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	5,998	0	0%	5,998	100%	6,249	0	0%	6,249	100%
Female	801	0	0%	801	100%	800	0	0%	800	100%
<b>Other than permanent</b>										
Male	1,520	0	0%	1,520	100%	3,193	0	0%	3,193	100%
Female	78	0	0%	78	100%	100	0	0%	100	100%
<b>Workers</b>										
<b>Permanent</b>										
Male	1259	0	0%	1,259	100%	1,249	0	0%	1,249	100%
Female	16	0	0%	16	100%	15	0	0%	15	100%
<b>Other than permanent</b>										
Male	0					0	0	0%	0	0%
Female	0					0	0	0%	0	0%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in million)	Number	Median remuneration/ salary/ wages of respective category (₹ in million)
Board of Directors	8	3.91	1	2.58
Key Managerial Personnel	3	41	0	-
Employees other than BoD and KMP	5,995	1.50	801	1.22
Workers	1,259	0.44	16	0.29

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Sustainability Manager is responsible for addressing human rights impacts or issues caused or contributed to by the business.

Siemens applies a value chain approach to address negative environmental and social impact created out of the business operations. For each element in the value chain there are processes and people responsible to evaluate any environmental or social impact caused or contributed to by the business and mitigate them effectively. Being committed to UN Guiding Principles on Business and Human Rights, the Company continuously evaluates its business operations for any negative impacts 'caused by' the Company or 'contributed to' by the action of a third party engaged by the Company. The Sustainability Manager centrally maintains oversight for such impacts occurring across the value chain and ensures that all the processes are in place and the impacts if any are systematically mitigated.

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

The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 for grievance redressal mechanism for the permanent workers where workers or their representatives can raise their grievances in areas like wages, discrimination, child labour, human rights related issues etc.

Alternatively, "Tell Us" helpline and the Ombudsperson are channels for reporting and seeking redressal for violations of Siemens Business Conduct Guidelines including Human Rights for all stakeholders.

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

	FY 2022			FY 2021		
	Pending complaints at the beginning of the year	Filed during the year	Pending resolution at the end of year	Pending complaints at the beginning of the year	Filed during the year	Pending resolution at the end of a year
Sexual Harassment	0	3	2	0	0	0
Discrimination at workplace	1	0	0	0	1	1
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	1	17	2	1	0	1
Other human rights related issues	0	0	0	0	0	0

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

For cases related to Sexual Harassment, there is an Internal Committee for redressal of the same. The Committee takes concrete actions to ensure that every Complainant is protected. It maintains confidentiality of all complaints. During the pendency of the Inquiry, the Complainant is granted leave or it is ensured that the Complainant and Respondent do not work together or the Complainant is reassigned or relocated if both Complainant and Respondent are in same team or same location.

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

Yes, Siemens suppliers commit to uphold the Siemens Group Code of Conduct for Suppliers and Third Party Intermediaries and Business Partners, which affirms the fundamental human rights of the suppliers’ employees.

For customers Siemens rolled out a ESG Risk Framework to evaluate and assess Environmental, Social and Human Rights risks associated with the Business counterpart. Based on this risk approach there are specific clauses under ‘Representation and Warranties’ to ensure Human Rights risks are addressed.

**9. Assessments for the year:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	Not Applicable

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Not applicable.

**Leadership Indicators**

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

The Company has a robust human rights due diligence process through which it continuously assesses and improves its ability to respond to any negative human rights impacts.

**2. Details of the scope and coverage of any Human rights due-diligence conducted, including in the value chain.**

Siemens is committed to safeguarding and respecting human rights in every stage of the value chain. The goal is to identify any human rights violations occurring anywhere in the value chain as early as possible and to mitigate identified risks responsibly.

Human rights in the supply chain

Maintaining sustainable supply chains is one of the Company’s guiding principles. Siemens suppliers commit to uphold the Siemens Group Code of Conduct for Suppliers and Third Party Intermediaries and Business Partners, which affirms the fundamental human rights of the suppliers’ employees.

Human rights in the workplace

The Business Conduct Guidelines are an integral element of all employment contracts. Every employee is responsible for respecting human rights. Siemens does not tolerate discrimination, sexual harassment, or any other form of personal attack on individuals or groups. In addition, the principles of equal opportunity and equal treatment apply without restriction.

Human rights in the case of business decisions

Siemens strives to systematically operationalize any human rights risks within its value chain by means of a Company-wide due diligence approach. This also includes the business conducted by the customers of the entity. The Company

has rolled out an internal ESG Risk Due Diligence Tool to help identify and assess possible environmental and social risks and the associated human rights and reputational risks, earlier and on an even more comprehensive basis in the case of business decisions made by customers.

More details on the Siemens Human Rights framework is available on <https://new.siemens.com/global/en/Company/sustainability/humanrights.html>

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes, the Company has the necessary infrastructure in place to make the workplaces accessible to differently abled employees and visitors. Such infrastructural arrangements include without limitation, easily accessible sites & building entrances, easily operated doors, push/lever type wash basin fixtures, sufficient illuminated wide corridors and requisite signages.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	Upstream suppliers
Discrimination at workplace	CRSA 83.5%
Child Labour	ESA 24%
Forced Labour/Involuntary Labour	Downstream counterparts
Wages	11% order assessed
Others	

**Downstream Value Chain partners:** Key downstream counterparts are assessed on multiple ESG parameters in an internal ESG due diligence tool before entering into business contracts with them. Following a risk-based approach, Issues identified during the due diligence process are discussed with the counterparts and are effectively mitigated as per the recommendation of the ESG Due Diligence tool.

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

Whenever deviations from the principles of the Code of Conduct for Siemens Suppliers, and therefore also violations of the human rights principles defined in the Code are identified, the procurement team works with the supplier to clarify how lasting corrective action can be taken within a reasonable time frame. If all efforts to implement remedial actions remain unsuccessful, Siemens reserves the right to terminate the business relationship and phase out the supplier.

**Agreed upon improvement measures:**

- Age verification process for recruiting new workers
- Employees being paid in line with legal minimum wages
- Applicable benefits like PF, ESI, Leave & Bonus are extended to eligible employees

For monitoring purposes, audits can be repeated or follow-up audits can be performed by external audit service providers. It is also possible for the responsible purchasing departments at Siemens to agree on a series of improvement measures with the supplier. During this process, the Company remains committed to partnerships with suppliers and helps them to improve. However, if the problems continues or a supplier does not show a willingness to take necessary remedial action, the Company may choose to phase out that supplier.

## Principle 6: Businesses should respect and make efforts to protect and restore the environment



### Essential Indicators

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

Parameter	FY 2022	FY 2021
Total electricity consumption (A) in Gigajoules	146,093	129,996
Total fuel consumption (B) in Gigajoules	6,348	6,129
Energy consumption through other sources (C) in Gigajoules	13,480	13,282
Total energy consumption (A+B+C) in Gigajoules	165,921	149,407
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1,105 J per rupee of turnover	1,140 J per rupee of turnover
Energy intensity (optional) – the relevant metric may be selected by the entity	20.55 GJ per Full Time Employee (FTE)*	17.97 GJ per Full Time Employee (FTE)*

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, the Company did not carry out assessment by external agency.

\*FTEs are the count of permanent employees and workers at the end of the reporting year

#### 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the Company does not have any site identified as DCs under PAT scheme.

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

Parameter	FY 2022	FY 2021
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	21,834	30,902
(iii) Third party water	252,641	192,088
(iv) Seawater / desalinated water	0	0
(v) Others	0	1,588
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	274,475	224,578
Total volume of water consumption (in kilolitres)	274,475	224,578

Parameter	FY 2022	FY 2021
Water intensity per rupee of turnover (Water consumed / turnover)	0.0018 L per rupee of turnover	0.0017 L per rupee of turnover
Water intensity (optional) - the relevant metric may be selected by the entity	33.99 KL per FTE	27.01 KL per FTE

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, the Company did not carry out independent assessment by an external agency.

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

Yes, water being an important environmental resource, necessary initiatives are taken across all the manufacturing units to conserve and recycle water, thus ensuring the ZLD (Zero liquid Discharge). At all manufacturing locations suitable and efficient wastewater treatment like sewage treatment plants(STP) are installed with primary, secondary, and tertiary treatment which include nano filtration / RO / UV treatment facilities to treat wastewater to usable quality water. The treated water is further used for flushing and gardening activities within the premises. This in-turn has resulted in reduced use of freshwater.

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

Parameter	Please specify unit	FY 2022	FY 2021
NO <sub>x</sub>	Kg/day (Average of all locations)	1.02	1.14
SO <sub>x</sub>	Kg/day (Average of all locations)	1.17	0.54
Particulate matter (PM)	Kg/day (Average of all locations)	4	0.7
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)	Tons	-	0.442
Hazardous air pollutants (HAP)		-	-
Others – please specify			

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, the Company did not carry out independent assessment by an external agency.

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

Parameter	Unit	FY 2022	FY 2021
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	11,794	9,532
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	30,565	25,932
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00028 kg of CO <sub>2</sub> equivalents per rupee of turnover	0.00027 kg of CO <sub>2</sub> equivalents per rupee of turnover
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		5.24 MT CO <sub>2</sub> equivalents / per FTE	4.27 MT CO <sub>2</sub> equivalents per FTE

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, the Company did not carry out independent assessment by an external agency.

**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

Siemens is committed to sustainability through the DEGREE framework.

One of the KPI in DEGREE is to achieve net-zero in own operations by 2030 in line with SBTI (Science Based Target Initiative) pathway. The details of the DEGREE Framework is available at <https://new.siemens.com/global/en/Company/sustainability/sustainability-figures.html#!/siemens/en/our-degree-framework/>

To achieve net-zero in own operations, Siemens has installed solar panels on the factory roofs at some locations. The Company has entered into a Power Purchase Agreement for procuring renewable energy for certain factories. Apart from solar power, the Company is driving multiple Energy Efficiency programs to reduce the CO2 emissions.

Details of rooftop solar installation at one location is available at <https://www.siemens.com/global/en/home/Company/about/businesses/real-estate/green-greener-kalwa.html>

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

Parameter	FY 2022	FY 2021
Total Waste generated (in metric tonnes)		
Plastic waste (A)	276	222
E-waste (B)	47	41
Bio-medical waste (C)	0	5
Construction and demolition waste (D)	21.2	13
Battery waste (E)	7.1	0.2
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	2554	237
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,957	3,250
Total (A+B + C + D + E + F + G + H)	3,563	3,768
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3,068	1,239
(ii) Re-used		
(iii) Other recovery operations	63	
Total	3,131	1,239
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	136	2,275
(ii) Landfilling	296	61
(iii) Other disposal operations	0	193
Total	432	2,529

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, the Company did not carry out independent assessment by an external agency.

**9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted**



by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Siemens has initiated an Eco Efficiency @ Siemens program since FY 2020-21. The Eco Efficiency program marks a transition from environmental management to a holistic lifecycle perspective. In terms of waste management, the program strives towards 100% zero landfill rate by 2030, a continuous increase of the waste fraction used for material recycling, and increased waste reduction by own use of end-of-life production equipment.

As a process to reclaim electrical and electronic (EEE) waste and plastic packaging for recycling the Extended Producer Responsibility (EPR) is implemented. Producer Responsible Organizations (PROs) are nominated centrally for the collection of e-waste and plastic waste from customers. The collected waste/s are recycled.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Currently no Siemens office or factory locations are part of ecologically sensitive areas.

For projects at customer sites, the Company assesses the location related ESG risks via an internal ESG due diligence tool. The tool helps in risk identification, risk assessment and risk management (mitigation) for customer related business activities. Mitigation measures are suggested basis the location and country data entered in ESG tool where Siemens is to perform operations for customer.

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval /clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-

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

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

No projects were implemented in FY 2021-22 which required EIA to be undertaken.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

Siemens complies to all the applicable environmental law/ regulations/ guidelines in India.

## Leadership Indicators

1. Provide break-up of the total energy consumed in gigajoules (GJ) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022	FY 2021
From renewable sources		
Total electricity consumption (A)	18,346	13,282
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	18,346	13,282
From non-renewable sources		
Total electricity consumption (D)	141,227	129,996
Total fuel consumption (E)	6,348	6,129
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	147,575	136,125

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, the Company did not carry out independent assessment by an external agency.

2. Provide the following details related to water discharged:

Parameter	FY 2022	FY 2021
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	0	0

Initiatives are taken across all the manufacturing units to conserve and recycle wastewater, thus ensuring the ZLD (Zero liquid Discharge). At all manufacturing locations suitable and efficient wastewater treatment facilities like sewage treatment plants (STPs) are installed with primary, secondary, and tertiary treatment to treat wastewater to usable quality water. The entire treated water is used for flushing and gardening activities within the location premises. This in-turn has resulted in reduced intake of freshwater.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, the Company did not carry out independent assessment by an external agency.

**3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: Puducherry and Gurgaon
- (ii) Nature of operations: Manufacturing of fire protection devices, fire extinguisher assembly, assembly & testing of control panel; sales, project management and service
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022	FY 2021
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	2,902	5,204
(iii) Third party water	4,022	1,271
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)	6,924	6,475
Total volume of water consumption (in kilolitres)	6,924	6,475
Water intensity per rupee of turnover (Water consumed / turnover)	0.046 ml per rupee of turnover	0.049 ml per rupee of turnover
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatments		0
- With treatment – please specify level of treatment		0
(ii) Into Groundwater		
- No treatment	3,480	2,700
- With treatment – please specify level of treatment		0
(iii) Into Seawater		
- No treatment		0
- With treatment – please specify level of treatment		0
(iv) Sent to third-parties		
- No treatment		0
- With treatment – please specify level of treatment		0
(v) Others		
- No treatment	102 (Losses due to cooling tower)	0
- With treatment – please specify level of treatment		0
Total water discharged (in kilolitres)		0

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

The Company did not carry out independent assessment by an external agency.

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

Parameter	Unit	FY 2022	FY 2021
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	69,850,000	69,784,000
Total Scope 3 emissions per rupee of turnover		0.47 kg of CO <sub>2</sub> equivalent per rupee of turnover	0.48 kg of CO <sub>2</sub> equivalent per rupee of turnover
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

The Scope 3 emissions are calculated for the following categories:

- Scope 3 Upstream: Purchased goods and services, Fuel and Energy related activities not included in Scope 1 and Scope 2, Upstream transportation and distribution, Waste generated in operations, Employee commuting and Business travel
- Scope 3 downstream: Emissions from use of sold products

The source of the emission factors applied in the 2022 reporting year is the “IEA Emission Factors 2021” published by the International Energy Agency. For example, the India CO<sub>2</sub>e emission factor used for electricity generation is 726.1 g CO<sub>2</sub>e/kWh.

Similarly for FY 2021 the emission factor applied is the “IEA Emission Factors 2020”. For FY 2021, the India CO<sub>2</sub>e factor for electricity generation is 751.9 g CO<sub>2</sub>e/kWh.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.**

No, the Company did not carry out independent assessment by an external agency.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Currently no Siemens locations are part of ecologically sensitive areas.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of roof top solar photovoltaic power generation plants	Installation of roof top solar photovoltaic power generation plants in Kalwa and Aurangabad factories has generating 3,744 MWh of renewable energy.	Environmental impact reduced by 2,958 tons CO <sub>2</sub> emission equivalent
2	Power Purchase Agreement (PPA) with Sunsole Renewables Pvt. Ltd.	PPA complements onsite solar and has generated 1,352 MWh of renewable energy	Environmental impact reduced by 1,068 tons CO <sub>2</sub> emission equivalent
3	Installation of energy efficient centralized chiller and installation of 6 High Volume Low Speed (HVLS) fans	Installation of energy efficient centralized chiller system and replacement of 28 old high-rate fans by 6 High Volume Low Speed (HVLS) fans at Kalwa.	Saving 2,634 MWh of energy equivalent to 2,081 tons of CO <sub>2</sub> emission equivalent
4	Installation of Adiabatic Mist cooling	Adiabatic Mist cooling installed wherein through misting nozzles, ultra-fine water droplets are created which quickly absorb the surrounding energy and evaporate thereby cooling the air around the A.C Condenser and this reduces Air Conditioner power (AC) consumption	Estimated energy savings of 80 MWh

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
5	Reclaim and re-use transformer oil	Re-used and reclaimed 29,000 litres of scrap transformer oil for the manufacturing process.	Environmental impact reduced by 73 tons CO <sub>2</sub> emission equivalent
6	Installation of Variable Frequency Drive (VFD) in the plastic shop in Kalwa	Variable Frequency Drive (VFD) installed in the plastic shop with interlock to optimize the exhaust ventilation motor usage during idle and working periods. Installation of VFD for magnet riveting press motor for efficiently running the motor and switching off automatically when asset is idle for more than 10 minutes.	Saving 9 MWh of electricity
7	Reduction of heated water volume in rotor machine washing tank. Operations sequence of Vacuum Pressure Impregnation (VPI) chamber modified ; logic in Programmable Logic Controller (PLC) modified to maintain temperature automatically	In Nashik factory, dummy blocks have been placed in the water tank used for washing rotor machine, to reduce water volume that needs to be heated. The heating phase duration was optimised by modifying operations sequence of the Vacuum Pressure Impregnation (VPI) chamber including modification of the heating process of stator packet from the oven at 90 degrees to Vacuum Pressure Impregnation (VPI) chamber using thermic oil heaters. Additionally, the logic was modified in the Programmable Logic Controller (PLC) to maintain temperature automatically.	Savings of 34 MWh of electricity
8	Usage of electromagnetic feeders for components	Usage of electromagnetic feeders instead of air for feeding the components, helped eliminate leakages caused by pressure valves at Aurangabad factory.	Savings of 55 MWh of electricity
9	Installation of High-Volume Low Speed Fans (HVLS), optimizing operation of the chillers and the Electropolishing process. Additionally, installing Brushless.	Installation of 4 High-Volume Low Speed Fans (HVLS) in production hall and optimizing the chiller outlet temperature. Optimization of the Electropolishing process with elimination of 1 additional tank and replacing the 56 TR (Ton of refrigeration) Chiller to 2 TR for cooling the tank liquid. Replacing 250 TR chiller by a 150 TR chiller in parallel with a water-cooled chiller thereby increasing discharge time and auto chemical dosing system installed for cooling tower which prevents formation of scaling on condenser coil and chiller operates at optimum efficiency and installing Brushless Direct Current motors (BLDC) in place of induction motors in Air Handling Units (AHU).	Savings of 103.3 MWh of energy
10	Replacing Compact fluorescent lamps (CFL) by Light Emitting Diode (LED) lights	Replacement of lighting fixtures in staircase, lobby and production areas in Pondicherry factory.	Savings of 11 MWh of electricity

For more details on energy conservation initiatives, please refer Annexure II Conservation of Energy, etc. in the Annual Report.

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

The Company has a crisis management plan for managing crisis affecting Company's operations, assets and staff under its responsibility and duty of care. There is a Crisis Management Team (CMT) that provides direction to the Incident / Emergency Management Teams. Decisions of the CMT are binding.

The Company's Business Continuity Plan (BCP) covers the following components:

- a. The ACP (Asset Classification and Protection) process covering location assets, information assets, people assets and project sites.
- b. Preventive crisis management plans for every location,
- c. Disaster recovery planning for IT Applications and Infrastructure,
- d. Situation specific business level BCP

**8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

Siemens ensures that there are no adverse impacts to the environment arising from its value chain. For the upstream value chain i.e. at the suppliers', regular external sustainability Audits (ESA) are conducted to assess their environmental impact and course corrected as necessary.

The downstream value chain is governed under the ESG Risk Framework. This ESG Risk Framework defines the minimum global Company standard the Company shall fulfil in relation to environmental and social risk due diligence in order to avoid or at least reduce and responsibly mitigate within our leverage potential business and reputational risks as well as risks to people and planet.

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

24% of the suppliers were assessed for environmental impacts through External Sustainability Audit (ESA) during the reporting period. Total 231 ESA audits were conducted over a period of 3 years.

Additionally, 83.5% of suppliers took the CRSA as a part of 'Ready for Business' (R4B). If CRSA or ESA reveal infringements of Siemens sustainability requirements, they must be remedied by the suppliers in question within a reasonable period of time

Similarly 11% of orders received were assessed for environmental impacts through the internal ESG risk due diligence tool.

## Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent



### Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**  
Siemens Limited is affiliated with 12 trade and industry chambers.
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce and Industry (BCCI)	State
2	Bureau of Indian Standards (BIS)	National
3	Bureau of Energy Efficiency (BEE)	National
4	Confederation of Indian Industry (CII)	National
5	Indian Electrical & Electronics Manufacturers' Association (IEEMA)	National
6	Indo German Chamber of Commerce (IGCC)	National
7	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
8	Indian Merchants Chambers	State
9	Indian Machine Tool Manufacturers Association (IMTMA)	National
10	Capital Goods Sector Skill Council of India	National

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

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

There were no cases of anti-competitive conduct during the reporting period.

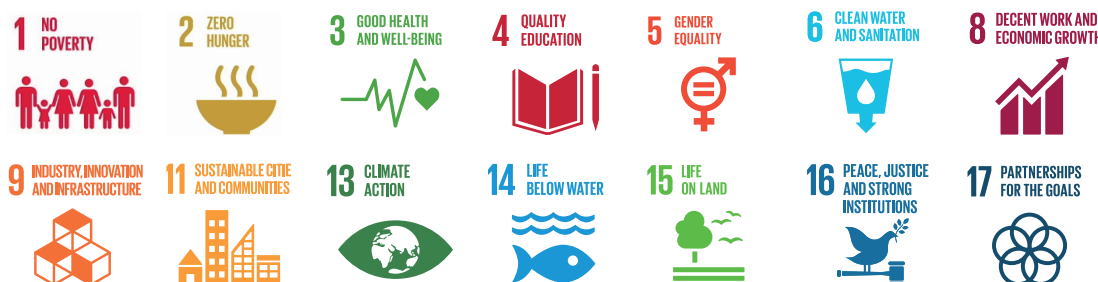
## Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	The Company has advocated on adoption of international standards relevant to its solutions in the areas of e-mobility and infrastructure (chargers), renewable energy, energy storage, distributed energy systems, smart grids and digitalization, business ethics and skill development. The Company continuously makes efforts to further contribute on specific sustainable business issues.	Through membership with trade and industry associations the Company shares its feedback on matters as mentioned in the adjacent cell. Also, as and when the government seeks inputs from Industry the Company provides feedback on these issues through Industry Associations.	This is part of Stakeholder consultation by the respective Industry Associations.	Reviewed by relevant business management on as and when basis.	Not applicable.



## Principle 8: Businesses should promote inclusive growth and equitable development



### Essential Indicators

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

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

SIA was not applicable in the reporting year.

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
-	-	-	-	-	-	-

Rehabilitation and Resettlement (R&R) was not applicable in the reporting year.

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

The Company has a defined a process to ensure all the complaints and feedback from all stakeholders including communities are received and addressed. This defined process includes:

- (i) A dedicated toll-free number
- (ii) A dedicated contact page on the website
- (iii) Complaints / Feedback received on contact Email
- (iv) Complaints / Feedback received directly by Siemens representative

Dedicated teams within the businesses manage all the complaints and feedback to ensure timely response.

Apart from this, Siemens has a reporting channel called "Tell Us" and Ombudsman for receiving grievances of stakeholders.

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

Name of Product / Service	FY 2022	FY 2021
Directly sourced from MSMEs/ small producers	32%	34%
Sourced directly from within the district and neighbouring districts	57%	60%

## Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
-	-

Not applicable as no SIA was undertaken in the reporting period.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent ₹ in million
1	Maharashtra	Osmanabad	0.70
2	Tamil Nadu	Virudhunagar	0.07
3	Bihar	Aurangabad	0.07
4	Jharkhand	Bokaro	0.15
5	Bihar	Begusarai	0.35
6	Uttar Pradesh	Siddharth Nagar	0.18
7	Uttar Pradesh	Hathgaon Fatehpur	0.18
8	Uttar Pradesh	Sonbhadra	0.17
9	Bihar	Gaya	0.18
10	Assam	Dhubri	0.17
11	West Bengal	Murshidabad	0.17
12	West Bengal	Birbhum	0.34
13	Jharkhand	Garhwa	0.17
14	Andhra Pradesh	Vizianagaram	0.34
15	Telangana	Khammam	0.17

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

No, contracts are awarded on merit and not on preference.

- b. From which marginalized /vulnerable groups do you procure?

Not applicable.

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

Not applicable.

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)
-	-	-	-

Siemens Limited does not have (acquired or owned) Intellectual Property Rights based on the traditional knowledge during the reporting period.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
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Not applicable.

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	COVID 19 response 2022	*	100%
2	Siemens Scholarship Program - Batch IX	160	100%
3	Siemens Scholarship Program - Batch VIII	160	100%
4	IGNITE - Indo-German Initiative for Technical Education	501	100%
5	Project Asha - Mokhada (Aase)	10,060	100%
6	Siemens Scholarship Program - Batch VI	147	100%
7	Siemens Scholarship Program - Batch VII	150	100%
8	Project Asha - Mokhada (Koshimshet - Dhamanshet)	10,500	100%
9	Project Jigyaasa	23,000	100%
10	Project Asha - Aurangabad (Sagarwadi)	6,160	100%
11	Dual VET at Government ITIs	32,145	100%
12	Dual Education for Management Students 2022	6	85%
13	Dual Education for Management Students 2021	9	77%
14	Project Asha - Aurangabad (Daregaon)	7,880	100%
15	Disaster Relief - Catastrophe Fund	6,660	100%
16	Dual Education for Management Students 2020	12	83%

\* COVID 19 response mainly consists of strengthening and upgrading of public health systems. Hence, we are not using / including the number of patients benefitting from these public health systems.

## Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner



### Essential Indicators

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

Siemens Limited has defined a process to ensure all the complaints and feedback from customers received from multiple channels are addressed. These multiple channels integrated within the defined process include,

- (i) dedicated toll-free number that is active from 8am - 8pm Monday to Saturday
- (ii) dedicated contact page on website that includes multiple enquiry forms to address different types of enquiries and is accessible 24\*7, all days of the week
- (iii) Complaints/Feedback received on Email
- (iv) Complaints/Feedback received directly by Siemens representative via phone or other means

Dedicated expert teams within the businesses manage all the complaints and feedback to ensure prompt response and timely resolution. The received complaints and feedback are captured within an online tool where tickets are generated, assigned to the experts from relevant business units, tracked, and managed as per the defined process.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	15%
Safe and responsible usage	100% (of products)
Recycling and/or safe disposal	100% (of products)

#### 3. Number of consumer complaints in respect of the following

	FY 2022			FY 2021		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Other	1,105	90		1,205	24	

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

	Number	Reasons for recall
Voluntary recalls	0	
Forced recalls	0	

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

Cybersecurity

Siemens has established a global Product Computer Emergency Response Team (CERT) to address the reported vulnerabilities in its products and Siemens publishes the remedial measures for these reported vulnerabilities.

More details on the framework are available on

<https://new.siemens.com/global/en/products/services/cert.html#SecurityPublications>

<https://new.siemens.com/global/en/Company/topic-areas/cybersecurity.html>

Data Privacy

Siemens processes personal data in compliance with applicable laws on data protection and data security. This policy is applicable to all entities of Siemens AG. For data privacy there is a global policy available at <https://new.siemens.com/global/en/general/legal/business-partner-privacy-notice.html>

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

There were no consumer complaints on issues relating to advertising, delivery of essential services, cyber security and data privacy of customers. The complaints in 'others' category under indicator 5 of this principle pertains to either product delivery or service issues. The respective businesses have resolved the complaints effectively.

## Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

The information on products and services is available on the Siemens website under [www.siemens.co.in](http://www.siemens.co.in).

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The usage of products and services is outlined in manuals and videos available on the Siemens platforms.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Siemens is not involved in directly providing essential services (as per essential service definition given in The Essential Services Maintenance Act, 1981), however, Siemens also supplies its product and services to customer who are provider of essential services like Railways, Power utilities etc. Siemens ensures that its customer face minimum disruption in their operations and services. Siemens maintains continuous connect with its customers which ensures smooth running of their operations.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, products / services of Siemens Limited adhere to all relevant laws and applicable regulations including product labelling. Beyond that the Company also adhere to the product labelling norms as applicable and required as per global established standards e.g., Siemens uses EPD (Environmental Product Declaration) for communication.

Siemens Limited carried out consumer satisfaction survey based on Net Promoter Score (NPS) methodology. NPS is an internationally followed and recognized approach based on the commonly applied performance indicators. The NPS in FY 2021-22 was 73. Besides the NPS, customer feedback is gathered post customer interaction, such as product or service delivery as well as during the project execution / completion. The inputs are analysed for bringing about relevant continual process improvements.

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

- a. Number of instances of data breaches along-with impact
- b. Percentage of data breaches involving personally identifiable information of customers

Currently there are no incidents recorded pertaining to customer data breaches.

## Annexure I

### Web Links of Siemens Policies

#### Siemens Policies in line with the National Guidelines on Responsible Business Conduct

1. Siemens Business Conduct Guidelines  
<https://new.siemens.com/in/en/company/investor-relations/business-ethics.html>
2. Siemens Group Code of Conduct for Suppliers and Third Party Intermediaries  
<https://new.siemens.com/global/en/company/sustainability/compliance.html>
3. Corporate Social Responsibility Policy  
<https://new.siemens.com/in/en/company/investor-relations/corporate-governance.html>
4. Policy for determination of materiality of any event / information  
<https://new.siemens.com/in/en/company/investor-relations/corporate-governance.html>
5. General Policies  
<https://new.siemens.com/in/en/company/investor-relations/corporate-governance.html>

All other policies are available on the Company's internal network.