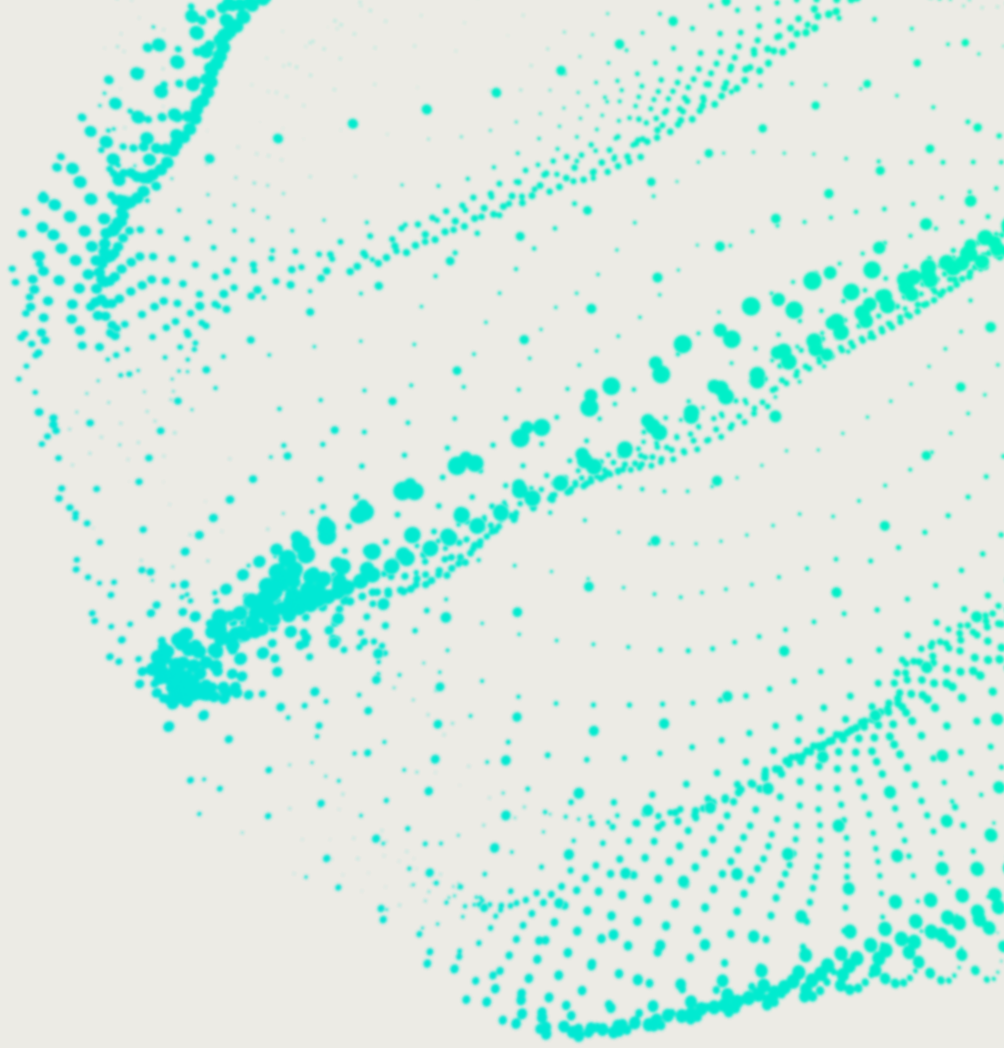


**SIEMENS**



**Business Responsibility  
Report 2021**

# Business Responsibility Report FY 2020-21

## Section A: General Information about the Company

1. **Corporate Identity Number (CIN) of the Company:** L28920MH1957PLC010839
2. **Name of the Company:** Siemens Limited
3. **Registered Address:** Birla Aurora, Level 21, Plot No.1080, Dr. Annie Besant Road, Worli, Mumbai-400030
4. **Website:** <https://www.siemens.co.in/>
5. **E-mail id:** [communication.in@siemens.com](mailto:communication.in@siemens.com)
6. **Financial Year Reported:** 1<sup>st</sup> October 2020 – 30<sup>th</sup> September 2021
7. **Sector(s) the Company is engaged in (industrial activity code-wise)**

Power generation, transmission and distribution, intelligent infrastructure for buildings, distributed energy systems, automation and digitalization for discrete and process manufacturing industries, intelligent mobility solutions for rail and road transport.

Industrial Group	Description
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus
281	Manufacture of general purpose machinery
279	Manufacture of other electrical equipments
261	Manufacture of electronic components and optical products
302	Manufacture of railway locomotives and rolling stock
331	Repair of fabricated metal products, machinery and equipments
332	Installation of industrial machinery and equipments

List three key products/services that the Company manufactures/provides (as in balance sheet)

- Switchgear Items
- Switchboards, control boards and miscellaneous accessories
- Transformers, Turbine and Motors

For additional information on products and solutions, please refer to the Annual financial statements and Management Discussion and Analysis Report.

8. Total number of locations where business activity is undertaken by the Company
  - a. **Number of International Locations:** Siemens Limited has 2 international locations - Sri Lanka, Bangladesh.
  - b. **Number of National Locations:** Siemens Limited has 34 locations including factories across India.
  - c. **Markets served by the Company - Local/State/National/International:** Siemens Limited has a pan-India presence and supports Siemens business in Bangladesh, Nepal, Bhutan and Sri Lanka.

## Section B: Financial Details of the Company

1. **Paid up Capital (INR Million):** 712
2. **Total Turnover (INR Million):** 131,045
3. **Total profit after taxes (INR Million):** 11,030
4. **Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%):** 2.0% (of average net profit for previous three years)
5. **List of activities in which expenditure in 4 above has been incurred:**

The three thematic areas of the CSR projects are as follows:

- a. Education
- b. Social
- c. Environment

The list of projects where the expenditures were incurred is available at the link:

<https://assets.new.siemens.com/siemens/assets/api/uuid:b624cbce-72f2-4b63-8d48-9ea2a091f9cb/SiemensLimitedCSRProjectsFY21.pdf>

#### Section C: Other Details

**1. Does the Company have any Subsidiary Company/ Companies?**

Siemens Rail Automation Pvt. Ltd and C&S Electric Limited with effect from 1<sup>st</sup> March 2021 are subsidiary companies as of 30<sup>th</sup> September 2021.

**2. Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)**

Yes, Siemens Rail Automation Pvt. Ltd. a wholly owned Subsidiary Company participates in the BR initiatives of the parent Company.

**3. 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]**

It is mandatory for all the channel partners, suppliers, vendors, NGOs and contractors to adopt the Code of Conduct for Siemens Suppliers which contains the basic principles and rules for business conduct.

#### Section D: BR Information

**1. Details of Director/Directors responsible for BR**

**a. Details of the Director/Directors responsible for implementation of the BR policy/policies.**

- DIN: 02261944
- Name: Mr. Sunil Mathur
- Designation: Managing Director and Chief Executive Officer

**b. Details of the BR head**

S. No.	Particulars	Details
1.	DIN Number (if applicable)	----
2.	Name	Lakshmi Chatterjee
3.	Designation	Head of Strategy & Sustainability
4.	Telephone number	1800 209 1800
5.	E-mail id	lakshmi.chatterjee@siemens.com

2. Principle-wise (as per NVGs) BR Policy/policies (Reply in Y/N)

S. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	Do you have policy/policies for...	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.	Has the policy being formulated in consultation with the relevant stakeholders?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Does the policy conform to any national /international standards? If yes, specify?	The policies are in line with international standards and practices such as ISO 14001, BS OHSAS 18001, UNGC Guidelines, UN Human Rights Declaration and European Human Rights Convention; ILO Principles, OECD Guidelines for Multinational Enterprises, UN Convention against Corruption; IFRS as issued by the IASB.								
4.	Has the policy been approved by the Board? If yes, has it been signed by MD/ owner/ CEO/ appropriate Board Director?	Significant policies are formulated at Siemens Group level in Germany. The policies are adopted by Siemens Limited in India with Board level undertaking to the Group on implementation of key policies in India. The policies pertaining to local legislations and systems are approved and signed by relevant senior management personnel.								
5.	Does the Company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	The Company has a well-established internal governance structure to ensure the implementation of various policies, internal regulations and procedures. The Company has internally mapped all policies, internal regulations and procedures to business functions responsible for implementation. The MD/ CEO has the ultimate responsibility to oversee implementation of all policies. Siemens Limited reviews the implementation of policies through its internal audit and risk management process.								
6.	Indicate the link for the policy to be viewed online?	<p><b>Siemens Business Conduct Guideline is available at:</b>  <a href="https://new.siemens.com/in/en/company/investor-relations/business-ethics.html">https://new.siemens.com/in/en/company/investor-relations/business-ethics.html</a></p> <p><b>Siemens Compliance policy is available at:</b>  <a href="https://new.siemens.com/in/en/company/investor-relations/business-ethics.html">https://new.siemens.com/in/en/company/investor-relations/business-ethics.html</a></p> <p><b>Siemens Safety, Health and Environment policy is available at:</b>  <a href="https://new.siemens.com/in/en/company/sustainability.html">https://new.siemens.com/in/en/company/sustainability.html</a></p> <p><b>Siemens CSR policy is available at:</b>  <a href="https://assets.new.siemens.com/siemens/assets/api/uuid:be123153-67bc-4f31-9856-46c12634b6cd/SiemensLimitedCSRPolicy11May2021.pdf">https://assets.new.siemens.com/siemens/assets/api/uuid:be123153-67bc-4f31-9856-46c12634b6cd/SiemensLimitedCSRPolicy11May2021.pdf</a></p> <p>All other policies are available on the Company's internal network.</p>								
7.	Has the policy been formally communicated to all relevant internal and external stakeholders?	Yes. All the policies communicated to internal stakeholders are available on the internal network. Policies communicated to external stakeholders are available on the Siemens website.								
8.	Does the Company have in-house structure to implement the policy/ policies?	Yes. There is an in-house structure with clearly defined roles and responsibilities that are periodically reviewed under the Internal Risk Management Framework.								

9.	Does the Company have a grievance redressal mechanism related to the policy / policies to address stakeholders' grievances related to the policy/ policies?	Yes. The Company's stakeholder grievance is covered by the Code of Conduct for Suppliers and Business Conduct Guidelines. In order to ensure integrity and transparency of business processes, there is a system in place to identify any non-compliance and violations of the Siemens Business Conduct Guidelines. The tool, "Tell Us", can be used for whistle blowing and redressal of other grievances by employees, customers, suppliers and other stakeholders 24/7 worldwide either online or by telephone, and in any of the 150 languages. All the concerns reported on "Tell Us" are addressed through proper channels and if found to have merit, disciplinary action is taken. There is also an ombudsman in place where grievances can be raised. Employees and third parties can confidentially and anonymously confide in these impartial professionals should they observe improper business practices in the Company. Siemens has a Business Enquiry Helpline number (1800 209 1800) to register any complaints. Siemens also has a "Contact Us" page through which customers and other stakeholders can register queries on investor relations, press and media, general or other enquiries.
10.	Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	Yes. The Company's policies and procedures are supported by Internal Risk Controls. These risk controls are continually evaluated for their efficacy through internal audit mechanism and are also subject to external audits.

**2a. If answer to S. No. 1 against any principle, is 'No', please explain why: (Tick up to 2 options)**

Not applicable, as Siemens Limited has policies in place for all the 9 Principles

**3. Governance related to BR**

- **Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assesses the BR performance of the Company. Within 3 months, 3-6 months, Annually, more than 1 year**

The BR performance is reviewed quarterly by the CEO.

- **Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?**

Siemens Limited has been publishing a Business Responsibility Report annually since eight years. The reports can be viewed at following URL

<https://new.siemens.com/in/en/company/investor-relations/annual-report.html>

**Section E: Principle-wise performance**

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH ETHICS, TRANSPARENCY AND ACCOUNTABILITY**

- 1. Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No. Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs/Others?**

Siemens Limited holds the highest standards of integrity and behavior, ensuring compliance and adherence to the law and internal regulations through the Siemens Compliance System. Compliance is firmly embedded throughout the Company – not only through internal regulations, related processes and controls, but also through requirement for all Siemens managers to actively take responsibility, ongoing communication and training measures that help to strengthen the culture of integrity in Siemens. "Always act as if it were your own company" - This maxim of an active ownership culture applies to every individual – from Managing Board members to trainees. Every employee takes responsibility for Siemens' success and for ensuring that this success is achieved in an exemplary manner – in accordance with our corporate values. This is the overarching element of the Siemens Compliance System with its three action levels: Prevent, Detect and Respond. Siemens Limited. has zero tolerance for corruption and violations of the principles of fair competition. Siemens Limited. has adopted the Business Conduct Guidelines (BCG), which details the minimum acceptable ethical and responsible business practices for employees, channel partners, suppliers, vendors, NGOs and contractors. The Company is committed to transparency and best practices are also extended to suppliers through the Code of Conduct for

suppliers, channel partners and other external stakeholders. This code warrants compliance with laws prohibiting child labor, taking responsibility for the health and safety of their employees and ensuring that suppliers act in accordance with applicable statutory and international standards regarding environmental protection and human rights. The effectiveness of compliance at Siemens Limited, rests on the Company-wide governance performed by Compliance organization, supported by clear reporting lines.

2. **How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.**

	Received in 2020-21	Percentage satisfactorily resolved by the management
Stakeholder complaints related to ethics, bribery and corruption	22	82%

Siemens takes all matters raised concerning possible ethics & compliance breaches very seriously. These matters are recorded, evaluated and investigated in a transparent, fair and objective manner following the Siemens' laid down processes. For the year ended 30<sup>th</sup> September 2021, out of the total 22 such matters received, 21 were completed as on 15<sup>th</sup> October 2021 and the one remaining matter is in finalization stage.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES THAT ARE SAFE AND CONTRIBUTE TO SUSTAINABILITY THROUGHOUT THEIR LIFE CYCLE**

1. **List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.**

Listed below are products and services which incorporate environment and safety risks/concerns

- i. Regenerative breaking in EMU Mumbai and Electric Locomotives
- ii. Sinorix 227 and Sinorix 1230 Fire Extinguishing system
- iii. Premium Efficiency Motors IE3 with CE Complaint Design

2. **For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):**

- i. **Reduction during sourcing/production/ distribution achieved since the previous year throughout the value chain?**

- ii. **Sinorix 227 and Sinorix 1230 Fire Extinguishing system**

Sinorix 1230 and Sinorix 227 are room protection systems. Both systems are using chemical agents to absorb the heat and thus extinguish the fire. Sinorix 1230 uses 3M Novec 1230 Fire Protection Fluid and Sinorix 227 uses HFC 227ea.

**Sinorix 227ea Fire Extinguishing system**

With an ozone depletion potential of 0, it has no influence on the ozone layer. Extinguishing without leaving any residue and without risk of corrosion is the optimal prerequisite to contain for example a smoldering fire in electrical switching rooms, telecommunication systems, data centers or server rooms – before it even gets started. Sinorix 227 extinguishing solutions provide optimal protection against risks of fire and allows fast, reliable extinguishing.

**Sinorix 1230 Fire Extinguishing system**

Sinorix 1230 reacts rapidly with superior extinguishing properties – protecting valuable assets and ensuring extinguishing without negative impact on the environment. The agent is also non-toxic, non-flammable and non-explosive. The Sinorix 1230 fluid has zero ozone depletion potential. The Sinorix 3M™ Novec™ 1230 Fire Protection fluid is non-corrosive and non-conductive and does not damage high-value assets such as delicate electronics. Environmentally friendly and Novec 1230 fluid is safe for people thanks to one of the highest safety margins.

Maintaining process loss of HFC 227ea gas during gas filling process at 1.6% against consumed quantity in FY21, thereby also reducing the CO<sub>2</sub> emission.

## II. Reduction during usage by consumers (energy, water) has been achieved since the previous year?

### i. Regenerative braking in EMU Mumbai and Electric Locomotives

Environmental Impact at EMU Mumbai

- Low energy consumption and low life cycle costs
- Regenerative braking system saves up to 30% energy
- Increased wheel and other mechanical component life through regenerative brakes

Environmental Impact with Electric Locomotives

- Regenerative braking system saves up to 15% energy depending on the line topology

Overall Customer Impact

- Reduced Maintenance cost
- Reduce downtime in the event of breakdown
- Maximum residual value

### iii. Premium Efficiency Motors IE3 with CE Complaint Design

Motors being a high energy consumption equipment, the new EU Regulation for CE mandates motors to be designed with nominal efficiency without any tolerance. Siemens meets the requirement by providing CE compliant IE3 motors.

Compliance to the new requirement resulted in:

- Carbon Footprint Reduction : 44,982 Tons
- Mtoe Savings : 9,268
- Saving Energy Bills : INR 862.3 million
- Generation Capacity saved : 18.7 MW

## 2. Does the company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably?

Siemens Limited, through efforts such as strict Code of Conduct, External Sustainability Audits (ESA) for select suppliers and an efficient Vendor Monitoring system, ensures sustainability throughout the value chain.

Sustainability agenda is extended to suppliers through the Supplier Code of Conduct (SCC) to which all suppliers have to commit to and the Business Conduct Guidelines (BCG). It lays down the requirements on various aspects of sustainability such as legal compliance, anti-bribery and anti-corruption, human rights, health and safety and environment protection.

Supplier selection, assessment and evaluation process includes elements of sustainability. This includes self-assessments by suppliers, risk assessments by Siemens Limited and external audits by third party.

## 3. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

77% of material from third party suppliers is sourced locally within India. Out of this 34% is sourced from small and medium enterprises. Several MSMEs (Micro, Small and Medium Enterprises) rely on companies like Siemens for their business. Siemens continuously looks for opportunities to source its material locally. It has a registered base of about 2,462 MSMEs. For products which are currently not manufactured locally, it promotes indigenization through the following steps:

- Identification of products currently imported
- Indigenization of the product and testing
- Handholding of suppliers for manufacturing product locally

## 4. Does the company have a mechanism to recycle products and waste? If yes, what is the percentage of recycling of products and waste (separately as <5%, 5-10 %, > 10%). Also, provide details thereof, in about 50 words or so.

The Company is committed to increasing waste efficiency through the ISO 14001 certification for all plants. Waste is segregated into hazardous and non-hazardous waste and managed through a robust waste management system.

- I. Hazardous waste is sent to registered recyclers or to CPCB Authorized TSDf (transportation, storage and disposal facilities) for disposal. E-waste and plastics waste are sent to registered recyclers.
- II. Non-hazardous waste such as paper is reused as packaging material. Damaged laptops are disposed as e-waste through government approved registered recyclers.
- III. Industrial effluents are treated in the effluent treatment plant and sewage is treated in the sewage treatment plant. The treated water is used for maintaining green belt.
- IV. Company is authorized by Central Pollution Control Board (CPCB) to collect, dispose and recycle e-waste under Extended Producer Responsibility (EPR) which also complies with the E-Waste Management Rules of 2016. In FY2020-21 the Company has disposed e-waste of 7 metric tonnes (MT).
- V. The Company is also authorized by CPCB as "Brand Owner" for plastic waste management (collection, disposal and recycling) under Extended Producer Responsibility which complies with Plastic Waste Management Rules, 2016. 299 metric tonnes (MT) of plastic in FY2020-21 has been recycled.

**PRINCIPLE 3: BUSINESSES SHOULD PROMOTE THE WELLBEING OF ALL EMPLOYEES**

**1. Please indicate the Total number of employees.**

Siemens Limited has 8,608 employees as of 30<sup>th</sup> September 2021.

**2. Please indicate the Total number of employees hired on temporary/ contractual/ casual basis.**

Siemens Limited has 382 on direct contract as of 30<sup>th</sup> September 2021. This does not include third party work force.

**3. Please indicate the Number of permanent women employees.**

Siemens Limited has 828 permanent women employees as of 30<sup>th</sup> September 2021.

**4. Please indicate the Number of permanent employees with disabilities**

Siemens Limited has 11 permanent employees with disabilities as of 30<sup>th</sup> September 2021.

**5. Do you have an employee association that is recognized by management?**

Yes

**6. What percentage of your permanent employees are members of this recognized employee association?**

Company currently does not track them separately.

**7. Please indicate the Number of complaints relating to child labor, forced labor, involuntary labor and sexual harassment in the last financial year and pending, as on the end of the financial year.**

Sr No	Category	No of complaints filed during the financial year	No of complaints pending (as on 30 <sup>th</sup> September 2021)
1.	Child labor / forced labor / involuntary labor	0	0
2.	Sexual harassment	0	0
3.	Discriminatory employment	0	0

**8. What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?**

- Permanent Employees
- Permanent Women Employees
- Casual/Temporary/Contractual Employees
- Employees with Disabilities



Sr No	Category	Trainings for skill up gradation (in hours)	Trainings for safety in our safety training center SITRUST (in hours)
1.	Permanent Employees	146,110	14,816
2.	Permanent Women Employees	21,846	544
3.	Casual/Temporary/Contractual Employees	3,807	12,244
4.	Employee with disabilities	-	-

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF, AND BE RESPONSIVE TOWARDS ALL STAKEHOLDERS, ESPECIALLY THOSE WHO ARE DISADVANTAGED, VULNERABLE AND MARGINALIZED.**

**1. Has the company mapped its internal and external stakeholders?**

Siemens Limited has mapped the internal and external stakeholders in a structured way and carries out engagements with investors, employees, customers, suppliers, business partners, civil society organizations, etc. Siemens identifies the interests of internal stakeholders like permanent employees through engagement surveys and periodic worker settlement reviews. The external shareholders are mapped through defined activities such as customer events, channel partner meet, SMES trainings etc. The Company reaches out to the stakeholders on regular basis through analyst meets, AGM and press releases. Siemens participates in the events organized by trade associations and contributes by providing inputs when requested.

**2. Out of the above, has the company identified disadvantaged, vulnerable & marginalized stakeholders?**

Siemens Limited believes in supporting the growth and development of economically weaker sections of society. Siemens identifies marginalized and disadvantaged groups through need assessment and engagement with local communities under the Corporate Citizenship framework. The marginalized and disadvantaged communities, Siemens works with include, tribal and rural communities, less privileged children, urban and rural youth, engineering students from low-socio economic background, women, workers in the unorganized sector, communities who are underserved and lack access to infrastructure.

**3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders? If so, provide details thereof.**

The initiatives undertaken for disadvantaged, vulnerable and marginalized stakeholders are elaborated in Annexure VI of Annual Report FY 2020-21 (CSR Report).

**PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**

**1. Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?**

Siemens Limited respects human rights and our Business Conduct Guidelines are in line with the U.N. Human Rights Declaration and European Human Rights Convention as well as ILO Principles. The Company also has a policy on Sustainability in the Supply Chain which addresses human rights issues and how to deal with them across the supply chain. The Siemens Code of Conduct also prescribes to principles of Human Rights which is applicable to all suppliers, vendors, channel partners and other business partners associated with the Company.

**2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?**

No Human Rights related complaints were received by the Company in FY20-21.

**PRINCIPLE 6: BUSINESS SHOULD RESPECT, PROTECT, AND MAKE EFFORTS TO RESTORE THE ENVIRONMENT**

**1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others?**

Siemens is committed to environment protection through its robust global "Eco efficiency program". All the factories are ISO 14001 certified. The EHS Policy specifies that the EHS requirements are to be extended to the Suppliers and Contractors. Siemens impresses on the business partners to act in accordance with the applicable statutory and international standards regarding environmental protection in order to minimize adverse environmental impacts and

make continual improvements in environmental protection. The suppliers and contractors are communicated about these EHS requirements right from the bid-phase and the businesses continuously engage with them via workshops, trainings etc.

**2. Does the company have strategies/initiatives to address global environmental issues such as climate change, global warming, etc.? Y/ N. If yes, please give hyperlink for webpage etc.**

Yes, Siemens Limited has environmental initiatives in the areas of reduction in greenhouse gases and Energy Efficiency program. The initiatives are implemented along the entire value chain - in the supply chain, in the Company's own operations, and through the goods and services provided to customers. Herewith mainly contributing to "Affordable and Clean Energy", SDG 12 "Responsible Consumption and Production" as well as SDG 13 "Climate Action". There are several ways to reach this goal, such as:

- a. Use energy as efficiently as possible
- b. Increase the share of renewable energy
- c. Accelerate the switch of the remaining conventional electricity generation to low-carbon fuels
- d. Redesign electricity markets to ensure sufficient investments into a sustainable, secure and efficient energy system
- e. Accelerate the uptake of highly flexible technologies to integrate renewable energies and ensure system stability
- f. Accelerate the decarbonization of other sectors with sector integration.

Siemens considers the increase of its own energy efficiency, and thus also of its carbon efficiency, to be a win-win situation, as reduction in energy consumption not only protects the environment but also cuts costs. The hyperlink to the initiatives undertaken is provided below:

<https://www.siemens.com/global/en/home/company/about/businesses/real-estate/green-greener-kalwa.html>

Implementation plan of CO<sub>2</sub>-neutral Siemens program has been rolled out globally with ultimate goal to become CO<sub>2</sub>-neutral by 2030.

Some notable steps taken this year in continuation to previous year are:

- Solar rooftop project which resulted in saving 2,915 tonnes of CO<sub>2</sub> emissions.
- Undertaken energy efficient programs at our various factories and plants which resulted in savings of 207 MWh of electricity or 163 tonnes of CO<sub>2</sub>.

Siemens Limited believes it is their responsibility to address global long-term challenges and ensures the business is run in a socially, ecologically and economically responsible manner. The Company works to develop new products and services which addresses global environmental issues like climate change and are captured in Principle 2.

**3. Does the company identify and assess potential environmental risks? Y/N**

Environmental Risks are integrated in the Company's Enterprise Risk Management (ERM) processes and the detail process is covered in EHS Manuals that are based on ISO 14001 Environment Management System Standard. All manufacturing units are certified as per ISO 14001 standard.

As a part of the environment management system, the environmental risks are addressed in the following elements:

- Identification and evaluation of environmental aspects and its impacts
- Identification of risk of Legal non-compliance
- Identification of risks due to Environmental emergencies

Once risks are identified, steps are taken to measure and mitigate these risks through the Management System approach.

**4. Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?**

Siemens Limited currently does not have any project related to Clean Development Mechanism.

**5. Has the company undertaken any other initiatives on- clean technology, energy efficiency, renewable energy, etc? Y/ N. If yes, please give hyperlink for web page etc.**

Siemens Limited commitment towards clean technology and energy efficiency is not limited to the design of new products but extends to the manufacturing plants as well.

- i. Besides the initiatives that continued from last year Siemens Limited has undertaken 13 energy efficiency initiatives across all manufacturing and office locations. These have culminated in a total savings of 205.9 Mega Watt hours (MWh) of electricity hence reduction of 162.6 tonnes of CO<sub>2</sub> in FY 2020-21.

Sr. No.	Initiatives	Locations	Savings
1	<ul style="list-style-type: none"> <li>Installation of water misting system on Phase 1 Air conditioners condenser coils</li> </ul>	EP Factory at Kalwa	3 MWh
2	<ul style="list-style-type: none"> <li>Replaced screw type compressor line by portable compressors with the required pressure capacity for both the VPI plants</li> </ul>	SMO Nashik	15.3 MWh
3	<ul style="list-style-type: none"> <li>Installation of high efficiency IE 4 motor at Injection molding machine Engel 50T in the Switchgear factory</li> <li>Installation of Variable Frequency Drive (VFD) for plastic shop fume extractor panel in the Switchgear factory</li> <li>Installation of high efficiency IE 4 motor for Air Handling Unit (AHU) 6 in the Switchgear factory</li> </ul>	Kalwa	12.6 MWh
4	<ul style="list-style-type: none"> <li>Replaced all Compact Florescent Lamp (CFL) to Light Emitting Diode (LED) light fittings</li> </ul>	Puducherry	23.8 MWh
5	<ul style="list-style-type: none"> <li>Reduced size of heating ovens used for resin fielding on winding of motor and doubled the heating capacity for production in Mobility Traction Motor factory</li> </ul>	Nashik	0.6 MWh
6	<ul style="list-style-type: none"> <li>Replaced old direct expansion (DX) invertor unit by new efficient invertor DX unit in AIS factory</li> <li>Sub-zero provided to control operations of Split Air Conditioners (AC) in auto mode while earlier both AC blowers remained in on condition in AIS factory</li> <li>Stopping air blower operation for thirty minutes after every four hours</li> <li>Replaced individual UPS with redundancies by Centralized UPS (Uninterrupted Power Supply)</li> <li>Stopping inter operational conveyor belts during breaks in Electronics product factory</li> <li>Stopping compression molding machines during idle operation period in Electronics product factory</li> </ul>	Aurangabad	150.6 MWh

- ii. Waste management initiatives are continuously undertaken across our various manufacturing and office locations to reduce, reuse and recycle.

In the Nashik factory, reduction in plastic consumption by providing special trolley to store the components directly and avoiding plastic bags. 4,080 tonnes of plastic have been saved.

- iii. In the effort to shift to renewable energy sources, roof top solar photovoltaic power generation plants have been installed in the Kalwa and Aurangabad factories. This has generated 3,690 Mega Watt hours of renewable energy resulting in a saving of 2,915 tonnes of CO<sub>2</sub> emissions.

**1. Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?**

Siemens Limited follows the applicable environmental laws and regulation. The Company's emissions, effluents and waste are within Central and State Pollution Control Boards permissible limits.

2. Number of show cause/ legal notices received from CPCB/SPCB which is pending (i.e. not resolved to satisfaction) as on end of Financial Year.

There were no show cause/ legal notices in the year.

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**PRINCIPLE 7: BUSINESSES, WHEN ENGAGED IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A RESPONSIBLE MANNER**

**1. Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:**

In efforts to influence sustainability actions and enable technology through sharing of best practices, Siemens is a member of various Technical Committees of Bureau of Indian Standards and on the Executive/Subject Councils. Some of the key trade/industry associations where Siemens is represented include:

1. Bombay Chamber of Commerce and Industry (BCCI)
2. Bureau of Indian Standards (BIS)
3. Bureau of Energy Efficiency (BEE)
4. Confederation of Indian Industry (CII)
5. Indian Electrical & Electronics Manufacturers' Association (IEEMA)
6. Indo German Chamber of Commerce (IGCC)
7. Federation of Indian Chambers of Commerce and Industry (FICCI)
8. Indian Merchant Chambers (IMC)
9. IMTMA (Indian Machine Tool Manufacturers Association)
10. Capital Goods Sector Skill Council of India
11. Quality Council of India and National Board for Quality promotion

**2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy Security, Water, Food Security, Sustainable Business Principles, Others)**

Through membership with trade and industry associations, the Company has advocated on standardization in technical regulation, 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.

**PRINCIPLE 8: BUSINESSES SHOULD SUPPORT INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**

**1. Does the company have specified programmes / initiatives/projects in pursuit of policy related to Principle 8? If yes details thereof**

Siemens Limited wishes to sustainably enhance living conditions for as many people as possible. The Company works towards that goal with business activities that address the challenges of time such as Demographic change, Urbanization, Climate Change, Globalization and Digitalization. The Company-wide Corporate Social Responsibility policy forms a part of the Sustainability and Citizenship priority area. The Company considers it, their economic, environmental and social responsibility to foster sustainable local development as well as add value to the local economy in which it operates. The Company derives their sustainability initiatives from these challenges. These initiatives are generally known as Corporate Social Responsibility (CSR), are referred to as Corporate Citizenship in Siemens.

The CSR strategy is in line with the Company's goal to address the three dimensions of Sustainability that are Economic, Environment and Social. Hence, the strategy focuses on: Education, Social, and Environment. The strategy aims to address the challenges and needs that communities face by leveraging the Company's competencies and solutions. It is oriented towards the Country's development agenda and the UN Sustainable Development Goals. The details are available in the Annexure VI of Annual Report FY 2020-21 (CSR Report).

**2. Are the programmes /projects undertaken through in-house team/own foundation/external NGO/ government structures/any other organization?**

Siemens Limited has a team of Project Managers that are responsible for designing, planning, implementation, monitoring and evaluation of CSR activities. The Project Managers prepare reports at regular intervals to be presented to the CSR Committee of the Company. The Company partners with like-minded implementing NGO and government organizations to work towards the Company's CSR community development initiatives. Corporate volunteering plays a key role for Siemens and employees can annually avail seven working days for volunteering activities for the cause of their choice towards CSR projects.

**3. Have you done any impact assessment of your initiative?**

The Company's CSR community development initiatives are long term impact-oriented projects as per the focus areas. The Project Managers will perform a periodic assessment of the relevance, performance, efficiency, and impact of the projects / programs. The CSR Committee will initiate Impact Assessment of projects where the need is felt and/or is required under the law. Review is conducted for all projects and the progress of the projects is being measured using the baseline. The projects output, outcome and impact are monitored and measured on regular intervals along with the implementing partners and presented to the CSR Committee. The impact of the CSR activities is mentioned in the Annexure VI of Annual Report FY 2020-21 (CSR Report).

**4. What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?**

During the year, the Company spent INR 274.6 million towards various community development projects. The details of the projects undertaken are given in the Annexure VI of Annual Report FY 2020-21 (CSR Report).

**5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.**

All Corporate Social Responsibility projects work towards development of sustainable communities. Hence, all the initiatives are planned, monitored and evaluated in partnership with the stakeholders throughout the project life cycle. The project is identified and developed as a facilitator to empower the communities through knowledge transfer and capacity building programs to sustain the initiatives after completion. All projects aim to form and strengthen Community Based Organizations (CBOs) which act as catalyst towards community development. Furthermore, holistic development programs to increase curiosity and inquiry-based learning of students and ITI trainees, make them industry ready and increase employability. All projects are working towards empowering communities, strengthening the value chain and the skilling ecosystem.

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS AND CONSUMERS IN A RESPONSIBLE MANNER**

**1. What percentage of customer complaints/consumer cases are pending as on the end of financial year.**

There are no consumer cases.

**2. Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A./ Remarks (additional information)**

Siemens Limited adheres to all applicable laws and regulations on product labeling. Beyond that the Company also adheres to the product labelling norms as applicable and required as per global established standards. To define environmental measures when designing products, services and solutions, Siemens globally employs quantitative methods such as LCAs (Life Cycle Assessment) to estimate environmental impacts of our portfolio. In additions, it uses EPD (Environmental Product Declarations) globally for communication.

**3. Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anticompetitive behavior during the last five years and pending as on end of financial year? If so, provide details thereof, in about 50 words or so**

There is no case filed by any stakeholder against the Company regarding unfair trade practices and irresponsible advertising during the last five years and pending as on end of financial year. However, there is an anti-competitive case filed against another Siemens entity to which the Company has also been made a party. The Company has sought directions from the Competition Commission of India to remove itself as party, since according to the Company it is not a proper party. This case has now been closed by the Competition Commission of India by order dated 13.08.2021.

**4. Did your company carry out any consumer survey/ consumer satisfaction trends?**

Siemens Limited carried out consumer survey based on Net Promoter Score (NPS). NPS is an internationally followed and recognized tool based on the commonly applied performance indicator. The NPS has quadrupled over the past eight years. From 19 in FY 2012-13 it has increased to 79 in in FY 2020-21. In addition to the Annual Corporate Survey, customer feedback is gathered at the end of key customer interactions, during project management as well as service delivery. The input is analyzed for bringing about continual improvements.