

**Date: 31<sup>st</sup> August, 2023**

**REF: WIML/BSE/BRSR/AUGUST/2023**

**To,**  
**Corporate Relations Department**  
BSE Limited  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai-400 001

**BSE Scrip Code: 538970**

**Script ID: WARDINMOBI**

**Sub: Submission of Business Responsibility and Sustainability Report (BRSR) for Financial Year 2022-2023 of Wardwizard Innovations & Mobility Limited (the Company).**

**Listing Regulation: Regulation 34(2)(f) and all other applicable regulations, if any, of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 “SEBI (LODR) Regulations, 2015” as amended from time to time.**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (LODR) Regulations, 2015, as amended from time to time, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) which forms part of Company's Annual Report for the FY 2022-23.

The same is also available on the website of the Company at [www.wardwizard.in](http://www.wardwizard.in).

This is for your information and record please.

**Thanking you,**  
**For Wardwizard Innovations & Mobility Limited,**

**Jaya Ashok Bhardwaj**  
**Company Secretary and Compliance Officer**

# Business Responsibility & Sustainability Report

## Section A) General Disclosures

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	: L35100MH1982PLC264042
2.	Name of the Listed Entity	: WARDWIZARD INNOVATIONS & MOBILITY LIMITED
3.	Year of incorporation	: 1982
4.	Registered office address	: Office No 4604, 46th Floor Kohinoor Square, Kelkar Marg, Shivaji Park, Dadar (West), Nr. R.G. Gadkari Chock, Mumbai, Maharashtra, 400028, India
5.	Corporate address	: Survey 26/2, Opp, Pooja Farm, Sayajipura, Ajwa Road, Vadodara Gujarat - 390019, India
6.	E-mail	: compliance@wardwizard.in
7.	Telephone	: +91 97277 55083
8.	Website	: <a href="http://www.wardwizard.in">www.wardwizard.in</a>
9.	Financial year for which reporting is being done	: 1 <sup>st</sup> April, 2022 – 31 <sup>st</sup> March, 2023 (F.Y. 2022-23)
10.	Name of the Stock Exchange(s) where shares are listed	: BSE Limited
11.	Paid-up Capital	: 2606.94 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	: Deepakkumar Doshi Chief Financial Officer +91 74860 49184 cfo@wardwizard.in

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 on a standalone basis.

### II. Product & 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	Manufacturing of motorcycles, scooters, mopeds etc. and their engine	99.79%

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

S No	Product /Service	NIC Code	% of the total turnover contributed
1.	Manufacture of motorcycles, scooters, mopeds etc. and their engine	30911	99.79%

### III. Operations

16. Number of locations where plants an/or operations/offices of the entity are situated

Location	Number of Plants	Number of Offices	Total
Vadodara, Gujarat	1	1	2
Mumbai, Maharashtra	0	1	1
Raipur, Chhattisgarh	0	1	1

17. Markets served by the entity:

a. Number of Locations

Locations	Number
National	19 States & Union Territories
International	2 Countries

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

0.43%

c. A brief on types of customers

Business to Business

Employees – 18.a

SL No.	Particulars	Total	Male	Female
<b>Employees</b>				
	Supervisors & above	114	100	12%
<b>Workers</b>				
	Workers / Technicians	64	64	0%
	Contractual	369	358	3%

18. b Differently Abled Employees & Workers

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. ©	% (C/A)
<b>Differently Abled Employees</b>						
NIL	NIL	NIL	NIL	NIL	NIL	NIL
NIL	NIL	NIL	NIL	NIL	NIL	NIL
NIL	NIL	NIL	NIL	NIL	NIL	NIL
<b>Differently Abled Workers</b>						
NIL	NIL	NIL	NIL	NIL	NIL	NIL
NIL	NIL	NIL	NIL	NIL	NIL	NIL
NIL	NIL	NIL	NIL	NIL	NIL	NIL

19. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	7	2	29%
Key Management Personnel	2	1	50%

20. Turnover rate for permanent employees and workers.

	Turnover Rate - FY2023			Turnover Rate – FY2022			Turnover Rate – FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25%	3%	28%	9%	2%	11%	21%	2%	23%

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

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

Wardwizard Global PTE LTD: Subsidiary Company

22. CSR Details

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 23892.60 Lakhs

(iii) Net worth (in ₹): 8879.87 Lakhs

## Section A) 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 link	FY2023			FY2022		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes Please refer Note A1 below	0	0	NA	0	0	NA
Investors (Other than Shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders	Yes As per SEBI Listing Regulations Please refer Note A4 below	1	0	NA	Nil	Nil	NA
Employees & Workers	Yes Please refer Note A2 below	0	0	NA	0	0	NA
Customers	Yes Please refer Note A3 below	26791	0	NA	4554	1330	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA
Other (Please specify)	NA	0	0	NA	0	0	NA

Notes:

A1: At all our manufacturing locations, we ensure that there is regular engagement on a pro-active basis with the local communities and their representatives. As such there are no long-standing grievances at any of our locations. In addition, any stakeholder can also submit any grievance through email to [info@wardwizard.in](mailto:info@wardwizard.in)

A2: The link to Grievance Redressal Policy for Employees is as follows:<https://wardwizard.in/investor-relations/policies-and-strategy/policies>

A3: Customer complaints and feedback are received by the business development/ sales team, and attended to by them and the respective manufacturing facility. Complaints are tracked till closure. In the detailed monthly review meeting, the details of all the complaints and the resolution status is shared, and corrective actions are discussed to eliminate such issues in future.

A4: Registrar and Share transfer agent (RTA) of the Company has received a compliant relating to Right issue which has been resolved and Company took note of the same.

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

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

SL No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
1.	Climate Change - Increasing Demand for EV Two Wheelers and awareness among the public on the environmental benefits of EVs	Opportunity	Based on the current market trends in EV sector and company's ongoing strategies to capitalise on the external demand is identified as an opportunity	Opportunity	An increase capex is required to expand capacity and production
2.	Safety and Durability of EV Scooters	Opportunity, Risk	Opportunity: Through in-house R&D, the company has been producing technically advanced, safe EVs, increasing brand equity. Risk: General apprehensions among public about the safety of EVs.	Apart from manufacturing technically advanced and safe EVs the company conducts technical secessions and awareness programmes on Dos and Don't in EV maintenance	R&D Capex required

**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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://wardwizard.in/investor-relations/policies-and-strategy/policies/">https://wardwizard.in/investor-relations/policies-and-strategy/policies/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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 entity and mapped to each principle.	N	ISO 1901: 2015	N	N	N	N	N	N	N
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No definite timelines are set as in FY23 – however going forward the company will increase its response to the principles through the ongoing and new social and environmental initiatives.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	As stated above								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Statement is included in the letter to Shareholders which forms part of the report								

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Mr. Yatin Sanjay Gupte – MD

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, details. Yes - The Board constituted committees and senior management of the company monitor all the 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	Y	Y	Y	Y	Y	Y	Y	Y	Y	Reviews are undertaken periodically as it may be required.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	The Board of Directors, Board Constituted Committees and the senior management along with the compliance and legal department ensure that the compliance requirements are strictly followed to avoid any non-compliance								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, Name of the agency. P1 P2 P3 P4 P5 P6 P7 P8 P9  
N N N N N N N N N

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Questions

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	N	N	N	N	N	N	N	N	N
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	N	N	N	N	N	N	N	N	N
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	N	N	N	N	N	N	N	N	N
It is planned to be done in the next financial year (Yes/No)	The company is following the principles through its existing policies and will continue to do so.								
Any other reason (please specify)	NIL								

### Section C) Principle 1. Businesses should Conduct and Govern themselves with integrity and in an ethical, transparent and accountable manner.

#### Essential Indicators:

1. Percentage coverage by training and awareness programmes on any of the Principles during 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	NIL	NIL	NIL
Key Managerial Personnel	2	Management Training, Leadership Training , Risk Assessment Training	100%
Employees other than BoD and KMPs	NIL	NIL	Nil
Workers	NIL	NIL	NIL

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):

## A. Monetary

Particulars	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	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

## B. Non-Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred ? Yes/No
Imprisonment	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL

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

Case Details	Name of the regulatory /enforcement agencies/judicial institutions
NIL	NIL

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, details in brief and if available, a web-link to the policy. Yes, the entity has a policy of Code of Conduct, details available at <https://wardwizard.in/investor-relations/policies-and-strategy/policies>.
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY2023	FY2022
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

Particulars	FY2023		FY2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

7. 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- NIL.

## Section C) Principle 2. Businesses should provide goods and services in a manner that is sustainable and safe.

### Essential Indicators:

1. 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.

Category	FY2023 (₹ In Lacs)	FY2022 (₹ In Lacs)	Details of improvements in environmental and social impacts
R&D	1005.04	42.60	-
Capex	-	-	-

2. Sustainable Sourcing
- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- b. If yes, what percentage of inputs were sourced sustainably?
- The company source all its materials from reliable sources/ suppliers. The percentage of inputs sourced sustainably is not quantifiable as in FY23.
3. Processes in place to reclaim products for reuse, recycle, and safe disposal of products at the end of life for
- a. Plastics ( Including Packaging )
- b. E-Waste
- c. Hazardous waste
- d. other waste
4. Extended Producer Responsibility (EPR)
- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). Yes
- If yes, is the waste collection plan in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, steps should be taken to address the same.
- As of FY23, our company does not manufacture batteries. Instead, for the batteries we source and install in our EVs, we ensure that any damaged or end-of-lifecycle units are collected and forwarded to government-approved recyclers for environmentally responsible processing.

**Section C) Principle 3. Businesses should respect and promote the well-being of all employees, including those in their value chains.**

**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	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
<b>Permanent Employees</b>											
Male	150	62	41%	150	100%	NIL	NIL	NIL	NIL	NIL	NIL
Female	14	6	43%	14	100%	NIL	NIL	NIL	NIL	NIL	NIL
Total	164	68	42%	164	100%	NIL	NIL	NIL	NIL	NIL	NIL
<b>Other than permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

- 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	
		Number B	% (B/A)	Number C	% (C/A)	Number D	% (D/A)	Number E	% (E/A)	Number F	% (F/A)
<b>Permanent workers</b>											
Male	14	-	-	14	100%	-	-	-	-	-	-
Female	0	-	-	0	0	-	-	-	-	-	-
Total	14	-	-	14	100%	-	-	-	-	-	-
<b>Other than permanent workers</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Note: Contract labour (other than permanent workers category) are covered under ESIC & WC.



2. Details of retirement benefits, for current FY and previous financial year

Benefits	FY 2023			FY 2022		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	100%	100%	YES	100%	100%	YES
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI	54%	8%	YES	30%	70%	YES
Others – specify	-	-	-	-	-	-

Note: Gratuity provision is made on quarterly basis; no pay out has been effected till date.

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, most of the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

The company give equal opportunities based on the skills and qualifications required and do not discriminate anyone. However this same approach has not been formulated into a policy as in FY23.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate	Retention Rate	Return to work Rate	Retention rate
Male	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL
Total	NIL	NIL	NIL	NIL

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.

Particulars	Yes/No (if yes then give details of the mechanism in brief)
Permanent Workers	NIL
Other than Permanent Workers	NIL
Permanent Employees	NIL
Other than permanent Employees	NIL

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

Category	FY2023			FY2022		
	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
<b>Total Permanent Employees</b>						
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL
<b>Total Permanent Workers</b>						
Male	NIL	NIL	NIL	NIL	NIL	NIL
Female	NIL	NIL	NIL	NIL	NIL	NIL

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

Category	FY2023					FY2022				
	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	20	-	-	20	100%	-	-	-	-	-
Female	14	14	100%	-	-	-	-	-	-	-
Total	34	14	100%	20	100%	-	-	-	-	-
<b>Workers</b>										
Male	128	-	-	128	100%	-	-	-	-	-
Female	11	11	100%	-	-	-	-	-	-	-
Total	139	11	100%	128	100%	-	-	-	-	-

9. Details of performance and career development reviews of employees and workers:

Category	FY2023			FY2022		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
<b>Employees</b>						
Male	114	46	40%	-	-	-
Female	14	9	64%	-	-	-
Total	128	55	43%	-	-	-
<b>Workers</b>						
Male	27	27	100%	-	-	-
Female	0	0	100%	-	-	-
Total	27	27	100%	-	-	-

10. Health and safety management system

- a. Whether the entity has implemented an occupational health and safety management system? (Yes/ No). If yes, the coverage such system?  
 Yes – the entire employees and workers as well as visitors to the factory are mandated to follow the OHS rules and under the OHS policies of the company.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
 The entity identifies work-related hazards using regular inspections, employee feedback, and safety audits. Risks are assessed through risk assessments, analysing incident reports, and evaluating historical data, both on a routine and non-routine basis.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)  
 Yes
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes/ No)**  
 ➤ Yes, Occupational Health Centre & first aid facilities are available for both employees and workers.

11. Details of safety related incidents

Safety Incident / Number	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked	None	None
Total recordable work-related injuries	None	None
No of fatalities	None	None
High consequence work-related injury or ill-health (excluding fatalities)	None	None

13. Number of complaints made by employees and workers

	FY2023			FY2022		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	None	NA	NA	None	NA	NA
Health & Safety	None	NA	NA	None	NA	NA

14. Assessments for the year

Particulars	% of plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and safety practices	NIL
Working Conditions	NIL

15. 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.

No significant risks or concerns were identified from health & safety assessments and working conditions.

**Section C) Principle 4. Businesses should respect the interests of and be responsive to all its stakeholders.**

**Essential Indicators:**

**1. Process for identification of key stakeholders**

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, suppliers amongst others.

**2. Key stakeholder groups**

	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, (Wardwizard is an equal opportunity Employer encouraging diversity in the workplace)	1. E-Mail 2. Internal Communication newsletter	Quarterly	Information about Company and its performance
Shareholders	No	1. E-Mail 2. BSE 3. Website	Quarterly	Shareholder related communication
Investors	No	1. Email 2. Presentations 3. Virtual Meetings	Quarterly plus as and when required	To understand the Company's results, major events, and future direction
Customers	No	1. Email 2. Website 3. Exhibitions	As and when required	Product offering & Feedback
Suppliers	No	1. Email 2. Virtual Meetings	As and when required	Raw material related communication

## Section C) Principle 5. Businesses should respect and promote human rights

### Essential Indicators

#### 1. Training on human rights issues and policies

Category	FY2023			FY2022		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Other than Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Employees	NIL	NIL	NIL	NIL	NIL	NIL
<b>Workers</b>						
Permanent	NIL	NIL	NIL	NIL	NIL	NIL
Other than permanent	NIL	NIL	NIL	NIL	NIL	NIL
Total Workers	NIL	NIL	NIL	NIL	NIL	NIL

#### 2. Details of minimum wages paid to employees and workers, in the following format

Category	FY2023					FY2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal 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>	114	-	-	114	100%	87	-	-	87	100%
Male	100	-	-	100	100%	78	-	-	78	100%
Female	14	-	-	14	100%	9	-	-	9	100%
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	-	-	-	64	100%	72	-	-	72	100%
Male	-	-	-	64	100%	72	-	-	72	100%
Female	-	-	-	0	0	0	-	-	0	0
<b>Other than Permanent</b>	369	369	100%	-	-	-	-	-	-	-
Male	358	358	100%	-	-	-	-	-	-	-
Female	11	11	100%	-	-	-	-	-	-	-

#### 3. Details of remuneration/ salary/ wages (including differently abled)

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors	1 (MD)	5,00,000	0	
Key Managerial Personal	1 (CFO)	65,230	1 (CS&CO)	59,800
Employees other than BoD and KMP	147	33,572	12	27,031
Workers	16	13,584	0	0

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

No

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

Yes, the company has an internal mechanism for addressing grievances, including human rights. Grievances if the individuals address any to the respective HODs/Team Leaders for appropriately resolving them. In case not resolved the grievances are escalated to the senior management of the company.

6. Disclosure of complaints made by employees and workers on sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues.

Category	FY2023			FY2022		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	None	NA	NA	None	NA	NA
Discrimination at workplace	None	NA	NA	None	NA	NA
Forced Labour/Involuntary Labour	None	NA	NA	None	NA	NA
Wages	None	NA	NA	None	NA	NA
Other human right related issues	None	NA	NA	None	NA	NA

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

We have an Internal Committee in place to address complaints under the Sexual Harassment of Women at Workplace, 2013

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

Yes. For all partnerships and Memorandums of Understanding (MOUs) entered by the company, a thorough review of the human rights record, ethical conduct, and legal compliance of the involved individuals or entities is conducted.

9. Assessments of the year

Category	% of plants and offices that were assessed by the entity or by the statutory authorities or third parties
Child Labour	NIL
Forced/Involuntary Labour	NIL
Sexual harassment	NIL
Discrimination at workplace	NIL
Wages	NIL
Others – please specify	NIL

10. Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. – Not applicable

### Section C) 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

Parameter	FY23	FY22
Total electricity consumption (A)	1,81,09,836	43,64,511
Total fuel consumption (B)	4,56,000	5,27,777
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	1,85,65,836	48,92,288
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.01 per rupee of turnover	0.01 per rupee of turnover
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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. 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, the remedial action taken, if any.

No, the company does not have any site identified as DCs under PAT Scheme.

2. Details of the following disclosures related to water

Parameter	FY23	FY22
Water Withdrawal by Source ( In Kiloliters )		
(i) Surface water	NA	NA
(ii) Groundwater	9560	8549
(iii) Third party water		
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9560	8549
Total volume of water consumption (in kilolitres)	9560	8549
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000401 per rupee of turnover	0.0000046 per rupee of turnover
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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. Mechanism for Zero Liquid Discharge? If yes, details of its coverage and implementation.

There are no significant water discharges from the facility and any hazardous liquid discharges.

5. Details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY23	FY22
NOx	--	NA	NA
Sox	--	NA	NA
Particulate Mater	--	NA	NA
Persistent organic pollutants (POP)	--	NA	NA
Volatile organic compounds (VOC)	--	NA	NA
Hazardous air pollutants (HAP)	--	NA	NA
Others – please specify	--	NA	NA

\*There is no flue gas emission and no process gas emission. Only emission is from occasional use of D G Set during power cut.

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. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity

Parameter	Unit	FY23	FY22
<b>Total Scope 1 emissions</b> (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)	--	NA	NA
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)	--	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	--	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	--	NA	NA

\*There is no flue gas emission and no process gas emission. Only emission is from occasional use of D G Set during power cut.

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. Project related to reducing Green House Gas emission? If yes, details.

Our operations do not result in any Green Gas emissions. The only source of emissions is the infrequent operation of the Diesel Generator (D.G.) set, which is used only during power outages.

8. Details of waste generated, re-cycled re-used and disposed off

Parameter	FY23	FY22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste ( A)	3.0 MT	6.0 MT
E-waste ( B)	0	0
Bio-medical waste ( C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	21.13 MT	18.976 MT
Radioactive waste (F)	0	0
Other Hazardous waste (G)		
Other Non-hazardous waste generated (H) (Break-up by composition i.e by materials relevant to the sector)	0	0
Total ( A+B+C+D+E+F+Gg+H)	24.13 MT	24.976 MT

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste		
i.Re-cycled	NA	NA
ii.Re-used	NA	NA
iii.Other recovery operations	NA	NA
Total	NA	NA

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of Waste		
i.Incineration	NA	NA
ii.Landfilling	NA	NA
iii.Other disposal operations	NA	NA
Total	NA	NA

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If Yes , name of external agency.

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

9. Details of waste management practices, strategy adopted by the company to reduce usage of hazardous and toxic chemicals in our products and processes and the practices adopted to manage such wastes

The application of certain manufacturing practices, such as machining, painting, or fabrication, is not pertinent to our operation. Our process for producing two-wheeler electric vehicles is purely assembly-based.

10. Operations/offices if any 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,

- There are no ecologically sensitive areas within 5 KM radius of the unit.

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.
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Nil

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

Not applicable as manufacturing of 2-Wheel Electric Vehicles consist of only assembly. There is no machining, painting or fabrication process. EIA is not applicable.

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
NA	NA	NA	NA	NA	NA

12. Compliance 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).

Yes, Consolidated Consent and Authorisation granted AWH-62637 Valid Up to:31/12/2032.

If not, details of all such non-compliances, in the following format

SL No	Law / regulation / guidelines which was not complied with	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
NA	NA	NA	NA	NA

**Section C) 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.**

- 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

SL No	Name of the trade industry chambers/associations	The reach of trade and industry chambers/ associations (State/National)
1.	Society of Manufacturers of Electric Vehicles	National
2.	Exim Club	National
3.	Confederation of Indian Industry (CII)	National

2. Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regular authorities.

Name of authority	Brief of the case	Corrective actions taken
	NIL	

**Section C) 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 the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant weblink

2. Information on project (s) for which ongoing rehabilitation and resettlement ( R&R) is being undertaken by the entity

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY23



3. Mechanisms to receive and redress grievances of the community

Wardwizard Innovations & Mobility Limited has established a systematic approach to ensure that all community feedback and complaints are duly addressed. We provide multiple avenues for communication, which include:

- A dedicated toll-free number, active from 10 am to 6:30 pm, Monday through Saturday.
- An email channel for receiving complaints or feedback.
- Direct communication with Wardwizard's representatives via phone or other means.
- A specialized team is tasked with managing all feedback and complaints, ensuring a swift response and timely resolution to each query.

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

Particulars	FY23	FY22
Directly sourced from MSMEs/small producers	19%	8%
Sourced directly from within the district and neighbouring districts	37%	27%

**Leaders Indicators**

1. Details of the beneficiaries of CSR projects

SI NO.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Wardwizard's EV Centre of Excellence	80 persons/year	-

**Section C) Principle 9. Businesses should engage with and provide value to their consumers in a responsible manner**

**Essential Indicators**

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

Wardwizard Innovations & Mobility Limited has a 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,

- dedicated toll-free number that is active from 10am – 6:30pm Monday to Saturday
- Complaints/Feedback received on Email
- Complaints/Feedback received directly by Wardwizard's representative via phone or other means

Dedicated team manage all the complaints and feedback to ensure prompt response and timely resolution.

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

Particulars	As a % of total turnover
Environmental and social parameters relevant to the product	99.79%
Safe and responsible usage	99.79%
Recycling and/or safe disposal	99.79%

3. Number of consumer complaints in respect of the following

Particulars	FY2023			FY2022		
	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	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other*	26791	0	NA	4554	1330	NA

\*Consumers After Sales Complaints

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

Particulars	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

5. Framework/ policy on cyber security and risks related to data privacy? **(Yes/No)** If available, web-link of the policy.

No

6. 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.