



APOLLO TYRES LTD
7 Institutional Area
Sector 32
Gurugram 122001, India

T: +91 124 2383002
F: +91 124 2383021
apolloyres.com

GST No.: 06AAACA6990Q1Z2

ATL/SEC/21

July 10, 2023

The Secretary, National Stock Exchange of India Ltd Exchange Plaza, Bandra- Kurla Complex, Bandra (E), Mumbai- 400 051	The Secretary, BSE Ltd. Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400001
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Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for Financial Year 2022-23 (FY23), which also forms part of the Annual Report for FY23, submitted to the Exchanges on July 10, 2023.

This is for your information and record.

Thanking You,

Yours faithfully,

For Apollo Tyres Ltd

(Seema Thapar)
Company Secretary & Compliance Officer



Annexure III

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Section A: General Disclosures

Details of the listed entity:

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Entity	L25111KL1972PLC002449
2.	Name of the Listed Entity	Apollo Tyres Ltd
3.	Year of Incorporation	1972
4.	Registered Office Address	3 rd Floor, Areekal Mansion, Panampilly Nagar, Kochi-682036 (Kerala)
5.	Corporate Address	No.7, Apollo House, Institutional Area, Sector-32, Gurugram-122001
6.	E-mail	investors@apolloytyres.com
7.	Telephone	0124 2721000
8.	Website	www.apolloytyres.com
9.	Financial Year for which report is being done	2022 – 23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital (₹)	635,100,946
12.	Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BRSR report	Ms. Seema Thapar 0124 2721000 investors@apolloytyres.com
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone Basis

Products and Services:

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

S. No.	Description of Main Activity	Description of Business Activity	%Turnover of the entity
1.	Manufacturing	Tyres, Tubes & Flaps	100%

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

S. No.	Product/ Service	NIC Code	%of total turnover contributed
1.	Tyres, Tubes, and Flaps	22111	100

Operations:

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

Location	Number of Plants	Number of Offices	Total
National	5	173	178
International	2	8	10

17. Markets Served by the Entity:

a. Number of Locations:

Location	Number
National (No. of States)	Pan India
International (No. of Countries)	100+ countries served

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

Export is 15.25% as percentage of total turnover.

c. A Brief on types of customers?

OEMs, Business Partners, Tyre retailers and distributors, fleets, and end consumers.

Employees:

18. Details as at the end of Financial Year 2022- 23

a. Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
Employees (including differently abled)						
1.	Permanent Employees	3,040	2,965	98%	75	2%
2.	Other than Permanent Employees	91	72	79%	19	21%
3.	Total Employees (1+2)	3,131	3,037	97%	94	3%
Workers (including differently abled)						
4.	Permanent Workers	4,795	4,789	99.9%	6	0.1%
5.	Other than Permanent Workers	8,164	7,878	96.5%	286	3.5%
6.	Total Workers (4+5)	12,959	12,667	97.7%	292	2.3%

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
Differently Abled Employees						
1.	Permanent Employees	6	6	100%	0	0%
2.	Other than Permanent Employees	0	0	0	0	0%
3.	Total Employees (1+2)	6	6	100%	0	0%
Differently Abled Workers						
4.	Permanent Workers	10	10	100%	0	0%
5.	Other than Permanent Workers	0	0	0	0	0%
6.	Total Workers (4+5)	10	10	100%	0	0%

19. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	15	2	13%
Key Management Personnel	4	1	25%

20. Turnover rate for permanent employees and workers:

	FY 2022- 23			FY 2021- 22			FY 2020- 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11%	30%	12%	9%	18%	10%	4%	12%	5%
Permanent Workers	6%	20%	6%	8%	0%	8%	3%	50%	3%

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 Company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate Company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
1.	Apollo Tyres Centre of Excellence Limited	Subsidiary	100%	No
2.	Apollo (South Africa) Holdings (Pty) Ltd	Subsidiary	100%	No
3.	Apollo Tyres Africa (Pty) Ltd	Subsidiary	100%	No
4.	Apollo Tyres (Thailand) Limited	Subsidiary	100%	No
5.	Apollo Tyres (Middle East) FZE	Subsidiary	100%	No
6.	Apollo Tyres Holdings (Singapore) Pte Ltd	Subsidiary	100%	No
7.	Apollo Tyres (Malaysia) SDN BHD	Subsidiary	100%	No
8.	Apollo Tyres Cooperatief U.A.	Subsidiary	100%	No
9.	Apollo Tyres (Greenfield) B.V	Subsidiary	100%	No
10.	Apollo Tyres Global R&D B.V	Subsidiary	100%	No
11.	Apollo Tyres (Europe) B.V. (Formerly Apollo Tyres B.V.)	Subsidiary	100%	No
12.	Apollo Tyres (NL) B.V. (Formerly Apollo Vredestein B.V.)	Subsidiary	100%	No
13.	Vredestein Consulting B.V.	Subsidiary	100%	No
14.	Finlo B.V.	Subsidiary	100%	No
15.	Apollo Tyres (UK) Holdings Ltd (Formerly Apollo Tyres (UK) Pvt Ltd) (ATUK)	Subsidiary	100%	No
16.	Apollo Tyres (London) Pvt Ltd	Subsidiary	100%	No
17.	Apollo Tyres (UK) Sales Ltd (Formerly Apollo Vredestein (UK) Limited)	Subsidiary	100%	No
18.	Saturn FI Pvt Ltd	Subsidiary	100%	No
19.	Apollo Tyres (R&D) GmbH (Formerly Apollo Tyres (Germany) GmbH)	Subsidiary	100%	No
20.	Apollo Tyres (Germany) GmbH (Formerly Apollo Vredestein GmbH)	Subsidiary	100%	No
21.	Reifencom GmbH, Hannover	Subsidiary	100%	No
22.	Reifencom Tyre (Qingdao) Co., Ltd.	Subsidiary	100%	No
23.	Apollo Tyres AG	Subsidiary	100%	No
24.	Apollo Tyres (Schweiz) AG (Formerly Apollo Vredestein Schweiz AG)	Subsidiary	100%	No
25.	Apollo Tyres Do (Brasil) Ltda	Subsidiary	100%	No
26.	Apollo Tyres (Hungary) Kft.	Subsidiary	100%	No
27.	Apollo Tyres (Hungary) Sales Kft (Formerly Apollo Vredestein Kft)	Subsidiary	100%	No
28.	Apollo Tyres (Nordic) A.B. (Formerly Apollo Vredestein Nordic A.B.)	Subsidiary	100%	No
29.	Apollo Tyres (France) SAS (Formerly Apollo Vredestein France SAS)	Subsidiary	100%	No

S. No.	Name of the holding/ subsidiary/ associate Company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate Company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/ No)
30.	Apollo Tyres (Belux) SA (Formerly Apollo Vredestein Belux)	Subsidiary	100%	No
31.	Apollo Tyres (Austria) Gesellschaft m.b.H. (Formerly Apollo Vredestein Gesellschaft m.b.H.)	Subsidiary	100%	No
32.	Apollo Tyres Iberica S.A. (Formerly Apollo Vredestein Iberica SAU)	Subsidiary	100%	No
33.	Apollo Tires (US) Inc. (Formerly Apollo Vredestein Tires Inc.)	Subsidiary	100%	No
34.	Apollo Tyres (Polska) Sp. Z.o.o. (Formerly Apollo Vredestein Opony Polska Sp. Z.o.o.)	Subsidiary	100%	No
35.	Pan Aridus LLC	Joint Venture	50%	No
36.	KT Telematic Solutions Private Limited	Associate	25%	No
37.	CSE Deccan Solar Private Limited	Associate	27.27%	No

CSR Details:

22.

Location	Number
(i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii). Turnover (in ₹)	168,899,090,000
(iii). Net Worth (in ₹)	98,999,030,000

Transparency and Disclosures Compliances:

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

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Investors (other than shareholders)	Yes	0	0	We have considered the Debenture Holders (NCDs)	0	0	We have considered the Debenture Holders (NCDs)
Shareholders	Yes	16	0	These are based on the fillings made with the Stock Exchange	15	0	Based on the BRR for FY 2022

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Employees and Workers (including contract laboures)	Yes (Apollo COC, HR Policy, Human Rights Policy, & Individual Forums in Plants)	0	0	No complaints registered	0	0	No complaints registered
Customers	Yes 1800-212-7070 - Toll Free Number	422	1	Only service dealers are available	383	0	All complaints resolved
Consumers	Yes 1800-212-7070 - Toll Free Number	614,061	710	Consumer complaints	571,504	0	Consumer complaints
Contractors	Yes	0	0	No complaints	0	0	No complaints
Communities	Yes	0	0	No complaints registered	0	0	No complaints registered
Implementing Partner (NGOs)	Yes	0	0	No complaints registered	0	0	No complaints registered

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:

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	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	Market	Risk	<ul style="list-style-type: none"> Ever-changing customer behavior. Increased indirect (operating) costs. 	To evaluate financial risks and opportunities,	Negative Impact
2	Emerging Regulation	Risk	<ul style="list-style-type: none"> Ongoing and emerging Climate change regulation landscape. Enhanced climate reporting and emissions obligations. 	Apollo Tyres risk management approach was aligned with the business risk management framework.	Negative Impact

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity	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)
3	Extreme Weather Conditions	Risk	<ul style="list-style-type: none"> Climate change is causing extreme heat waves leading to increase in both frequency and intensity of extreme events like drought. 		Negative Impact
4	Markets	Opportunity	<ul style="list-style-type: none"> Scarcity of Resources- sustainable materials, Natural Rubber, new and recycled materials. 		Positive Impact
5	Energy	Opportunity	<ul style="list-style-type: none"> Adoption of lower-emission sources of energy. 		Positive Impact

Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Principle Name	Ethics and Transparency	Sustainable Business	Employee Wellbeing	Stakeholder Engagement	Human Rights	Environment Conservation	Public Advocacy	Community Development	Consumer Welfare
Policy and Management Processes									
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	https://corporate.apollotyres.com/investors/corporate-governance/								
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	Yes	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 entity and mapped to each principle. ¹	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

¹The policies follow applicable national/international laws, rules, regulations, guidelines, and standards. The policies are in conformance to the spirit of international standards like ISO 9001, ISO 14001, and ISO 45001.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Principle Name	Ethics and Transparency	Sustainable Business	Employee Wellbeing	Stakeholder Engagement	Human Rights	Environment Conservation	Public Advocacy	Community Development	Consumer Welfare
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	In line with Apollo Tyres' Vision & Value of creating an inclusive culture, building a responsible and sustainable business that benefits partners, community, and society; the Company has been working on developing climate adaptive operations and increasing its diversity and inclusion amongst its workforces. To realize the Company's ambition, following commitments and targets have been adopted:								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<ul style="list-style-type: none"> Ambition to become Carbon Neutral by 2050 Reduce Scope 1 emission intensity by 25% in FY26 compared to FY20 Reduce Scope 2 emission intensity by 35% in FY26 compared to FY20 Source 30% of total power usage from Renewable Sources by FY26 Improve water withdrawal intensity by 25% in FY26 compared to FY19 Increase usage of sustainable raw material to 40% by 2030 Improve its diversity and inclusion (D&I) to 12% globally by 2026 Committed to sustainable development of its communities by reaching out to over 13.5 million beneficiaries by 2026 through CSR initiatives. <p>Apollo Tyres has made significant and sustainable progress in its Environmental, Social, and Governance (ESG) commitments by steadily investing in energy-saving initiatives, renewable energy capacity, R&D, innovation, and manufacturing of sustainable materials (including conducting life cycle assessment of products), and community development initiatives. All sites are ISO 9001, 14001, and 45001 certified and Apollo Tyres Ltd also adopted ISO 26000:2010, an International Framework on Social Responsibility, under which all the adopted ESG procedures are independently assured by a third-party. In India, Apollo Tyres Ltd, is the first Company in the automotive sector to adopt ISO 20400 framework on Social responsibility for its supply chain.</p>								
Governance, leadership, and oversight									
7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Apollo Tyres Ltd continuously works towards achieving sustainability across its operations and value chain. Our sustainability governance framework provides for both identification of key material issues, risks and opportunities of the organisation and strategies to address them. Our efforts are to minimize the environmental and social impacts of our business activities while creating value for our stakeholders. Further progress on sustainability is shared in the ESG Report FY23.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	<p>Name: Sunam Sarkar Designation: President & Chief Business officer Email: sunam.sarkar@apolloytyres.com Telephone No: +65 6804 6262 Address: Apollo Tyres Holdings (Singapore) Pte Ltd 9 Temasek Boulevard #42-01 Suntec Tower 2 Singapore 038989</p>								
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	Yes, Business Responsibility and Sustainability Committee.								

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 Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Business Responsibility & Sustainability Report (BRSR) (erstwhile BRR) is reviewed by the Business Responsibility and Sustainability Committee on an Annual Basis. The same is placed before the Board annually as it forms an integral part of the Company's Annual Report.																	

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
<ul style="list-style-type: none"> Apollo Tyres had considered 'External Consultation' during formulation of Governance framework as per Business Responsibility Report (BRR). Apollo Tyres has adopted ISO 26000:2010, an International Standard on Social Responsibility, which encompasses 6 core subjects namely, Environment, Community Involvement & Development, Fair Operating Practices, Customer Issues, Labour Practices, and Human Rights. All the adopted procedures across the 6 core subjects are also independently assured by a Third-Party. 									

12. If Answer to Question (1) Above is "NO", i.e., not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any Other Reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

Note: NA- Not Applicable

Section C: Principle Wise Performance Disclosure

Principle 1

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

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 programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	11	Session on: <ul style="list-style-type: none"> Sustainability Sustainability Roadmap Sustainability Pillars Corporate Social Responsibility (CSR) projects empowering women HR processes related to Gender Diversity 	100%

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
		<ul style="list-style-type: none"> • Cyber Security • Regulatory Updates • Digitalisation • Technology and Innovation • People • Brand 	
Key Managerial Personnel (KMP)	11	Session on: <ul style="list-style-type: none"> • Sustainability • Sustainability Roadmap • Sustainability Pillars • Corporate Social Responsibility (CSR) projects empowering women • HR processes related to Gender Diversity • Cyber Security • Regulatory Updates • Digitalisation • Technology and Innovation • People • Brand 	100%
Employees other than BoD and KMP	646	<ul style="list-style-type: none"> • Compliance Programs, including Code of Conduct and POSH trainings • Functional Training Programs • Onboarding and Leadership Journey Programs • Sales Program and Technical product base programs • Behavioural training programs and communication skills • ATQM and Plant specific technical trainings • Health and Safety Programs • Waste Management and Process trainings 	92%
Workers	Over 1,000	<ul style="list-style-type: none"> • Compliance Programs, including Code of Conduct and POSH trainings • Basic Safety awareness trainings and Fire Training/ Mock drills • Functional programs on Workflow, and Quality awareness trainings • EMS, BBS, Production Safety, 5's, QC Tools, and Incoming & Outgoing Material Quality trainings • Machine Operation and Work Instruction trainings • Customer Requirement, ATQM Training, 7 QC Tools, Core Values, Product Safety, and IMS trainings 	80%

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 discussed on the entity's website)

No monetary and non-monetary fine has been paid in the current financial year 2022- 23.

	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of Case	Has an appeal been preferred? (yes/ No)
Monetary					
Penalty/ Fine			Nil		
Settlement					
Compounding Fee					
Non-Monetary					
Imprisonment			Nil		
Punishment					

3. Of the instances disclosed in Question 2, above detail 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
<p>The Competition Commission of India (CCI) issued an order on February 2, 2022 mentioning that it has held five tyre manufacturers and Automotive Tyre Manufactures Association (ATMA) guilty of contravention of the provisions of Section 3 of the Competition Act, 2002 and imposed a penalty of ₹ 425.53 Crores on the Company.</p> <p>The Company filed an appeal against the aforesaid order before the National Company Law Appellate Tribunal, New Delhi ("NCLAT"). The NCLAT through its judgement dated December 1, 2022 disposed off the appeals by remanding back the case to CCI for review. CCI has filed an appeal in the supreme court against the Order passed by the NCLAT. Hearing to consider admission of appeal is likely to come after September 2023.</p>	Competition Commission of India (CCI)

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

Yes. Refer to Code of Conduct Policy.

<https://corporate.apollotyres.com/investors/corporate-governance/>

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

	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
Directors	0	0
Key Managerial Personnel (KMPs)	0	0
Employees	0	0
Workers	0	0

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

	Current Financial Year 2022- 23		Previous Financial Year 2021- 22	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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.

We had appealed against the judgement of CCI in NCLAT, which has remanded back the case to CCI for fresh adjudication. CCI has filed an appeal in the supreme court against the Order passed by the NCLAT. Hearing to consider admission of appeal is likely to come after September 2023.

Leadership Indicators

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

Total number of awareness programmes held	Topics/ Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	<p>Sustainability Workshop for all Apollo Supplier Partners held in July 2022, covering the following topics:</p> <ul style="list-style-type: none"> a) Apollo Sustainability Journey b) Sustainable Material development c) Awareness on ISO20400:2017 Sustainable Procurement Guidance d) Guidelines for Apollo RM Supply Chain e) Apollo Tyres Sustainable Procurement Policy (ATSP) f) Apollo Sustainable Natural Rubber Policy (ASNR) 	100%
2	<p>Apollo Sustainable Natural Rubber Workshop for all Apollo NR Supplier Partners: conducted 2 workshops in January 2022 to enlighten partners about our requirements around Business integrity, ethics, transparency, and accountability for the upstream natural rubber supply chain as per Apollo Sustainable Natural Rubber Policy, which is developed around Global Platform for Sustainable Natural Rubber (GPSNR) Policy framework.</p>	100%

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. Apollo Tyres has processes in place to avoid/ manage conflict of interests involving members of Board and Company's Code of Conduct for Directors and Senior Management covers guidelines related to Conflict of Interest. It is applicable to all Board of Directors and Senior Management and provides guidelines for avoiding any conflict of interest, both actual or apparent, and the mechanism to report any such situations that may give rise to a potential conflict. The Company's Policy on Related Party Transactions intends to ensure that proper reporting, approval, and disclosure processes are in place for all transactions between the Company and related parties. Further in accordance with the provisions of Section 184 of the Companies Act, 2013 read with the relevant rules, every Director and Key Managerial Personnel (KMP) at the first meeting of the Board in which he/ she participates as a Director and thereafter, at the first meeting of the Board in every financial year or whenever there is any change in the disclosures already made, then at the first Board meeting held after such change, discloses his/her concern or interest in FORM MBP-1 in any Company or companies or bodies corporate, firms, or other association of individuals which shall include the shareholding. If the Director is interested in any Agenda item, the Director does not participate/ vote in the said item to avoid conflict of interest.

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 environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year 2022- 23	Previous Financial Year 2021- 22	Previous Financial Year 2021- 22
R&D Opex (Excluding Manpower)	8.10%	5.99%	<p>Reduce: Low rolling resistance and Lightweight of tyres significantly reduced CO₂ emissions which positively impacted the scope 3 emissions in the usage phase.</p> <p>Recycle: Increasing the Utilisation of recycled materials in tyres helped in achieving a circular economy in the tire industry.</p> <p>Reuse: Extending the usage lifespan of tyres through enhanced durability and re-treading, reduced the environmental impact caused by discarded tyres.</p> <p>Replace: Using sustainable raw materials in place of conventional fossil-based materials in tyre compounds improved the carbon footprint.</p> <p>Redesign: Optimizing raw materials and dimensions of components enhanced the strength-to-weight ratio & conserved the raw materials used in tyres.</p>
R&D Opex (Including Manpower)	23.37%	20.71%	
R&D Capex	79.08%	26.02%	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No).

b. If "Yes", what percentage of inputs were sourced sustainability?

Yes, At Apollo Tyres,

- We have defined our 'Sustainable Procurement' Vision, Policy, and Guiding Principles.
- The guidelines for the Apollo Suppliers are laid down and deployed through the Apollo Tyres Sustainable Procurement Policy (ATSPP) for raw materials other than Natural Rubber and Apollo Sustainable Natural Rubber Policy (ASNRP) for Natural Rubber Supply Chain.
- Social, Ethical, and Environmental key performance indicators (KPIs) are integrated into the supplier selection process in line with the guidance on Sustainable Procurement as per ISO20400:2017 Standard.

100% of new supplier screening includes these factors in the assessment system and selection beginning from April 2022 onwards. At Apollo Tyres, we monitor data on sourcing of material from ISO 14001 and ISO 45001 certified partners. In the current FY 2022- 23, 79% of total raw material (by value) was sourced from ISO certified suppliers, globally and 61% of total raw material (by value) was from ISO certified suppliers for Apollo operations in India.

3. 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.

Apollo Tyres, follows environmental safe industry practices (Reuse and Recycle), all the empty plastic boxes and bags are returned to vendor and other non-returnable plastic materials are sold to authorized scrap dealer to reuse/recycle. We have agreement in place with authorized recyclers for safe disposal of hazardous waste and E-waste to authorized TSDF and recyclers, respectively. As a process, all the waste generated at sites are disposed in accordance with the State Pollution Control Board Guidelines.

4. 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 Board?
- If "Not", provide steps taken to address the same.

Yes, Extended Producer Responsibility (EPR) is applicable to Apollo Tyres Ltd, and Company plans to buy the EPR certificates from registered Recyclers through the Central Pollution Control Board (CPCB), as part of its compliance commitment.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) 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 web-link
22111	Endurace LD	6.5%	Cradle to Grave	Yes	No
22111	Amazer 4G	0.56%	Cradle to Grave	Yes	No
22111	Alnac 4G	0.85%	Cradle to Grave	Yes	No

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
Amazer 4G	The major global warming potential contribution in the value chain is from the use phase.	Progressive reduction of tyre weight in PCR up to ~8% by redesigning the product, which directly corresponds to the reduction in the consumption of hydrocarbon, resulting in reduced carbon footprint per tyre.
Alnac 4G	The major global warming potential contribution in the value chain is from the use phase.	During the fiscal FY 2022, the rolling resistance of the PCR was reduced from 7 Kg/T to 6.3 Kg/T translating into reduction of rolling loss and reduced fuel consumption, without compromising any other performance.
Endurace LD	The major global warming potential contribution in the value chain is from the use phase.	The Company uses efficient techniques for re-treading truck tyres to provide extended life cycle of the tyre body material to 2-3 times, thus avoiding the need for frequent replacements. Re-treading is also a green process as it extends the usage life of the tyre significantly. Improvement of wear life for all tyres ensures improved re-use of the non-consumable part of tyres to a longer period.

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	
	Current Financial Year 2022-23	Previous Financial Year 2021-22
Reclaim Rubber	0.23%	0.20%
Crumb Rubber	0.10%	0.10%
Chlorobutyl Reclaim	0.11%	0.09%

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	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)
Permanent Employees											
Male	2,965	2,965	100%	2,965	100%	-	-	2,965	100%	2,965	100%
Female	75	75	100%	75	100%	75	100%	-	-	75	100%
Total	3,040	3,040	100%	3,040	100%	75	2%	2,965	98%	3,040	100%
Other than Permanent Employees											
Male	72	72	100%	72	100%	-	-	72	100%	72	100%
Female	19	19	100%	19	100%	19	100%	-	-	19	100%
Total	91	91	100%	91	100%	19	21%	72	79%	91	100%

1. b. Details of measures for the well-being of Workers:

Category	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)
Permanent Workers											
Male	4,789	4,789	100%	4,789	100%	-	-	4,789	100%	4,789	100%
Female	6	6	100%	6	100%	6	100%	-	-	6	100%
Total	4,795	4,795	100%	4,795	100%	6	0.1%	4,789	99%	4,795	100%
Other than Permanent Workers											
Male	7,878	7,878	100%	7,878	100%	-	-	-	-	-	-
Female	286	286	100%	286	100%	286	100%	-	-	-	-
Total	8,164	8,164	100%	8,164	100%	286	4%	-	-	-	-

2. Details of retirement benefits, for Current FY 2022-23 and Previous FY 2021-22

Benefits	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	1%	7%	Yes	2%	5%	Yes
Others- WC	67%	100%	Yes	65%	100%	Yes

WC: Workmen Compensation

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", then whether any steps are being taken by the entity in this regard.

At Apollo Tyres, we value diversity of people with whom we work and commit to equal opportunity and intolerance of discrimination and harassment. Apollo Tyres 'Equal Opportunity Policy' is in line with the statutory compliance as stipulated under "The Rights of Persons with Disabilities Act, 2016 and Rules, 2017". The Company ensures to provide support and facilities for the wellbeing of its employees, including those with special needs to effectively discharge their duties in the Company.

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

Apollo Tyres Ltd's Code of Conduct for Employees states "equal opportunity is a matter of fairness, respect, and dignity". The Company always provides and maintains equal opportunities during recruitment as well as course of employment, irrespective of caste, creed, gender, race, religion, disability, or sexual orientation. There is 'Equal Opportunity Policy' in place and accessible to all employees on ATL Intranet.

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	100%	98.3%	100%	100%
Female	100%	100%	100%	100%
Total	100%	99.2%	100%	100%

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

Permanent Workers	Yes.
Other than Permanent Workers	<p>At Apollo Tyres Ltd, there is a well-established mechanism available for all cadres of employees and workers to raise and redress their grievances. The concerns can be raised in the following manner, via</p> <ul style="list-style-type: none"> Line Manager The HR Business Partner (HRBP) for business area/region <p>In addition, if somebody wants to report a concern maintaining confidentiality, he/she can put that in writing to an exclusive email ID: coc.report@apolloytyres.com</p> <p>Depending on the assessment of the raised concern, appropriate action is taken.</p>
Permanent Employees	
Other than Permanent Employees	

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

Category	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Employees	3,040	0	0%	3,240	0	0%
- Male	2,965	0	0%	3,150	0	0%
- Female	75	0	0%	90	0	0%

Category	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of Association(s) or Unions (B)	Percentage (%) (B/A)
Total Permanent Workers	4,795	4,527	94.4%	5,081	5,071	99.8%
- Male	4,789	4,521	94.4%	5,077	5,067	99.8%
- Female	6	6	100%	4	4	100%

8. (a). Details of training given to employees and workers on "Health and Safety Measures"

Category	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	2,965	3,254	110%	3,150	2,676	85%
Female	75	93	124%	90	79	88%
Total	3,040	3,347	110%	3,240	2,755	85%
Workers						
Male	12,667	12,667	100%	13,109	13,109	100%
Female	292	292	100%	321	321	100%
Total	12,959	12,959	100%	13,430	13,430	100%

Note : Employee headcount is considered as on date as per the guideline; however, the training coverage is on cumulative basis i.e., all employees trained during the reporting period (1st April 2022- 31st March 2023) as there is mandatory Induction safety training and job specific safety trainings for its all employees and workers.

(b). Details of training given to employees and workers on "Skill Upgradation"

Category	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees*						
Male	2,965	2,728	92%	3,150	2,268	72%
Female	75	71	95%	90	68	75%
Total	3,040	2,799	92%	3,240	2,336	72%
Workers						
Male	12,667	7,600	60%	13,109	6,555	50%
Female	292	190	65%	321	177	55%
Total	12,959	7,790	60%	13,430	6,732	50%

Note : Only includes permanent employees, as no separate programmes for contract employees

9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	2,827	2,714	96%	3,072	2,918	95%
Female	67	67	100%	80	80	100%
Total	2,894	2,781	96%	3,152	2,998	95%

Category	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Workers						
Male	4,789	4,789	100%	5,077	5,077	100%
Female	6	6	100%	4	4	100%
Total	4,795	4,795	100%	5,081	5,081	100%

Note: We follow the Performance Year (Company Performance or Employee Performance cycle) as 1st April to 31st March (FY). Employees who join post 1st Jan are not considered for the Performance review for that year. This number only includes the total number of people who are eligible for performance reviews on our horizon platform plus Limda (Team Members).

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", then coverage of the system.

At Apollo Tyres Ltd, the Occupational Health and Safety (OHS) Management System is implemented as per ISO 45001 Standard and plants are certified for ISO 45001 Standard

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

The Company adopts various methods and processes to identify work-related hazards and risks, which are illustrated below:

- Hazard Identification and Risk Assessment (HIRA) Register covering routine and non-routine activities carried across departments.
- Job Safety Analysis on non-routine activity and development of method statement for non-routine activities.
- GEMBA, Switch ON, Safety Interactions, Hazard identification and Near Miss Reporting.

- And, carrying out Health and Safety Audits, both internally and externally on a periodic basis.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)

Yes.

- Hazard Identification and near-miss reporting process is available to enable workers to report on work-related hazards including near-misses, unsafe working conditions, and unsafe acts.
- Behaviour Based Safety (BBS)/ Safety Interaction (SI) program is available to enable workers to share work related hazards/ risks including unsafe working conditions and unsafe acts.

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

Yes

Apollo Tyres provides non-occupational medical and health-care services to its employees and workers such as occupational health centre, ambulance, duty Doctor, and nursing staff being available at plant premises.

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

Safety Incidents/ Number	Category	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.16	0.16
	Workers	0.60	0.79
Total recordable work-related injuries	Employees	2	2
	Workers	15	16
Number of fatalities	Employees	0	0
	Workers	0	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	0
	Workers	0	1

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

In line with Company’s health and safety mission “**achieving well-being with always and absolute safety**”, the Company continuously strives to improve its safety performance and drive health and safety awareness among employees and workers.

To achieve it, Apollo Tyres Ltd has adopted various measures to ensure a safe and healthy workplace for all its stakeholders:

- Mandatory Induction safety training and job specific safety trainings is conducted for its all employees and workers, regularly.
- Identification of hazards and proactive reporting of near misses and unsafe conditions is encouraged among all employees and workers through Hazard and Near Miss reporting program and implementing actions to close the observations.
- Reinforcement of safe behaviours of employees and workers and counselling the at-risk behaviours through Behaviour Based Safety (BBS) Program/

Safety interaction programme (SI) and implementing actions to close the observations.

- Periodical safety audits reviewing workplace conditions and implementing remedial actions to further improve its safety measures, procedures, and reporting systems.
- Encouraging timely and effectively reporting and investigation of all incidents and implementing corrective and preventive actions, within a stipulated period.
- Hazard identification and risk assessment of all operations in the department
- Safety committee members reviews along with other stakeholders on a weekly and monthly basis to act and conform with local safety regulations, identify gaps, implement corrective actions, and evaluate the key performance lagging and leading indicators.
- Finally, health and safety are an integral part of the Risk Management projects which aids in strengthening risk controls in the Company.

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

Benefits	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessment for the Year (2022- 23):

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

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

Apollo Tyres Ltd, acknowledges that timely identification of gaps and appropriate corrective action implementation is core for building a responsible and sustainable business. Following are few initiatives and actions taken to bridge the identified gaps during health and safety assessments:

- a) Improvement of additional engineering controls / safety poka yokes (avoid unexpected surprises) based on Risk Management Projects.

- b) Strengthening the safety training, standards, and SOPs with adequate health and safety instructions to ensure adequate risk awareness and safe behaviour.
- c) Strengthening the BBS programs with improved quality of safety interactions with workers.
- d) All safety related accidents are being investigated and learnings from investigation reports are shared across Company for deployment of corrective actions to mitigate recurrence of such incidents. Effectiveness of corrective actions deployment being checked during safety audits.
- e) Roof lifeline system installations are in progress.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail.

Yes. Apollo Tyres Ltd has Life Insurance cover for all the employees and workers in tie-up with the Life Insurance Corporation (LIC) of India.

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

At Apollo Tyres Ltd, driving business ethics, transparency, and accountability is core and we expect the same from our business partners. Some activities carried out by the Company to ensure business partner compliance with statutory and regulatory requirements are as follows:

- **GST dues in the Raw Material Billing to Apollo Tyres:** The GST paid to the Raw Material Value Chain Suppliers is being deposited with tax authorities of Govt of India. Once the Invoice data including GST details is uploaded by Apollo suppliers in the GST portal, the GST details appear in Form 2A which Apollo uses to take credit of the GST against the FG Sales.
- **PF and ESI payment by Labour contractors -** Apollo's plant accounts commercial teams are

ensuring that before settling the dues to the labor contractors, that labor contractor has complied with the deposit of statutory dues e.g., PF, ESI for his employees on a continuous basis before settling the invoice payment.

For the RM Partners, further compliance with respect to other labor issues are addressed through the Apollo Supplier Code of Conduct deployment, and compliance in the RM Supply Chain:

- As a part of Apollo Tyres Sustainable Procurement Policy - ATSPP Section III, Labour Practice -** It is a requirement and expectation that compensation is paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits stipulated under local or international laws.
- As a part of Apollo Sustainable Natural Rubber Policy - ASNRP Section 1: Labour and Human Rights - Support Decent Living Wages and Benefits:** Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits stipulated under local or international laws.
- As a part of the periodic Apollo audit assessment of the suppliers -** The aspect of fair working practices for worker and employees is being assessed during the audit by Apollo audit team.

3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Indicate input material	Total Number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022- 23	FY 2021- 22
Employees	1	0	0	0
Workers	0	3	0	1

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)

Regular transition assistance program is provided with respect to wellness, financial planning, and counselling support. In addition, based on business requirement, fixed term work contract is extended to retiring employees, whenever required. Further, depending on business requirement, opportunity of being a business partner at Apollo Tyres Ltd is also extended to such employees.

5. Details on assessment of value chain partners (FY 2022-23):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%
Working Conditions	100%

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.

A special checkpoint is there in Apollo Tyres Ltd checklist for downgrading the supplier audit assessment score- check for the incidence of fatal accident at supplier end. No significant risks were identified from assessment of health and safety practices and working conditions of value chain partners during the assessment in FY 2022- 23.

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

Essential Indicators

1. Describe the process for identifying key stakeholder groups of the entity.

Apollo Tyres Ltd, recognizes that the stakeholder is an essential part of business operation. Systematic identification of its stakeholders, understanding their concerns and involving them in managing risks, are important aspects to ensure sustainability of the business. The entire process is in accordance with Stakeholder Engagement Policy approved by the Board. The Company has identified and prioritised its key stakeholder groups: Customers, Supply Chain Partners, Community, NGOs, Government/Corporate partners, Investors etc.

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

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/ No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Customers- OEM & Replacement (Trucking community)	Yes	<ul style="list-style-type: none"> a. One-to-one & one-to-group communication b. Social media engagement c. Awareness through IEC materials like posters, pamphlets, hoardings, foe behavior change d. Mid-media events (street-plays, game shows, etc.) 	Daily and Monthly	<p>Scope of Engagement & key topics, concerns raised during each engagement: The programme targets to provide health care solution to its stakeholders in form of healthcare centres. This is at their doorstep so that they can easily access it. To provide the healthcare services, the organisation has opened 32 Healthcare Centres in transshipment hubs, spanning across 19 Indian states. The programme engages with stakeholders through various mediums.</p> <p>i) <u>Awareness generation and filed visits:</u> Apollo Tyres Foundation staff -Outreach workers and Peer Volunteers (Dhaba owners, mechanics, barber etc. Local from the community, with whom truck drivers remains in constant contact) conducts the filed visits on regular basis. One to one and one to group awareness sessions on healthcare issues are organised with truck drivers and allied population. The staff also address the queries related to availing healthcare facilities through Apollo Tyres Healthcare Centres.</p>

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
				<p>ii) <u>Health Camps, OPDs and Mobile Medical Units</u>: The Company engages with the stakeholder to provide the doorstep healthcare solutions. OPD service (through 32 healthcare centres), doctor consultation facility is organised. Periodic health camps are also organised at transshipment hubs for the maximum outreach. Through Mobile Medical Units also we engage with the trucking community. Mobile medical units provide doctor consultation and other healthcare services at highways, junctions and driver halt points. These services address the healthcare issues faced by the stakeholder.</p> <p>Other engagement includes sessions on health and safety awareness.</p>
Community <i>(Women and children from the community around our manufacturing locations)</i>	Yes	a. SHG Meetings b. Village Development Committee Meeting c. Livelihood and Income Generation Trainings	Monthly and Quarterly	<p>Scope of Engagement & key topics, concerns raised during each engagement: The livelihood Programme, Navya aims at providing livelihood opportunities to the rural women at their doorsteps. Women are trained in farm based and non-farm activities. Trained women are further linked with market and financial institution for sale and fund support.</p> <p>The programme engages with women stakeholders through various mediums.</p> <p>i) <u>SHG Meetings</u> are organized on monthly basis to bring women at a common platform and help them in developing the habit of savings. In SHG meetings mostly issues related to availability of loan, financial literacy, and livelihood options are raised and addressed.</p> <p>2) <u>Village Development Committee (VDC) Meeting</u> in each village at Baroda is a representation of SHG leaders, Anganwadi workers, Panchayat members and ATF staff. VDCs meetings provides the transparency amongst the community member related to programme implementation, it also serves as a platform to resolve community issues with SHGs participation.</p> <p>3) <u>Livelihood and Income Generation Trainings</u>: The programme provides the livelihood opportunity to the women at their doorsteps. Issues related to type of income generation activities, financial and technical support required for setting up the income generation units.</p> <p>4) Environment, health, and safety engagement</p> <p>Purpose: The Company work closely with the grass root level Organisation, local governments and corporate partners for the implementation of CSR projects and maximum outreach.</p> <p>Scope of Engagement & key topics, concerns raised during each engagement: With Government and Corporates the Company engages for exploring partnership opportunities. One of the key tasks under CSR function is to work in partnership for better beneficiary outreach. With Government departments lesioning is done for government linkages and technical and financial support for the projects. The Company identifies the corporates working on the same cause/issue and collaborates with them for technical and financial partnership model.</p> <p>Other engagement includes sessions on health and safety awareness.</p>
NGO, Corporate Partners, and Government Bodies	No	Meetings	Quarterly and Six Monthly	

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/ No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Supply Chain partners	No	a. Meetings b. Field Visits	Quarterly and Six Monthly	<p>Purpose: The Company engages with Supply Chain partners for sustainable supply chain initiatives. As a part of the Sustainable Natural Rubber procurement initiative the Company has initiated livelihood projects with the rubber dealers for rubber tapping community.</p> <p>Scope of Engagement and Key Topics: The Company ensures the well-being of its supply chain partner and engages with them for the healthcare awareness initiatives. Employees from the supply chain team conduct periodic awareness sessions with supply chain partners on the issues related HIV/ AIDS awareness, Substance abuse and TB awareness.</p> <p>Other engagement includes sessions on health and safety awareness.</p>
Raw Material Suppliers	No	a. Physical visits b. Virtual meetings c. Emails d. Telephone calls e. Vendor Quality manuals f. Supplier engagement meets	Quarterly, Monthly, and Need Based	<p>Engage with our RM suppliers on a regular basis through different channels on different aspects such as:</p> <ul style="list-style-type: none"> - Procurement Negotiations and contracting, - Vendor Quality audits and assessments, - Sustainability, - Joint technical partnership, - Collaboration projects with Apollo suppliers <p>Other engagement includes sessions on health and safety awareness.</p>
Investor and Shareholder	No	Stock Exchange Filings, Annual Report, Annual General Meetings, Emails, Postal Ballots etc.	Periodic	Statutory Requirements
Employee and Workers	No	Newsletter, Training & Awareness sessions, FGDs, Townhall, e-mails, health-helpline, etc.	Ongoing & Need basis	<p>Company undertakes various awareness initiatives across ESG themes, some of which are illustrated mentioned below:</p> <ul style="list-style-type: none"> - Refresher Training on Code of Conduct - POSH and Human Rights awareness sessions - Apollo Learning - Environment, Health, and Safety Engagements
Consumers	No	Digital websites-product and BOFO website and social media	Daily	Product information

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.

The Company work towards minimizing the environmental, economic and social impacts to our business, in a compliant and responsible manner, by adopting sustainable procurement policies and practices. We strive to continuously enhance customer satisfaction by providing cost effective and quality materials on a timely basis, while working together with our stakeholders on ESG aspects to enable sustainable business practices.

To achieve the same, the Board provides the strategic oversight and has constituted a Business Responsibility and Sustainability Committee, inter alia, to provide guidance and monitor the ESG progress. The Company has diverse approach for stakeholder engagement. The Board is updated from time to time on various sustainability initiatives taken/to be undertaken by the Company. At Apollo Tyres Ltd, sustainability report reflecting the ESG initiatives under the review and guidance of the Board is available on the website and is circulated to the Shareholders as a part of the Annual Report.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topic? (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.

Yes. Apollo Tyres Ltd have diverse approach for stakeholder engagement which are detailed out for collecting stakeholder feedback and incorporating them into policies and activities of the Company:

1) Stakeholder Committees and Groups: Under each community development initiative stakeholder groups are formed for the continues feedback and local issues redressal.

- Under Healthcare initiative, stakeholder committee is formed, which has representation from transport unions, business owners from the transshipment hubs, and government representatives. On a quarterly basis stakeholder consultation meeting is organized and feedback is sought.
- Under Livelihood project, Village Development Committee (VDC) is formed and has member

representation from Asha worker, teacher, Panchayat representative etc., and any issue related to beneficiary and/or village problem is discussed during the VDC meeting and through collective participation, VDC members try to address the issues of the community.

- Under Solid Waste Management initiative, steering committee is formed, which has representation of Panchayat members, schoolteachers, NGO workers at village level. The steering committee reviews the overall functioning of the project on a periodic level and provides feedback for program improvement.

2) Field Assessments: The Company engages with third party Organisation to undertake mid-line assessments of its projects and during the assessment focused stakeholder consultations are conducted to review the project delivery, outcome, and impact. Based on the stakeholder feedback and suggestions, mid-course-corrections are incorporated under the programme strategy and implementation.

3) Beneficiary/ Representative feedback: Apollo Tyres Ltd has developed a strategy to gauge beneficiary feedback of the programme and its services. A suggestion box/register is kept at all locations and beneficiaries are encouraged to provide their feedback. During programme monitoring visit, our staff tries to address their concerns; and ensure integration of suggestion in the programme, wherever and to whatever extent possible.

Illustration: The customers (*Truck Drivers*), suffers from vision issues and are vulnerable to road accidents. During the stakeholder consultation meetings same issue was highlighted by the Transport Unions and Association. The Company accepted the feedback and suggestions from the stakeholders and in the year 2015 Vision Care service was integrated in the healthcare initiative.

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

Apollo Tyres' CSR program aims to enhance the livelihood opportunities of the marginalised and vulnerable communities and below highlights few instances of our action in this direction:

a). Truck Drivers: The Company is committed towards providing continues healthcare support to the customers. Limited access to healthcare facility and continuity in treatment are the major concerns faced by the trucking community. Through its healthcare centre the Company provides access to healthcare facilities at the doorsteps of the trucking community. Truck drivers who are identified as HIV

positive, TB positive are linked with ART and DOTs treatment facility. *Example:* During the COVID time the Company ensured to arrange the medicines and nutrition support to the truck drivers identified with TB and ensured the continuity of the treatment.

- b). Rural Women:** Market linkage and access to finance are the major livelihood issues faced by the rural women; to address this challenge, the Company invests in financial literacy capacity building, financial and government linkages. For example, at Baroda, the Company has formed over 700 Self Help Groups (SHGs) and have provided income generation trainings to the underprivileged women. The Company has supported the women to form the Organic Farming Agri Women Cooperative and Marketing Society and these women have been trained on the organic farming practices and techniques. The Company has provided them the support for organic farming certification and as an outcome of these trainings over 400 women are engaged in organic farming activity and earning decent income from it. Over 7,000 women at Baroda location are linked with National Rural Livelihood Mission (NRLM) scheme of Government of India.

Principle 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	3,040	3,040	100%	3,240	3,240	100%
Other than permanent	91	91	100%	94	94	100%
Total Employees	3,131	3,131	100%	3,334	3,334	100%
Workers						
Permanent	4,795	4,795	100%	5,081	5,081	100%
Other than permanent	8,164	8,164	100%	8,349	8,349	100%
Total Workers	12,959	12,959	100%	13,430	13,430	100%

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

Category	Current Financial Year 2022- 23					Previous Financial Year 2021- 22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	3,040	0	0%	3,040	100%	3,240	0	0%	3,240	100%
- Male	2,965	0	0%	2,965	100%	3,150	0	0%	3,150	100%
- Female	75	0	0%	75	100%	90	0	0%	90	100%
Other than Permanent	91	0	0%	91	100%	94	0	0%	94	100%
- Male	72	0	0%	72	100%	66	0	0%	66	100%
- Female	19	0	0%	19	100%	28	0	0%	28	100%
Workers										
Permanent	4,795	0	0%	4,795	100%	5,081	0	0%	5,081	100%
- Male	4,789	0	0%	4,789	100%	5,077	0	0%	5,077	100%
- Female	6	0	0%	6	100%	4	0	0%	4	100%
Other than Permanent	8,164	2,278	28%	5,887	72%	8,349	2,595	31%	5,755	69%
- Male	7,878	2,206	28%	5,672	72%	8,032	2,490	31%	5,542	69%
- Female	286	72	25%	215	75%	317	105	31%	213	69%

3. Details of remuneration/ salary/ wages, in the following format (Amount in ₹ lakhs per annum):

	Male		Female	
	Number	Median salary/ wage of respective category	Number	Median salary/ wage of respective category
Board of Directors (BoD)	11	3134.5	2	113.9
Key Managerial Personnel (KMP)*	3	4732.8	1	102.1
Employees other than BoD and KMP	2965	9.2	75	16.5
Workers	4789	7.2	6	2.7

* Includes Managing Director (MD) and Whole-time Director

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, Apollo Tyres Ltd has identified Mr. Dipankar Ghosh - Group Head Human Resources, Asia-Pacific Middle East, and Africa (APMEA) and Ms. Ruchika Pal, Group Head- Corporate HR, Apollo Tyres Ltd as the Nodal person responsible for addressing any concerns/ issues related to human rights in the Company.

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

At Apollo Tyres Ltd, there is a well-established mechanism available for all cadres of employees and workers to raise and redress their grievances. The concerns can be raised in the following manner, via:

- Line Manager
- The HR Business Partner (HRBP) for business area/ region

In addition, if somebody wants to report a concern maintaining confidentiality, he can put that in writing to an exclusive email ID: coc.report@apolloytyres.com

The raised concern/ issue is thoroughly investigated and depending on the assessment of the concern/ issue, appropriate action is taken.

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

	Current Financial Year 2022- 23			Previous Financial Year 2021- 22		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

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

Apollo Tyres values the diversity of the people with whom it works and the unique contribution they make. The Company have a long-standing commitment to equal opportunities and intolerance of discrimination and harassment.

The Process of Complaint registration upholds the below values.

- When complainant register or report breach of the code of conduct; the Company
 - 1) Protect their rights, 2) Ensure support through transparent process, 3) Uphold confidentiality

The Steps to register the complaint.

- The complainant may raise informal concern by telephone, in person or in writing to their line manager or HR Business Partner (HRBP). If, exceptionally, the concern is more serious, the complainant can put the complaint in writing, via email to: coc.report@apollotyres.com

The role of HRBP

The HRBP ensures to maintain confidentiality, Listen to the complaint in an empathetic way, provide any policy clarification required, provide options to find a comfortable way forward and provide requisite recommendations to report directly at prescribed email ID.

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

Yes, Human Rights requirements form an integral part of Apollo Tyres' business agreements because of the following:

- The **Supplier Code of Conduct** is aligned with the ISO20400:2017 standard on Sustainable

Procurement and the guiding principles defined therein. In addition, the guidelines for deployment in the Apollo supply chain are based on the framework of 7 core subjects and 37 sustainability issues, which includes "**Human Rights**" as one of the 7 core subjects.

- Apollo is a member of the GPSNR (Global Platform for Sustainable Natural Rubber), which drives sustainability with all the stakeholders in the Natural Rubber Supply Chain. The Natural Rubber supply chain requirements are aligned with the Policy framework and guidelines from the GPSNR, which includes "**Human Rights**" as one of the sections.
- The Supplier Code of Conduct is a part of minimum requirement at the time of selection and onboarding of new suppliers, and it is to be treated in conjunction with the terms and conditions of the commercial procurement contracts and would be applicable if an active procurement relationship exists between Apollo Tyres Ltd and supplier partner.

9. Assessment for the FY 2022-23:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	40%
Forced/ Involuntary Labour	Nil
Sexual harassment	40%
Discrimination at workplace	40%
Wages	40%
Other Labor law compliances	40%

Note: 2 out of 5 plants assessed.

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

In the FY 2022- 23, no significant risk was found during the assessments.

Leadership Indicators

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

Nil

2. Details of the scope and coverage of any Human Rights due-diligence conducted.

During FY 2022- 23, no human rights due-diligence was carried out.

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?

At Apollo Tyres, we value diversity of people with whom we work and commit to equal opportunity and intolerance of discrimination and harassment. Apollo Tyres 'Equal Opportunity Policy' is in line with the statutory compliance as stipulated under "The Rights of Persons with Disabilities

Act, 2016 and Rules, 2017". The Company ensures to provide support and facilities for the wellbeing of its employees, including those with special needs to effectively discharge their duties in the Company.

4. Details on assessment of Value Chain Partners:

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

Note: Apollo Tyres have a Supplier Audit System where the suppliers are audited on a periodic basis based on defined audit criteria and frequency. As a part of the audit checklist, we assess our suppliers on requirements pertaining to Child Labor, Forced Labor/ Involuntary Labor, Sexual Harassment, Discrimination at workplace, and Wages, and others.

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

Apollo Tyres Ltd has a well-defined supplier audit system and a standard supplier audit checklist covering all aspects of health, safety, environment, and human rights. Based on the supplier audits conducted for the reporting period, there are no significant risks / concerns observed. Hence Not applicable.

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	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
Total Electricity Consumption (A) GJ	1,849,597	1,855,605
Total Fuel Consumption (B) GJ	3,443,786	3,514,845
Energy consumption through Other Sources (C) GJ	985,695	1,087,213
Total Energy Consumption (A+B+C) GJ	6,279,078	6,457,663
Energy intensity per rupee of turnover (GJ/₹ Lakhs) (Total energy consumption/turnover in rupees)	3.71	4.51
Energy intensity (GJ/Tonne of products)	10.55	11.23

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency. **Yes, by TUV India Pvt Ltd**

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? (Yes/No)

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. None of our manufacturing facilities are Designated Consumer under (PAT), Scheme of the Government of India.

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

Parameter	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
Water withdrawal by source (in kilo-litres)		
(i) Surface Water	1,623,129	1,829,885
(ii) Groundwater	14,674	-
(iii) Third Party Water	404,368	403,183
(iv) Seawater/ Desalinated water	-	-
(v) Others	23,573	-
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	2,065,744	2,233,068
Total volume of water consumption (in KL)	2,065,744	2,233,068
Water intensity per rupee of turnover (KI/₹ Lakh) (water consumed/ turnover)	1.22	1.56
Water intensity (m3/MT of product)	3.47	3.88

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency. **Yes, by Bureau Veritas (India) Pvt Ltd.**

4. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If "Yes", provide details of its coverage and implementation.

At all Apollo Tyres Ltd manufacturing facilities, all the process/Domestic wastewater is treated through either effluent treatment plants (ETP) / Sewage Treatment Plant (STP) followed by tertiary treatment, as per requirements or applicable norms which is reused in the system.

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

Parameter	Please specify unit	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
NOx	mg/Nm3	65.78	60.89
SOx	mg/Nm3	45.00	45.38
Particulate Matter (PM)	mg/Nm3	66.24	79.86
Persistent organic pollutant (POP)	mg/Nm3	57.00	59.86
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency. - **NO**

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

Parameter	Please specify unit	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	292,368	331,220
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	303,089	360,127
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ eq/ ₹ Lakh	0.353	0.483
Total Scope 1 and Scope 2 emission intensity	tCO ₂ eq/MT of product	1.00	1.20

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency. **Yes, by TUV India Pvt Ltd**

7. Does the entity have any project related to reducing Greenhouse gas emissions?

If "Yes", then provide details.

There is a climate change strategy in the organisation, where an Environment Working Group (EWG) is formed. The EWG has representation from Apollo world operations. The remit of the group is to comply with upcoming legislations, and most importantly to identify solutions to reduce emissions. EWG has identified 3 areas,

- 1) **Increase in green fuels** – The Company has started to move away from fossil fuel use to biofuel and Andhra Pradesh facility in India is already running completely on biomass. Similar opportunity is under investigation for others manufacturing locations also.

- 2) **Increase in RE mix** – the organisation's investment in solar, hybrid capacity to move away from the use of grid energy. In FY23, approximately 16% of its power requirement in the reporting period were met by renewable sources. The Chennai plant has guaranteed a supply of 40 million units of through its investment in solar power. The Company has also invested in Solar Power 9.3 MW in its Hungary plant and Hybrid power of 5 MW capacity for its Limda Plant, Gujarat, India.

- 3) **Improve energy efficiency** - The Company has been making efforts to achieve energy efficiency through improvements in its process design, conversion & retrofitting of equipment and use of energy-efficient equipment. Which has resulted nearly 74 thousand GJ of energy savings in FY23.

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

Parameter	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
Total Waste Generated (in metric tonnes)		
Plastic Waste (A)	1,449	1,405
E-Waste (B)	60	90
Bio-medical Waste (C)	0.12	0.35
Construction and Demolition Waste (C&D) (D)	0	15
Battery Waste (E)	20	43
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any)	877	766
Other Non-Hazardous Waste generated (H) (Please specify, if any)	24,883	25,550
Total Waste Generated (A+B+C+D+E+F+G+H)	27,289	27,487
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste Name:		
(i) Recycled	25,764	26,173
(ii) Re-used	995	1,314
(iii) Other recovery operations	4	0
Total	26,763	27,487
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste Name:		
(i) Incineration	175	178
(ii) Landfilling	351	184
(iii) Other disposal operations	0	19
Total	526	381

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the 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.

Apollo Tyres Ltd has adopted various measures for managing the waste generated during business operations which is explained below:

- 4Rs (Recycle, Reuse, Reduce, Recover) is the strategy adopted towards reduction of waste and reduce usage of hazardous and toxic chemicals in products and processes.

- All waste generated is collected and stored in designated locations in Value yard and is disposed-off as per applicable regulatory requirements. The quantity of waste generated and disposed of is monitored and records are maintained. This data is reviewed periodically, and waste reduction activities initiated are monitored.

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:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No) If "No", the reasons thereof and corrective action taken, if any.
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None of Apollo Tyres Ltd manufacturing units nor offices are in and/or around ecologically sensitive areas where environmental approvals/ clearance is required or mandatory.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2022- 23

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web-link
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Environmental Impact Assessment (EIA) of projects has not been undertaken by us based on applicable law in FY 2022- 23.

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 (Yes/ No).

If "Not", provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
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Apollo Tyres Ltd's all manufacturing facility are compliant with applicable laws, regulations, and guidelines in India.

Leadership Indicators

1. Provide break up of the total energy consumed (in Joules or multiples) from Renewable Energy and Non-Renewable sources, in the following format:

Parameter	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
From Renewable Sources		
Total electricity consumption (A) GJ	323,556	214,520
Total fuel consumption (B) GJ	329,079	46,348
Energy consumption through other sources (C) GJ	-	-
Total energy consumed from renewable sources (A+B+C) GJ	652,635	260,868
From Non-Renewable Sources		
Total electricity consumption (D) GJ	1,526,041	1,641,086
Total fuel consumption (E) GJ	3,114,706	3,468,497
Energy consumption through other sources (F) GJ	985,695	1,087,213
Total energy consumed from renewable sources (D+E+F) GJ	5,626,443	6,196,795

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency. **Yes, by TUV India Pvt Ltd.**

2. Provide the following details related to water discharge:

At all Apollo Tyres Ltd manufacturing facilities, all the process/Domestic wastewater is treated through either effluent treatment plants (ETP) / Sewage Treatment Plant (STP) followed by tertiary treatment, as per requirements or applicable norms which is reused in the system.

3. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in kilo litres):

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

- i. Name of area
- ii. Nature of operations
- iii. Water withdrawal, consumption, and discharge in the following format

None of Apollo Tyres Ltd manufacturing facility operates in area of 'water stress' region, therefore this question is not applicable.

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

Parameter	Please specify unit	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	162,351	148,012
Total Scope 3 emissions per rupee of turnover	tCO ₂ eq/₹ LAKH	0.10	0.10
Total Scope 3 emission intensity (optional)- the relevant metric may be selected by the entity	tCO ₂ eq/MT of product	0.27	0.26

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency. **Yes, by TUV India Pvt Ltd**

5. With respect to the ecologically sensitive areas reported in Qs. 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.

None, of our manufacturing site nor office premises are in and/or around ecological sensitive areas where environmental approvals/ clearances are required, hence it is not applicable to us.

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1	Recycling treated effluents	Recycling of treated process effluent from ETP through Ultra Filtration (UF) & Reverse Osmosis.	Water Conservation
2	Multiple Effect Evaporator	Treatment of the reject effluent from Effluent Treatment Plant (ETP)	Zero liquid discharge plant
3	Water Conservation initiative	1. Increased reuse of rainwater into process. 2. Recycling of treated process effluent from ETP through Ultra Filtration (UF) & Reverse Osmosis 3. Treatment of STP outlet water with Ultra filtration and use it for toilet flushing	Reduction in freshwater withdrawal and increased of recycled water in the plant operation. The total recycled water used in FY23 is approximate 43%.
4	Energy conservation initiative	Energy conservation through process redesign, conversion & retrofitting of equipment and use energy efficient appliances.	Total Energy Saved in FY23 is nearly 74 thousand GJ, and GHG avoidance through energy saving was 10,547 tCO ₂ .
5	Recovery/ Reclamation	Reclamation of hydraulic oil through oil filtration process	Oil waste reduction
6	3 Diesel forklifts replaced with Electric forklifts	2 Nos of Diesel forklift of banbury and 1 no at RMS replaced with electric forklifts	Emission reduction

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

The Company has also put in place a robust risk management framework that identifies and evaluates business risks and opportunities. The Company's risk management processes ensure that these risks are promptly identified, and an appropriate mitigation action plan is developed and monitored periodically to drive sustainable growth.

Emergency Management plan is available in all Apollo Tyres Ltd plants and the plan is developed considering various emergency scenarios pertaining to operations (e.g., Fire etc.) and Natural calamities (e.g., Earthquake etc.). Dedicated teams have been identified and people are periodically trained with respect to the Emergency plan. The Emergency Plan is tested and reviewed periodically; Emergency mock drills are conducted regularly for the same.

Business Continuity Plan

The purpose of this plan is to recover the Information Technology (IT) systems at an alternative location and to provide user access to them within a response time objective of 48 hours. The procedures set out in this document should be used only as guidance when responding to an incident and responsibility of response. It ensures that business operations can continue in limited form until IT systems are restored and information security controls always remain in place to protect classified information.

Apollo firmly believes in setting up processes and plans in place to enable the Company to continue the delivery of products or services at acceptable levels following a disruptive incident. Apollo has set up process of creating systems of prevention and recovery to deal with potential threats to the Company. In addition to prevention, the goal is to enable ongoing operations before and during execution of disaster recovery. Business Continuity Plans and procedures are periodically tested based on contingency test plan and audited periodically by internal and external audit agencies.

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.

Apollo Tyres is a member of Global Platform for Sustainable Natural Rubber (GPSNR), which is formed

by Tyre Industry Project under World Business Council for Sustainable Development (WBCSD) and aims to work towards sustainable natural rubber by focusing on Socio-Economic, Environment, and Governance issues in natural rubber supply chain.

To mitigate adverse impacts to environment, Apollo Tyres Ltd has rolled out its Sustainable Natural Rubber Policy, Apollo Sustainable Natural Rubber policy (ASNRP), which is built around GPSNR Policy framework and includes policy commitments towards risk identification and mitigation of adverse impacts to environment, biodiversity such as deforestation, preventing degradation of High Conservation Value and High Carbon Stock areas. ASNRP has been shared with all our natural rubber supplier partners and obtained acceptance on it.

Furthermore, Apollo Tyres Ltd conducted a virtual sustainability workshop for its global supplier partners in 2022 to share its requirements and expectations for the upstream supply chain and sought commitment from our global supplier partners towards use of non-fossil based fuels in operation, use of renewable energy in operation to lower carbon emission, practice sustainable consumption, ensure resource conservation, ensure water efficiency, optimize operations, set ambitions to lower carbon emissions, minimize waste in the manufacturing process, and to become responsible towards environment and society.

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

100% of our suppliers are assessed for environmental impacts during the periodic audits as per pre-defined and standard audit checklist, an audit criteria and frequency standard. Our supplier audit questionnaire comprises of Health, Safety, and Environment (HSE) section, wherein requirements pertaining to environmental management systems are also being verified. Waste management process such as initiatives to reduce, re-use and re-cycle the waste generated from the operations, system for waste collection, segregation, and disposal across the plant including the office premises are also verified for supplier's manufacturing plant, which helps in minimizing impact to environment.

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.

5

(b). List the top 10 trade and industry chambers/ associations (determined based on the total numbers of such body) the entity is member of/ affiliated to.

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	Confederation of Indian Industry [CII]	National
2.	Federation of Indian Chamber of Commerce and Industry [FICCI]	National
3.	PHD Chamber of Commerce and Industry	National
4.	Society of Indian Automobile Manufacturers	National
5.	Automotive Tyre Manufacturers' Association	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
Competition Commission of India (CCI)	<p>The Competition Commission of India (CCI) issued an order on February 2, 2022 mentioning that it has held five tyre manufacturers and Automotive Tyre Manufactures Association (ATMA) guilty of contravention of the provisions of Section 3 of the Competition Act, 2002 and imposed a penalty of ₹ 425.53 Crores on the Company.</p> <p>The Company filed an appeal against the aforesaid order before the National Company Law Appellate Tribunal, New Delhi ("NCLAT"). The NCLAT through its judgement dated December 1, 2022 disposed off the appeals by remanding back the case to CCI for review.</p>	<p>We had appealed against the judgement of CCI in NCLAT, which has remanded back the case to CCI for fresh adjudication. CCI has filed an appeal in the supreme court against the Order passed by the NCLAT. Hearing to consider admission of appeal is likely to come after September 2023.</p>

Principle 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2022- 23:

Name and brief detail 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
Not Applicable					

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 the 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 ₹)
Not Applicable						

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

At Apollo Tyres Ltd, the Company has developed a robust community engagement mechanism for grievance redressal and programme improvement under its Corporate Social Responsibility (CSR) initiatives. Details of community engagement plan are given below:

- a. **Field Visits:** Physical field visit plays an important role in assessing the real time progress of any project. The local team visits the field programme on a weekly basis and ensures that all the deliverables are met as per the plan. The team individually meets the stakeholder to know whether they have received the benefits of the programme or not. During the field visit ATF representatives engage with the community on a one-to-one basis by conducting meetings, interactions etc.
- b. **Involvement of Community Resource Person (CRP):** Include or engage local beneficiaries to implement the programme as they have a strong local connection with the community. For instance, Peer Educators (PEs) deliver awareness sessions at the Transshipment Hub. Community Resource Person (CRPs), where in each village one woman from the SHG is identified and trained on documentation and programme monitoring. CRP and PEs are the

face of the community, they help in resolving the issues with active community participation.

- c. **Formation of Village Development Committee (VDC):** Community plays an important role in the success of any community initiatives. The programme has developed a process of regular stakeholder dialogue, consultation, and feedback through SHG and Village Development Committee (VDC) meetings. This also ensures that stakeholder’s feedback is captured and the same is implemented. Remedial measures are arrived at through these forums to resolve the issues and enhance stakeholder participation.
- d. **Midline and Impact Assessment:** To evaluate the overall performance of the project midline assessment is conducted at 3rd year of the implementation of project and impact assessment study is conducted after completion of 5 years. Focused Group Discussions are conducted with the different stakeholder groups to identify and problem and improvement areas. Based on the community recommendation and study findings mid-course correction is conducted.

We ensure by following above steps to address the grievance of the community and provide solution to the problem; however, no grievance was reported by the community in the reporting period related to our CSR activities.

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

	Current Financial Year 2022- 23	Previous Financial Year 2021- 22
Directly sourced from MSMEs/ Small producers	5.37%	6.93%
Sourced directly from within the district and neighboring districts	39.25%	30.57%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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 ₹)
1.	Gujarat	Dahod	Total Budget: ₹ 2,300,000 Actual expense FY23: ₹ 2,300,000
2.	West Bengal (Farakka Healthcare Centre)	Murshidabad	Total Budget: ₹ 857,750 Actual expense FY23: ₹ 781,381

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

Apollo Tyres are encouraging and enabling its supply chain partners to run centers i.e., 11 centers for Natural Rubber (sheet rubber) grading, currently over 50% of the workforce in these grading centers are women. The procured raw rubbers are processed manually for improvement and inspection purposes to ensure the right quality for the product.

(b) From which marginalized/ vulnerable groups do you procure?

The Natural Rubber grading centres have employed women for grading of sheet rubber, from neighboring areas which provides them with employment opportunity and skill development prospects.

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

In the FY 2022-23, sourcing from these grading centres accounted for 5% of the total procurement.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2022- 23), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
		Not Applicable		

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 Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1.	Healthcare for Trucking Community: A nomadic lifestyle and limited access to Healthcare facilities leaves truck drivers vulnerable to various healthcare issues. This is the reason it chose the trucking community as its target beneficiaries (they are also our key customers). The Company has established 32 Healthcare Centres in transshipment hubs spanning 19 Indian states, providing healthcare facilities at the doorsteps of this community. The programme provides healthcare services such as prevention and awareness of HIV-AIDS, Vision Care, Awareness on Integration of Tuberculosis and other Known-Communicable diseases such as Diabetes, High Blood Pressure and General Treatment facility, COVID testing and Vaccination support.	1,100,867	100%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
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Key Services:

1. HIV-AIDS Awareness and Prevention

The service provided under HIV Awareness and Prevention includes Behaviour Change Communication (BCC), Sexually Transmitted Infection (STI) Diagnosis and Treatment, Counselling, Condom Promotion, Integrated Counselling Testing Centre (ICTC) support and Awareness through Peer Educators (volunteers).

Peer Educators (PE) or volunteers play an important role in awareness creation and beneficiary referrals to healthcare centres due to their local connect. So far, the programme has mobilized nearly 1021 active PEs across its locations.

2. Vision Care

Vision impairment is one of the most common yet most neglected issues among the trucking community. Apollo Tyres has partnered with Essilor India Pvt Ltd under its 2.5 New Vision Generation initiative to provide regular and affordable vision check-ups for the trucking community. Periodic eye check-up camps, spectacles distribution to the affected and cataract treatment to linked government hospitals are also facilitated at transshipment hubs.

3. Awareness on Tuberculosis (TB)

ATF embarked on TB awareness initiative in 2017 for its trucking community, given it is co-infection with HIV. ATF established 13 Designated Microscopy Centres at transshipment hubs with the support of the Government of India to bring TB testing and treatment facilities to the doorsteps of its beneficiaries. Positive TB patients were linked with Directly Observed Treatment (DOTs) services for treatment. ATF partnered with The Union, USAID and Central TB Division for the implementation of this initiative.

4. Other Non-Communicable Disease (NCDs)

Diabetes and high blood pressure have been emerging as serious health issues among the trucking community. The Company offers diabetes and blood pressure testing facilities to the beneficiaries, which has resulted in early detection and proper treatment.

5. Mobile Medical Units (Apollo Tyres Healthcare Express)

In extension to its static Healthcare Centres, mobile alternatives continued to be provided to enhance the connectivity of trucking community. Mobile medical units (Apollo Healthcare Express) provide its services at highways, district borders and trucking halt points. The mobile medical units are currently operational at Delhi, Namakkal (Tamil Nadu), Cuttack (Odisha) and Chhindwara (Madhya Pradesh).

The Company also organises regular health camps (Sakushal Saarthi) for the benefit of the employees of its fleet owners.

6. Oral Hygiene

High addiction to tobacco (smoking and chewing) and poor oral hygiene is a major health risk, among truck drivers. Apollo Tyres began the oral hygiene services in FY20 with dedicated initiatives to spread awareness and encourage oral care.

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
2.	<p data-bbox="264 434 699 465">Solid Waste Management & Sanitation</p> <p data-bbox="301 483 1158 703">Aligning with National development agenda and contributing to 'Swachh Bharat Abhiyan', Apollo Tyres has been running various projects on solid waste management and safe sanitation under the umbrella of SPARSH, with the objective to promote a healthy and sustainable lifestyle amongst the local communities. 'Clean My Transport Nagar', 'Clean My Village', 'Sanitation Management' and 'End of Life Tyre Playgrounds' are four initiatives initiated under this theme.</p> <p data-bbox="301 721 1158 781">SPARSH stands for S – Segregate Waste; P – Practise Composting; A – Awareness Generation; R – Reduce, Reuse & Recycle; S – Safe Sanitation; H – Hygiene for All.</p> <p data-bbox="264 799 411 831">Key Services:</p> <p data-bbox="264 848 695 880">1. Clean My Transport Nagar (CMTN)</p> <p data-bbox="301 898 1158 1050">Devised to cater to the stakeholders in transshipment hubs, the CMTN programme is aimed at improving waste management and cleanliness in these areas. Basic services like door-to-door waste collection, cleaning of roads/lanes, segregation of waste, composting from wet waste and awareness generation are provided to the community under this initiative.</p> <p data-bbox="264 1068 572 1099">2. Clean My Village (CMV)</p> <p data-bbox="301 1117 1158 1270">Clean my Village is a similar initiative to CMTN, designed to benefit communities around our manufacturing locations. Waste management best practices are introduced and ingrained into everyday lives through systematized programmes of education and hands-on training. As a result, there has been visible enhancement, both in the environment and the health of individuals.</p> <p data-bbox="264 1288 579 1319">3. Sanitation Management</p> <p data-bbox="301 1337 1158 1588">Apollo Tyres believes that hygiene and sanitation is a basic right of every individual and imperative for a healthy environment as well. To meet this cause, the Company has undertaken several sanitation managements projects in line with the Clean India campaign. The project has greatly helped communities, especially around our manufacturing locations. The Company has constructed toilet cum bathing spaces for underprivileged communities around the Chennai manufacturing plant and community toilets in transshipment hubs at the Delhi and Agra locations.</p> <p data-bbox="264 1606 683 1637">4. End of Life Tyres Playground (ELT)</p> <p data-bbox="301 1655 1158 1807">At Apollo Tyres, we constantly look for methods and processes that help in greening the product life cycle. Recycling used tyres is a critical part of this strategy. The End-of-Life Tyres Playgrounds (ELT) is one such application where the Company converts waste tyres into exciting play structures. This initiative has helped introduce kids to the concept of recycling.</p>	1,07,150 CMTN- 8,924 CMV- 93,513 Sanitation- 2,642 ELT- 2,071	100%
3.	<p data-bbox="264 1816 571 1848">Livelihood for Rural Women</p> <p data-bbox="264 1865 1158 2018">Navya, the Company's flagship endeavor, is an attempt to empower underprivileged rural women economically, socially, and emotionally. It supports their livelihood needs by providing them with income generation opportunities at their doorstep. The programme also undertakes several initiatives to mitigate gender discrimination and educate on gender rights.</p>	1,579	100%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
	<p>Key Activities:</p> <ol style="list-style-type: none"> Self-Help Group (SHG) <p>A powerful tool for women’s empowerment, SHGs, bring women together. Through Navya, Apollo Tyres undertakes a two-pronged approach towards SHGs by strengthening the existing ones and creating new ones. SHGs inculcates the habit of savings among beneficiaries. Women receives training in financial literacy, book-keeping, documentation and others. Additionally, women are also taught to deal with social issues like domestic violence and gender rights, among others.</p> Livelihood Training and Income Generation <p>Skill development and training is provided to build earning capacity, enhance economic independence and create livelihood sources. The training includes farm-based and non-farm-based activities. Livestock care and management training is also provided to help widen the scope of income generation.</p> Linkages with Government Schemes and Markets <p>Programme Navya not only provides livelihood opportunities to rural women but also links them to various government-run schemes and relevant markets to cause a multiplier effect in improving their socio-economic status. While the government schemes provide financial aid, the liaison with markets and service sector helps drive entrepreneurship.</p> 		
4.	<p>Biodiversity Conservation: a global initiative for Apollo Tyres, wherein projects are undertaken in India, Hungary and Netherlands. In India, Mangrove conservation is a key initiative, wherein a Mangrove Conservation project is being implemented in Kannur district, Kerala. Under this initiative awareness sessions are conducted for the local community for mangrove conservation. For mangrove restoration and conservation periodic plantation activities are conducted in different panchayats of Kannur district.</p> <p>Climate change poses a fundamental threat to the places, species and people’s livelihoods. To address the issue of climate change mitigation afforestation projects are initiated at <i>Tamil Nadu and Gujarat locations</i>. The project also engages with the farmers for providing agriculture interventions for soil productivity enhancement. Under the afforestation initiative, at Tamil Nadu 3.5 lakh teak trees are being maintained. At Gujarat location, under Miyawaki project total 10,000 planted trees are maintained.</p>	56,577	100%
5.	<p>Local Initiatives: In addition to the above four core themes, within the radius of 25-30 kms of our manufacturing locations, various local initiatives are implemented which are based on local stakeholder requirement. Details of such initiatives are:</p> <p>Access to purified drinking water: The organisation has set up a RO drinking water plant at Orgadam village, Chennai Tamil Nadu and Chinnapanduru village, Chittoor Andhra Pradesh. Through this initiative beneficiaries have access to purified drinking water.</p> <p>Eco restoration of Ponds: The organisation has mapped the condition of water bodies through research study in the communities around the manufacturing locations. Based on the findings the organisation has restored few ponds in Chennai, Limda and Perambra locations. The main objective of this initiative is improving the condition of water bodies, restoring and enhancing the aqua biodiversity. Total 14 ponds, covering area of 3 lakh square feet have been restored by the organisation through pond deepening, desilting, bunding and maintenance activity.</p>	38,058	100%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
	At Baroda location, the organisation also supports government's pond deepening initiative under Sujalam Sufalam Jal Sanchay Abhiyan (SSJA). SSJA is a Gujarat state government's water conservation programme to deepen water bodies in the state before monsoon. The scheme focuses on deepening lakes, ponds, check-dams and rivers by removing silt through public participation utilizing the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA).		
6.	Philanthropic Initiatives: The organisation also supports the underprivileged and deprived communities by undertaking philanthropic initiatives through Taru Foundation. The initiative ranges from providing education support to underprivileged girls to providing healthcare facilities to rural people and distributing food items to eradicate hunger and poverty.	5	100%

Principle 9 Business 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.

Apollo Tyres Ltd has a well-defined and robust mechanism to receive and respond to consumer complaints in a timely, effective, and transparent manner. The mechanism is elaborated in the following steps:

- Customer can raise their complaint using various channels such as Customer Care number: 1800-212-7070, Apollo Samadhan Application, directly approach to all our Apollo Offices, or via social media and website.
- Customer upon any complaint occurrence in the product, can call apollo customer Care or can approach any of ATL authorized business partner or can approach directly to Apollo's area business units

for registering complaint and get resolution within 2 to 4 days depending on the product category.

- Customer will receive relevant ticket number as reference if registered at call center or business partner and receipt number with document in case of registering at Apollo's area business units.
- After registering the complaint, customer tyre will be inspected by our authorized inspector and will be given inspection document or award letter with reason for failure whatever whether its manufacturing or operational.
- Post the complaint resolution process is over, a call from apollo customer care will go to customer for collecting feedback on the resolution satisfaction.

Social Media and Website: Whosoever comments or reaches out, the details are sent to the Customer Service team which further responds and closes requests.

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	All necessary information as per regulatory requirements are disclosed on all our products.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	Current Financial Year 2022- 23		Remarks	Previous Financial Year 2021- 22		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
Data Privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Customer Complaints	614,061	710	-	571,504	0	-

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

	Number	Reasons for recall
Voluntary Recalls	0	NA
Forced Recalls	0	NA

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.

At Apollo Tyres Ltd, a risk management Charter and Policy is available that outlines the Company's approach for efficient, effective, and demonstrable Risk Management. The document can be accessed in the link below:

<https://corporate.apollotyres.com/content/dam/orbit/apollo-corporate/investors/corporate-governance/codes-policies/codes-policies/Risk%20Management%20Charter%20and%20Policy.pdf>

The elements of risks identified include cyber security for which a framework for assessing external and internal risks is required. For fulfilling this requirement, the Company has formulated a Data Protection Policy, hosted on the Company Intranet. The excerpt of the policy is mentioned below:

Introduction

The purpose of the Personal Data Protection Policy (referred to as the "Policy") is to protect Personal Data of employees, contractors, vendors, interns, associates, customers, business partners and any third party related to Apollo Tyres Limited or any of its subsidiaries, affiliates, joint venture companies and associates [including its European entities] (collectively referred to as the "ATL") as per the requisite Data Protection laws and regulations applicable to ATL.

This Policy also aims to highlight the principles of data protection on the basis of which the Personally Identifiable Information ("PII") and Sensitive Personally Identifiable Information ("SPII") of employees,

vendors/ distributors, contractors, customers, third parties, or business partners whose Personal Data is collected, stored, controlled and/ or processed by ATL is protected. Both PII and SPII are collectively referred to as Personal Data in the document. The Policy acts as an umbrella policy which details steps taken by ATL to protect Personal Data in terms of having relevant polices and processes or setting procedures to adhere to data privacy laws to secure and protect Personal Data of Data Subjects. Further, how Personal Data are handled, controlled, and processed in compliance with the applicable Data Protection laws is also covered by this Policy.

Scope and Coverage

This Policy applies to all ATL employees, vendors/ distributors, contractors, interns, customers, individuals, or business partners who receive Personal Data from ATL, who have access to Personal Data collected or processed by ATL, or who provide Personal Data to ATL, regardless of geographic location. All partner firms and any Third-Party working with or for ATL, and who have or may have access to Personal Data, will be expected to have read, understand, and comply with this Policy. No Third Party may access Personal Data held by ATL without having first entered into a confidentiality and data privacy and protection agreement.

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.

Not Applicable.

Leadership Indicators

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

Apollo Tyres Ltd disseminates product and service information through various channels, which are illustrated below:

- [Website: www.apollotyres.com](http://www.apollotyres.com)
- Apollo Customer Care - 1800-212-7070

Other Channels:

- <https://shop.apollotyres.com/>
- <https://www.apollotyres.com/en-in/>
- <https://www.facebook.com/ApolloTyresLtd/>
- <https://twitter.com/apollotyres>
- <https://www.youtube.com/channel/UCQ89n-QykQLTzw69wxZQSzg>
- <https://www.instagram.com/apollotyresltd/>
- <https://www.linkedin.com/Company/apollo-tyres-ltd./myCompany/verification/>

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

Apollo Tyres Ltd recognizes its responsibility to care for its customers and the Company is committed to provide high and consistent levels of service to its customers. The Company believes that its customers and whom it serves is central to everything it does, to do so it ensures to disseminate appropriate information and communication to its customers, such as:

- Customer engagement activities where customers are educated and informed about product and its application to fit and tyre care maintenance.

- Training programs to OE Service Team and OE Franchisees to further deliver educational information on product and its application to fit and tyre care maintenance.
- Posts on social media, blogs on our websites, and videos on our YouTube Channel.

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).

If "Yes", provide details in brief.

Did your entity carry out any survey with regard to customer 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).

At Apollo Tyres Ltd, for product services, customer feedback provided during the customer resolution satisfaction survey on the quality of service from our Apollo customer care is taken into consideration.

5. Provide the following information relating to data breaches:

(a). Number of instances of data breaches along-with impact:

Nil

(b). Percentage of data breaches involving personally identifiable information of customers.

Nil.