

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|----|--|---|
| 1 | Corporate Identity Number (CIN) of the Listed Entity | L40100GJ1995PLC025447 |
| 2 | Name of the Listed Entity | SUZLON ENERGY LIMITED |
| 3 | Year of incorporation | 1995 |
| 4 | Registered office address | “Suzlon”, 5, Shrimali Society, Near Shri Krishna Complex, Navrangpura, Ahmedabad-380009 |
| 5 | Corporate address | “Suzlon”, 5, Shrimali Society, Near Shri Krishna Complex, Navrangpura, Ahmedabad-380009 |
| 6 | E-mail | investors@suzlon.com |
| 7 | Telephone | +91-79 660 45000 |
| 8 | Website | www.suzlon.com |
| 9 | Financial year for which reporting is being done | April 1, 2023 to March 31, 2024 |
| 10 | Name of the Stock Exchange(s) where shares are listed | National Stock Exchange of India Limited and BSE Limited |
| 11 | Paid-up Capital | ₹ 2721,71,82,381/- (Rupees Two Thousand Seven Hundred Twenty One Crores Seventy One Lacs Eighty Two Thousand Three Hundred Eighty One Only) divided into 1361,26,88,222 (One Thousand Three Hundred Sixty One Crores Twenty Six Lacs Eighty Eight Thousand Two Hundred Twenty Two) equity shares comprising of 1360,44,94,159 (One Thousand Three Hundred Sixty Crores Forty Four Lacs Ninety Four Thousand One Hundred Fifty Nine) fully paid-up equity shares having a face value of ₹ 2.00 (Rupees Two Only) each bearing ISIN INE040H01021 and 81,94,063 (Eighty One Lacs Ninety Four Thousand Sixty Three) partly paid-up equity shares having a face value of ₹ 2.00 (Rupees Two Only) each with Re.1.00 (Rupee One Only) each paid-up bearing ISIN IN9040H01011. |
| 12 | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Nishtha Gupta (She/Her) Head – Sustainability & ESG Suzlon Energy Ltd. Suzlon One Earth, Sky Building, Hadapsar, Pune 411028 +91-20-670 22000 nishtha.gupta@suzlon.com |
| 13 | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together). | The disclosures (unless otherwise specified) made in this report is for Suzlon Energy Limited (SEL) and its subsidiaries namely Suzlon Global Services Limited (“SGSL”), Suzlon Gujarat Wind Park Limited (“SGWPL”) and SE Forge Limited (“SE Forge”) collectively referred to as “Suzlon” or “Suzlon Group”. |
| 14 | Name of assurance provider | SGS India Private Limited (Parent company-SGS based in Geneva, Switzerland) |
| 15 | Type of assurance obtained | Reasonable assurance on BRSR Core Indicators |

II. Products/services

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

| S. No. | Company | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|----------|--|--|-----------------------------|
| 1 | SEL | Manufacturing (Electrical equipment, General Purpose and Special purpose Machinery & equipment, Transport equipment) Manufacturing (Repair & installation of machinery & equipment, motor vehicles) | Manufacture and sale of Wind Turbine Generators ("WTG") and related components | 95.2% |
| 2 | SGWPL | Real Estate (Real estate activities with own or leased property) | Land Business | 95.7% |
| 3 | SGSL | Professional, Scientific, and Technical (Architecture, engineering activities, technical testing, and analysis activities) | Operations & Maintenance Services (OMS) & Project Business | 98.4% |
| 4 | SE Forge | Manufacturing (Metal and metal products) | Forging and Foundry | 94.6% |

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

| S. No. | Product/Service | NIC Code | % of total Turnover contributed |
|--------|--|--------------------------|---------------------------------|
| 1 | SEL - Manufacture and sale of Wind Turbine Generators ("WTG") and related components | 27101, 28110 | 95.2% |
| 2 | SGWPL - Land Business | 68100 | 95.7% |
| 3 | SGSL – OMS | 33121 42201 and 42202 | 98.4% |
| 4 | SE Forge | 25910, 24319 | 94.6% |

III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 14 | 44 | 58 |
| International | 0 | 22 | 22 |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|---|
| National (No. of States) | The Company along with its subsidiaries has 14 manufacturing locations, 4 R & D Centers, various site locations spread across in 9 States in India and offices spread across 11 States in India |
| International (No. of Countries) | The Company has 4 R&D units along with its subsidiaries operates in 17 countries across 6 continents |

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

SEL-0.04%

SGSL-0.27%

SGWPL-0%

SE Forge-20.1%

c. A brief on type of customers

Suzlon Energy Limited OMS department serves the following customer segment:

1. Independent Power Producers (IPPs).
2. Large corporates,
3. PSU/Government,
4. retail customers

Suzlon subsidiary company, SE Forge is one of the largest engineering components manufacturers supplying fully finished castings and forgings for some of the biggest global OEMs of Wind Turbines, Power Generation, Oil & Gas, Transportation, Construction, Aerospace and Heavy Machinery.

IV. Employees
20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|-------------|-------------|-------------|------------|------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 5969 | 5815 | 97.4 | 154 | 2.6 |
| 2. | Other than Permanent (E) | 0 | 0 | NA | 0 | NA |
| 3. | Total employees (D + E) | 5969 | 5815 | 97.4 | 154 | 2.6 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | | | | | |
| 5. | Other than Permanent (G) | | | NA | | |
| 6. | Total workers (F + G) | | | | | |

*Note: All off-role employees are classified as workers other than permanent

b. Differently abled Employees and workers:

| S. No | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | | | | | |
| 2. | Other than Permanent (E) | | | 0 | | |
| 3. | Total differently abled employees (D + E) | | | | | |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | | | | | |
| 5. | Other than permanent (G) | | | 0 | | |
| 6. | Total differently abled workers (F + G) | | | | | |

21. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 8 | 1 | 12.5 |
| Key Management Personnel | 3 | 1 | 33.33 |

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

| | FY 2023-24 (Turnover rate in current FY) | | | FY2022-23 (Turnover rate in previous FY) | | | FY 2021-22 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|---|--------|-------|---|--------|-------|--|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 25.81 | 17.45 | 25.62 | 22.0% | 23.9% | 22.1% | 18.2% | 17.4% | 18.2% |
| Permanent Workers | NA | NA | NA | NA | NA | NA | NA | NA | NA |

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

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

| Sr. No. | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|---------|---|--|-----------------------------------|--|
| 1 | Suzlon Global Services Limited | Subsidiary of Suzlon Energy Limited | 100.00% | Yes |
| 2 | SE Forge Limited | Subsidiary of Suzlon Energy Limited | 100.00% | Yes |
| 3 | Suzlon Gujarat Wind Park Limited | Subsidiary of Suzlon Global Services Limited | 100.00% | Yes |

VI. CSR Details Response

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

| Company | (ii) Turnover (in Crores) | (iii) Net worth as on March 31 (in Crore) |
|----------|---------------------------|---|
| SEL | 3,799.18 | 3,583.55 |
| SGWPL | 99.42 | (36.95) |
| SGSL | 2,260.74 | 458.45 |
| SE Forge | 482.55 | 182.22 |

VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy) | Current Financial Year (FY 2023-24) | | | Previous Financial Year (FY 2022-23) | | |
|---|--|--|--|---|--|--|---|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes | 25 | 10 | - | 39 | 16 | - |
| Investors (other than shareholders) | Yes | 0 | 0 | - | 0 | 0 | - |
| Shareholders | Yes | 547 | 2 | - | 677 | 2 | - |
| Employees and workers | Yes | 69 | 0 | - | 1 | 0 | - |
| Customers | Yes | 12994* | #111 | **Technical and commercial complaints related to WTG operations and maintenance | 5696 | 10 | Technical and commercial complaints related to WTG operations and maintenance |
| Value Chain Partners | No | - | - | - | - | - | - |
| Other (please specify) | - | - | - | - | - | - | - |

* For better customer communication on WTG performance, more call logs are raised internally.

** Higher volumes of WTG manufacturing recorded in FY 23-24

Considering nature of call e.g., breakdown, issues in WTG operations.

26. 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 (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---|--|---|---|--|
| 1 | Material Efficiency, Sourcing, and Management | Risk | To manufacture wind turbines and associated parts/ peripherals, energy and virgin materials may be required. This could result in depletion of natural resources and consumption of energy from fossil-based sources. | Reducing the overall weight of wind turbine components and consumables. Local vendor development is promoted. | Negative |
| 2 | Climate Change Management | Risk | Climate change induced physical risks impact wind turbine sites. The variability of wind due to changing weather affects the planned availability of wind and ultimately may lead to a reduced output. Extreme climatic events such as cyclones, extreme rainfall or heat waves hamper maintenance activities owing to water logging, disruption of connectivity, and heat stress. | We are actively incorporating renewable energy sources to mitigate risks in the transition to a low-carbon economy and enhance sustainability. We have planned to conduct climate risk assessment (physical and transition risks) to ensure alignment with TCFD/IFRS S2 disclosures and comprehend potential consequences of climate change to further make informed decisions about the current & future decarbonization plans | |
| 3 | Waste Management | Risk | Management of some categories of waste, such as the turbine-blades is industrywide challenge. While certain portion of the waste is reused, some waste is being sent off-site to incineration/ landfilling facilities. Incineration produces air pollutants. This could potentially contaminate groundwater and emit greenhouse gases. | Waste generated is managed in a responsible manner. Suzlon has partnered with authorized waste management vendors to dispose/ recycle waste generated during operations. We are focusing on waste handling and management and on strengthening adoption of sustainability using 3 R's (Reduce-Reuse-Recycle) Principles. The waste generated during manufacturing is sent to cement company and used as alternate fuel. Furthermore, waste material generated during manufacturing and packaging is recycled and reused within the Plants. | |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--------------------------------|--|---|--|--|
| 4 | Occupational Health and Safety | Risk | Health and Safety hazards are intrinsic to manufacturing, commissioning and operations & maintenance activities. Despite implemented systems and controls by Suzlon, any slippage can result into an incident and injury. | <p>A culture of safety where employees feel empowered to report hazards and can further enhance workplace safety has been developed. A comprehensive health hazard identification and mitigation system is in place.</p> <p>We are also implementing Kaizen 5 S at Plant Level which includes <i>Seiri (Sort)</i>, <i>Seiton (Straighten)</i>, <i>Seiso (Shine)</i>, <i>Seiketsu (Standardize)</i>, and <i>Shitsuke (Sustain)</i>.</p> <p>Regular trainings to our employees are provided in accordance with training calendar and customized needs as per job specific hazards.</p> <p>The training topics include proper use of equipment, emergency procedures, hazard recognition, and safe work practices.</p> <p>The Mock Drills, Safety Walks, Toolbox Talks are organized on continuous basis. We adhere to maintain Hazard Identification and Risk Assessment (HIRA), Site-specific Emergency Response Plan (ERP), First Aid Register and Accident Investigation Register (AIR) across all our locations.</p> <p>Further we are tracking the number of such incidents diligently so that we may conduct a proper root cause analysis of such incidents and take proactive measure which shall help us to reduce and mitigate such incidences.</p> <p>The health checkup for all employees and workers are carried out during induction and on annual basis.</p> | |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|-------------------------------------|--|---|---|--|
| 5 | Sustainable Supply Chain Management | Risk and Opportunity | <p>Risk: Supply chains can expose us to hidden and uncontrollable ESG risks such as depletion of natural resources, human rights abuses, workforce health and safety incidents.</p> <p>Opportunity: Supply chains present a huge opportunity to accelerate progress on sustainability goals by focusing on human rights, labour practices, and environmental impacts.</p> | <p>Suppliers are onboarded only if they meet the requisite parameters – quality, cost effectiveness, and timeliness apart from ESG considerations. We also pay attention to the suppliers’ impact on human rights – child labour, fair wages, and others. We carry our supplier audits and vendor meets at regular intervals to highlight concerns and exchange learnings. The Supply Chain Due Diligence procedures and assessment of suppliers during onboarding and monitoring on annual basis is already under implementation.</p> <p>Further, we are planning to develop a comprehensive supply chain management framework that will serve as a tool to help us identify key areas for improvement and therefore mitigate risks and leverage the opportunities associated with robust supply chain management.</p> | Positive |
| 6 | Business Ethics and Integrity | Risk | Owing to the intrinsic nature of material topic and the potential of severe consequences in the event of minor deviation from existing protocols | <p>We adhere to a strong ethical standard of integrity. Our directors and senior management follow a strict code of conduct and ethics. Effective internal control systems and a whistle blower mechanism is in place. The adequacy of these systems is regularly evaluated by the management assurance team and risk management team.</p> <p>Furthermore, we have continuous monitoring procedures for recording data and ensuring alignment with our Code of Ethics and have robust monitoring procedures along with availability of Helpline in multiple regional languages for “Whistleblower and Reporting”.</p> | Negative |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| 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://www.suzlon.com/in-en/investor-relations/notices-announcements/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 | | | | |
| 4. Name of the national and international codes/certifications/labels/ standards (e.g., Foresat Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | These policies are generally compliant with respective principles of NGRBC which align with ILO, UNGC, OHSAS, SDGs, GRI Standards, ISOs etc. wherever applicable e.g., ISO 9001 (Quality Management System), ISO 14001: 2015 (Environmental Management System), ISO 45001 (Health & Safety Management System) | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | <ul style="list-style-type: none"> Achieving Net Zero (Scope 1 & 2) by 2035 Achieving Zero Waste to Landfill (ZWTL) by 2028 and Water neutrality across operations by 2030 Product Carbon Footprint (PCF) and Life Cycle Assessment for WTGs in manufacturing operations by 2026 Increase share of women employees across operations including leadership levels to 10% by 2030 Undertake human rights assessment across manufacturing operations by 2026. 100% acceptance to Supplier Code of Conduct by 2025 Maintain 100% coverage of trainings on anti-corruption, integrity, and ethics for employees by 2025. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met. | N.A. | | | | | | | | |

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

Dear Stakeholders,

I am pleased to present Suzlon's Business Responsibility and Sustainability Report, which showcases our dedication to sustainability and outlines our commitment to Environmental, Social, and Governance (ESG) principles.

Environmental Responsibility: At Suzlon, we understand the significance of our impact on environmental footprint and contributing to a sustainable future. One of the primary challenges faced by wind turbine manufacturers worldwide is mitigating the effects of manufacturing and installation and impacts on environment across the entire Concept to Commissioning (C2C). To mitigate the same, we have made substantial investments in research and development to eliminate or minimize such impact. We have undertaken Stakeholder Engagement and Materiality Assessment (SEMA) and have incorporated the findings to build up a well-articulated and robust framework for sustainability to be implemented by Suzlon along with a concrete roadmap. We are working on 3 R's and reducing our impact on Waste generation and disposal.

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----------------------|----|----|----|----|----|----|----|----|----|
|----------------------|----|----|----|----|----|----|----|----|----|

Social Responsibility: Our strong relationship with local communities has been fundamental to our success. We have been mindful of the key challenge faced by social programs, which is ensuring a long-term positive impact on the communities in which we operate. We actively engage in capacity-building initiatives, such as providing livelihood opportunities to residents. Our investments in community welfare programs, including education and healthcare, have directly benefited 869 villages, reaching over 40 Lakh villagers and 9 Lakh households in underserved regions. We are working continuously with communities and believe in community engagement as an important tool to make significant impact aligned to Suzlon's CSR strategy.

Governance: Transparent and ethical governance forms the foundation of our business operations. Maintaining a high standard of corporate governance across a diverse portfolio spread over numerous decentralized and often remote operating locations is always a critical challenge. We take pride in the fact that our Company has consistently and successfully maintained a robust governance framework, with all our projects adhering to stringent regulatory and compliance standards. As we look ahead, we remain committed to continuous improvement and raising the bar even higher.

We are committed to conducting a comprehensive evaluation and taking action for reducing carbon emissions and work towards carbon reductions strategy Suzlon is working towards implementation of actions for materiality indicators of significance for Suzlon and monitoring progress of initiatives undertaken. Additionally, we are continuously striving to improve our engagement with local communities and provide human rights training. We believe that that our suppliers and business partners are an important pillar for achieving holistic sustainability therefore we also take up ESG Assessment for suppliers. Our Business Responsibility and Sustainability Report reaffirms our strong commitment to ESG principles and our goal of making a long-lasting positive impact. We are determined to continue our sustainability efforts and believe that, with your ongoing support, we can create a greener, more inclusive, and responsible future for future generations.

| | |
|--|--|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Mr. Vinod R. Tanti, Chairman and Managing Director, oversees the implementation of BR initiatives in consultation with various functional heads including the Sustainability Head. |
| 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. | Mr. Vinod R. Tanti, the Chairman and Managing Director is the Director responsible for decision making on Sustainability related issues |

10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|--|----|----|----|----|----|----|----|--------|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | | | | | | | | Annual |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | | | | | | | | | Annual |

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

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 |

SECTION C: Principle wise performance

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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 programmes held | Topics/principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|---|--|
| Board of Directors | Nil | NA | - |
| Key Management Personnel | 1 | POSH and SPECTRUM (DEIB program) | 33.3% |
| Employees other than BoD and KMPs | 276 | POSH and Integrity | POSH-80.03% Integrity- 69.34% |
| Workers | - | - | - |

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

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

| Monetary | | | | | |
|-----------------|-----------------|---|--------------------|---|--|
| | NGBRC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (in Crores) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/Fine | Principle 1 | GST | 260.77 | There is total 7 penalty case notices received in FY23-24, related to GST filing issues. The same has been reported to SEBI in accordance with LODR regulations | Yes |
| Settlement | - | - | - | - | - |
| Compounding Fee | - | - | - | - | - |
| Non-Monetary | | | | | |
| | NGBRC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (in INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Imprisonment | - | - | - | - | - |
| Punishment | - | - | - | - | - |

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

| Case Details | Name of the regulatory/enforcement agencies/judicial institutions |
|--|---|
| Out of the 7 cases mentioned above, appeal has been filed in 6 cases before the Appellate Authority of GST department and one case is closed by paying the penalty | GST |

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

The Company has a Code of Ethics for Directors and Senior Management, which is available on the Company's website at web link

https://www.suzlon.com/NewPdf/Shareholders_Information/Corporate_Governance_Policies/2022-23/Code_of_Ethics_for_Directors_and_Senior_Management.pdf

The Company has developed a Corporate Governance Policy that includes a Code of Ethics for all stakeholders to adhere to. This policy can be accessed on the Company's website at the following link:

https://www.suzlon.com/NewPdf/Shareholders_Information/Corporate_Governance_Policies/2022-23/Corporate_Governance_Policy.pdf

Further the Company also has a Whistle blower policy in place which is available at

https://www.suzlon.com/NewPdf/Shareholders_Information/Corporate_Governance_Policies/2022-23/Whistle_Blower_Policy.pdf. The concern section highlights the fraud and corruption aspect.

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

| | FY 2023-24 (Current Financial year) | FY 2022-23 (Previous Financial year) |
|-----------|--|---|
| Directors | None | None |
| KMPs | None | None |
| Employees | None | None |
| Workers | NA | NA |

6. Details of complaints with regard to conflict of interest

| | FY 2023-24 | | FY 2022-23 | |
|--|-------------------|---|-------------------|---|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | No complaints were received by Management Assurance department on the ethics helpline | 0 | No complaints were received by Management Assurance department on the ethics helpline |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | No complaints were received by Management Assurance department on the ethics helpline | 0 | No complaints were received by Management Assurance department on the ethics helpline |

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.

NA

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

| | | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|------------------------------------|---------------------|--|---|
| Number of days of accounts payable | SEL (Manufacturing) | 193.4 | 141.31 |
| | SGWPL (Projects) | 202.33 | 461.133 |
| | SGSL (O&M*) | 96.13 | 137.52 |
| | SE Forge | 108.47 | 58.65 |

9. Open-ness of business. Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

| Parameter | Metrics | Business Unit | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|----------------------------|---|---------------------|--|---|
| Concentration of purchases | a. Purchases from trading houses as a % of total purchases | SEL (Manufacturing) | 2.30% | 2.20% |
| | | SGWPL (Projects) | - | - |
| | | SGSL (O&M) | 29% | 29% |
| | | SE Forge Vadodara | 3% | 2% |
| | | SE Forge Coimbatore | 16% | 9% |
| | b. Number of trading houses where purchases are made from | SEL (Manufacturing) | 150 | 155 |
| | | SGWPL (Projects) | - | - |
| | | SGSL (O&M) | 342 | 341 |
| | | SE Forge | | |
| | | i. Vadodara | 84 | 84 |
| | ii. Coimbatore | 324 | 289 | |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | SEL (Manufacturing) | 90% | 88% |
| | | SGWPL (Projects) | - | - |
| | | SGSL (O&M) | 62% | 51% |
| | | SE Forge | | |
| i. Vadodara | | 65% | 56% | |
| ii. Coimbatore | 51% | 56% | | |
| Concentration of sales | a. Sales to dealers/ distributors as % of total sales | SEL (Manufacturing) | | |
| | | SGWPL (Projects) | | |
| | | SGSL (O&M) | | |
| | | SE Forge Vadodara | | |
| | | SE Forge Coimbatore | | |
| | b. Number of dealers / distributors to whom sales are made | SEL (Manufacturing) | | |
| | | SGWPL (Projects) | | |
| | | SGSL (O&M) | | |
| | | SE Forge | Nil | Nil |
| | | i. Vadodara | | |
| | ii. Coimbatore | | | |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | SEL (Manufacturing) | | |
| | | SGWPL (Projects) | | |
| | | SGSL (O&M) | | |
| | | SE Forge | | |
| i. Vadodara | | | | |
| ii. Coimbatore | | | | |
| Share of RPTs in | Purchases (Purchases with related parties/ Total Purchases) | SEL (Manufacturing) | 10% | 11% |
| | | SGWPL (Projects) | 2% | 4% |
| | | SGSL (O&M) | 6% | 8% |
| | | SE Forge | 0 | 1% |
| | | | | |
| | Sales (Sales to related parties/ Total Sales) | SEL (Manufacturing) | 1% | 1% |
| | | SGWPL (Projects) | 0% | 0.10% |
| | | SGSL (O&M) | 9% | 11% |
| | | SE Forge | 36% | 18% |
| | | | | |
| | Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances) | SEL (Manufacturing) | 91% | 91% |
| | | SGWPL (Projects) | 0% | 0% |
| | | SGSL (O&M) | 86% | 86% |
| | | SE Forge | 0% | 0% |
| | | | | |

| Parameter | Metrics | Business Unit | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|---|---------|---------------------|--|---|
| Investments (Investments in related parties/ Total Investments) | | SEL (Manufacturing) | 100% | 100% |
| | | SGWPL (Projects) | 0% | 0% |
| | | SGSL (O&M) | 0% | 0% |
| | | SE Forge | 0% | 0% |

Leadership Indicators

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

| Total number of awareness programmes held | Topics / principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|--|--|--|
| Awareness programmes were not conducted for value chain partners on the NGRBC Principles during the financial year, 2023-24. | | |

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.

“The Company has prescribed a code of ethics for its directors and senior management. The code of ethics of the Company is available on Company’s web link at https://www.suzlon.com/NewPdf/Shareholders_Information/Corporate_Governance_Policies/2022-23/Code_of_Ethics_for_Directors_and_Senior_Management.pdf

The declaration from the Group Chief Executive Officer in terms of Regulation 34(3) read with Part D of Schedule V of the Listing Regulations, stating that as of March 31, 2023, the Board members and the senior management personnel have affirmed compliance with the code of ethics laid down by the Company, has been included in the Annual Report.”

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

Essential Indicators

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

| | FY 2023-24 | FY 2022-23 | Details of improvements in environmental and social impacts |
|-------|------------|------------|---|
| R&D | 100 | 100 | The cost includes expenditure on following: <ul style="list-style-type: none"> - Value Engineering initiatives which subsequently resulted into material reduction and thereby reducing environmental impact. - Design and cost analysis for a Renewable Energy Plant i.e., layout of the RE Plant which aims to replace current coal-powered plants with renewable energy sources such as wind and solar. This will result into substantive reduction of CO2 emissions. - Development and improvement of an in-house wind-energy forecasting system. This shall have multifold benefit including minimizing the requirement for energy storage capacity, boosting the Capacity Utilization Factor (CUF) of renewable energy plants, raising the Levelized Cost of Energy, improving the commercial feasibility of renewable energy plants, and enhancing the integration of renewable energy into the grid. - Predictive maintenance tool which shall lead to less WTG downtime (higher WTG CUF) and optimized spare-parts stock (space and cost-reduction) - New turbine-model with bigger rotor and higher rating which shall subsequently lead to higher energy yield per utilized WTG material. |
| Capex | 100 | 75.91 | Includes investments in testing of larger blades and control systems for blade testing, which aims at increased use of green energy. |

2. A. Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes
- B. If yes, what percentage of inputs were sourced sustainably?

All vendors and suppliers within the supply chain undergo screening to ensure compliance with social and environmental standards, including ISO 14001, ISO 9001, OHSAS 18001, wherever applicable. The materials sourced sustainably from 100% of class A suppliers. The provisions for assessing ESG considerations for suppliers are assessed through Supplier Assessment Questionnaire which helps in evaluation of suppliers on continuous basis.

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.**

Suzlon provides an owner's manual for wind turbines that includes a thorough guide on the disposal and recycling process at the end of the turbine's life cycle. Owners adhere to national environmental protection standards and legislations for waste disposal, including separating and recycling of packaging materials. It is crucial to handle hazardous materials like batteries, electronic waste, oils, lubricants, and coolants with caution. The disposal of hazardous materials is done in compliance with local and international regulations so as to prevent harm to the environment

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 Boards? If not, provide steps taken to address the same.**

Yes, EPR is applicable to the entity's activities. Accordingly, Suzlon Global Services Limited (SGSL) has obtained registration dated 11th March 2024 as an Importer in line with requirements under PWM Rules 2016 for disposal of plastic waste generated due to plastic packaging.

Leadership Indicators

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

Not Applicable

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.**

Not Applicable

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

Not Applicable. since no recycled or reused input material is used in Product.

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

Not Applicable

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

Not Applicable

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

Essential Indicators

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

| Category | % Of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|--------------|--------------------|--------------|--------------------|-------------|--------------------|------------|---------------------|--------------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 5815 | 5288 | 90.93 | 5616 | 96.57 | NA | - | 5815 | 100 | 146 | 2.511 |
| Female | 154 | 115 | 74.67 | 115 | 74.67 | 99 | 64.28 | NA | - | 39 | 25.16 |
| Total | 5969 | 5403 | 90.51 | 5731 | 96.01 | 99 | 1.65 | 5815 | 100 | 185 | 3.099 |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

a. Details of measures for the well-being of workers:

| Category | % Of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|---------|--------------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

| | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.58 | 0.55 |

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

| Benefits | FY 2023-24 | | | FY 2022-23 | | |
|---------------------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 88.5 | NA | Y | 100 | NA | Y |
| Gratuity | 87.88 | NA | Y | 100 | NA | Y |
| ESI | 17.74 | NA | Y | 17.86 | NA | Y |
| Others- Pension, Superannuation | - | - | - | 30.86 | - | - |

3. Accessibility of workplaces

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

Majority of our premises are accessible to persons with disabilities. There are few facilities which requires upgradation which is under revamping presently. The Company is working towards improving access and use of all our facilities by persons with disabilities, as a part of our Diversity, Equity, and Inclusion (DEI) initiatives.

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

Yes

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 | 100 | | |
| Female | 100 | 100 | NA | NA |
| Total | 100 | 100 | | |

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

| | Yes/ No (If yes, then give details of the mechanism in brief) |
|--------------------------------|--|
| Permanent Workers | No |
| Other than Permanent Workers | No |
| Permanent Employees | Yes - A Grievance Portal Group CHRO Connect is available & employees are raising the grievances there. Those have been addressed appropriately |
| Other than Permanent Employees | No |

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|----------------------------------|--|--|---------|--|--|---------|
| | Total employees/workers in respective category (A) | No. of employees/workers in respective category, who are part of associations or Union (B) | % (B/A) | Total employees/workers in respective category (C) | No. of employees/workers in respective category, who are part of associations or Union (D) | % (D/C) |
| Total Permanent Employees | 5969 | 116 | 1.94 | 5706 | 117 | 2.05 |
| Male | 5815 | 116 | 1.99 | 5585 | 117 | 2.09 |
| Female | 154 | 0 | 0 | 121 | 0 | 0 |
| Total Permanent Workers | | | | | | |
| Male | | | | | | NA |
| Female | | | | | | |

8. Details of training given to employees and workers:

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|------------------|-------------|-------------------------------|--------------|----------------------|--------------|-------------|-------------------------------|--------------|----------------------|--------------|
| | Total (A) | On health and safety measures | | On skill upgradation | | Total (D) | On health and safety measures | | On skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/A) |
| Employees | | | | | | | | | | |
| Male | 5815 | 4225 | 72.66 | 5138 | 88.37 | 5585 | 3842 | 68.79 | 1514 | 27.11 |
| Female | 154 | 30 | 19.48 | 143 | 92.85 | 121 | 11 | 9.09 | 17 | 14.05 |
| Total | 5969 | 4255 | 71.28 | 5281 | 88.47 | 5706 | 3853 | 67.52 | 1531 | 26.83 |
| Workers | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | NA | | | | | | | | | |
| Total | | | | | | | | | | |

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|------------------|-------------|-------------|--------------|-------------|-------------|--------------|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| Employees | | | | | | |
| Male | 5815 | 4961 | 85.32 | 5585 | 4775 | 85.5 |
| Female | 154 | 132 | 85.16 | 121 | 110 | 90.91 |
| Total | 5969 | 5093 | 85.32 | 5706 | 4885 | 85.61 |
| Workers | | | | | | |
| Male | | | | | | |
| Female | NA | | | | | |
| Total | | | | | | |

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
 - a) Yes, the Occupational Health and Safety Management System (OHSMS) covers workplaces, manufacturing plants, projects sites and operation and maintenance sites.
 - b) The process of identifying hazards and assessing risks is carried out for all activities including routine or non-routine. Risks are evaluated using a rating scale, with the risk score determined by multiplying the severity and probability of the hazard. The most severe risks are classified as critical (ranging from P1xS4 to P4xS4), while moderate and low risks are considered significant (ranging from P1xS3 to P4xS2) and insignificant (P1xS1).
 - c) Yes, we have processes to report the work-related hazards in place. The employees or value chain workers may report the hazard to the shift HSE officer or supervisor. The HSE officers or supervisor subsequently escalate it to the location head to ensure that preventive and mitigating measures are implemented.

The organization ensures that employees or value chain workers have the authority to refuse to work and exercise right for STOP WORK in hazardous situations or until they are provided with an adequate safe working condition. They also have the right to inform the respective site or plant in-charge about any hazards involved in their jobs. The site in-charge or supervisor is responsible for ensuring the safety of the workforce.

A comprehensive job safety analysis (JSA) and permit to work system are provided, which are developed in consultation with the workforce basis their feedback. Safety committee meetings also provide a platform for addressing such issues, if any. Additionally, it is ensured that the workforce is provided with and properly uses adequate and applicable personal protective equipment (PPE) whenever necessary.

- d) Suzlon offers medical and healthcare services to its employees, community members, contractors, workers of value chain partners, and their families. Health care clinics operated by Suzlon are available to all stakeholders from different offices, plants, sites, and communities. The annual health check-up of workers is also carried out apart from medical health check-up camps, fitness and well-being sessions organized for employees and workers on continuous basis.

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

| Safety Incident/Number | Category* | FY 2023-24 | FY 2022-23 | FY 2022-23 | FY 2022-23 | FY 2022-23 |
|---|-----------|------------|----------------------|-----------------|------------|------------|
| | | | WTG Manufacturing | WTG Projects | WTG OMS | SE Forge |
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.27 | 2.91 | 0 | 0.51 | 0 |
| | Workers* | 0.38 | 0.18 | 1.61 | 0.15 | 0 |
| Total recordable work-related injuries (Minor + Major + Fatal) | Employees | 9 | 4 | 0 | 7 | 0 |
| | Workers* | 13 | 5 | 6 | 2 | 0 |
| No. of fatalities | Employees | 2 | 0 | 0 | 1 | 0 |
| | Workers* | 3 | 1 | 2 | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 4 | 0 | 3 | 0 |
| | Workers* | 2 | 0 | 2 | 1 | 0 |

* contractors and workers of value chain partners

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

Following are the key measures implemented by the organization to guarantee safety and health in the workplace.:

- HSE Policy: The HSE policy is effectively communicated through different channels like emails and prominently displayed at multiple locations within plants, sites, and offices. Moreover, the policy is displayed in the local or national language to facilitate easy understanding. Additionally, it forms an integral part of HSE induction training sessions.
- HIRA: Hazard identification and risk assessment involves evaluating the risks associated with both routine and non-routine activities. Each hazard is assessed based on a rating scale, with the risk score determined by multiplying the severity and probability of the hazard. The highest rating is considered critical (ranging from P1xS4 to P4xS4), while moderate and low risks are categorized as significant (ranging from P1xS3 to P4xS2) and insignificant (P1xS1).
- PPE - It is the management's responsibility to ensure that all necessary and relevant Personal Protective Equipment (PPE) is being used by the workforce and no one is violating PPE usage protocols and complying with them. The PPE Inventory and record-keeping and inspection procedures are in place and adequate PPEs are always maintained to ensure availability at all times.
- Trainings - The organization offers both specific and general trainings to its employees and those in the value chain to ensure their safety. Some of the general training modules include induction training, first aid, firefighting, emergency preparedness and response, etc. Additionally, specific training modules such as work at height, confined space, energy isolation/LOTO, electrically qualified professional training, etc., are also provided. The Mock Drill trainings are also being carried out along with other safety related trainings at regular intervals as per training calendar.
- Safety committee - The organization ensures that the workforce is empowered to refuse work in hazardous situations or until a sufficient safe work system is provided to them. The workforce may notify the respective site/plant in-charge about any hazards present or involved in their tasks. Safety committee meetings serve as a platform for addressing health and safety concerns. The safety committee consists of representatives from both management and workers (including contract personnel), with a mandatory 50% representation from each side. The meeting is led by the respective plant head / project manager. The workers' representative is tasked with emphasizing the safety of workers in the workplace and bringing workers' concerns to the attention of management. The management representative is responsible for implementing and enhancing the existing safety measures in the workplace.

- Permit to work (PTW) - The organization ensures that workforce is empowered to exercise its right to refuse work in hazardous situation or until adequate safe system of work is provided to them. Workforce has all right to inform the respective site / plant in-charge about the hazards present / involved in the jobs. Workers are provided with detailed job safety analysis and permit to work systems which are prepared based on their feedback and in consultation with them.
- Communication - Various types of communication modes are used for disseminating information pertaining to HSE namely HSE policy, safety committee meetings, sign and display boards, banners and poster, employee desktop wallpapers etc. Testing and preventive maintenance - It is ensured that equipment and tools are tested, calibrated and preventive maintenance conducted.

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

| | FY 2023-24 | | | FY 2022-23 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working conditions | - | - | - | 6 | 0 | The issues have been addressed and the monthly status is being captured |
| Health and Safety | - | - | - | 0 | 0 | NA |

14. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| 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 risks / concerns arising from assessments of health & safety practices and working conditions.
Case 1 – (Fall from Height)

| Sr. No. | Actions Initiated | Status |
|---------|---|-----------|
| 1 | Awareness training on system adherence to Area in charge/ Site in charge / functional head. | Completed |
| 2 | Awareness training on 'Use and anchoring of double lanyard' while working at height. | Completed |
| 3 | Adherence to the established process of approvals at different stages of work must be ensured by the line management in all non-routine activities. | Ongoing |
| 4 | Work Procedure / SOP shall be made available before starting the activity. | Ongoing |
| 5 | Clearance / Approval for all non-routine activities shall mandatorily be taken from HSE. | Ongoing |
| 6 | Job Safety Analysis (JSA) shall be prepared and must be available before start of the work. | Completed |
| 7 | Administrative action against the responsible persons for the incident. | Completed |

Case 2 – (Hit by Object)

| Sr. No. | Actions Initiated | Status |
|---------|--|-------------|
| 1 | Location Engineer / Mech. HoD to ensure lifting activities take place as per load chart. | Completed |
| 2 | Location Engineer to ensure all components of the crane are secured & it is stable before beginning operations. | Completed |
| 3 | Ensure proper ground leveling before beginning operations. | Completed |
| 4 | Any deviation from the lifting plan shall be routed through Management of Change (MoC) which needs to be approved by authorized approving authority. | As and when |
| 5 | Avoid the presence of unwanted people and material within the line of fire. | Completed |
| 6 | Breakdown, repair, preventive maintenance & all other relevant crane documents shall be readily available on site. | Completed |
| 7 | Pre-deployment checklist to be implemented for main crane. | Completed |
| 8 | Daily use pre-work checklist for main crane to be prepared & implemented. Location engineer & crane operator to verify. | Completed |
| 9 | Crane Safety Training by external expert to be conducted for all Projects. | Completed |
| 10 | BBS Training by external expert to be conducted for all Projects. | Completed |

Case 3 – (Fall from Height)

| Sr. No. | Actions Initiated | Status |
|---------|--|-----------|
| 1 | Refresher training with practical demonstration in work at height and electrical safety with increased frequency of once in three months. | Ongoing |
| 2 | Behavior based safety (BBS) training to all employees (From external agency). | Ongoing |
| 3 | Buddy system is mandatory to be followed. If it is not adhered to, then strict disciplinary action including termination against Site in charges & employees shall be taken. | Completed |
| 4 | Site in-charge and functional head shall monitor daily PTW compliance in line with the POD (Plan of the day). | Completed |
| 5 | Communication from top management reemphasizing strict action against employees not adhering to the requirements of safe system of work. | Completed |
| 6 | Administrative action against the responsible persons for the incident. | Completed |

Case 4 – (Fall from Height)

| Sr. No. | Actions Initiated | Status |
|---------|---|-----------|
| 1 | Daily safety briefing at all sites started to improve safety culture and participation of line managers. | Completed |
| 2 | BBS training to all site employees. This will include principle of collective, interdependent, and mutual safety of team. members. | Ongoing |
| 3 | “Stop unsafe work” cards for employees to enable them to stop any unsafe work or practice, Pocket safety card explaining safety measures to be taken | Completed |
| 4 | To provide training and relevant certification like work at height, electrical safety for all manpower including contract work force, prior to assigning any work. | Completed |
| 5 | Mentoring of new employees for six months by experience employee. | Ongoing |
| 6 | No independent work allocation to new employees till completion of six month under mentor ship. On successful completion of assessment only the employee will be allowed to work independently. | Ongoing |
| 7 | Refresher training with practical demonstration in work at height and electrical safety with increased frequency of once in three months. | Ongoing |
| 8 | Mandatory site visits by Department heads to assess HSE practices and provide support to site team. | Completed |

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

Yes, life insurance in the event of death is provided for employees

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

The Statutory Compliance is closely monitored and reported to various forums. There is Compliance Monitoring Tool also to review the same. It is discussed during the Board Meetings on quarterly basis.

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

| Particulars | Category | Total no. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|---|-----------|---|------------|---|------------|
| | | FY 2023-24 | FY 2022-23 | FY 2023-24 | FY 2022-23 |
| Fatalities | Employees | 2 | 1 | 0 | 0 |
| | Workers* | 3 | 3 | 0 | 0 |
| Work - related injury (Major injuries) | Employees | 0 | 7 | * | * |
| | Workers* | 2 | 3 | 0 | 0 |
| Ill-health (notifiable disease) | Employees | NA | NA | NA | NA |
| | Workers* | NA | NA | NA | NA |

*The affected employees were not required to be rehabilitated since they have resumed their regular duties.

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

Yes

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---|
| Health and Safety Practices | 89.5% |
| Working Conditions | 89.5% |

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.

No significant risk observed during the assessment carried out during FY 23-24.

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

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

Suzlon Group has prioritized stakeholder engagement as an essential component of its business strategy, recognizing the importance of addressing their concerns. By actively involving stakeholders, Suzlon aims to tackle social, environmental, and governance issues associated with its operations. The company highly values the input of stakeholders and integrates their suggestions into its business strategies, thereby enhancing its internal systems and processes. Suzlon's team consistently engages in dialogue with a diverse range of stakeholders who may be impacted by its decisions. Through these discussions, the company identifies the key priorities of stakeholders and develops effective solutions to address them. Suzlon then diligently follows the necessary procedures and protocols to implement these solutions.

Suzlon's stakeholder engagement process involves extensive and direct consultation with various groups of stakeholders. Through this process, Suzlon identifies the critical issues that require immediate attention. Suzlon employs a range of communication channels, such as email, e-portal, Community Advisory Panel (CAP) meetings, questionnaires, and personal visits, to actively engage with stakeholders. This approach facilitates a comprehensive understanding and identification of significant topics, allowing Suzlon Group to assess the importance of concerns and gain a clear understanding of the issues raised.

Within the wind energy sector, diverse set of stakeholders contribute significantly to the industry. It is imperative to interact with these stakeholders to ensure success as well as sustainability of wind energy Projects. Apart from internal stakeholders such as staff and leadership, who participate in different meetings, forums, and surveys, Suzlon engages with the following key external stakeholders focusing on environmental, social, and governance matters:

- **Government Officials and Regulatory Bodies-** Interact with government through official meetings and industry gatherings to understand policies, incentives, and regulations related to wind energy development and advocate for favorable policies.
- **Local Communities-** We interact with local communities through public consultations and community engagement initiatives to understand and tackle concerns and garner support for wind energy projects. Provide clear information about the benefits of wind energy and community investment. Solicit community input during project planning and operation. We consciously maintain regular communication to address concerns and provide updates on the project's progress.
- **Investors-** We engage with investors through meetings and present a concise and persuasive business proposal for the wind energy project, outlining return on investment and risk evaluation. We offer financial and technical reports to investors to ensure transparency and confidence in the project's feasibility. Establish a long-term relationship built on trust and dependability.
- **Suppliers and Contractors-** We collaborate with suppliers and contractors through meetings and work together to guarantee the prompt delivery of equipment and materials. We maintain an open line of communication with contractors to ensure seamless project implementation and adherence to quality standards.
- **Environmental Groups-** We consult with environmental organizations to address potential impacts on wildlife and habitats. We implement measures to reduce ecological disruption and promote sustainable practices. We share data and reports on environmental monitoring and mitigation efforts.

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

| Stakeholder Group | Whether identified as vulnerable and marginalized group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (annually, half yearly, quarterly, others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------|--|---|---|---|
| Employees | No | Appraisals, Internal Surveys, Questionnaire, HR Forums, Focused Group Discussions, all team meet, weekly/ monthly reviews, improvement displays | Daily, Weekly, Monthly, Quarterly, Annual | <p>Purpose: To ensure a healthy, inclusive, and motivated workforce that contributes to the Company's success.</p> <p>Scope: Providing a safe and fair workplace, fostering open communication, addressing employee concerns offering professional development, and involving employees in decision-making.</p> |
| Customers | No | Survey, questionnaire, One-to-one interactions with key customers, Customer Meets, Surveys Feedback calls, Training Forums, Direct Visits | Need based | <p>Purpose: To understand customer needs, enhance customer satisfaction, and build brand loyalty.</p> <p>Scope: Gaining feedback, addressing product / service concerns, providing transparent information, and delivering high-quality products / services.</p> |
| Investors | No | Questionnaire, Action Plans, Investor Meets / Calls, Shareholder / Investors Grievance Forum / General Meetings | Annual / Quarterly, need-based | <p>Purpose: To maintain investor trust, ensure responsible financial management, and attract sustainable investments.</p> <p>Scope: Communicating financial performance, disclosing relevant information, explaining business strategies, and addressing investor queries.</p> |

| Stakeholder Group | Whether identified as vulnerable and marginalized group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (annually, half yearly, quarterly, others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|------------------------------|--|---|---|---|
| Suppliers/ Service Providers | No | Vendor Rating, Satisfaction Surveys, Questionnaire, Sustainable Supply Chain development, Supplier Meets, Audits | Daily, Weekly, Monthly, Quarterly, Annual | <p>Purpose: To promote ethical sourcing, sustainability, and mutually beneficial relationships.</p> <p>Scope: Ensuring fair procurement practices, promoting responsible sourcing, collaborating on sustainability initiatives, and fostering long-term partnerships.</p> |

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 responsibility of consulting with stakeholders on ESG topics has been entrusted to the various departments within the organization. These departments are also responsible for maintaining continuous engagement with stakeholders. With respect to ESG, the company follows a consistent approach and prepares for them through these consultations. The most significant issues are identified and prioritized based on their impact on both our stakeholders and our business.

The consultation processes between stakeholders and the Board, regarding economic, environmental, and social topics, are entrusted to Suzlon Foundation. This foundation is a section 8 Company that has been mandated to lead corporate social responsibility at Suzlon. The processes and methods used by Suzlon Foundation to facilitate these consultations are transparent and aligned with Suzlon’s core values of Agility, Creativity, Value addition, Commitment, and Integrity.

The Suzlon Foundation initiated the process by identifying key stakeholders according to their importance and influence on the business. These stakeholders comprised of customers, employees, suppliers, investors, local communities, NGOs, and regulatory authorities. The Stakeholder mapping entailed classifying stakeholders based on their interests, power, and degree of influence and impact on the Company’s operations and choices.

This process helped to prioritize engagement efforts. Various channels for stakeholder consultation, such as surveys, interviews, focus groups, public meetings, online platforms, and formal dialogues were used. Feedback obtained from stakeholder consultations was compiled and reported to the Executive Governance Body (EG) to ensure that stakeholder perspectives are considered in decision-making.

Annual General Meetings (AGMs) serve as a platform for stakeholders, including shareholders and other interested parties, to raise concerns and ask question directly to the Board and senior management. Suzlon has established a feedback mechanism, in the form of a dedicated email address, through which stakeholders can provide comments, suggestions, or complaints directly to the Company. Suzlon Foundation conducts materiality assessments to identify the most significant economic, environmental, and social issues for stakeholders and the Company. This process helps focus consultation efforts on key topics. The feedback obtained from stakeholder consultations informs the organization’s decision-making and strategies. It also drives continuous improvement in the organization’s economic, environmental, and social performance. In addition to direct engagement, Suzlon Foundation on behalf of Suzlon Group collaborates with external stakeholders, such as NGOs, industry associations, and expert groups, to gain insights and feedback on relevant topics. These transparent and meaningful consultation with stakeholders helps to make informed decisions that align with the long-term interests of the organization and its stakeholders.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes

Stakeholder consultation is often used to support the identification and management of environmental and social topics. A detailed Stakeholder Engagement and Materiality Assessment (SEMA) was undertaken by Suzlon that enabled company in carving ESG roadmap and focusing on relevant issues that are of significance in short-term, mid-term and long-term. Suzlon Foundation a Section 8 Company mandated to lead Suzlon CSR was set up to support underprivileged sections of society, create opportunities and strive towards a more equitable society. The Foundation engages with the community in a variety of areas that serve the vulnerable / marginalized stakeholder groups. Involvement of stakeholders has been instrumental in the identification of important environmental and social matters that are pertinent to the organization and its stakeholders. The inputs provided by stakeholders have been beneficial in shaping the content and direction of the organization's sustainability reports, guaranteeing that the most significant issues are openly disclosed. Stakeholders' viewpoints are taken into account during materiality assessments, which have aided in the identification of the most relevant environmental and social topics for the organization.

The materiality matrix reflects the significance of each topic to both the Company and its stakeholders. It plays a crucial role in guiding the Company's prioritization of efforts and allocation of resources in the right direction to focus on issues that are significant for company. The input from stakeholders has been instrumental in the development and revision of key environmental and social programs. This ensures that these programs align with stakeholder expectations and effectively address the most significant concerns. In Suzlon's community engagement programs, stakeholder consultation is of utmost importance. The input from local communities has significantly influenced the initiatives and actions taken to address their specific needs and concerns. Similarly, the input from employees, who are important stakeholders, has shaped initiatives that focus on promoting employee well-being, work-life balance, diversity, and inclusion, as well as health and safety. Regular stakeholder engagement forums, roundtable discussions, and public consultations provide valuable opportunities for stakeholders to express their views. Stakeholder consultation is also integrated into the organization's issue resolution and grievance mechanisms to ensure that any concerns raised by stakeholders are appropriately addressed and resolved. This approach not only fosters trust and transparency but also enables the organization to effectively tackle environmental and social challenges, ultimately creating long-term value for both the Company and its stakeholders.

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

Suzlon has actively engaged with and responded to the concerns of vulnerable and marginalized stakeholder groups. By directly consulting with these communities, Suzlon has gained valuable insights into their specific needs, challenges, and aspirations within their respective geographical areas.

One notable example of Suzlon's engagement is in Rajasthan, India, where a severe drought had led to acute water scarcity for the rural community. Recognizing the negative impact this had on the lives of the people, particularly in rural areas where water sources were rapidly depleting, Suzlon acted.

As part of its Corporate Social Responsibility (CSR) initiatives, Suzlon made the decision to address the water needs of these communities in a sustainable manner. This proactive approach demonstrates Suzlon's commitment to making a positive difference in the lives of vulnerable and marginalized groups.

We implemented a comprehensive program focused on water conservation and management, specifically targeting rainwater harvesting, pond desilting, and check dam construction. Suzlon collaborated with local NGOs, government authorities, and community members to identify adequate locations for rainwater harvesting structures. These structures were designed to capture rainwater during the monsoon season, which could then be stored for use during the dry months.

In addition, the Company established check dams and recharge wells in critical areas to replenish the groundwater table. These structures effectively prevented water runoff and facilitated the replenishment of underground aquifers.

Over time, the positive impact of the Company's CSR water initiatives became evident. The availability of water increased in the region, providing relief to the communities during droughts. This improved access to water contributed to better agricultural yields, enhanced livelihoods, and improved sanitation conditions. Furthermore, the water conservation efforts had

a positive environmental impact, as water-dependent ecosystems began to rejuvenate. The region's biodiversity also showed signs of recovery, benefiting both plant and animal life.

The Company's approach to addressing water needs in Rajasthan not only fulfilled a critical need but also fostered a sense of ownership and pride within the local communities. By involving them in the planning and implementation of these initiatives, the Company established strong bonds with the people it served.

Company's CSR-driven water conservation and management program in Rajasthan exemplified a sustainable and community-centric approach to addressing a vital need, ensuring the well-being of the people and the environment in the region.

Company launched a comprehensive program named "Zero Dependency" to empower and uplift individuals with disabilities in the villages where they were present. Suzlon collaborated with local NGOs, disability organizations, and community leaders to comprehend the specific challenges faced by the disabled population and develop targeted interventions.

Principle 5: Businesses should respect and promote human rights.

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|------------------------|-------------|--|--|-------------|--|--------------|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 5969 | POSH-4777 Integrity-4139 | POSH- 80.03 Integrity-69.34 | 5706 | 3683 | 64.55 |
| Other than permanent | NA | NA | NA | NA | NA | NA |
| Total Employees | 5969 | POSH-4777 Integrity-4139 | POSH- 80.03 Integrity-69.34 | 5706 | 3683 | 64.55 |
| Workers | | | | | | |
| Permanent | | | | | | |
| Other than permanent | | | | NA | | |
| Total Workers | | | | | | |

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

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|----------------------|------------|-----------------------|---------|------------------------|---------|------------|-----------------------|---------|------------------------|---------|
| | Total (A) | Equal to minimum wage | | More than minimum wage | | Total (D) | Equal to minimum wage | | More than minimum wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | 5969 | 177 | 2.97 | 5792 | 97.03 | 5706 | 1368 | 23.97 | 4338 | 76.03 |
| Male | 5815 | 172 | 2.96 | 5643 | 97.04 | 5585 | 1361 | 24.37 | 4224 | 75.63 |
| Female | 154 | 5 | 3.25 | 149 | 96.75 | 121 | 7 | 5.79 | 114 | 94.21 |
| Other than Permanent | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Male | | | | | | | | | | |
| Female | | | NA | | | | | NA | | |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |
| Other than Permanent | | | | | | NA | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |

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

a. Median remuneration / wages:

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 7 | N.A. since except for the Chairman and Managing Director, no other director receives any remuneration from the Company except sitting fees for attending the meetings of the Board and or committees of the Board | 1 | N.A. |
| Key Management Personnel | 2 | 78 Lac per annum | 1 | 11 Lac per annum |
| Employees other than BoD and KMP | 5806 | 8 lac per annum | 152 | 5 Lacs per annum |
| Workers | NA | NA | NA | NA |

a. Gross wages paid to females as % of total wages paid by the entity, in the following format:

| | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Gross wages paid to females as % of total wages | 4.15% | 3.24% |

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

Yes, the focal point for addressing issues relating to human rights is the Chief Human Resource Officer of the Company.

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

The Grievance Redressal Mechanism to handle internal grievances helps in thorough monitoring, handling and management of human rights issues if any. Also, there are anonymous portals for 'Group CEO' and 'CHRO Connect' available to address grievances of employees including human right issues.

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

| | FY 2023-24 | | | FY 2022-23 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | 1 | 1 | - | 1 | NIL | |
| Discrimination at workplace | Nil | Nil | Nil | Nil | Nil | Nil |
| Child Labour | Nil | Nil | Nil | Nil | Nil | Nil |
| Forced Labour/ Involuntary Labour | Nil | Nil | Nil | Nil | Nil | Nil |
| Wages | Nil | Nil | Nil | Nil | Nil | Nil |
| Other human rights related issues | Nil | Nil | Nil | Nil | Nil | Nil |

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

| | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 1 | 1 |
| Complaints on POSH as a % of female employee/ workers | 0.65 | 0.83 |
| Complaints on POSH upheld | 1 | Nil |

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

Suzlon has a Grievance Redressal Management procedure which helps in effective implementation and monitoring to always ensure human rights compliance at workplace. Furthermore, well-defined reporting and whistle blowing channels of communication such as a dedicated hotline e-mail for reporting incidents are also available. The HR department including the Chief Human Resource Officer plays a crucial role in addressing employee grievances, including those related to human rights. They are responsible for addressing complaints, conducting investigations, and implementing corrective actions. The Internal Complaints Committee specially constituted in line with the Sexual Harassment at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is also in place and deals with all the cases of sexual harassment at workplace. For human rights aspects, being sensitive in nature, the confidentiality criteria are strictly adhered to, which encourages the individuals to raise their concerns. Suzlon implements the Human Rights policy by incorporating human rights considerations in all our business operations and decision making policies and processes; ensuring that employees and business partners are aware of and understand our human rights policy and its implementation; providing regular training to the employees and business partners on human rights issues; conducting due diligence/ audit to identify and assess potential human rights policy adherence in the operations; developing and implementing strategies to prevent and mitigate any adverse human rights impacts of the operations; providing effective mechanisms for individuals and communities to raise human rights concerns and seek redressal.

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

Yes

10. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child labour | |
| Forced/involuntary labour | |
| Sexual harassment | 69.49 |
| Discrimination at workplace | |
| Wages | |
| Others – please specify | NA |

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

There were no significant risks / concerns arising from third party assessments.

Leadership Indicators

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

There are well established process and procedures under implementation in order to address human rights grievances and complaints. To ensure real time monitoring of human rights regulatory compliances, an IT based portal has been introduced. Further, to ensure ease of access in logging grievances and complaints, direct contact can be made through the 'Group CEO' and 'CHRO Connect'. The HR4US portal has also been launched for speedy redressal of grievances, if any.

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

The scope of Human Rights Due Diligence includes the following:

- Labour Practices and Conditions, including fair wages, working hours, freedom of association, and occupational health and safety measures.
- Child Labor and Forced Labor: Ensuring that suppliers do not engage in child labour or forced labour and have mechanisms in place to identify and address such risks within their supply chain.
- Discrimination and Harassment: Assessing whether suppliers have policies and practices to prevent discrimination and harassment in the workplace, ensuring a safe and inclusive working environment.

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

Yes, the company has made provisions for providing accessibility to differently abled persons and the Corporate Headquarters in Pune sets an excellent example for arrangements made for providing accessibility of disabled persons.

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|--|---|
| Sexual harassment | 89.5% |
| Discrimination at workplace | 89.5% |
| Child labour | 89.5% |
| Forced/involuntary labour | 89.5% |
| Wages | 89.5% |
| Others – please specify (Environmental Compliance) | 89.5% |

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

No significant risk observed during the assessment during FY23-24 of A class suppliers.

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

Essential Indicators

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

| Parameter | FY 2023-24 | FY 2022-23 |
|---|-------------|--------------|
| Units in Giga Joules | | |
| From renewable sources | | |
| Total electricity consumption (A) | 17,830 | 19,354.90 |
| Total fuel consumption (B) | - | - |
| Energy consumption through other sources (C) | - | - |
| Total energy consumed from renewable sources (A+B+C) | 17,830 | 19,354.90 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 202,443.36 | 127,069.08 |
| Total fuel consumption (E) | 72,995.07 | 4,522,221.59 |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | 275,438.44 | 4,649,290.67 |
| Total energy consumed (A+B+C+D+E+F) | 293,268.44 | 4,668,645.57 |
| Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations) | 0.000004415 | 7.69 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ revenue from operations adjusted for PPP) | 0.000098906 | 0.00173 |
| Energy intensity in terms of physical output (Total Energy consumption/ manufacturing volume as no. of turbine) | 931.01 | 14774.19 |
| Energy intensity (optional) – the relevant metric may be selected by the entity | | |

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

Yes, SGS India Private Limited (Parent company-SGS based in Geneva, Switzerland)

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

No, Suzlon's sites / facilities are not designated as DCs.

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

| Parameter | FY 2023-24 | FY 2022-23 |
|--|-------------------|--------------------|
| Water withdrawal by source (in kiloliters) | | |
| (i) Surface water | - | 10,074.06 |
| (ii) Groundwater | 140,425 | 67,705.83 |
| (iii) Third party water | 168,030 | 99,958.83 |
| (iv) Seawater / desalinated water | - | 0 |
| (v) Others | 725 | 442 |
| Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) | 309,180 | 1,78,180.72 |
| Total volume of water consumption (in kiloliters) | 189,893 | 1,78,180.72 |
| Water intensity per rupee of turnover (Water consumed / revenue from operations) | 0.00000286 | 3.77 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumed / revenue from operations adjusted for PPP) | 0.000643 | 0.00006594 |
| Water intensity in terms of physical output (Total water consumption/ manufacturing volume as no. of turbine) | 602.83 | 563.86 |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |

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

Yes, SGS India Private Limited (Parent company-SGS based in Geneva, Switzerland)

4. Provide the following details related to water discharged:

| Parameter | FY 2023-24 | FY 2022-23 |
|--|----------------|------------|
| Water discharge by destination and level of treatment (in kiloliters) | | |
| (i) To Surface water | | 0 |
| - No treatment | - | 0 |
| - With treatment – please specify level of treatment | - | 0 |
| (ii) To Groundwater | | 0 |
| - No treatment | 16,777 | 0 |
| - With treatment – please specify level of treatment | 90,170 | 0 |
| (iii) To Seawater | | 0 |
| - No treatment | - | 0 |
| - With treatment – please specify level of treatment | - | |
| (iv) Sent to third-parties | | 0 |
| - No treatment | 2,099 | 0 |
| - With treatment – please specify level of treatment | - | |
| (v) Others | | 0 |
| - No treatment | 899 | 0 |
| - With treatment – please specify level of treatment | - | 0 |
| Total water discharged (in kiloliters) | 109,945 | 0 |

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

Yes, SGS India Private Limited (Parent company-SGS based in Geneva, Switzerland)

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

As water is not a part of process / production at Suzlon therefore zero liquid discharge is not applicable, except SE Forge (Foundry unit).

SE Forge Foundry unit has Effluent Treatment Plant (ETP) which treats the generated process wastewater (coolant) which is further reutilized for the gardening, toilet flushing and cleaning purpose.

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

| Parameter | Please specify unit | FY 2023-24* | FY 2022-23 |
|-------------------------------------|---------------------|-------------|------------|
| NOx | Tonnes | 5.746 | 0.064 |
| SOx | Tonnes | 0.037 | 0.010 |
| Particulate matter (PM) | Tonnes | 0.843 | 0.033 |
| Persistent organic pollutants (POP) | - | | |
| Volatile organic compounds (VOC) | mg/m3 | 1,880.29 | 1,393.56 |
| Hazardous air pollutants (HAP) | - | | |
| Others – please specify | CFC-11 equivalent | 8 | - |

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

Yes, SGS India Private Limited (Parent company-SGS based in Geneva, Switzerland)

* Data reported for TPM, NOx and SOx does not include data from RBU Bhuj Manufacturing

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

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|---|--|-------------|------------|
| 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 | 5,969 | 6,183 |
| 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 | 40,264 | 27,885 |
| Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ revenue from operations) | Metric tonnes of CO ₂ equivalent/ rupee | 0.000000696 | 4.59 |
| Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total scope 1 and scope 2 GHG emissions/ revenue from operations adjusted for PPP) | Metric tonnes of CO ₂ equivalent/ PPP | 0.000015592 | 0.0000126 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total scope 1 and scope 2 GHG emissions / manufacturing volume as no. of turbine) | | 146.77 | 107.81 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | | | |

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

Yes, SGS India Private Limited (Parent company-SGS based in Geneva, Switzerland)

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

- Innovations in Turbine design increased gear box oil lifespan, reducing carbon emissions per wind turbine.
- Working on Monitoring Energy efficiency at our Plants (12 nos. of SEL and 2 nos. of SE Forge) have helped us in monitoring and reduction of Greenhouse Gas Emissions (Scope-1).
- The Waste to Wealth CSR initiative sought to evaluate the current waste and convert it into innovative products for the use by remote rural communities.

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

| Parameter | FY 2023-24 | FY 2022-23 |
|---|-------------------|-------------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 641 | 44.98 |
| E-waste (B) | 17 | 19.46 |
| Bio-medical waste (C) | 5 | 42.65 |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | 678 | 582.61 |
| Radioactive waste (F) | - | - |
| Other Hazardous waste. Please specify, if any. (G) | 4,487 | 5282.82 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) | 17,996 | 22,807.50 |
| Total (A+B + C + D + E + F + G + H) | 23,824 | 28,780.02 |
| Waste intensity per rupee of turnover (Total waste generated / revenue from operations) | 0.00000043 | 0.00000049 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ revenue from operations adjusted for PPP) | 0.00000803 | 0.00001065 |
| Waste intensity in terms of physical output (Total waste generated / manufacturing volume as no. of turbine) | 75.63 | 91.07 |
| Waste intensity (optional) – the relevant metric may be selected by the entity | | |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | | - |
| (ii) Re-used | | - |
| (iii) Other recovery operations | 20,702 | - |
| Total | 20,702 | - |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 5,812 | 1,795.22 |
| (ii) Landfilling | | - |
| (iii) Other disposal operations | | - |
| Total | 5,812 | 1,795.22 |

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

Yes, SGS India Private Limited (Parent company-SGS based in Geneva, Switzerland)

10. 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.

The waste management is carried out in accordance with the Guideline for waste storage, handling, and disposal, which considers both hazardous and non-hazardous wastes.

The management plan for both hazardous and non-hazardous waste streams is in place and efforts are made of adoption of 3R's (Reduce-Reuse-Recycle) and use of scrap, packaging material for making other consumables. Furthermore, the waste generated during manufacturing is sent to cement company and used as alternate fuel.

The Hazardous and other Wastes (Management & Transboundary Movement) Rules, 2016 have been resorted for waste storage, handling, and disposal. In addition, all appropriate forms are completed and maintained for legal compliance.

Monitoring mechanism to ensure safe management and reduction of waste generation is as follows:

- The generated waste is collected and segregated as per Consent to operate.
- The record of generated waste at plants / sites is maintained in Form – 3 (Maintaining records of Hazardous waste and other waste).

- It is ensured that waste is collected, segregated, and stored safely. Further, the waste is disposed through authorized waste disposal agency with Form - 10 (Manifest for hazardous and other waste).
- Stock norms are defined for each category of waste and is disposed as per statutory norms.
- Control on usage of plastic as packing material has been initiated.
- Acetone (High risk of Fire, falls under the category of Class A, and is harmful for human) was earlier used for mould cleaning which is now replaced by Muscle clean HD 27 chemical (does not flash).
- Product weight optimization methodologies is being adopted for curbing the generation of waste during production.

11. 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:

NA

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

During the year under review and as per applicable laws, environmental impact assessment is not applicable for any projects undertaken by Suzlon Group. However, few customers undertake environmental impact assessments of projects and share the findings based on which necessary mitigation measures are undertaken as may be relevant.

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

Yes

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):

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

- (i) Name of the area: Manufacturing sites in Bhuj & Jaisalmer and Maintenance Operations in Kutch & Rajasthan
- (ii) Nature of operations: Manufacturing of rotor blades for wind turbines and maintenance operations of wind farms
- (iii) Water withdrawal, consumption, and discharge in the following format:

| Parameter | FY 2023-24 | FY 2022-23 |
|---|--------------------|------------|
| Water withdrawal by source (in kiloliters) | | |
| (i) To Surface water | - | 0 |
| (ii) To Groundwater | 7,564 | 0 |
| (iii) To Seawater | - | 0 |
| (iv) From third parties | 42,128 | 0 |
| (v) Others | - | 0 |
| Total volume of water withdrawal (in kiloliters) | 49,692 | 0 |
| Total volume of water consumption (in kiloliters) | 38,401 | 0 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.000000578 | 0 |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |
| Water discharge by destination and level of treatment (in kiloliters) | | |
| (i) Into Surface water | | 0 |
| - No treatment | 3 | 0 |
| - With treatment – please specify level of treatment | - | 0 |
| (ii) Into Groundwater | | 0 |
| - No treatment | - | 0 |
| - With treatment – please specify level of treatment | 5,853 | 0 |

| Parameter | FY 2023-24 | FY 2022-23 |
|--|--------------|------------|
| (iii) Into Seawater | | 0 |
| - No treatment | - | 0 |
| - With treatment – please specify level of treatment | - | 0 |
| (iv) Sent to third-parties | | 0 |
| - No treatment | - | 0 |
| - With treatment – please specify level of treatment | - | 0 |
| (v) Others | | 0 |
| - No treatment | - | 0 |
| - With treatment – please specify level of treatment | - | 0 |
| Total water discharged (in kiloliters) | 5,856 | 0 |

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

Yes, SGS India Private Limited (Parent company-SGS based in Geneva, Switzerland)

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

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|---|---------------------------------|-------------|------------|
| Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | 18,182* | 98,75,338 |
| Total Scope 3 emissions per rupee of turnover | | 0.000000274 | 1,627 |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | | | |

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

Yes, SGS India Private Limited (Parent company-SGS based in Geneva, Switzerland)

* For Scope 3 we have considered data under below categories:

Category 3 - Fuel and Energy related activities not included in Scope 1 and 2

Category 4 - Upstream Transportation and Distribution

Category 6 - Business Travel

Category 7 - Employee commuting

Category 8 - Upstream leased assets

Category 9 - Downstream Transportation and Distribution

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

NA

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

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|---|--|-------------------------------|
| 1 | Reduction in plastic usage in packing consignment to sites | - | Reduction in plastic waste |
| 2 | Instead of using aluminium, we have started using in-house FRP channels for nacelle cover rimming process | - | Reduction in metallic waste |
| 3 | Modified transportation fixture for two sets of top parts in a single trip thereby reducing fuel consumption. | - | Reduction in fuel consumption |
| 4 | Used MS waste materials for making Nacelle cover storage racks | - | Reduction in MS Waste |

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|---|--|--------------------------------|
| 5 | Recycling of Glass mat, Resin and Wooden waste materials for making false ceiling for canteen and Admin office | - | Reduction in waste generation. |
| 6 | Recycling of Glass mat & Resin waste material for making FRP Sheets for manufacturing deburring chamber and labour colony (for Project / OMS site) | - | Reduction in waste generation. |
| 7 | Recycling of Glass mat & Resin waste material for making dispatch shed, Scrap yard shed, Warehouse shed, Grinding Peel ply shed, Fire Hydrant shed and MPRP Mezzanine floor | - | Reduction in waste generation. |

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

Suzlon Group implements a proactive risk management strategy to effectively address challenges by gaining a comprehensive understanding of both internal and external environments. The Enterprise Risk Management (ERM) policy, accessible on the Suzlon website, outlines the ERM Framework, including processes and organizational structure to promote a risk-aware culture within the company. It specifies the procedures, roles, and responsibilities for each entity within the structure. The Risk Management Committee (RMC) conducts bi-annual reviews of the risk registers. In response to market and industry changes, as well as opportunities, we assess corresponding risks and update the risk register with detailed mitigation plans, risk probability, intensity, owner, and tentative timelines. The Company's risk management policy can be found on the Company's website at https://www.suzlon.com/NewPdf/Shareholders_Information/Corporate_Governance_Policies/2022-23/Risk_Management_Policy1.pdf

Additionally, there is a well-established emergency preparedness and response plan in place to address any potential disruptions to business continuity.

6. 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.

No significant risk observed during the assessment during FY23-24.

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

89.5% of value chain partners (by value of business done with such partners) were assessed for environmental impacts in the financial year.

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.

6 (six)

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

| Sr No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|---|---|
| 1 | Confederation of Indian Industry (CII) | National |
| 2 | Federation of Indian Chamber of Commerce & Industry (FICCI) | National |
| 3 | US-India Business Council (USIBC) | International |
| 4 | Indian Wind Turbine Manufacturers Association (IWTMA) | National |
| 5 | Indian Wind Power Association (IWPA) | National |
| 6 | Global Wind Energy Council (GWEC) | International |

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 |
|-------------------|-------------------|-------------------------|
| NA | | |

Leadership Indicators

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

| S. No | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
|-------|---|--|--|---|------------------------|
| 1. | Policies related to promotion of Renewable Energy | Participation in industry association meetings | No | N.A. | N.A. |

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

Essential Indicators

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

During the year under review and as per applicable laws, SIA is not applicable for any projects undertaken by Suzlon Group.

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

NA- Suzlon presently is not undertaking any Project wherein rehabilitation and resettlement is needed given that no one is being displaced in any of the projects undertaken. Therefore, Resettlement and Rehabilitation is not triggered.

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

Suzlon prioritizes sustainable development and the involvement of all stakeholders in its journey of sustainability. The community holds significant importance as a stakeholder.

Establishing a grievance mechanism for impacted communities is crucial for handling and resolving project-related grievances effectively. By implementing a robust grievance handling procedure, the organization can maintain a harmonious environment.

The primary objective of the grievance redressal mechanism is to provide communities with a local avenue for resolving issues, offering an alternative to external dispute resolution processes such as legal or administrative systems.

The mechanism to receive and redress grievances of the community is defined as below:

Any individual belonging to the Community has the right to raise a grievance. The term “Community” in this context includes the Members residing in the village where the wind turbine or factory is situated, as well as the villages through which there is transit for business purposes. However, it does not include employees, vendors, or suppliers who may reside in the village, as they have alternative mechanisms to address their grievances. The affected Community Members have the option to raise their grievances with the relevant competent Authority, such as the Site in-charge, area in-charge, section in-charge, project Manager, or Heads of departments. Furthermore, the affected Community can choose to raise their grievance through various modes, including telephone, email, or direct meetings.

The Grievance can be officially registered in accordance with Grievance Redressal Procedure adopted by Suzlon. Furthermore, the External Grievances related to Community can also be captured through a helpline (available in multi-lingual mode) which enables an additional mechanism to capture and address community related grievances, if any

Registering the Grievance: The Suzlon employees from manufacturing locations/project sites/operations who receives a complaint is required to report it to the state CSR Manager within 48 hours of receiving the complaint. The complaint should include the complainant’s name, address, phone number, details of the issue, and the desired resolution. Even if the complaint does not initially appear to be a grievance, it is still documented for review by the committee to determine its eligibility.

Grievance resolution: The complaint is reviewed by the appropriate individuals from the Grievance Redressal Cell, as designated by the relevant committee member of the department, and a formal response will be provided to the complainant within 45 days. If the response is not acceptable to the complainant, then it will be escalated, and the grievance redressal committee of the company will respond to the complainant within 15 days.

GRC and Committee: The Grievance Redressal Cell and Committee is required to conclude their proceedings within 60 days from the time the complaint is registered. The resolution will be documented and communicated to the complainant through telephone, written correspondence, or email, depending on the circumstances. Nevertheless, the complainant is free to seek alternative dispute resolution mechanisms if needed.

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

| | Business Unit | FY 2023-24 | FY 2022-23 |
|--|---------------------|------------|------------|
| Directly sourced from MSMEs/ small producers | SEL (Manufacturing) | 9% | 7% |
| | SGWPL (Projects) | 14% | 12% |
| | WTG (O&M) | 15% | 15% |
| | SE Forge Vodadara | 8% | 5% |
| | SE Forge Coimbatore | 18% | 10% |
| Directly from within India | SEL (Manufacturing) | 67% | 65% |
| | SGWPL (Projects) | 100% | 100% |
| | WTG (O&M) | 79% | 77% |
| | SE Forge Vodadara | 23% | 25% |
| | SE Forge Coimbatore | 84% | 94% |

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:

| Location | FY 2023-24 | FY 2022-23 |
|--------------|------------|------------|
| Rural | 33.81% | 38.29% |
| Semi urban | 12.64% | 4.69% |
| Urban | 11.52% | 11.28% |
| Metropolitan | 42.03% | 45.74% |

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| NA | NA |
| NA | NA |

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

| Sr No | State | Aspirational District | Amount Spent (in INR) |
|-------|----------------|-----------------------|-----------------------|
| 1 | Andhra Pradesh | Y S R Kadapa | N A |
| 2 | Karnataka | Raichur | NA |
| 3 | Maharashtra | Nandurbar | 4,94,410.00 |
| 4 | Rajasthan | Jaisalmer | 30,45,469.00 |

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
- (b) From which marginalized /vulnerable groups do you procure?
- (c) What percentage of total procurement (by value) does it constitute?

- a) No, Suzlon does not have a preferential procurement policy, however we purchase from marginalized / vulnerable groups to the extent possible.
- b) As a part of Suzlon's corporate social responsibility (CSR) initiatives, individuals from villages of Gujarat and Tamil Nadu have been provided with training and assistance to create various products such as crafts made from palm leaves, traditional embroidery, and weaving. This initiative aims to revive and promote the art of crafting. The resulting products have achieved a high level of quality and is being marketed in nearby towns and cities. Whenever feasible, Suzlon has also procured these crafts to utilize them as gifts for its employees and visitors.
- c) Negligible

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

N.A. since Suzlon does not own any intellectual property rights based on traditional knowledge.

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.

NIL

6. Details of beneficiaries of CSR Projects:

During FY 24, Suzlon conducted over 4,046 impactful CSR activities and touched lives in 869 villages reaching over 40,28,000 villagers and 9,62,000 households. The CSR activities were focused on six key areas - Environment, Empowerment, Health, Livelihood, Education and Civic Amenities. These activities were undertaken in consultation with communities and in collaboration with over 200 institutions such as Government, private agencies, and corporate foundations. Additionally, Suzlon's CSR programs leveraged ₹ 1.70 Crore of co-funding from other stakeholders like employees, customers, and community members.

| State | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|----------------|--|---|--|
| Andhra Pradesh | SUZTAIN-Sustainable need-based village development in Andhra Pradesh | 99,605 | 100 |
| Daman | SUZTAIN-Sustainable need-based village development in Daman | 88,701 | 100 |
| Gujarat | SUZTAIN-Sustainable need-based village development in Gujarat | 2,830,045 | 100 |
| Karnataka | SUZTAIN-Sustainable need-based village development in Karnataka | 144,455 | 100 |
| Madhya Pradesh | SUZTAIN-Sustainable need-based village development in Madhya Pradesh | 138,113 | 100 |
| Maharashtra | SUZTAIN-Sustainable need-based village development in Maharashtra | 166,065 | 100 |
| Rajasthan | SUZTAIN-Sustainable need-based village development in Rajasthan | 167,901 | 100 |
| Tamil Nadu | SUZTAIN-Sustainable need-based village development in Tamil Nadu | 387,323 | 100 |
| Telangana | SUZTAIN-Sustainable need-based village development in Telangana | 5,900 | 100 |

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

Essential Indicators

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

Suzlon has implemented both online and offline grievance mechanisms to effectively handle customer complaints. To address online complaints, Suzlon has established a Help Desk portal at <https://crms.suzlon.com>. This portal grants each customer access to the CRMS Help Desk, where they may submit their grievances.

Alternatively, customers may also utilize offline modes of communication such as email, telephone, or WhatsApp messages to raise their complaints.

To ensure efficient resolution, technical calls are assigned to the Site In-charge, while commercial calls are directed to the Key Account Managers (KAMs). These designated individuals are responsible for addressing and resolving the customer complaints.

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

| | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | 100 |
| Safe and responsible usage | 100 |
| Recycling and/or safe disposal | 100 |

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

| | FY 2023-24 | | Remarks | FY 2022-23 | | Remarks |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data Privacy | Nil | - | - | Nil | - | - |
| Advertising | Nil | - | - | Nil | - | - |
| Cyber Security | Nil | - | - | Nil | - | - |
| Delivery of essential services | Nil | - | - | Nil | - | - |
| Restrictive Trade Practices | Nil | - | - | Nil | - | - |
| Unfair Trade Practices | Nil | - | - | Nil | - | - |
| Other-Customer complaints | 12994* | 111# | - | 5,696 | 10 | Technical and commercial complaints related to WTG operations and maintenance |

* For better customer communication on WTG performance, more call logs are raised internally.

Considering nature of call e.g., breakdown, issues in WTG operations.

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | NA | NA |
| Forced recalls | NA | 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.

Yes, the cyber security risks fall under the IT Risks which are covered under the Risk Management Policy of the Company. The Risk Management Policy of the Company is available on Company's website at web link https://www.suzlon.com/NewPdf/Shareholders_Information/Corporate_Governance_Policies/2022-23/Risk_Management_Policy1.pdf.

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.**

No requests /complaints received from clients / employee on cyber security / data privacy.

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

- a. Number of instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches
 - a) No Data breaches Incident was occurred in FY 23-24
 - b) NA

Leadership Indicators

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

The information on the Company's products is available on the Company's website and can be accessed through www.suzlon.com

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

Despite not having any direct consumers for its products, Suzlon conducts electrical safety awareness programs for village communities in India, where its wind turbine power transmission lines are present, driven by a strong sense of responsibility.

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

Suzlon sends mass emails in situations like cyclone which might lead to disruption of wind turbine operations or COVID-19 pandemic concerns leading to disruption of services as a part of communication/awareness/ preparedness to our customers.

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

The WTG Product provide necessary information as required by local laws and includes additional details. These essential details are covered in the Product Safety Manuals. In addition, a survey was conducted to assess customer satisfaction regarding our major products and services.

Warning Signs and Manuals: To ensure safety, basic signs and symbols related to safety are placed inside and outside on the WTG. The customer documentation set consists of separate manuals for safety, operation, maintenance, troubleshooting, and service. These manuals also contain additional rules and information regarding health and safety when working in or around the WTG. Suzlon ensures that all required compliance obligations are met and recorded through Compliance Certificates from regulatory authorities, such as Grid Code Compliance. Although all these compliances are fulfilled, they are not displayed on the Product.

For and on behalf of the Board of Directors

Place : Pune
Date : July 22, 2024

Vinod R. Tanti
Chairman and Managing Director
DIN: 00002266