

# HIGH PRECISION FOR A SUSTAINABLE FUTURE

Sustainability Report FY 2023-24





# ABOUT THE REPORT

We are pleased to present Sansera Engineering Limited's ("Sansera" or the "Company") first annual sustainability report, driven by our commitment to sustainable growth and a focus on providing meaningful disclosures to our stakeholders.

The report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. It provides a view of our non-financial performance, highlighting our key sustainability efforts and achievements, while showcasing how our strategy is focused on creating long-term value for our stakeholders during the financial year 2023-24.

## Reporting References

The report presents Sansera's economic, environmental, social, technological and governance related topics for the period April 1, 2023 to March 31, 2024. The report incorporates elements from frameworks such as Business Responsibility and Sustainability Reporting (BRSR), the Sustainable Development Goals (SDGs), and CDP.

## Reporting Boundary and Scope

The scope of reporting covers Sansera's performance on various environmental, economic, social, technological and governance parameters across 16\* integrated manufacturing plants in India. The Company's joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities have been excluded from the scope except Fitwel 1 & 2. There is no restatement of information nor has there been any change in the reporting boundaries or the nature of the firm in the given financial year. Wherever applicable, India is our significant location unless otherwise specified. The word 'local' refers to India, wherever applicable.

The Sustainability Report, at hand, is both a communications tool to all our stakeholders and an operational document that assists us in informed decision-making. Any feedback or query related to this report can be communicated to Suresh PR- [pr.suresh@sansera.in](mailto:pr.suresh@sansera.in)

\*Our boundary of disclosure includes all Indian plants of Sansera Engineering Limited including Fitwel 1 & 2 where required.





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# MESSAGE FROM THE CHAIRMAN AND MANAGING DIRECTOR

## Commitment to Sustainability

I am proud to present Sansera's first Sustainability Report, a milestone that highlights our dedication to sustainable business practices and responsible growth. At Sansera, sustainability is deeply ingrained in our ethos and guiding principles. We understand the urgency of addressing climate change and the growing need for adopting sustainable practices in manufacturing. The increasing frequency of extreme weather events, evolving regulations, and rising consumer demand for sustainable products have driven us to adopt innovative solutions, rethink our supply chain, and improve resource efficiency.

Our commitment to reducing emissions, contributing to a greener future and mitigating ESG risks is a core part of our strategy. We aim to safeguard both our business and the environment by prioritizing climate resilience in everything we do. This commitment is reflected in a few of our initiatives, such as renewable energy adoption, transition to low global warming potential (GWP) refrigerants and manufacturing scrap reduction, that support our goal of minimizing environmental impact while maximizing resource utilization.

## Innovating for the future

At Sansera, we believe businesses in our domain can be powerful agents of positive change toward a sustainable future. Our approach balances growth with responsibility, ensuring that our actions positively impact both the environment and society. Our strong relationships developed over the years with global automobile OEMs have helped us embrace innovation. In line with industry

requirements, we are expanding our manufacturing of EV and Hybrid EV components, reflecting responsible growth with a focus on innovation. As we expand our capacities, we are committed to invest in lower energy footprint equipment to reduce our energy intensity.

## ESG Strategy and Disclosure

We have developed a focused Environment, Social & Governance (ESG) strategy and roadmap to guide our actions and decisions for a sustainable future. This strategy incorporates clear goals for our material ESG topics with ownership delineated across various functions. We have consciously embraced transparency in ESG disclosures by adopting multiple frameworks such

as SEBI's BRSR, CDP and EcoVadis, in addition to the comprehensive Sustainability Report aligned with the GRI framework. It is our endeavour to constantly improve on our stakeholder communication on ESG risks and opportunities as we grow our business.

## Looking Forward

As we present this Sustainability Report, I am immensely proud of what we have achieved together. It reflects our progress and serves as a roadmap for our

future endeavours. Our commitment to sustainability remains steadfast, and we will continue to collaborate, innovate, and drive positive impact.

“

**This report reflects our dedication to environmental stewardship and underscores our focus on the well-being of our employees, ethical practices, and the development of the communities we touch.**

Mr. S Sekhar Vasan

”





# MESSAGE FROM THE JOINT MANAGING DIRECTOR

## Climate Change & Our Future

In the last few years, we have witnessed the significant effects of climate change, which are only expected to increase in intensity and frequency. The global automobile industry is in the middle of a transition where end-consumers are increasingly seeking sustainable mobility options. Advances in the use of sustainable

materials, battery technology, autonomous driving, and vehicle safety plays a key role in accelerating this transition. With our deep expertise in precision manufacturing, we have the ability to support our customers in automobile and non-automobile segments to prepare for a more sustainable future.

## Sustainability & Stewardship

India's Nationally Determined Contributions (NDCs) submitted to the UNFCCC aim to source 50% of power from non-fossil sources. Our proactive efforts on energy sustainability have enabled us to currently source more than 51% of power for our plants from renewable sources that is likely to increase to over 80% by FY 2030. As an engineering-led integrated manufacturer of complex and critical precision-engineered components across

automotive and non-automotive sectors, we have played a key role in the adoption of sustainable practices for a cleaner environment.

To reduce occupational health and safety (OHS) accidents, we are working on multiple aspects, including robust training programs, advanced safety systems, and fostering a culture of safety across our operations.

## ESG Integration & Governance

In the previous financial year, we formed the base for our sustainability integration efforts by conducting a detailed materiality assessment, benchmarking exercise, and a comprehensive review of our policies. An ESG roadmap for the Company was formulated where priority topics centred on resources, people, and systems have been identified for further action. These topics include energy management, emissions reduction, waste management,

OHS ethics and compliance, diversity and inclusion, product sustainability, information security, and a sustainable supply chain. The Company is currently in the process of adopting goals and targets based on these material areas. We have also adopted a governance mechanism for ESG led by the ESG Committee of the Board that oversees all areas related to ESG strategy and implementation.

## Way Forward

Regulations in India are expected to further drive adoption of sustainable practices across industries. The Draft End-of-Life Vehicles (Management) Rules, 2024, and the evolving carbon market regulations will lead automobile OEMs to further innovation in product sustainability and

emissions reduction, respectively. As an integral part of the value chain of our customers in the automobile and non-automobile segments, we are excited to collaborate with our customers for a better future.

“

**I take this opportunity to thank all Sansera employees for embracing sustainability and for helping the organization progress towards its ESG goals.**

**Mr. F R Singhvi**

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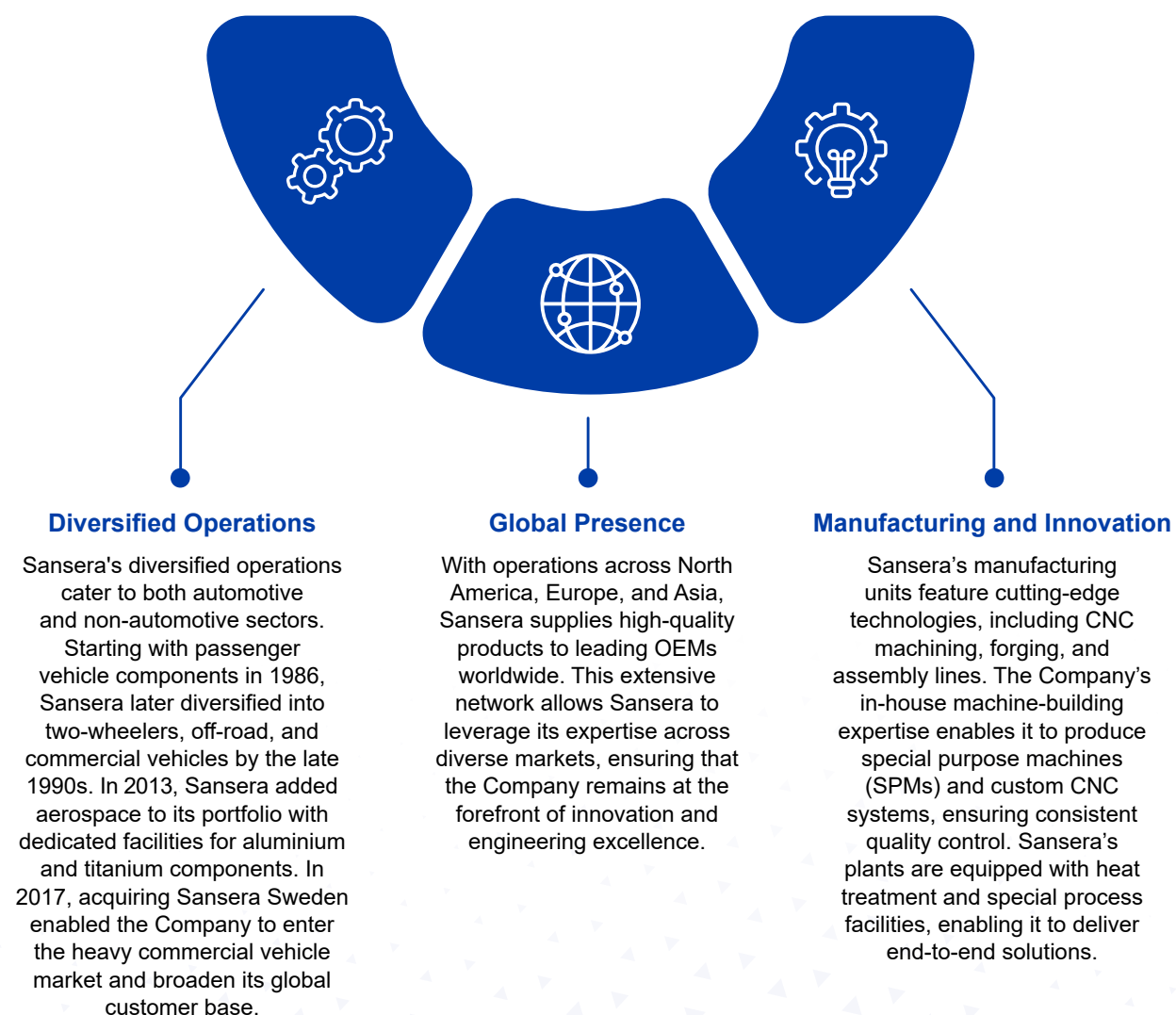


# SANSERA AT A GLANCE

## About Us

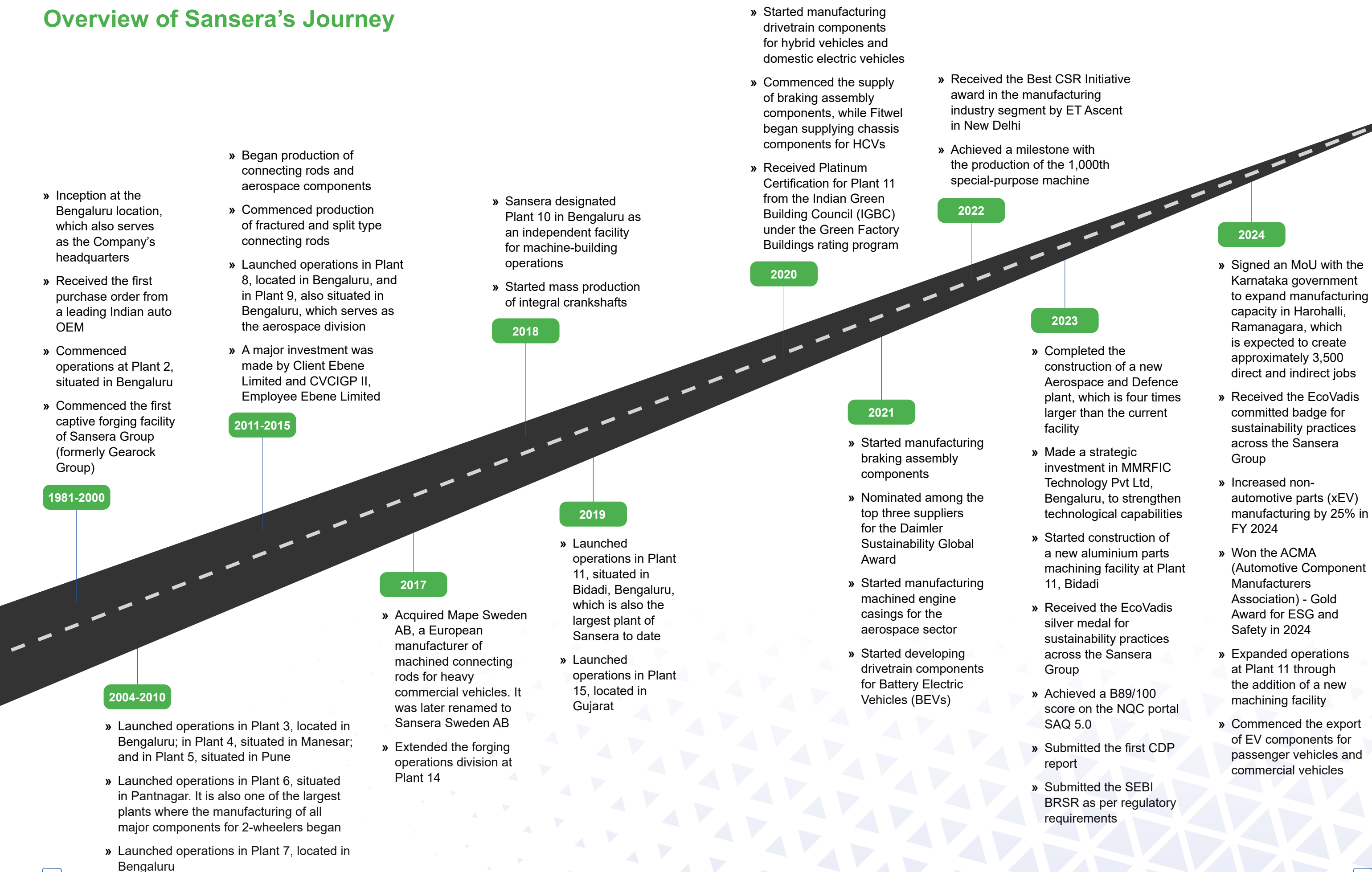
Founded in 1981, Sansera Engineering Limited is a leading provider of precision-engineered components serving industries such as automotive, aerospace, defense and agriculture. The Company has established itself as a global player with 16 manufacturing plants, producing high-quality components like

engine parts, transmission systems, EV drivetrains, and other components. Sansera's commitment to excellence and innovation are exemplified by its long-standing relationships with OEMs (Original Equipment Manufacturers), cutting-edge technology, and a drive for continuous improvement.





## Overview of Sansera's Journey





# OUR VISION, MISSION AND VALUES



## Vision

“World Class Engineering Corporation that maximizes stakeholders’ value”



## Mission

“Building an employee driven and socially responsible global engineering corporation using innovative methods and efficient management for lasting customer loyalty”



## Values



Customer Centric



Respect for Individuals &  
Trust in Relationship



Accountability to  
Stakeholders



Teamwork



Integrity



Excellence &  
Innovation



Environment



Corporate Social  
Responsibility (CSR)



Value for Time





# GEOGRAPHICAL PRESENCE

## Manesar (Gurgaon)

In 2005, Sansera commenced its operations at the 4th operational facility located in Manesar, Gurgaon.

## Mehsana (Gujarat)

In 2019, Sansera established its 15<sup>th</sup> facility in Mehsana, Gujarat, dedicated to manufacturing precision-machined components and assemblies.

## Chakan (Pune)

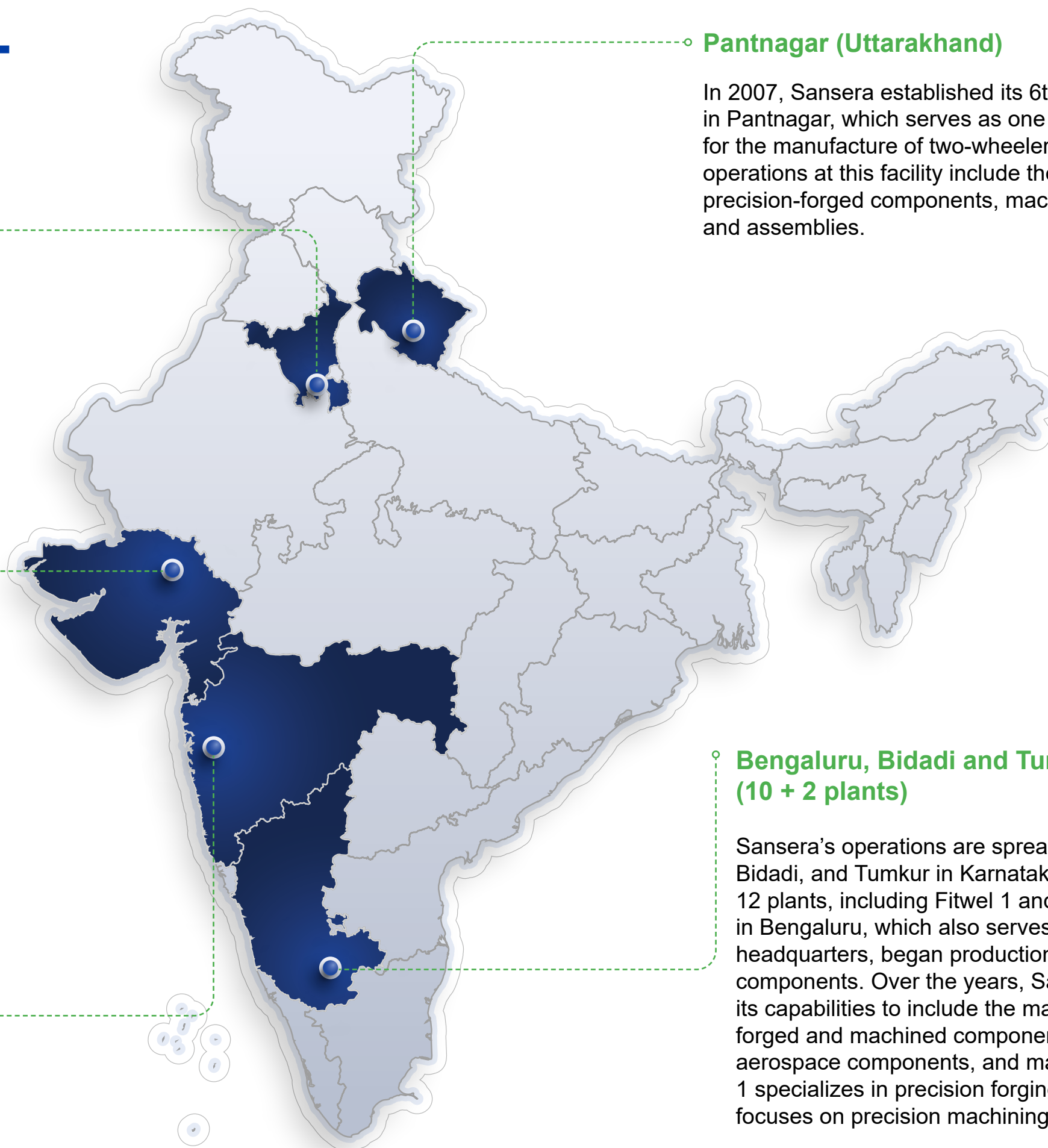
In 2005, Sansera commenced its operations at the 5th operational facility located in Chakan, Pune. The operations carried out at the 4th (Manesar) and 5th facilities include the manufacturing of precision forgings, machined components, and assemblies.

## Pantnagar (Uttarakhand)

In 2007, Sansera established its 6th operational facility in Pantnagar, which serves as one of the largest plants for the manufacture of two-wheeler components. The operations at this facility include the manufacturing of precision-forged components, machined components and assemblies.

## Bengaluru, Bidadi and Tumkur (Karnataka) (10 + 2 plants)

Sansera's operations are spread across Bengaluru, Bidadi, and Tumkur in Karnataka, with a total of 12 plants, including Fitwel 1 and 2. The first facility in Bengaluru, which also serves as the corporate headquarters, began production of commercial vehicle components. Over the years, Sansera has expanded its capabilities to include the manufacture of precision-forged and machined components, assemblies, aerospace components, and machine building. Fitwel 1 specializes in precision forging, while Fitwel 2 focuses on precision machining.





## Business Segments

Sansera is a technology-driven company, leveraging cutting-edge design, engineering, machine building, and automation across its operations. With 16 integrated manufacturing facilities, the Company excels in concurrent engineering and operates modular, adaptable production lines. In FY 2021-22, Sansera

launched a dedicated facility for EV components, marking a key milestone in its expansion into the EV sector. In FY 2022-23, the Company further broadened its portfolio with the inauguration of a new facility focused on aerospace and defense production.

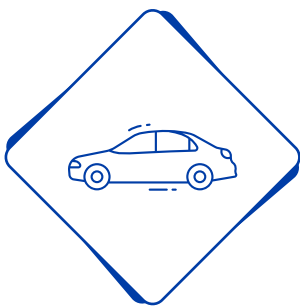
### Key Segments and Products

#### High Precision Metal Parts: Automotive



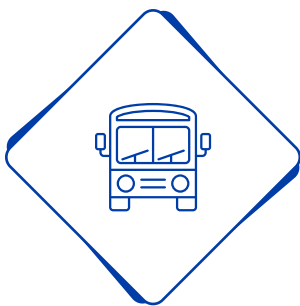
##### 2-Wheelers

- » **Engine parts-** connecting rods, rocker arms, finger followers
- » **Transmission parts-** balance shaft, gear shifter fork
- » **Suspension/ Steering parts-** stem comp, arm relay
- » **Aluminium parts-** step holders, step foot holders
- » **Body parts**
- » **Driveline parts**



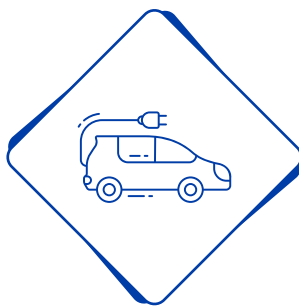
##### Passenger Vehicle

- » **Engine parts –** connecting rods, sprockets and other engine parts such as rocker arms, adapter, rocker shaft
- » **Transmission parts –** gear shifter fork, housing shift lever shaft, lever shift, arm shift, shaft propeller, space input gear, shaft control
- » **Steering and suspension parts –** attachment lower ball joint, input shafts
- » **Breaking system parts –** ring retainer



##### Commercial Vehicles

- » **Engine parts-** connecting rods, valve bridges and other engine parts such as bracket, support injector, rocker arm.
- » **Braking assembly parts-** crankshaft, guide bush
- » **Transmission parts-** intermediate rings, gear shifter fork
- » **Chassis parts-** cabin tilt system parts



##### 4-Wheelers xEV Hybrids

- » **Transmission parts –** transaxle parts such as pinion differential drives, gear motor counter drive and generator shafts such as motor generator shafts and motor rotor generator shafts

#### High Precision Metal Parts: Non-automotive

Segment	Key Products
Agriculture	Camshafts, Common Rail, Pump Housing, Body Flange, Pump Barrel, Connecting Rods
Off-Road Vehicles	ATV (All-Terrain Vehicles): Balancer Shaft, Crankshaft Assembly, Connecting Rod, Gear Shifter Fork
	Tractors/Gensets: Camshafts, Common Rail, Pump Housing, Body Flange, Pump Barrel
	Stationary Engines: Integral Crankshaft, Rocker Arm Assembly, Valve Bridge, Pump Housing, Pump Barrels
Industrial Engines	Integral Crankshaft, Rocker Arm Assembly, Valve Bridge, Pump Barrel
Aerospace	Wing Assembly Structures, Engine Door Actuation, Structural Brackets/ Fittings, Wing Side C Housing, Engine Mounting Brackets



## Shaping the Path to Electric Mobility

The development of components for EV drivetrains exemplifies Sansera's commitment to addressing changing market dynamics while promoting sustainable growth.

**By leveraging its expertise in Internal Combustion Engine (ICE) manufacturing, Sansera is strategically positioning itself in the EV and hybrid space to capitalize on the anticipated rapid growth driven by customer mass production plans.**

The development of components for EV drivetrains exemplifies Sansera's commitment to addressing changing market dynamics while promoting sustainable growth.

These cutting-edge EV components not only support the industry's transition towards electric mobility but also contribute significantly to reducing the environmental impact of the transport sector by lowering greenhouse gas emissions and enhancing energy efficiency.

With the recent commencement of orders from a leading American multinational automotive xEV customer, Sansera is witnessing strong traction in the EV segment. This development underscores the Company's potential to advance innovation in hybrid and electric mobility, further reaffirming its commitment to sustainability and helping drive India's resilient journey toward embracing electric transportation solutions.



Differential Lock Hook



Drive Train part (2)



Drive Train Part



Gear Counter Driven (2)



Gear Counter Driven



Gear motor Counter Drive



Hub



Motor Generator Shaft (2)



Motor Generator Shaft



Pinion Differential Drive



Rear Spring Bracket



Rotar Parts (3)

## Achievements

Sansera has consistently demonstrated its commitment to sustainability, making significant progress in enhancing its environmental, social, and governance ESG performance. Through innovative initiatives and a focus on excellence, we have achieved impactful results, striving to deliver high-quality products while improving our ESG impact.

**Our dedication has been recognized with various awards for quality, corporate social responsibility, environmental practices, and innovative initiatives. For more information, please visit [Sansera recognitions](#).**

We also maintain multiple certifications across domains, including quality, environmental management, OHS and energy management systems, ensuring alignment with global standards and stakeholder expectations. These certifications reflect our commitment to ethical practices, robust governance, and sustainable growth.

**By collaborating closely with stakeholders, we aim to create mutual value and make a positive impact on society and the environment. For more information, please visit [Sansera certifications](#).**







# SUSTAINABILITY AT **SANSERA**

Sansera takes pride in its commitment to sustainable practices, striving to balance business growth with ESG responsibilities. The Company upholds ethical standards, ensures fair labour practices, and prioritizes the health and safety of its employees. We believe that businesses must consciously contribute to the well-being of both local communities and society at large. Sustainability now encompasses social performance criteria, and we actively support social and economic

development in the areas where we operate. We expect the same from our suppliers.

As a responsible corporate entity, we aim to create a positive impact on society and the environment through our core business activities.

***Our ESG policy defines the key principles by which ESG is implemented at Sansera.***

The ESG policy objectives include:



### Benchmarking against Best Practices

Striving to meet industry standards and best practices across key sectors, to maintain leadership in ESG performance.



### Adhering to Compliance Standards

Ensuring full compliance with all applicable local, national, and international regulations that govern Sansera's multi-country operations.

The purpose of the ESG Policy is to embed ESG considerations into corporate strategy, capital, and resource allocation to proactively manage risks and build resilience within the organization. The ESG Committee of the Board reviews and approves the ESG Policy and provides oversight for its implementation within the organization.

Sansera's Environment, Occupational Health and Safety (EOHS) Policy is derived from its ESG Policy. Internal standards such as the Quality Policy and the Code of Conduct for employees also reflect these sustainability goals. Sansera holds its business partners to sustainability standards based on international principles and conventions, including the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.





## Environment (E)

Sansera actively addresses its environmental responsibilities, focusing on minimizing its environmental footprint. Significant goals include:



Increase renewable energy share from FY 2024 level of 51% to 80% by FY 2030 through solar and wind energy investments.



Reduce Scope 1 emissions intensity by 20% and Scope 2 emissions intensity by 50% by FY 2028, from FY 2024 baseline.



Achieve Zero Waste to Landfill for waste generated in operations by FY 2027.

### SDG Alignment



**SDG 7:** Affordable and Clean Energy (By increasing renewable energy use).



**SDG 12:** Responsible Consumption and Production (By achieving waste reduction and promoting sustainable waste management practices).



**SDG 13:** Climate Action (By reducing reliance on fossil fuels and promoting clean energy sources).



## Social (S)

Sansera is equally focused on its social impact, both within the workforce and the communities where it operates. Significant goals and achievement include:



Reduce recordable injuries in the workplace by 50% by FY 2028, from FY 2024 baseline, with Occupational Safety and Health initiatives.

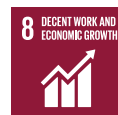


Diversity and inclusion: Target increase in the percentage of women in the workforce to 5% by FY 2027, from the current 2.49%.



Achieved 100% training of employees on the Code of Conduct and ethics policies under Ethics & Compliance.

### SDG Alignment



**SDG 8:** Decent Work and Economic Growth (By promoting safe and secure working environments).



**SDG 10:** Reduced Inequalities (By aiming for 5% Gender Diversity and providing opportunities for all)



## Governance (G)

Sansera has established robust governance structures to ensure transparency, accountability, and integrity in its operations:



Improvements in transparency through the ongoing implementation of an ESG data management system, enhancing reporting and tracking ESG initiatives.



Goal to achieve Sustainability Assessments of 80% of suppliers by FY 2028, from current 43% considering FY 2024 baseline.



Supplier engagement policies ensure alignment with global standards, such as the UN Guiding Principles on Business and Human Rights.

### SDG Alignment



**SDG 8:** Decent Work and Economic Growth (By ensuring ethical and sustainable practices).







# Our GOVERNANCE

At Sansera, we envision a governance philosophy grounded in fairness, openness, accountability, and reliability, guiding both our internal operations and stakeholder interactions. We have established a

comprehensive Code of Conduct for our directors and officers, which includes a robust mechanism for reporting compliance issues.

## Our Guiding Principles



## Ethical Business Conduct & Policies

Our Code of Conduct extends to all employees, the Board of Directors, subsidiaries, and associates, ensuring uniform adherence to our ethical standards. We prioritize transparency by disclosing timely information regarding our financial position and performance. Our competitive edge stems from the

quality and enduring value of our products, alongside our commitment to sustainable business practices. We implement standards throughout our value chain, recognizing that responsible conduct and commercial success are mutually reinforcing.

**Our comprehensive policies cover the below mentioned topics, and policy briefs are included in the relevant sections.**

- |   |  |
|---|--|
| 1 ESG Policy  | 8 Responsible Sourcing Policy  |
| 2 Grievance Policy                                  | 9 Anti-Bribery Policy  |
| 3 Corporate Social Responsibility Policy            | 10 Whistleblower Policy  |
| 4 Quality Policy                                    | 11 Prevention of Sexual Harassment (POSH) Policy                       |
| 5 Environmental Occupational Health & Safety Policy | 12 Child Labour Policy   |
| 6 Energy Policy                                     | 13 Forced Labour Policy  |
| 7 Sustainable Procurement Policy                    | 14 Sansera Business Ethics, Working Conditions and Human Rights Policy |
|   | And many others  |



## Communication and Reporting

Effective communication is vital within and outside the Company. We foster an open environment where employees feel safe to voice ethical concerns. Managers are responsible for nurturing this supportive culture. We investigate all reported instances of unethical behaviour and take appropriate corrective actions.

## Non-Discrimination and Inclusion

At Sansera, we uphold a strict non-discrimination policy. We do not tolerate discrimination based on caste, creed, gender, race, or any other protected characteristic. In FY 23-24, 100% of our facilities were assessed, and there were no complaints related to discrimination.

## Harassment-Free Workplace

We are committed to providing a work environment free from all forms of harassment, including sexual harassment, and any unlawful discrimination. This commitment extends to all employees and covers harassment based on pregnancy, childbirth, race, religion, physical or mental disability, marital status, age, sexual orientation, or any other legally protected status. We have established clear policies and procedures for reporting and addressing harassment. Employees

can report any concerns through our open-door policy, ensuring that all complaints are taken seriously and investigated thoroughly. Our training programs emphasize the importance of a respectful workplace, and we take swift action against any violation of our harassment policies. **In FY 23-24, all our plants and offices were assessed, with no reported cases of harassment, child labour, or forced labour.**

## Anti-Corruption Measures

Our commitment to ethical conduct extends to anti-corruption and anti-bribery policies. We promote the reporting of unethical activities through our whistleblower policy and maintain a zero-tolerance approach to bribery. We are proud to report that no incidents of bribery or corruption have occurred within our organization.

## Whistleblower Policy



Sansera's Whistleblower Policy fosters accountability and transparency, enabling employees to report concerns of malpractice or impropriety in a safe environment without fear of retaliation. The policy covers serious issues such as financial fraud, legal non-compliance, health and safety risks, unethical behaviour, and criminal activity. Employees are encouraged to raise concerns internally, with confidentiality and protection provided for good faith disclosures. While anonymous reports are considered at the Company's discretion, individuals are urged to identify themselves for more effective action. Investigations are conducted promptly and thoroughly, with updates provided to the complainant. Employees dissatisfied with the process can escalate their concerns to higher authorities within the Company or external bodies. The policy ensures legal protection and aims to maintain the integrity of the organization.

## Anti-Bribery Policy



Sansera's Anti-Bribery Policy reflects a zero-tolerance approach toward bribery, corruption, extortion, and embezzlement. The policy ensures compliance with applicable national and international anti-corruption laws. It underscores the Company's commitment to ethical business practices, risk assessment, employee training, and transparent communication. Detailed procedures are in place for reporting and investigating incidents, with senior management ensuring compliance and fostering a culture of integrity within the organization.

For more details, click here: [Anti-Bribery Policy](#)

## Sansera Business Ethics, Working Condition and Human Rights Policy



The policy addresses key areas such as business ethics, working conditions, and human rights. Sansera pledges to conduct responsible sourcing, prevent corruption, safeguard privacy, and ensure fair competition. It also prioritizes the health and safety of employees and compliance with labour laws, including child labour, forced labour, and human trafficking regulations. The Company adheres to global standards and regulations related to wages, benefits, working hours, and the prevention of discrimination or harassment. Sansera's operations support voluntary employment, with clear contracts and protection against exploitation. To ensure compliance, Sansera implements ongoing training, audits, and grievance mechanisms, maintaining a zero-tolerance policy for unethical practices such as bribery, child labour, or forced labour. The Company is committed to continuous monitoring of its supply chain to maintain the highest ethical and human rights standards.



## Training and Compliance

In FY 23-24, we provided training on human rights and policies to 89% of our employees, and provided training on code of conduct to 100% of employees, reinforcing our commitment to ethical business practices.

This ensures that all employees are equipped with the knowledge to uphold our values and contribute to a responsible, ethical workplace.

## IT Security

At our Company, information technology (IT) and electronic data processing (EDP) are integral to daily operations. However, they also bring several risks, including disruptions to data processing caused by malware (viruses), data loss due to program errors, and

the potential for data misuse by hackers. To mitigate these risks, several measures are undertaken to protect the security and integrity of the Company's IT systems and processes.

## Grievance Redressal Policy

If an employee or worker faces any difficulty that interferes with their performance, the concerned personnel can report about the same and seek

redressal. The employee/worker is expected to follow the appropriate process of informing/discussing with their immediate Supervisor.



If the grievance is not resolved within a week by the Supervisor, the aggrieved employee can submit the grievance in writing to the Department Head and the HR department.



If the grievance remains unresolved by the Department Head and HR department, the employee may then approach Management through HR.



Grievances received through the Union committee are discussed periodically.



Grievances related to women employees are discussed separately, recorded, and resolved appropriately.

Investor grievance contact details are made available on the Company's website. This is applicable to all stakeholders of Sansera including communities. Furthermore, in person complaints made at the plants are directed to the respective plant management for further steps and resolution. Consumer complaints and feedback mechanisms are also available. Since the

Company has a B2B business model, the Company's quality team ensures that its customers receive quality products and is also responsive to cater to their grievances if need be. In FY 23-24 there were a total of 395 complaints from all Sansera's stakeholders, out of which around 378 of complaints were effectively resolved.

**For FY 23-24 there were 0 complaints from community, investors, and value chain partners.**





# Board GOVERNANCE

## Board of Directors



**Mr. S Sekhar Vasan**  
Chairman and Managing Director



**Mr. F R Singhvi**  
Joint Managing Director



**Mr. B R Preetham**  
Executive Director & CEO



**Mrs. Revathy Ashok**  
Non-Executive  
Independent Director



**Mr. Samir Purushottam Inamdar**  
Non-Executive  
Independent Director



**Mr. Lakshminarayan M**  
Non-Executive  
Independent Director



## Committee Members

### Audit Committee

S. Nos	Name	Designation	Category
1	Revathy Ashok	Chairperson	Non-Executive Independent Director
2	Muthuswami Lakshminarayan	Member	Non-Executive Independent Director
3	Samir Purushottam Inamdar	Member	Non-Executive Independent Director

### Nomination & Remuneration Committee

S. Nos	Name	Designation	Category
1	Samir Purushottam Inamdar	Chairman	Non-Executive Independent Director
2	Lakshminarayan M	Member	Non-Executive Independent Director
3	Revathy Ashok	Member	Non-Executive Independent Director

### Stakeholders' Relationship Committee

S. Nos	Name	Designation	Category
1	Muthuswami Lakshminarayan	Chairperson	Non-Executive Independent Director
2	Samir Inamdar	Member	Non-Executive Independent Director
3	S Sekhar Vasam	Member	Executive Director

### Corporate Social Responsibility Committee

S. Nos	Name	Designation	Category
1	S Sekhar Vasam	Chairperson	Executive Director
2	Revathy Ashok	Member	Non-Executive Independent Director
3	F R Singhvi	Member	Executive Director

### Risk Management Committee

S. Nos	Name	Designation	Category
1	Samir Purushottam Inamdar	Chairperson	Non-Executive Independent Director
2	BR Preetham	Member	Executive Director
3	Lakshminarayan M	Member	Non-Executive Independent Director

### ESG Committee

S. Nos	Name	Designation	Category
1	Lakshminarayan M	Chairman	Non-Executive Independent Director
2	Revathy Ashok	Member	Non-Executive Independent Director
3	F R Singhvi	Member	Executive Director





## Board Performance Management

Sansera believes in conducting its affairs in a fair and transparent manner by adopting the standards of professionalism, honesty, integrity, and ethical behaviour, in consonance with the Company's Code of Conduct for Board of Directors and Senior Management Personnel. One of the most important functions of the Board of Directors ("Board") is to oversee the functioning of a Company's performance. The policy on evaluation of the performance of the Board of Directors aims to establish a procedure for conducting periodical evaluation of the Board, its various committees and each director's performance and formulating criteria for the same. The Nomination and Remuneration Committee formulates criteria for the evaluation of the

performance of all members of the Board. Familiarization programs for all Independent Directors were conducted during the year under review as per the provisions of Regulation 25(7) and 46 of the Listing Regulations. The Company has more such plans in the next financial year to keep Independent Directors updated about their roles, rights, responsibilities in the Company as an Independent Director. Succession planning is a necessary tool for an organization to ensure its continued effective performance through leadership continuity. In order to avoid any leadership gap in the Board and Senior Management, the Company has devised a Policy on Succession Planning for the Board and Senior Management.

## Nomination and Remuneration Process

The Company has formulated the Nomination and Remuneration Policy and Board Diversity Policy to provide a framework for remuneration of members of the Board of Directors of the Company, key managerial personnel, and other employees of the Company and

to outline the approach to diversity on the Board of the Company in terms of thought, experience, knowledge, perspective, and gender, based on the laws, rules and regulations applicable to the Company.

The Remuneration Policy of the Company is based on the following criteria:

Performance of the Company.

Track record, potential and individual performance.

External competitive environment.

Balance between the fixed and incentive pay.

The Executive Directors have no pecuniary relationship with the Company other than receiving remuneration approved by the shareholders. Non-Executive Nominee Director is not entitled to any remuneration including sitting fee. Independent Directors are entitled to only a sitting fee and fixed commission as approved by the shareholders.







# OUR STAKEHOLDERS AND MATERIALITY

## Stakeholder Engagement Framework

At Sansera, we have a close connection with the local community and the environment. We are able to create, preserve, and share value through our strong partnerships and relationships with stakeholders. For long-term success and mutual growth, it is essential that we continue using our effective stakeholder engagement strategy. We build and maintain our relationships with all stakeholders based on openness, transparency, and trust.

We regularly benefit from the advice and input shared between our internal and external stakeholders, helping us identify opportunities and strengthen existing relationships.

The material topics were selected based stakeholder engagement, peer benchmarking and senior leadership interviews. This approach ensures that we accurately identify the material topics that are critical to the business and its various stakeholders.

### Stakeholders of Sansera, Communication Channels and Frequency of Engagement

<b>01</b> Employees	E-mails, target setting through performance management systems, performance appraisal meetings, SMS, WhatsApp groups, websites, publications, newsletters, display notices of policies at various locations, covered in training plan, Sansera internet (IMS,ESS employee Sansera-service software) whereby employees can access policies, social media such as LinkedIn, town hall meetings (monthly plant wise), sunrise meeting, daily work management, Safety committee meetings, Prevention Of Sexual Harassment (POSH) meetings, grievance committee meetings and canteen committee meetings	Periodically Need-based
<b>02</b> Investors (other than shareholder)	Seminars, conferences, official communication channels, Regulatory audits/ inspections, environmental compliance, policy intervention, websites, govt. portals, Updates from forums such as Chamber of Commerce - highlights on legal requirements and HR community groups.	Periodically Need-based
<b>03</b> Suppliers & service providers	Plant visits, supplier audits, professional networks, workshops & training, and supplier performance monitoring (monthly).	Periodically
<b>04</b> Communities	Meetings (of community / local authority and town council / committee / location head / SWOT council), community visits and projects, partnership with local charities, volunteer in seminars / conferences.	Periodically Need-based
<b>05</b> Government and Regulatory Bodies	Seminars/conferences, official communication channels, Regulatory audits/ inspections, website, government portals and notices	Periodically
<b>06</b> Customers	Website, publications, mass media & digital communications, plant visits, dealer's meet, conferences, customer surveys, social media, and events.	Periodically
<b>07</b> Bankers	Annual reports, press releases, earnings calls, investor meets, one-on-one calls and meetings, and investor conferences.	Periodically Need- based



Sansera’s Selection of Stakeholder Categories

At Sansera, stakeholder engagement is a core element of our sustainability strategy. Our approach involves a systematic process of identifying stakeholder groups, assessing their importance based on their relevance to our business and the potential impact they have. Post identification, we establish tailored engagement mechanisms to regularly connect with each stakeholder

category and gather their valuable insights. These inputs play a crucial role in shaping our sustainability priorities and driving our ESG programs. We classify stakeholders into internal and external groups, based on their significance to our business, their influence, and how our operations affect them.

Materiality Assessment

Materiality involves determining the key sustainability topics that hold the greatest significance for a Company’s operations and its various stakeholders. It allows an organization to identify and prioritize concerns

pertaining to ESG that impact their business operations. We have undertaken a comprehensive materiality assessment to review and prioritize topics pertinent to our business.



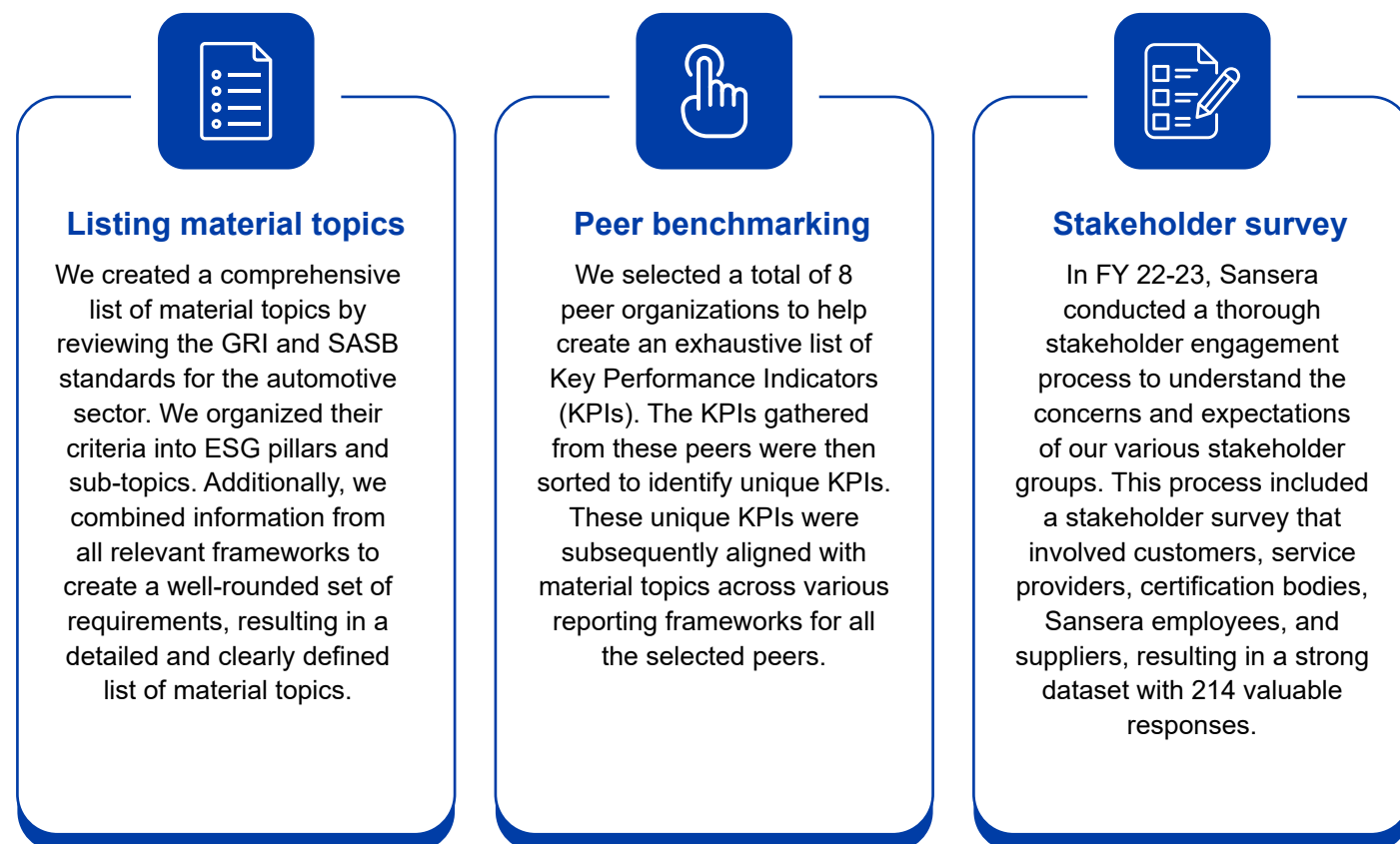
Material Topics

Our list of material topics are mapped against the SDGs.

Environment				
Sansera’s Material Topics				
Emissions Reduction		<b>SDG 13</b> Climate Action		<b>SDG 7</b> Affordable and Clean Energy
Waste Management		<b>SDG 12</b> Responsible Consumption and Production		<b>SDG 6</b> Clean Water and Sanitation
Energy Management		<b>SDG 13</b> Climate Action		<b>SDG 7</b> Affordable and Clean Energy
Social				
Sansera’s Material Topics				
Product Responsibility		<b>SDG 7</b> Affordable and Clean Energy		<b>SDG 13</b> Climate Action
Occupational Health and Safety		<b>SDG 8</b> Decent Work and Economic Growth		
Diversity, Equity and Inclusion		<b>SDG 5</b> Gender Equality		<b>SDG 10</b> Reduced Inequalities
Governance				
Sansera’s Material Topics				
Information Security		<b>SDG 9</b> Industry, Innovation and Infrastructure		
Ethics & Compliance		<b>SDG 16</b> Peace, Justice and Strong Institutions		
Sustainable Supply Chain		<b>SDG 12</b> Responsible Consumption and Production		<b>SDG 13</b> Climate Action
		<b>SDG 7</b> Affordable and Clean Energy		



Sansera's Materiality Assessment process was conducted in three phases, as illustrated below:



To complement this survey data, we also conducted one-on-one interviews with key Sansera personnel. These interviews provided deeper insights into our organization's core values and priorities. This combination of quantitative and qualitative data allowed us to gain a comprehensive understanding of the needs and concerns of our stakeholders.

Following this, our team embarked on a thorough data analysis process, employing a multifaceted approach to assess the materiality of various sustainability topics. We evaluated the weighted average ratings assigned to each topic by stakeholders, considered the respondent count for each topic, and examined the number of unique Key Performance Indicators (KPIs) linked to each topic.

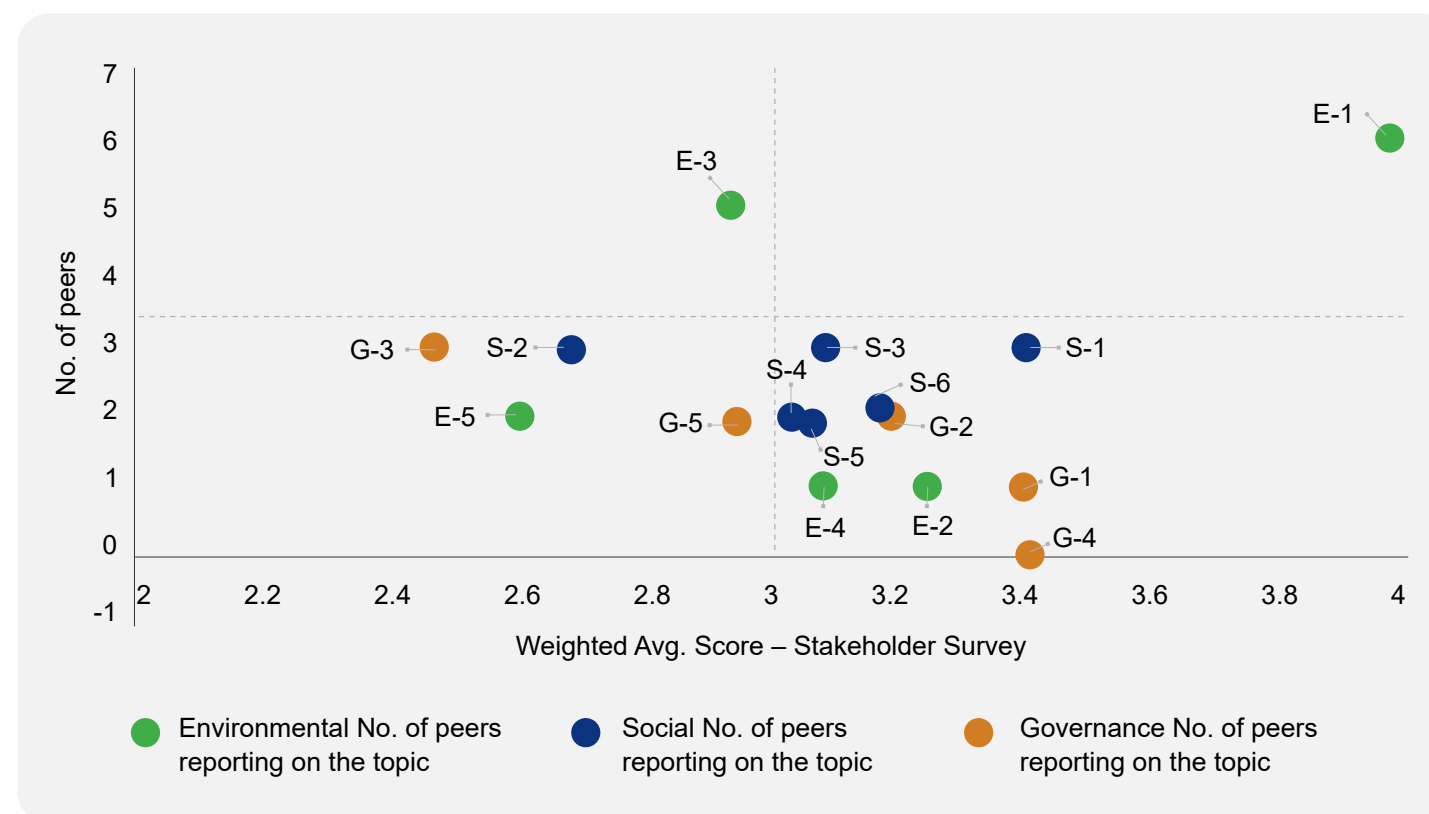
Additionally, we analysed the percentage of industry peers who reported over 50% of the KPIs related to these topics.

By carefully considering these multiple dimensions, we were able to prioritize the material topics for our business. The results of this analysis form the foundation of our sustainability strategy, allowing us to focus on the areas most important to our stakeholders and align our efforts with industry best practices. This stakeholder-informed prioritization process reinforces our commitment to sustainability, ensuring we address the issues that matter most to our stakeholders and the broader community.

## Sansera's Material Topics

The matrix has been developed after identifying common and overlapping themes based on peer

analysis and evaluation of major themes from interviews conducted with Sansera's key managerial personnel.



### Environment

- » Emissions Reduction (E-1)
- » Waste Management (E-2)
- » Energy Management (E-4)
- » Water Management (E-5)
- » Resource Management (E-6)

### Social

- » Occupational Health & Safety (S-1)
- » Diversity, Equity & Inclusion (S-2)
- » Product Responsibility (S-3)
- » Training & Skill Development (S-4)
- » Stakeholder Management (S-5)
- » Human Rights (S-6)

### Governance

- » Information Security (G-1)
- » Sustainable Supply Chain (G-2)
- » Ethics & Compliance (G-3)
- » Risk Management (G-4)
- » Technology and Innovation (G-5)

The materiality map aids informed decision-making, supporting the integration of sustainability into Sansera's business strategy. To enhance our openness, Sansera plans to increase disclosures in the future and has added a 10th material topic focused on

Transparency and Disclosure. This topic was introduced after the original materiality assessment was completed and, therefore, is not included in the current materiality matrix.





# RISKS AND OPPORTUNITIES

## Risks



**GHG Emissions**

### Risk Description

High emissions from precision components manufacturing increase regulatory scrutiny and customer expectations.

### Rationale

Customers demand GHG reductions; investors prefer ESG-compliant firms; India's cap-and-trade policy adds pressure.

### Mitigation Approach

Conduct energy audits; use renewable energy; implement energy-saving measures.



**Waste Management**

Improper handling of hazardous waste can cause environmental damage and lead to penalties.

Mishandling hazardous waste can affect ecosystems, result in fines, and tarnish reputation.

Ensure waste disposal by authorized contractors; aim for zero waste to landfill.



**Product Responsibility**

Delay in product innovation for electric vehicle (EV) components could lead to market loss.

Increasing demand for EV parts reduces demand for internal combustion engine (ICE) components.

Focus on developing and manufacturing EV products.



**OHS**

Risks to employee and community health from physical, chemical, and fire hazards may disrupt operations.

Unsafe conditions can lead to accidents, operational disruption, and reputational harm.

Implement ISO 45001-certified safety systems; conduct regular training and audits.



**Sustainable Supply Chain**

Risks arise from unsustainable practices (e.g., child labour, environmental non-compliance) in the supply chain.

Ethical lapses in supply chain management could lead to legal consequences and brand damage.

Adopt responsible sourcing policies; perform supplier assessments to ensure compliance.









**Information Security**

Vulnerabilities to cyberattacks (ransomware, data breaches) pose risks to sensitive data and operations.

Breaches can lead to unauthorized data access, disrupt operations, and tarnish the brand's credibility.

Deploy advanced cybersecurity tools: Endpoint Detection, Unified Threat Protection.



	Opportunity Description	Rationale	Enhancement Approach
 <b>Ethics &amp; Compliance</b>	Failure to uphold ethical standards in governance, customer relations, and labour practices can damage reputation.	Ethical breaches expose the Company to legal, reputational, and operational risks.	Implement policies on anti-corruption, anti-bribery, and whistleblowing policies.
 <b>GHG Emissions</b>	Reducing emissions aligns with regulatory trends and growing investor/customer interest in sustainability.	Customers prefer suppliers with lower GHG footprints; investors seek ESG-compliant companies.	Increase use of renewable energy; implement energy-saving initiatives.
 <b>Waste Management</b>	Circular economy principles (waste recycling) present a way to reduce waste and improve resource efficiency.	Responsible waste management can lead to cost savings and improved sustainability performance.	Recycle scrap steel; aim for zero waste to landfill.
 <b>Energy Management</b>	Energy conservation can enhance financial performance and help achieve emission reduction targets.	Reduced energy usage not only saves costs but also meets regulatory and customer expectations.	Identify energy reduction areas and implement measures to achieve ISO 50001 certification.
 <b>DEI (Diversity, Equity, Inclusion)</b>	Fostering an inclusive workplace enhances employee engagement, brand reputation, and customer satisfaction.	Companies with diverse workforces tend to be more innovative and attract top talent.	Focus on increasing female employee representation across various functions.
 <b>Transparency &amp; Disclosure</b>	Transparent and timely disclosure builds trust with stakeholders and enhances the Company's reputation.	Climate-related and ESG disclosures are increasingly demanded by investors and regulators.	Publish mandatory BRSR and voluntary reports (CDP, Ecovadis) to promote transparency.

## Further Mitigation Strategies

Sansera has deployed and implemented various technical tools and controls to mitigate Information Security risks including but not limited to:

- » **End Point and Servers Protection:** CrowdStrike Falcon Complete EDR - Endpoint Detection and Response to defend against threats like ransomware, malware, and other cyberattacks.
- » **Network Perimeter:** Unified Threat Protection (UTP) safeguards against external threats and intrusions, ensuring secure communication channels.
- » **Device Control** – Includes managing devices like Bluetooth, external USB drives, and card readers to prevent unauthorized access.
- » **External Sharing** - Ensures controlled access to platforms like OneDrive and SharePoint to prevent unauthorized data sharing.
- » **Email Protection** – Microsoft Exchange Online Protection (EOP) is used to block malicious emails, including phishing attempts, keeping communication secure.







# ENVIRONMENTAL IMPACT

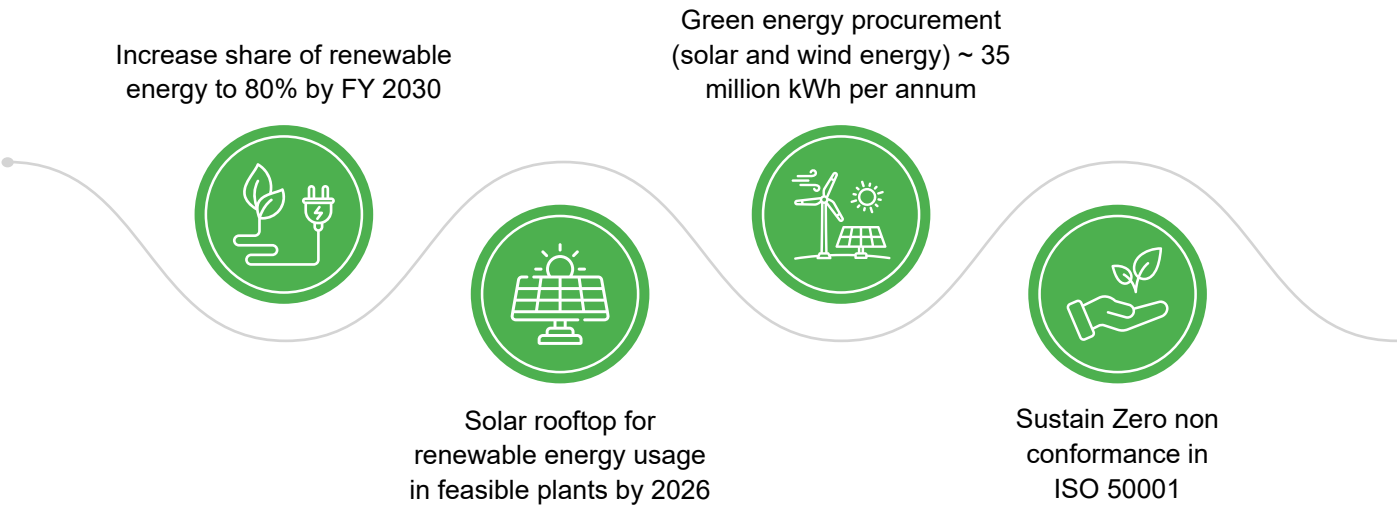
Sansera is a global supplier of precision components for two-wheelers, four-wheelers, and aerospace applications, along with related services. Acknowledging our position, we recognize our responsibility toward the environment. As a global enterprise, we are committed to ensuring the environmental compatibility

and sustainability of our products, locations, and services. We aim to use eco-friendly, advanced, and efficient technologies throughout the product lifecycle while adhering to environmental protection laws and regulations, contributing to the promotion of sustainable development.

## Energy Management

Energy management is a critical aspect of a manufacturing industry given the industry’s energy-intensive operations. Sansera has demonstrated a proactive approach by implementing energy-efficient technologies and conducting regular energy audits to identify opportunities for improvement.

The dedication to our energy management efforts is demonstrated through the following objectives:



Building on this foundation, our Energy Policy reinforces our dedication to improving energy performance, fostering sustainability, and ensuring compliance with applicable standards.

## Energy Policy

*Sansera is committed to improving energy performance and promoting environmental and economic sustainability by implementing Energy Management Systems aligned with ISO 50001:2018. The policy highlights the use of energy-efficient products and services, resource optimization, employee training, and achieving specific energy performance targets, all while adhering to legal and regulatory requirements. For more details, click [here: Energy Policy](#)*

Parameter	FY 2022-23	FY 2023-24
Total energy consumption (in MWh)	141311	164975
Energy Intensity (MWh / Rs. million or turnover)	6.76	6.47



## Initiatives and Energy Conservation Projects

The following initiatives for FY23-24 highlight Sansera's commitment to sustainable energy management:

- 1 A total of 1200 kW of solar rooftop systems have been installed across four plants, along with a 950-kW installation at a new plant. Additionally, Plant 9 features a 933-kW solar rooftop, and plans for a 1000-kW installation are underway for Plant 11. An impending launch of a 7000 MWh per annum solar power supply for Plant 5 is set to begin in FY 25, and a 27,000 MWh per annum hybrid power supply for the Karnataka plant is also in progress.
- 2 More than 50% of total electrical energy consumption across all plants now comes from procured wind and solar energy, reflecting a strong commitment to sustainable energy sources. The Company has achieved 3.5 crore units (35,000 MWh) of renewable energy across its Karnataka plants.
- 3 Continuous efforts have resulted in a year-on-year reduction of Specific Energy Consumption (SEC) as part of the Energy Management System (EnMS) journey. The Company's commitment to energy management is highlighted by achieving Zero Non-Conformance in the ISO 50001 Audit.
- 4 Implementation of auto-cutoff mechanisms for machinery and equipment during idle times has improved energy efficiency and reduced wastage.
- 5 The use of heat pumps instead of electric heaters in washing machines has further reduced energy consumption.
- 6 The procurement of IE3 and IE4 motors has been prioritized, offering energy efficiencies between 93% and 95%.
- 7 Waste heat recovery systems in washing machines via compressors have replaced electric heaters, contributing to energy savings.

8

The use of aluminium transient pipes for compressed air distribution minimizes pressure loss, enhancing efficiency.

9

Acquisition of energy-efficient air screw compressors contributes to overall energy savings.

10

Energy efficiency has been a key consideration in the design of inbuilt SPM

11

Optimization of pumps and motors in deep hole drilling machines has led to reduced power consumption.

12

Many plants have transitioned from LPG to PNG, further improving energy efficiency.

13

Adoption of photosensors enhances energy efficiency by optimizing lighting and reducing unnecessary energy use.



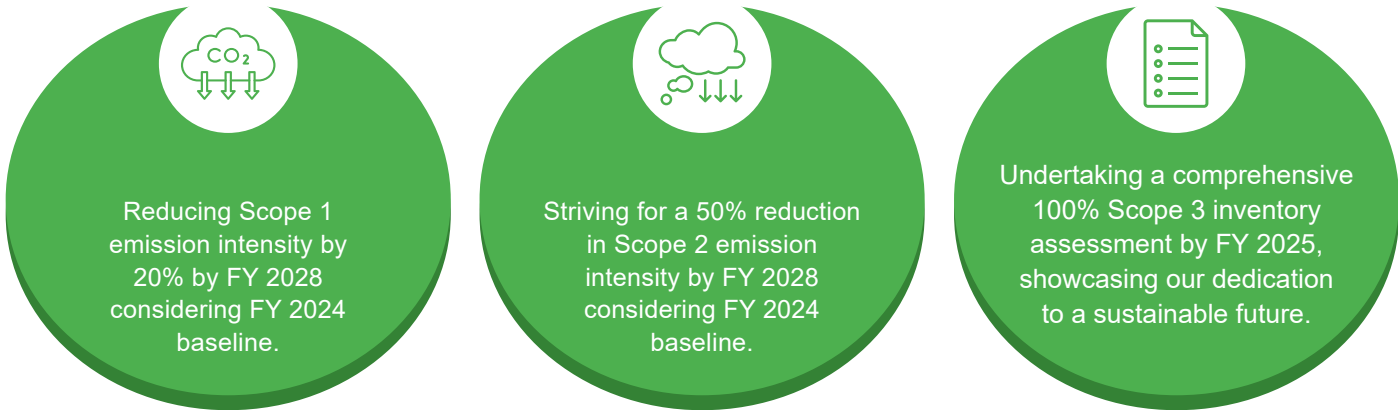


GHG Emissions

The automotive and non-automotive parts manufacturing industry contributes significantly to greenhouse gas emissions through energy-intensive processes and resource consumption. Sansera recognises its environmental responsibility, and has undertaken commendable initiatives to curtail emissions.

Parameter	FY 2022-23	FY 2023-24
Total Scope 1 emissions (CO2 in MT)	7760	8454
Total Scope 2 emissions (CO2 in MT)	40256	47649
Total Scope 1 and Scope 2 emissions per rupee of turnover (tCO2e/ ₹ millions)	2.3	2.2

We have made commitments to reducing greenhouse gas emissions through following goals:



To achieve our objectives, we have implemented several initiatives for this financial year.

Scope 1 Initiatives

- » Transitioning from high GWP refrigerants, specifically from R134a to R1234ZE.
- » Replacing LPG with PNG in 50% of our plants to reduce emissions.
- » Implementing Opti blend systems across all diesel generator systems in Karnataka plants.
- » Focusing on increasing hybrid and electric vehicle offerings through technology-agnostic products, especially aluminium forged components.
- » Strengthening partnerships with original equipment manufacturers to enhance penetration into the xEV market.

Scope 2 Initiatives

Renewable Energy Generation: Concentrating on expanding renewable energy production through solar rooftop installations.

Scope 3 Initiatives

Emission Assessment: Conducting a comprehensive evaluation of Scope 3 emissions, focusing on:

- » **Category 1:** Purchased goods and services
- » **Category 2:** Capital goods
- » **Category 3:** Fuel and energy-related activities
- » **Category 4:** Upstream transportation and distribution

Air Quality Management

The Company undertakes third party lab testing for each of the air emission parameters including NOx and SOx on quarterly basis at all its locations to ensure the parameters are within permissible limits. This is done in addition to the Company’s internal monitoring systems. The Company also submits the reports to the concerned authority and pollution board.

Parameter (MT)	FY 2022-23	FY 2023-24
NOx	22.25	17.8
SOx	6.61	8.25
PM	53.05	66.07





## Waste Management

The manufacturing industry generates substantial waste due to production processes and material usage. To address this, Sansera has proactively adopted waste management practices. By implementing efficient material usage protocols, adopting circular economy practices, and optimizing production techniques to minimize waste generation, we have exemplified our commitment to sustainable waste management.

Sansera has established the following waste management practices:

- » Segregation of all the waste at source with colour coded bins.
- » Storage of hazardous and non-hazardous using 3C method (covered, concrete, container).
- » A quantity register for waste generation and disposal (Form 3, 8, and 10) is maintained. Additionally, the online portal for Hazardous and Other Wastes are managed in compliance with Pollution Control Board's guidelines to streamline disposal processes.

- » Sansera has implemented a Monitoring & Measurement Plan that includes initiatives such as the recollection of cotton waste, the recovery of used oil using a centrifugal pump, and the reuse of plastic bins and cans. The Company also focuses on continual improvements, including reducing the usage of oils, acids, and other materials, as well as implementing Kaizen practices to enhance efficiency and sustainability.
- » Waste management process is carried out in accordance with the EOHS ensuring compliance with applicable standards and regulations.
- » Initiatives for efficient waste segregation have been implemented, including the installation of a chip compact machine. This machine compresses metal scrap into brick-sized blocks, which are then provided to a third-party recycler for sustainable processing.

Parameter	FY 2022-23 (MT)	FY 2023-24 (MT)
<b>Plastic waste</b>	131.62	56.0
<b>E-waste</b>	11.56	7.2
<b>Bio-medical waste</b>	0.01	0.0
<b>Construction and demolition waste</b>	250.00	60.5
<b>Battery waste</b>	8.84	19.4
<b>Radioactive waste</b>	0.00	0.0
<b>Other Hazardous waste.</b>	1487.31	2733.4
<b>Other Non-hazardous waste generated (Break-up by composition i.e. by materials relevant to the sector)</b>	24942	28450
<b>Total Waste generated (in metric tonnes)</b>	<b>26831</b>	<b>31327</b>



### Commitment to Circular Economy

Sansera is dedicated to promoting a circular economy, emphasizing responsible resource management and waste reduction throughout its operations. The Company adheres to Extended Producer's Responsibility under applicable waste management rules, which ensures accountability for the lifecycle of products and their packaging.

In its efforts to enhance sustainability, Sansera conducts audits of waste recyclers and performs sustainability audits, ensuring compliance with

environmental standards. Both the Bangalore and Tumkur plants have achieved a zero-landfill status, showcasing the Company's commitment to minimizing waste. In Bangalore, alternative fuel materials, such as grinding muck, are co-processed and utilized in cement manufacturing, thereby avoiding landfill disposal. The Company has implemented a buy-back policy for batteries, ensuring their return to suppliers.

Sansera also engages in Aspect Impact Analysis, which includes a comprehensive evaluation of waste generation and management. Additionally, efforts to minimize food waste are taken.

### Environment, Occupational Health & Safety (EOHS) Policy – Sansera Limited



Sansera is committed to ensuring environmental protection, resource conservation, and safe, healthy workplaces. The EOHS Management System promotes hazard elimination, pollution prevention, and compliance with statutory and regulatory requirements.

Through regular reviews, training, and resource allocation, Sansera fosters continual improvement in environmental, occupational health and safety performance. The policy promotes responsible practices in environmental aspects such as energy, water, air, and waste management, while also upholding human rights principles, including the prevention of harassment, fair wages, and related concerns.





# OUR PEOPLE

## Making Sansera a better place to work

Employees are the backbone of Sansera, and we recognize the vital role of our human resources.

We prioritize their well-being and are committed to keeping them motivated and satisfied.

The HR team consistently strives to introduce and execute initiatives and programs aimed at boosting employee morale and enhancing overall work effectiveness.

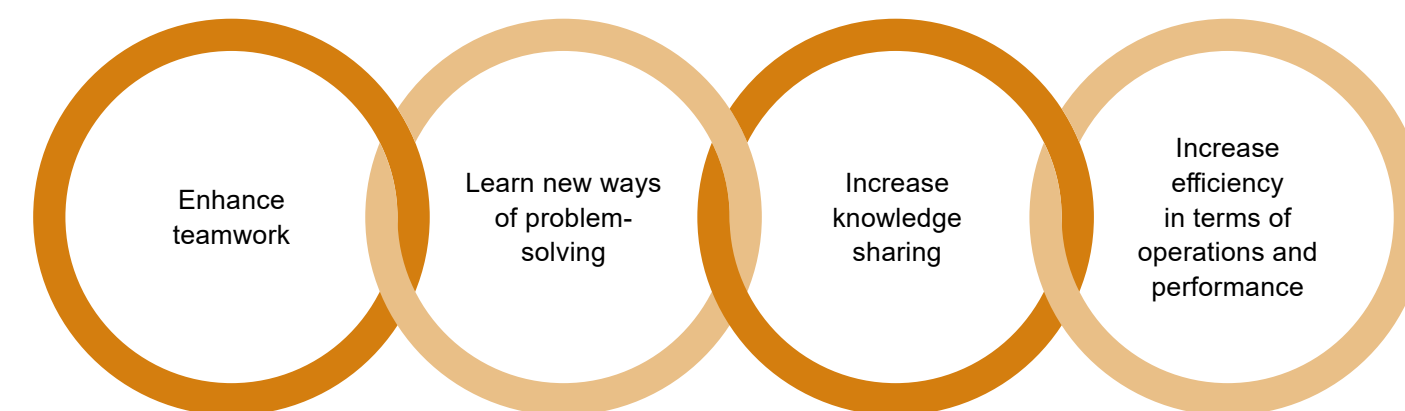
## Improving Employee Engagement & Experience



## Engagement Activities

- » **Kaizen:** Kaizen is a continuous improvement activity practiced at Sansera. It encourages individual participation, where ideas suggested by employees are tested through a trial-and-error process. If the ideas prove effective with no errors, they are implemented. All departments actively engage in this process to drive ongoing improvements across the organization.
- » **Quality Control Circle (QCC):** The Quality Control Circle (QCC) consists of a small group of employees from the same work area, performing similar tasks, who voluntarily meet on a regular basis to identify, analyse, and resolve work-related issues. This collaborative effort leads to improvements in both performance and the quality of work life. The QCC is an ongoing continuous improvement process and typically comprises no more than five members. The team is made up of members, a leader, and a facilitator, with members generally chosen from the staff, associate, and supervisory levels, respectively.

The objective of having QCC is:





- » **Suggestion Scheme:** The objective of the Suggestion Scheme is to raise awareness among employees and communicate the message that Sansera values each individual. This initiative encourages employees to contribute ideas and suggestions, which can be shared through various mediums, including posters, banners, cartons, and training programs.
- » **Fortnightly quiz competition:** Every month, a quiz competition is organized on the shop floor or in the canteen to engage employees: The Training Department prepares questions focusing on topics related to Sansera's business, products, safety, and environmental practices.

**Winners of the quiz are rewarded during the Safety and Environment Day celebration, fostering a culture of learning and recognition.**

- » **Quality Month celebration / Pragathi Masa:** The Quality Month celebration underscores Sansera's commitment to excellence in quality management:
  - It involves ensuring that organizational practices meet stakeholder expectations and continuously improve to stay relevant and effective.
  - The focus is on delivering outcomes that are fit for purpose, while consistently striving for better performance and higher standards.

**Pragathi Masa serves as a reminder that quality management is a dynamic process of enhancement, not just maintaining existing standards.**

## 6'S Scheme

This scheme recognizes and awards 'Best Housekeeping' efforts within the organization. Two employees from each department are selected to administer and facilitate the schedule, ensuring consistent participation and execution.

Awards are presented department-wise and are based on the application of the 6S principles.

**Seiri**  
Sort-out

**Seiton**  
Set in  
Order

**Seiso**  
Shine

**Seiketsu**  
Standardize

**Shitsuke**  
Sustain

**Safety**

## Turnover Rate for Permanent Employees and Workers

Category	FY (2021-22) (Turnover rate in year prior to previous FY)			FY (2022-23) (Turnover rate in previous FY)			FY (2023-24) (April-March) (Turnover rate in current FY)		
	Male%	Female%	Total%	Male%	Female%	Total%	Male%	Female%	Total%
<b>Permanent Employees</b>	19.80	17.54	19.70	23.26	17.07	23.04	18.34	21.31	18.47
<b>Permanent Workers</b>	2.45	0	2.45	1.17	0	1.17	1.48	0	1.48

**The retention rate and return to work for both male and female employees after parental leave was 100% during the period 2023-24.**





## Workforce Relation Management- Freedom of Association

At Sansera, we prioritize maintaining an honest and transparent relationship with our workers and union members. We uphold the principles of freedom of association and collective bargaining as fundamental requirements for protecting the rights of our workforce.

In alignment with these principles, we ensure that workers are given a minimum 21-day prior notice for any change, unless such changes are made pursuant to a settlement or award, in which case no notice may be required.

This approach underscores our dedication to fostering a respectful and cooperative work environment that values employee rights and participation.

***In the reporting period, no cases of violations of workers' rights to freedom of association or collective bargaining were reported.***

In the reporting year, 86.5 % of male and 100% of the female permanent workers at Sansera are covered under collective bargaining agreement.



### Prohibition of Child and Forced Labour

Sansera is committed to maintaining a workforce that upholds the highest ethical standards, and as such, strictly prohibits both child labour and forced labour in any form. The Company has established

comprehensive procedures and policies to prevent these practices, including the Forced labour Policy, Child labour Policy, Sansera Business Ethics, Working Conditions, and Human Rights Policy.



### Child Labour Policy

Sansera is committed to eradicating child labour and ensuring a safe and ethical work environment. The Company strictly prohibits the employment of individuals under the age of 18, aligning with applicable child labour laws. The policy extends to suppliers and partners, ensuring that they too refrain from using child labour. Sansera works closely with

stakeholders to prevent child exploitation, offering support through education and awareness initiatives. Suppliers are regularly audited to verify compliance, and any violations will result in immediate contract termination. The Company ensures transparent communication of this policy across the organization and encourages staff to report any concerns.



### Forced Labour Policy

Sansera is committed to eliminating all forms of forced, bonded, and prison labour within its operations and supply chain. This includes the prohibition of slavery, trafficking, and other forms of coercion that force individuals into employment. The Company ensures that all employees work voluntarily, with no intimidation, threat, or coercion, and that they retain their rights and privileges. The policy applies to all employees, and the Company actively educates and trains its staff, suppliers, and subcontractors

on these standards. Any use of forced or bonded labour is strictly prohibited, and measures are in place to audit and monitor compliance. Additionally, employees' personal documents are not withheld, and they have the right to leave the workplace after completing their standard work hours. All suppliers must sign a code of conduct to adhere to these principles, and quarterly reviews are held to monitor the policy's enforcement.

## Prevention of Sexual Harassment (POSH) Policy

***Sansera's POSH Policy ensures a work environment free from harassment, with a particular focus on sexual harassment. This policy has been framed under the provisions of "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act", 2013. The policy defines sexual harassment, including physical advances, verbal, and non-verbal conduct of a sexual nature, and outlines unacceptable behaviours such as unwanted advances or the creation of a hostile work environment. All employees are expected to maintain dignity, respect, and mutual regard for each other. Allegations are taken seriously and investigated promptly with confidentiality. The Internal Complaints Committee (ICC), led by a senior female employee and supported by external members, handles complaints, ensuring impartiality and confidentiality. The committee must complete investigations within 90 days, and any legal violations will be reported to the authorities.***

## Learning & Development

At Sansera, we are dedicated to equipping our employees with the skills and knowledge needed to succeed in the industry. Our comprehensive employee development and training programs are designed to improve their professional abilities and support personal growth.

We promote a continuous improvement mindset, encouraging employees to find ways to optimize processes, innovate, and stay updated with industry trends. We also offer interactive training to help employees understand and embrace our company culture.

Employee Category	Average hours of training (FY 2022-23)	Average hours of training (FY 2023-24)
Staff	28.61 hours/year	41.43 hours/year
Associates	10.67 hours/year	11.11 hours/year
Trainee/CL	47.06 hours/year	50.23 hours/year





Career Development Programme

Sansera is dedicated to creating a supportive and rewarding environment for its employees.

The Company understands that the quality, responsiveness, and professionalism of its workforce are directly connected to the achievement of its vision and mission.

As part of its commitment to employee growth, Sansera ensures that employees are recognized and valued for their contributions.

*In FY 24, nearly 100% of permanent employees and 92% of permanent workers received performance and career development reviews, which play an important role in helping individuals grow within the organization and align their goals with company objectives.*

Details of Performance and Career Development Reviews of Employees and Workers

Category	FY 2022-23 (Previous Financial Year)			FY 2023-24 (Current Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (A)	No. (B)	% (B / A)
Total Permanent Employees						
Male	1194	1191	99.75%	1434	1433	99.93%
Female	47	47	100.00%	71	71	100.00%
Total	1241	1238	99.76%	1505	1504	99.93%
Total Permanent Workers						
Male	1552	1470	94.72%	1535	1417	92.31%
Female	19	19	100.00%	17	17	100.00%
Total	1571	1489	94.78%	1552	1434	92.40%



Continuing Professional Development (CPD)

Continuing professional development facilitates the recognition of employees as a professional group. A commitment to CPD by both managers and employees enables joint responsibility for demonstrating high professional standards; reviewing current knowledge and skills; building professional capabilities; continuous quality improvement in work practices; and optimizing career opportunities for employees. CPD allows employees to actively participate in, track and monitor their continuing professional development and

recognises the range of development activities that add to or broaden an individual's body of knowledge. CPD may include formal and informal, internal, or external professional development.

The undertaking of CPD activities should be discussed by the employee with their supervisor at the time of the annual performance, planning and development meeting and form part of the employee's individual development plan.

93% of our employees and 91% of our workers were provided trainings on skills upgradation in FY 23-24 and in FY 22-23

Great Place to Work Certified

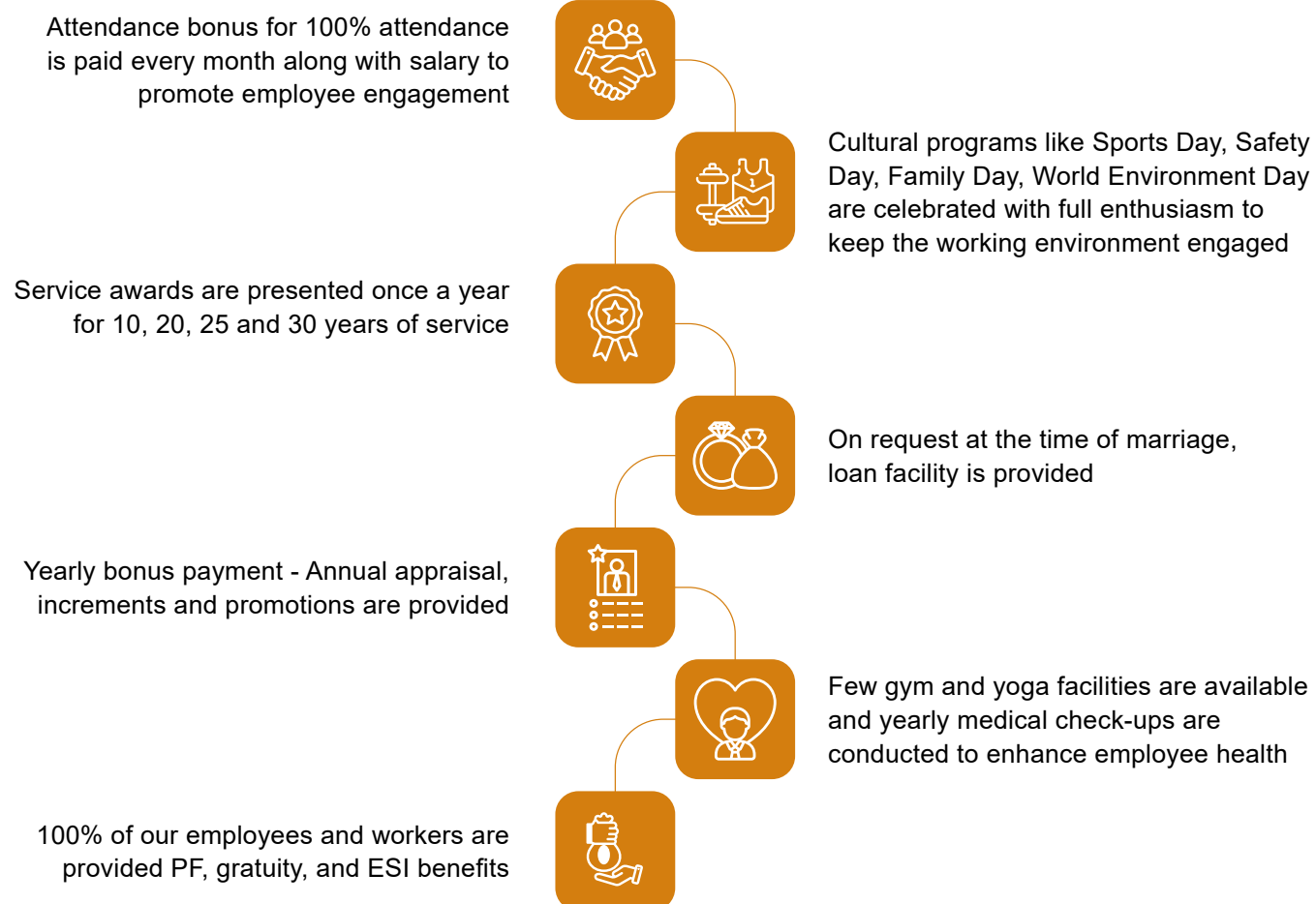
At Sansera, we take pride in being recognized as a 'Great Place to Work,' with an outstanding employee satisfaction ranking of 92%, comparable to the average of India's top 100 companies. This achievement reflects the trust and pride our workforce feels in being part of a Company that values their well-being, fosters a positive workplace culture, and prioritizes their development.

It underscores our commitment to creating a workplace where people feel engaged, valued, and empowered. Our goal is not just to be certified as a 'Great Place to Work,' but to create an environment where every individual thrives and contributes to our shared success.





## Other initiatives



## Employee Diversity & Inclusion

We are committed to providing equal opportunities and fostering diversity within our workforce, focusing on individuals from various genders, religions, racial and ethnic backgrounds, as well as diverse educational experiences. We aim to institutionalize this commitment through our code of conduct, recognizing the importance

of diversity in enhancing performance, sparking creativity, fostering innovation, and improving decision-making. Sansera is consciously working to improve the female employee strength in different roles across the organization.

The average salary of women employees is ₹25,782 and the average salary male employees is ₹24,496 at Sansera.

We have diligently worked to achieve gender balance among our employees, both within the office and in management positions. We strategically invest in the professional growth of our workforce.

***Our Remuneration Policy for directors, key managerial personnel and other employees establishes criteria for equitable compensation, aligning the aspirations of our human resources with the Company's goals.***

## Best Employee Award

***The Best Employee Award is presented to the most outstanding associate or staff member during the Ayudha Pooja celebration. Additionally, the organization prioritizes employee well-being through various work-life balance initiatives and programs, including discussions on retirement benefits. OHS programs are also emphasized to ensure a safe and healthy work environment for all employees.***







# OCCUPATIONAL HEALTH & SAFETY (OHS)

***At Sansera, we are committed to continually improving our environmental, occupational health, and safety (EOH&S) performance through a well-defined OHS management system.***

This system is designed to meet the needs and expectations of our customers and other stakeholders. To ensure the awareness of EOH&S practices, we actively engage with external providers and agencies entering our premises, ensuring they are informed and compliant with our practices.

## Mitigating OHS risks

At Sansera, we prioritize the health and safety of our workers by ensuring that vital information, such as emergency procedures and potential safety hazards, is communicated effectively and displayed in a language easily understood by all employees. We provide personal protective equipment (PPE) to workers and ensure it is readily accessible.

Sansera focuses on protecting the environment, preventing pollution, and enhancing employee satisfaction by providing safe and healthy working conditions. We are dedicated to preventing work-related injuries and illnesses, promoting the consultation and participation of workers and worker representatives, and making specific commitments aligned with the organization's context.

The purpose of this policy is to complement the Global Automotive Environment, Health & Safety Guiding Principles, providing additional information and examples of actions that can improve overall environmental, health, and safety performance. Sansera fully complies with applicable laws, regulations, industry standards, codes, policies, and contractual requirements set by our customers.

The Company maintains compliance with all necessary permits, licenses, inspections, and testing requirements, ensuring they are up-to-date and available as mandated by local law. Emergency exits, along with fire detection, alarm, and suppression systems, are maintained in a fully operational state at all times. Additionally, fire and evacuation drills (mock drills) are conducted regularly in accordance with local regulations to reinforce safety preparedness.





### Sansera's Occupational, Health and Safety initiatives are:

1

Adoption of an organisation-wide integrated policy on environment, health, safety, and quality management system

2

Training, and internal audits for all SOPs on OHS

3

Maintenance of HIRA (Hazard Identification and Risk Assessment)

4

Majority of the plants are certified for ISO 45001

5

Periodic medical check-ups for all employees and workers

6

Monitoring of environmental parameters as per PCB standards

7

Periodic maintenance of machines in context of OHS

8

Installation of safety sensors and guards to avoid accidents.

9

Display of safety signages across all facilities.

10

Provision of fire hydrant systems, fire extinguishers and fire alarm systems.

11

EHS – Skill Olympiad for employees and workers across all plants

12

Safety tool talks and curricular activities.

There were zero high consequence work-related injury or ill-health reported in FY 23-24.

### Health and Safety Incident Reporting

Parameter	Category	FY 2022-23	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.042	0.19
Total recordable work-related injuries	Employees	0	0
	Workers	1	5
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

The health and safety of our employees are of utmost importance to Sansera. With a majority of our workforce employed in manufacturing facilities, the Company has implemented comprehensive safety measures at every level to protect well-being and maintain a secure working environment. Measures taken by Sansera to ensure a safe and healthy workplace include:

- » Employees and workers are provided with suitable personal protective equipment, access to occupational health centers, and periodic health examinations.
- » Lockout-Tagout (LOTO) procedures have been reinforced for all maintenance staff when working on specified machines to avoid unforeseen events and enhance workforce productivity.
- » An action plan is developed in response to any accidents on the worksite, with measures in place to prevent similar incidents in the future.
- » Training and awareness sessions are conducted regularly, covering topics such as fire safety, mock drills, Numerical Control (NC), chemical safety, road safety, core & shaft operation, Daily Work Management (DWM), DOJO 8 Steps training, the relevance of 5S while working on the shop floor, and specific process operations modules in machining, forging, heat treatment, quality inspection, packaging, and vehicle/trolley movement.
- » Health and safety audits are conducted monthly to verify compliance with environmental, health, and safety requirements and identify any gaps within the plants.

The safety and health management system covers activities across most of our manufacturing locations, offices, research laboratories, and supply chain partners, ensuring the protection of the environment, as well as the health and safety of employees, contractors, visitors, and other relevant stakeholders. Thirteen out of seventeen plants (including one international plant (Sweden)) are certified under ISO 45001 (TÜV NORD).

Hazard Identification and Risk Assessment (HIRA) is a systematic approach to identifying potential hazards, evaluating associated risks, and implementing measures to mitigate those risks effectively.

**Sansera ensures HIRA is conducted for all activities and products and performs HIRA studies annually or as required.**

Necessary guidelines are implemented in line with ISO 45001. Process owners are responsible for ensuring that controls are in place. A system is available for reporting near-miss incidents, reportable accidents, and non-reportable accidents. Incidents are reported using the respective formats to the plant EHS officer, who then reports to the plant head and maintenance team. Corrective measures, if necessary, are identified and implemented by the plant EHS and maintenance teams.

**All employees and workers have access to non-occupational medical and healthcare services, including coverage for road accidents during commuting, medical insurance for employees, and an emergency ambulance service that extends to employees' families.**





# RESPONSIBLE OPERATIONS

## Sustainable Procurement

Sansera is committed towards implementing sustainable procurement practices throughout the operations. By adopting sustainable procurement, we aim to minimize environmental impact, promote social responsibility, and enhance overall sustainability performance. The Company communicates information about its performance, financial status and other important matters in a timely manner while keeping in mind the regulatory obligations outlined under the numerous

laws that apply to the Company. Via the excellence and long-term value of our goods and services, as well as via our profitable and sustainable Company operations, it is our mission to preserve a competitive advantage. We work with our supply chain to address sustainability challenges and put efforts to enhance overall sustainability performance, based on the Global Automotive Sustainability Guiding Principles.

In FY 2024, Sustainability Assessment was conducted for 43% of our value chain partners.

Sansera is dedicated to integrating ethical purchasing practices into all aspects of our business. We want to reduce the negative effects on the environment, encourage social responsibility and improve sustainability performance overall by implementing sustainable buying. As part of our sustainable procurement practices, we take a thorough approach for acquiring resources, products, and services. We thoroughly assess our suppliers based on their compliance with various standards. Our Company has created a sustainable procurement guideline that applies to all Sansera suppliers and is an extension of our principles.

***To accomplish responsible sourcing across our value chain, our sustainable procurement policy has been carefully crafted. The policy is founded on 4 principles, which our vendors are expected to strictly adhere to.***

### Ethically Driven



- » Business Integrity and Ethics
- » Human Rights
- » Accountability and Transparency
- » Legal and Regulatory Compliance

### Socially Focused



- » Responsible conduct with stakeholders
- » Employee Health & Safety
- » Local community development

### Green inspired Environmental Concerns



- » Green products and processes
- » Reduce, Reuse, and Recycle
- » Adopting green initiatives and practices

### Quality centred



- » Quality management system
- » Facility and Machinery
- » Good manufacturing practices and quality controls
- » Material Management



By selecting suppliers who align with these sustainable procurement guidelines, we ensure that our procurement activities contribute to positive social and environmental outcomes. Additionally, we actively collaborate with our suppliers to foster continuous improvement in sustainability practices. We engage in

dialogue, share best practices, and provide guidance to our suppliers to help them align with sustainable principles. By working together, we create a mutually beneficial environment that promotes sustainability throughout the supply chain.

## Responsible Sourcing

As part of our commitment to sustainability, Sansera adheres to its Responsible Sourcing of Natural Raw Materials Policy, which emphasizes ethical and responsible sourcing practices.

Sansera is committed to ensuring that natural raw materials used in its products are responsibly sourced, adhering to all relevant laws and regulations. This includes respecting human rights, ensuring health and safety, protecting the environment, and supporting

sustainable development. The policy applies to all Company-owned and supplier-managed facilities, requiring compliance with environmental and regulatory standards, such as water and air quality testing, energy consumption, and waste reduction. Sansera's Purchasing Head oversees policy distribution and implementation, ensuring suppliers understand their obligations. Suppliers must acknowledge compliance by signing the "Supplier Commitment" form, confirming adherence to these responsible sourcing practices.

## Our Customers

Sansera manufactures a wide range of complex and critical precision-engineered components for the automotive and non-automotive sectors. The Company is constantly engaging in diversifying its product offerings for:

**Technology-** agnostic applications within the automotive sector such as suspension, chassis, driveline, braking systems etc. across both ICE and EV powertrain technologies



**Customers in non-automotive sectors-** aerospace, defence, agriculture, industrial automation, stationary engines etc.



The Company has a B2B business model. The Company's Quality Team ensures that its customers receive quality products and is also responsive to cater to their grievances if need be. There were 0 data breaches involving personally identifiable information of customers in FY 23-24. 72% of value chain partners

are covered under the training on technical and quality aspects, product safety, and OHS awareness programmes. There were no incidents of non-compliance concerning the health and safety impacts of products and services in the reporting year.

## Quality Policy

Sansera is committed to engineering and delivering products and services that meet and exceed customer expectations through continuous improvement. This commitment aligns with ISO 9001:2015 Quality Management System standards and ensures compliance with all applicable requirements. The quality policy is communicated to all employees

during induction and is displayed at strategic locations to promote understanding and adherence. Top management reviews the policy regularly in management meetings to ensure its relevance and effectiveness in the Company's strategic direction.







## OUR COMMUNITY

## Corporate Social Responsibility (CSR) at Sansera

At Sansera, we are committed to making a positive impact on society through our CSR initiatives. To ensure effective execution, we have a dedicated CSR committee that recommends activities and expenditures while overseeing the implementation of the CSR Policy. Our CSR efforts are primarily driven by the Sansera

***Our CSR Policy prioritizes areas such as education and skill development, health and wellness, environmental sustainability, energy and water conservation, and the promotion of sports. We are dedicated to uplifting underprivileged and marginalized communities by providing opportunities to improve their quality of life.***

Foundation, established on July 05, 2007. The Foundation carries out CSR programs, grant initiatives, voluntary efforts, and organizational development projects. Our approach addresses challenges in environment, education, livelihood, and disability by offering interventions that build long-term capacities, empowering beneficiaries to sustain themselves.

We focus on initiatives with broad socio-economic impact and actively support programs that create meaningful change. A key part of our approach involves linking employee volunteering with our CSR goals, ensuring organizational responsibility aligns with individual values. This integration fosters social sensitivity, which is fundamental to our Company culture.

Our projects adhere to Schedule VII of the Companies Act, 2013, covering diverse areas. In 2023-24, Sansera's CSR initiatives promoted the education of underprivileged children, built sanitation facilities in rural schools, and advanced environmental sustainability. These efforts have positively impacted communities across the country. Sansera has also adopted the amendments to CSR Regulations and approved an action plan accordingly.

Further details about our CSR Policy and programs are available on our website.

As CSR stands as an integral responsibility of Sansera encompassing a broader commitment to society and the environment, the overall CSR budget for FY 23-24 was over ₹ 3,43,16,743.





## Education and Extracurricular Activities

Education forms the foundation of our CSR initiatives, emphasizing our deep commitment to fostering knowledge and personal development. Our CSR programs are designed to support access to quality education, enhance educational infrastructure, and promote skills development. Our educational initiatives include 5S training programmes, teacher training and scholarships, maintenance of washrooms etc. By prioritizing education, we empower individuals and

communities with the tools and resources they need to build a brighter future. We also believe that sports can play a pivotal role in building a sustainable and harmonious society. Our extracurricular initiatives include sports meets and competitions. By promoting extracurricular activities such as sports, we can empower individuals of all ages, offering diverse avenues for personal growth and community cohesion.

**5S is a Japanese concept which is adopted by the Sansera CSR initiative to teach students how to be responsible towards the school area while simultaneously maintaining good personal hygiene.**



For the past 5 years Sansera Foundation has been providing 5S training to government schools in Bangalore around the months of August/September.

**In FY 23-24 the programme was conducted in total 13 schools and generated an expenditure of about ₹2,86,680.**

The training for both teachers and students is conducted by Sansera volunteers. 5S stands for:

- |                            |                                    |                             |                                   |  |
|----------------------------|------------------------------------|-----------------------------|-----------------------------------|--|
| <b>S1</b> Sort your school | <b>S2</b> Set your school in order | <b>S3</b> Shine your school | <b>S4</b> Standardize your school | <b>S5</b> Sustain your school improvements |
|----------------------------|------------------------------------|-----------------------------|-----------------------------------|--|

**Through this initiative participants learn to keep their school and classroom environment clean, neat, and organised and maintain good personal hygiene.**

## Co-Curricular Activities at Government Schools: Project Expenditure throughout the academic year of about ₹37,37,355 per annum



**Co-Curricular activities at government schools such as yoga, music, drawing, computer classes and mental health awareness have been taking place since 2017 in Bangalore government schools and the total expenditure is ₹37,37,355.**

These activities are held through the academic year.

**Till date this initiative has been held in 29 government schools and benefitted 7937 students, 100% of which are from rural or semi urban background.**

Through this initiative participants learn to keep their school and classroom environment clean, neat, and organised and maintain good personal hygiene.

Some of the major positive impacts of this initiative in Sansera supported schools are the following:

**Student attendance has shown a positive trend**

**The dropout rate has significantly decreased**

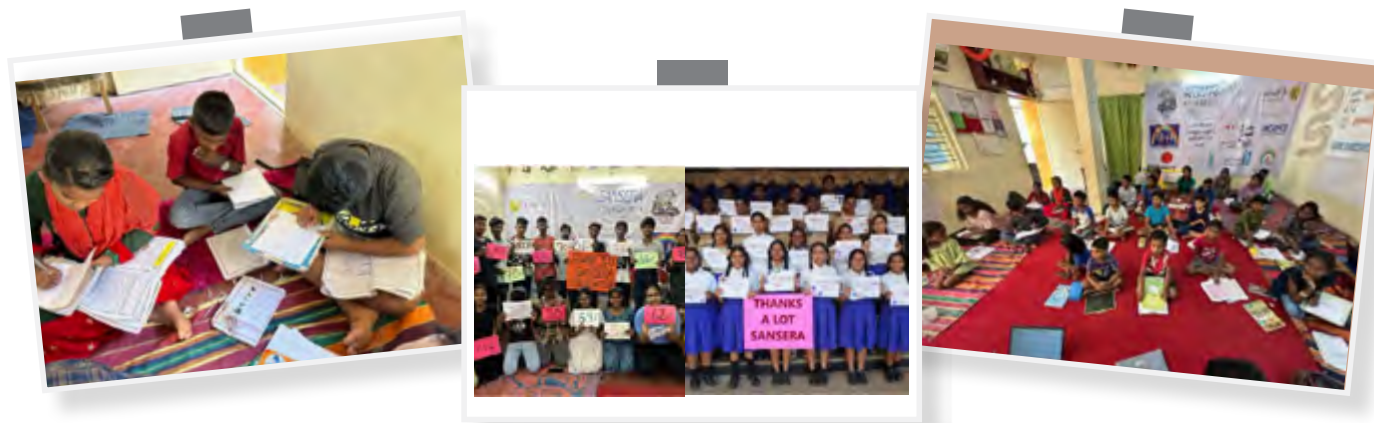
**The number of female students has increased, with girls' enrolment surpassing boys' enrolment by 10%.**

**Students participated in Taluk and District level in music, Yoga, and sports competition**

**The 10th standard results have shown consistent improvement year on year.**



### Education support for slum students | *Expenditure for FY 23-24: ₹40,00,000 per annum*



Since 2019, education support is being provided to the children of Vivek Nagar and Koramangala slum dwelling in Bangalore, through payment of school fees and providing of evening snacks.

*This initiative is positively impacting the lives of 1740 students till now who have completed class 12.*

*A total of 870 students have successfully enrolled in and graduated from ITI and vocational skill programs at community colleges.*

*Four students have secured positions as chefs in five-star hotels, while another four have joined the armed forces.*

*Many graduates are now employed in multinational corporations, where they have taken on significant roles, including team leader positions.*

### Scholarship Programmes for Students | *Project Expenditure for FY 23-24: ₹27,42,846*



Bangalore students studying at PUC level or pursuing undergraduate degrees are annually awarded scholarships by Sansera Foundation.

*This initiative has been taking place since 2019. In 2023, 204 students benefited from this programme and 100% of the students were from underprivileged backgrounds.*

### Government High Schools and Other Colleges Industry Visits



For the past 2-5 years, Sansera has welcomed government high school students into its factories annually. Most recently, in December 2023, 100 students from Sri Ramakrishna Vidyarthi Mandir had the opportunity to tour the Sansera facility. This has benefited a total of 250 students in the FY 2023-24.

*These visits have significantly enhanced students' understanding of the industrial landscape and factory operations, contributing to their career development and exposure to potential future pathways.*

### Teacher Allocation in Bengaluru Rural



To achieve mission of 100% Pass rate of students in schools, the Sansera Foundation, with financial support from the JSS Foundation and the management support of the One Billion Literates Foundation (OBLF), provided subject teachers for Maths, Science, Hindi, and Social Studies across 18 schools.

*These schools, comprising 4,645 students, saw Anekal Taluk achieve higher academic success.*



## Environment

Environment is a crucial pillar of our sustainability strategy. We understand the significant influence our operations can have on the surrounding ecosystem. In alignment with our dedication to environmental

stewardship, we aim to conserve natural resources and minimize waste generation. Our environmental initiatives encompass the rejuvenation of local lakes, tree planting, and the promotion of waste reduction practices.

### Kyalasanahalli Lake Project



The Kyalasanahalli lake in Bangalore spans approximately 36 acres and has a rich history of around 175 years, historically serving as a crucial water source for nearby villages, fulfilling both drinking and agricultural needs.

***In 2017, the Sansera Foundation initiated a restoration project for the lake, investing ₹1,50,00,000 to enhance the local ecosystem and increase agricultural water availability.***

***Post-restoration, significant improvements were noted, including higher groundwater levels and a revitalized ecosystem with better flora and fauna.***

A 1.2 km walking and jogging path was also established for community use. The foundation continues to maintain the lake with annual clean-up efforts by employee volunteers and has appointed a guard to oversee the area throughout the year.

***Recently, an additional ₹11,51,444 was allocated for Phase II of the restoration project, which included installing a W beam metal crash barrier for safety***

### Miyawaki Forest Project



In 2017, as part of the Kyalasanahalli lake rejuvenation project, Sansera Foundation planted 18,000 saplings in the surrounding areas and nearby Miyawaki forest.

***This initiative required a one-time investment ranging from ₹20,00,000 to ₹30,00,000.***

The forest is maintained by the same guard responsible for overseeing the Kyalasanahalli Lake, while gardeners employed by Sansera ensure the ongoing care of the newly planted trees.

***This initiative expected to enhance forest cover and attract a variety of wildlife, including migratory birds, thereby contributing to the flourishing of the local ecosystem. Additionally, the initiative aims to improve air quality in the region.***



## Bommasandra Lake Project



Bommasandra lake, also known as Kithaganahalli Lake, spans approximately 28 acres and is situated in the middle of Bommasandra Industrial Area. In 2020, the Sansera Foundation collaborated with the Bommasandra Industrial Association (BIA) to clean and restore the lake, which had been heavily polluted by industrial waste.

***This restoration project involved a one-time investment of ₹60,00,000.***

***As a result of the cleanup efforts, the lake experienced a notable improvement in its flora and fauna, largely due to reduced pollution levels.***

Like Kyalasanahalli lake, Bommasandra lake continues to receive care through annual cleaning initiatives organized by BIA, ensuring the sustainability of the restored ecosystem.

## Garbage Management Program at Bommasandra



In 2021, the Sansera Foundation partnered with the Bommasandra Industrial Association (BIA) and TrashCon to tackle municipal waste segregation and recycling, leveraging the innovative solutions offered by TrashCon, a technology-driven Company addressing the waste crisis.

***This collaboration involved a one-time investment of ₹30,00,000 to install TrashCon's patented technology at BIA,***

which effectively segregates mixed solid waste, including materials such as paper, cardboard, food waste, sanitary napkins, and plastic bottles.

***95% of the segregated waste is efficiently managed: wet waste is directed to piggeries or converted into manure, while dry waste is often upcycled into various products like pots and furniture. The entire process is consistently monitored to ensure effectiveness and sustainability.***



## Health

Health is at the heart of our CSR initiatives, reflecting our commitment to the well-being of our communities and employees. We believe that a healthy society is the foundation of sustainability. Most of our initiatives focus on preventive healthcare as well such as TB elimination programmes and eyes and dental check-

ups. Our dedicated programs and efforts are centred around access to quality healthcare, promoting wellness and raising awareness about health-related issues. By fostering a culture of well-being, we not only enhance the quality of life but also contribute to a more sustainable and resilient future.

## TB Eradication Abhiyan Project: ₹ 6,16,649



highlighting the program's effectiveness in addressing public health challenges in the region.

In October 2022, the Sansera Foundation launched its inaugural tuberculosis (TB) elimination program in Anekal Taluk, Bangalore.

***In FY 23-24-this initiative provided a total of 2,554 kits, benefiting 1810 individuals in the community.***

***The success and impact of this program were recognized with certificates awarded by both the State Government and the Central Government,***

## Blood Donation Camps



Since 2017, the Sansera Foundation has organized annual Blood Donation Camps in Bangalore, typically held in October, with employees volunteering their time and efforts.

***In the fiscal year 2023-24, the initiative successfully collected 463 units of blood.***



### Community Support Initiative in Uttarakhand



During the summer months of May to July 2023, Sansera Foundation implemented a support initiative in Pantnagar, Uttarakhand, where they distributed water bottles and juice to traffic policemen.

***This initiative was carried out with a total expenditure of ₹13,01,500.***

### Health and Wellness



Our health and wellness campaigns reached over 4,492 people,

***Offering free eye check-up, medical check-ups, providing protein and nutrition to TB patients.***

In association with Narayana Hrudalaya (NH), we trained 90 students to check blood pressure in their neighbourhood using the BP monitors donated by NH.

### Development

At Sansera, we firmly believe that sustainable growth and prosperity extend to every corner of our communities. Our CSR programs are meticulously designed to enhance rural infrastructure and support local economies. Some of our recent initiatives include

providing infrastructural support to schools and police stations. In the past we have also supported hospital constructions. By focusing on rural development, we empower communities to achieve self-sufficiency and enhance their overall well-being.

### Sansera's Annual Toilet Maintenance Program: Ensuring Clean and Well-Maintained School Toilets



Sansera conducts an annual toilet maintenance program to ensure clean, hygienic, and well-maintained sanitation facilities in government schools.

***In the latest cycle, the program covered 50 government schools, benefitting 10,851 students. Under this initiative, school toilets were cleaned, repaired, and maintained, with remuneration support of ₹75,000 provided to school cleaning staff.***

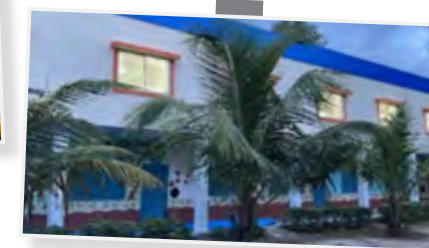
***Additionally, essential cleaning materials such as mops, brooms, phenol, toilet cleaner, bleaching powder, and floor wipers were supplied at a cost of ₹69,640.***

Through this initiative, Sansera continues to improve sanitation infrastructure, fostering a healthier and more hygienic environment for students.

### Shivanahalli Vivekananda Ashram Project

***In March 2022, A school bus was donated to the Shivanahalli Vivekananda Ashram with an Expenditure of ₹ 23,00,000.***

***Infrastructure Support to Begur School Project: ₹45,00,000***



In November 2023, Sansera Foundation provided infrastructure support to Begur School, which is a government school in Bangalore by constructing a multipurpose hall with enough space for a dining area, library, seminars etc. The school was also painted, CCTVs were installed and a compound wall was constructed.



## Tree Plantation



On the occasion of World Environment Day, a plantation drive was conducted at the Kumbaranahalli Reserve Forest area in Anekal Taluk, with

**| 280 saplings planted to enhance the region's green cover and biodiversity.**

Similarly, in celebration of International Yoga Day, a plantation activity was organized within the premises of Sansera Plant 6, where 60 saplings were planted.

**| These efforts demonstrate our commitment to sustainability and fostering a greener environment through active community and organizational participation.**



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For feedback and queries, please contact:



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