Business Responsibility Report

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1. **Corporate Identity Number (CIN) of the Company:** L72200PN1990PLC059594
2. **Name of the Company:** KPIT Technologies Limited
3. **Registered address:** 35 & 36, Rajiv Gandhi Infotech Park, Phase – I, MIDC, Hinjawadi, Pune - 411057
4. **Website:** www.kpit.com
5. **E-mail ID:** connectwithus@kpit.com
6. **Financial Year reported:** 2017-18
7. **Sector(s) that the Company is engaged in (industrial activity code-wise):** Computer programming, consultancy and related activity – Code 62011
8. **List three key products/services that the Company manufactures/provides (as in balance sheet):**

   KPIT business can be broadly divided into two buckets –

   A. Services and Solutions Business (S&S) includes:

      1. Product Engineering
      2. Digital Transformation and
      3. Business IT

   B. Product & Platforms (P&P).

For details please refer Board's report which forms a part of this Annual Report.

9. **Total number of locations where business activity is undertaken by the Company (Major locations):**

   (a) Number of International Locations:

Sr. No.	Region	Country
1	USA	United States of America
		Canada
		Brazil
2	Europe	United Kingdom
		France
		Germany
		Netherlands
		Italy
		Sweden
3	APAC	China
		United Arab Emirates
		Australia
		Japan
		Korea
		Singapore
4	Africa	South Africa

(b) Number of National Locations:

1. Pune, Maharashtra
2. Mumbai, Maharashtra
3. Bengaluru, Karnataka
4. Chennai, Tamil Nadu
5. Noida, Uttar Pradesh

10. **Markets served by the Company – Local/State/National/ International:** Company serves the Indian as well as international markets.

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1. **Paid up Capital (₹)** – 394.99 million
2. **Total Turnover (₹)** – 14,423.53 million
3. **Total profit after taxes (₹)** - 1,775.50 million
4. **Total spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%) (₹)** – The Company was required to spend ₹ 45.93 million towards Corporate Social Responsibility. During the year, the Company has spent and paid ₹ 27.17 million (Previous year ₹ 25.61 million) towards Corporate Social Responsibility through external people, in various activities as specified in Schedule VII of the Companies Act 2013, read with the Rules thereunder, as direct spend for purposes other than construction/acquisition of any asset. In addition, the Company spent ₹ 21.20 million on account of usage of its internal resources on CSR, thereby aggregating to a total of ₹ 48.37 million.
5. **List of activities in which expenditure in 4 above has been incurred-**

   1) Water Conservation Program
   2) Zero Garbage Project
   3) Chhote Scientists
   4) Teach for India
   5) Smart India HACKATHON
   6) Sparkle
   7) Avartan Gurukul Project

SECTION C: OTHER DETAILS

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

   Yes, the Company has the following subsidiaries:

Sr. No.	Name of Subsidiary	Nature
1	KPIT Technologies (UK) Limited	Wholly owned subsidiary
2	KPIT Technologies France	Wholly owned subsidiary
3	KPIT Technologies GmbH	Subsidiary of KPIT Technologies (UK) Limited
4	KPIT Technologies Netherlands B. V.	Wholly owned subsidiary
5	KPIT Solutions GmbH	Subsidiary of KPIT Technologies GmbH
6	MicroFuzzy Industrie-Elektronic GmbH	Subsidiary of KPIT Technologies GmbH
7	KPIT Infosystems Incorporated	Wholly owned subsidiary
8	Sparta Consulting Inc.	Subsidiary of KPIT Infosystems Incorporated
9	KPIT Technologies Solucoes em Informatica LTDA.	Subsidiary of KPIT Infosystems Incorporated
10	SYSTIME Computer Corporation	Wholly owned subsidiary
11	KPIT Technologies Corporation	Subsidiary of Systime Computer Corporation
12	Microfuzzy KPIT Tecnologia LTDA.	Subsidiary of Systime Computer Corporation
13	KPIT (Shanghai) Software Technology Co. Limited	Wholly owned subsidiary
14	KPIT Infosystems ME FZE	Wholly owned subsidiary
15	Impact Automotive Solutions Limited	Wholly owned subsidiary
16	Yantra Digital Services Private Limited	Subsidiary of Impact Automotive Solutions Limited
17	KPIT Engineering Limited	Wholly owned subsidiary

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

   Yes, two subsidiaries take up BR initiatives in line with the initiatives of the parent company.

3. Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%].

   Yes, it is less than 30%

SECTION D: BR INFORMATION

1. Details of Director/Directors responsible for BR:

(a) Details of the Director/Directors responsible for implementation of the BR policy/policies:

   1. DIN: 02918460
   2. Name: Mr. Sachin Tikekar
   3. Designation: Whole-time Director

(b) Details of the BR head:

Sr. No.	Particulars	Details
1	DIN	02918460
2	Name	Mr. Sachin Tikekar
3	Designation	Whole-time Director
4	Telephone number	+91-20-66525000
5	E-mail ID	connectwithus@kpit.com

2. Principle-wise (as per NVGs) BR Policy/policies:

(a) Details of compliance (Reply in Y/N)

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy/policies for...	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy been formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national/ international standards? If yes, specify? (50 words) These policies have been devised in confirmation to respective regulations/ national standards that come into effect from time to time (like ISO 9001, ISO 14000, OHSAS 18000, OHSAS 27001:2005, ISO 20000:2011, ISO 22301:2012) These policies are revisited on regular basis and are updated as and when there is any change in the norms.	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Has the policy been approved by the Board? If yes, has it been signed by MD/ owner/CEO/appropriate Board Director? These policies are signed by the respective owners.	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Does the Company have a specified committee of the Board/Director/Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Indicate the link for the policy to be viewed online?	Code of conduct & Whistler Blower Policy	Available on our intranet	Available on our intranet	CSR policy	POSH & Whistler Blower Policy	Available on our intranet	Available on our intranet	CSR Policy	Code of conduct
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
8	Does the Company have in-house structure to implement the policy/ policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the Company carried out independent audit/evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y

(b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options)

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The Company has not understood the Principles	Not Applicable								
2	The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles									
3	The Company does not have financial or manpower resources available for the task									
4	It is planned to be done within next 6 months									
5	It is planned to be done within the next 1 year									
6	Any other reason (please specify)									

3. Governance related to BR

(a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year:

Annually

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

The Company publishes the Sustainability report yearly. The same is available on (https://www.kpit.com/company/investors/corporate-governance).

SECTION E: PRINCIPLE-WISE PERFORMANCE

Principle 1

1. Does the policy relating to ethics, bribery and corruption cover only the Company?

No, it also covers the Subsidiary Companies.

2. Does it extend to the Group/Joint Ventures/Suppliers/ Contractors /NGOs/Others?

The policy covers employees of the Company as well as its Subsidiaries, contractual service providers, contractors, customers & other third parties dealing with the Company.

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

During the year, no complaints were registered with SEBI.

The Company's code of conduct outlines and creates a set of values for all concerned people to behave in an ethical manner while working for and on behalf of the Company. It takes into account factors like regulatory compliance, equal employment opportunity, non-harassment & prevention of sexual harassment, prevention of use of alcohol, illegal drug or medication, use of Company's, Customers' and Suppliers' resources and competition.

It is applicable to all, Directors and employees (all KPIT managers and employees, including managers and employees of its divisions, subsidiaries and other affiliates worldwide, as well as agents and contractors working on behalf of the Company, its subsidiaries and affiliates).

Prevention of Sexual Harassment (POSH) policy: The policy framework aims at educating employees on any sort of harassment (including sexual harassment) and report about it appropriately when seen or experienced at the workplace. All the cases are acted upon immediately and corrective actions are taken. E-learning on POSH has been mandated for all employees.

Principle 2

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

KPIT business is broadly divided as Services and Solutions Business (S&S) and Products & Platforms (P&P) which does not have a direct impact on social and environment factors. Creating sustainable products is at the core of KPIT's mission & vision. We work with the leading OEMs and Tier 1s to innovate products that are energy-efficient, reduce fossil fuel dependence, lower emission & promote use of alternative power sources to help our customers minimize their carbon footprint.

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

   (a) Reduction during sourcing/production/distribution achieved since the previous year throughout the value chain?

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

   KPIT focuses on envisioning and enabling a cleaner, greener, intelligent world - a world that is self-sufficient, sustainable and efficient. We provide technologies that help our clients succeed, such that the products and solutions they offer to their end-customers are of high quality, targeted, affordable, energy efficient and use lesses material and improve the state of industries they operate in. KPIT, in collaboration with its clients and its suppliers, works toward improving the world through technology and engineering innovations.

   The Smart Electric buses have multiple features like Intelligent Transport Systems, Mobile Phone App for journey planning and ticketing, Wi-Fi Infotainment, etc. which provide a superior ride experience that can help encourage adoption of public transport.

3. Does the Company have procedures in place for sustainable sourcing (including transportation)?

   (a) If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.

   Sustainable sourcing at KPIT represents contribution to the following areas namely: Solar Energy, Waste Management, Environment Awareness and Occupational Health & Safety.

   Solar Energy: Solar Panel Installation

   We have initiated many projects to cut down energy and water consumption. The latest project undertaken is to generate energy through solar power plant which has been installed on the roof top of Corporate Office at Pune.

   Highlights of the project:

   - Solar system is installed on power purchase model
   - System has 397 panels installed with a generation capacity of 125kW
   - Total units generated through this plant will be 180,000 units p.a.
   - These units will save up to 5% of total consumption of SDB1
   - This installation will reduce the impact of direct sunlight on the roof top of cafeteria. The floors below will be much cooler and employees will get more comfort during summers
   - This system is directly connected to the main LT panel feeder, so we will get benefit in reducing the MSEDCL kWh units
   - These units will have a fixed rate for next 15 years resulting in a saving of ₹ 2 lakhs p.a. with existing rate of MSEDCL.

   E-waste Management:

   Being an IT Company, we generate e-waste like laptops, computers, monitors, servers, etc. Apart from this we also generate electrical waste like wires etc. We have a waste management policy in place, which is the defining guideline for handling all types of waste and complying with the Government and Maharashtra Pollution Control Board (MPCB) norms.

   Hazardous Waste:

   Hazardous waste is disposed through authorized agencies as per the guidelines of Ministry of Environment and Forests (MoEF). Additionally, all the used printer cartridges are sent back to the manufacturer under "Planet HP Take Back Program" to ensure proper recycling.

4. Has the Company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?

   (a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

   The Company through its CSR activities contributes to the society through its projects like Water & Forest Conservation, Jalyukta Shivar Abhiyan, Zero Garbage, Tree plantation, Teaching the under privileged schools, donating school kits in association with agencies etc.

   Fifteen recycled and organic product stalls were organized on the occasion of World Environment Day at KPIT Bengaluru, promoting eco-consciousness in

our consumption habits. Three more such stalls were organized in Pune and Mahape, showcasing NGOs and small scale eco-entrepreneurs. The vendors were given a free-of-cost platform to showcase and promote their products and services.

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

   The Company has taken the following initiatives to recycle products and waste:

   - 70% of the water treated through sewage treatment plant and is recycled and used for gardening purpose
   - Recyclable waste such as paper, plastic, card paper, steel, other metals, etc. are sent for recycling through authorized scrap dealers
   - Other mixed dry waste are sent to authorized dealers for municipal disposal
   - Hazardous waste and e-waste – like waste lube oil, UPS batteries and other e-waste generated in the organization is disposed through government authorized recycler
   - Printer and toner cartridges are sent back to the OEM under product take-back arrangement

Principle 3

1. Please indicate the total number of employees.

   10,050

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

   6% of employees are hired through contractors and sub-contractors.

3. Please indicate the number of permanent women employees.

   24.4% are women employees.

4. Please indicate the number of permanent employees with disabilities.

   Less than 1%.

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

   No.

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

   Not applicable.

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

   No complaints were received relating to child labour, forced labour, involuntary labour and sexual harassment during the year.

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

   (a) Permanent Employees: 38.38%

   (b) Permanent Women Employees: 41.60%

   (c) Casual/Temporary/Contractual Employees: 2.71%

   (d) Employees with Disabilities: The Company does not segregate the employees based on special ability but based on requirements, preferences are provided.

   All employees participate in the safety and mock fire drills which take place at regular intervals.

   We undertake several initiatives to upskill our employees. Be it the campus recruits or the experienced hires, we have tailored competency development plan for all the employees who need it. A few of them include:

   Digi Champ Certification:

   A strategic initiative we rolled out this year was '#Think Digital'. This initiative was to build digital culture across the organization ensuring all employees understand power of digital technologies to solve customer problems in innovative ways and also improve business productivity by task automation and process augmentation. We launched various e-learning modules to create digital mindset and we got excellent response by having 11,000+ employees becoming DigiChamp Certified.

   Program for Academic Collaboration and Engagement (PACE):

   Our PACE initiative believes in the adage of "catch them young," by attracting quality talent from campuses to make them KPIT ready. We have built industry academia model with strategic Industry-academia-based partnerships with 20+ premier institutions across India.

As part of the model, we inculcate the KPIT culture by drafting industry and KPIT relevant courses and extensive training and internship opportunities for a short duration to faculty members (from these partner institutes). Every student will undergo KPIT offered elective while they are in their final semester to make them industry ready.

GENESIS:

Graduate Engineering Trainees (GET) & Graduate Non-Engineering Trainees (GNET) begin their journey in KPIT with Genesis in order to get aligned to the SBUs and practices. This is the program spread over 8 to 10 weeks of dedicated in house training programs and will make a fresh engineer be project ready. The learning during this program is devised on Problem/Project based learning led by Academies and subject matter experts in the practices. The engineer becomes well acquainted with KPIT driven processes, technologies and practices by the end of this learning duration.

INTERNSHIP:

Partnering with 40+ top notch Universities/Institutes in India and working towards to ensure internship opportunities to Post Graduate students primarily in cutting edge and state of the art technologies, we offer long term internship projects to students. The projects assigned are very contemporary and relevant to the industry problems and challenges. Academies and mentors will guide the students in the projects. Those who complete the internship with a successful project submission will be extended career opportunities in KPIT.

CONTINOUS EDUCATION:

ECoDe Kaizen:

To cater to the prerogative of lifelong learning which is the need of the hour, this role-based certification program looks at streamlining SBU practices with certification and prowess honing skills across Technology, Project Management, Domains, Processes, Professional Skills and Leadership Development for employees globally at various experience levels. This allows them to move on to the next level in their career paths and helps them get cross-skilled and stay relevant.

Training on Demand:

To provide an opportunity for business leaders to raise a request for relevant training for themselves or their team members and provide a seamless time bound service. Training on Demand (ToD) system is a platform through which ECoDe can capture & service business/project specific learning requirements raised by business swiftly which is over and above the ECoDe | KAIZEN program. Thereby, enhancing the overall learning experience.

LEADERSHIP DEVELOPMENT INSTITUTE:

Developing professional skills at multiple stages of career is a critical need of business leaders today. The KPIT Leadership Institute focuses on developing five core competencies – Communication Excellence, Professional Excellence, People Leadership, Client Centricity and Personal Excellence for employees at various stages of the career. Identifying the leaders of tomorrow from multiple grades of employees, calls for a specially devised program that covers the above competencies through blended learning, coaching, mentoring & action learning projects. Based upon a multi-tiered pyramid model, LDP operates on multiple sub-modules owned exclusively by the Executive Leadership Team and Members of the Board, fortifying potential candidates towards accelerated career augmentation.

100X100 – A LEADERSHIP DEVELOPMENT PROGRAM:

An exclusive program for chosen high performers and high potentials from amongst managers of managers, designed and delivered in collaboration with IIM-Indore to ensure future KPIT leaders receive world-class orientation. The program focuses on ensuring organic growth in leadership through exposure to 8 leadership tenets like Humility, Walk the Talk and others; a comprehensive understanding of leading change, the Mentoring Framework; all designed and customized to sharpen the skills of the aspirants. This rigorous program is especially engrossed in ensuring that the participants emerge as the talent pool through whom KPIT will conquer newer frontiers.

LEADERS IN MAKING PROGRAM (LMP):

A first-time manager undergoes several people and process related challenges. To overcome these challenges, the LMP program is designed to enhance the managerial competencies of associates who have transitioned into a people management role. Moving beyond theory, the program focuses on the practical application of the management principles, explores business operations and financial aspects while fine tuning one's personal edge. It aims to spruce up skills in 4 competencies: People Leadership, Customer Excellence, Business & Operational Excellence and Communication Excellence; thus, providing

a comprehensive curriculum to help managers sharpen their managerial effectiveness in the workplace.

LEADERS IN FAST TRACK (LIFT):

A program for high potential, mid-level associates to build skills that enables them to take on subsequent managerial roles and responsibilities. Action Learning Projects and a Mentor-Protégé Framework to help achieve Individual Development Plans; all blended with interactive workshops on Emotional Intelligence, communicating with Power & confidence and many others, Leader Videos, E-learning platforms are just some of the offerings that enable the associates to think and grow in alignment with KPIT goals and vision.

PROFESSIONAL SKILLS DEVELOPMENT:

A fresh engineering graduate, needs to discover and assimilate certain behavioral competencies that will help them to align to the corporate culture along with being able to communicate with different stakeholders. These young graduates go through an intensive behavioral skills program of 40 hours, specifically designed to drive this change in mind set and behavior. To continually elevate KPIT-ian skills, a well laid out Continuous Education Program offers a choice of over 25 professional skills development programs related to Communication Excellence, Personal Excellence, Professional Excellence, Client Centricity and People Leadership.

PROJECT MANAGEMENT DEVELOPMENT PROGRAM (PMDP):

PMDP is offered to associates who are currently playing the role of Project Lead, Project Manager, Sr. Project Manager and Program Manager. The PMDP framework is well aligned with the international standard such as PMI PMP® and is completely hands on with a pragmatic approach in training delivery. Programs are classified as per the grades and are called PMDP Foundation, PMDP Silver and PMDP Gold. These programs are being developed in collaboration with IIM's & top business schools.

HIGHER EDUCATION INITIATIVE:

Learning is an incessant process and KPIT truly believes in creating a conducive learning environment for the employees. The Higher Education Initiative (HEI) at KPIT encourages KPIT Full Time Employees (FTE) for continuing education, leading to Master's Degree from reputed Indian and Overseas Universities. This is to enable employees to acquire higher professional knowledge in areas of their interest and/or those that align with the growing business needs of the organization, including Product Engineering, Information Technology and Management education and allied fields. Ongoing programs being offered are MBA in Strategic Engineering Management and M. Tech in Automotive Electronics in collaboration with Coventry University.

Principle 4

1. Has the Company mapped its internal and external stakeholders? Yes/No

   Yes. KPIT has mapped its internal and external shareholders and their mode of engagement is as below:

Stakeholders	Mode of Engagement
Government and regulatory authorities	Industry body/forums
Employees	Newsletters, employee satisfaction survey and various trainings, rewards and recognitions, meeting with eminent personalities and team building activities
Local community	CSR activities
Investors and shareholders	Analyst calls, AGM and annual report
Bankers, customers & vendors	Visits

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

   Yes.

3. Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalized stakeholders? If so, provide details thereof, in about 50 words or so.

   Community Contribution is one of the seven core values at KPIT. It has a significant mention in our Mission and Vision to reflect our commitment towards it. Considering our capabilities and the need of the communities that we serve, we have reassessed the focus of our CSR initiatives. Actions in line with CSR guiding principles, our strategies for the year 2017-18 are focused on key initiatives to ensure significant impact. The initiatives are implemented through 4 focus areas:

   i) **Environment:** Making this planet a better place to live in

ii) **Education:** Transforming lives through science and technology education

iii) **Energy:** Developing innovate solutions for efficient energy consumption and renewable supply

iv) **Employee Engagement:** Maximizing impact through responsible volunteering

For details please refer Community Initiatives which forms a part of this Annual Report.

Principle 5

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

   The policies not only cover employees but also contractors, clients and others.

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

   19 complaints were received relating to human rights and all were resolved during the year.

Principle 6

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

   Policy covers only the activities in KPIT Corporate office, Pune and does not extend to Group/Joint Ventures/ Suppliers/Contractors/NGOs/others.

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

   (http://www.kpit.com/company/investors/corporate-governance).

3. Does the Company identify and assess potential environmental risks?

   Yes.

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

   Not applicable.

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

   Yes, please refer Question 1 & 5 of Principle 2 and Part iii of Question 3 of Principle 4 of this report.

   (http://www.kpit.com/company/investors/corporate-governance).

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

   The emission and the waste generated at KPIT Corporate office, Pune is under the permissible limits of MPCB. We have a continuous monitoring and tracking system in place which is reviewed periodically.

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

   No. We have not received any show cause/legal notice from MPCB for financial year 2017-18.

   KPIT's 'Environmental Policy' has been designed as per the requirement from standard of ISO 14001:2004 (Environment Management Systems). We have a defined Org chart for EOHS (Environmental, Occupational Health and Safety) and the overall responsibility lies with the Management Appointee. The status and the effectiveness of EOHS is reviewed by Management Appointee in every 6 months. We are committed to protect the environment and ensure the occupational health and safety of all its employees, contractors and subcontractors and also visitors/guests, working/visiting the Company. All the relevant public documents pertaining to EOHS are available for consumption on our portal. KPIT Corporate office, Pune is certified for ISO 14001:2004 and OHSAS 18001:2007.

   The following green initiatives were undertaken at the Company level to create awareness about importance of environmental protection and reducing pollution:

   - At Maan village, Hinjawadi, in association with Hinjawadi Companies Association, KPIT planted 160 saplings
   - Water Conservation through Mass Volunteering supported 8 villages this year, benefitting 1,895 people with 1.5 million litres of water
   - Covered 1 village under Government of Maharashtra's Jalyukta Shivar Abhiyan

- Through Zero Garbage Initiative 570 Chronic Black Spots have been eliminated
- Environment Week Celebration: The Environment Week on the "World Environment Day" is being celebrated for the past seven years since 2010
- Conservation of Private Forests in Koyna – Chandoli corridor by planting 5,000 saplings
- Aerial Reforestation in Bengaluru by 15,000 seed-ball bombings

Principle 7

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

   a. Mahratta Chamber of Commerce, Industries and Agriculture (MCCIA)

   b. NASSCOM & CII

   c. Automotive Component Manufacturers Association of India (ACMA)

   d. International Association of Public Transport (UITP)

   e. Hinjawadi Industries Association (HIA)

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

   The Company has given inputs to NASSCOM related to annual union budget, policy level inputs on schemes like smart cities mission etc. The Company has also given inputs to ACMA related to Union Budget, automotive policy and to UITP related to taxation - GST on electric buses.

   The Company is an active member of Hinjawadi Industries Association (HIA) and helps HIA to voice common concerns with the government authorities and to interact with all the stakeholders such as State Government, local bodies and authorities to make improvements in the Infrastructure, Safety and Security, mode of Transport and Traffic related issues in Hinjawadi.

   KPIT received Special Recognition from UITP India for its entry 'Helping India double its public transport usage with smart and green technologies'. KPIT was selected by UITP India to acknowledge the bouquet of transportation solutions that it provides.

Principle 8

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

   Yes, please refer Question 3 of Principle 4 of this report.

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

   The initiatives are undertaken jointly with agencies and partner NGOs.

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

   Every activity/initiative undertaken by the Company is assessed and its impact to the society is published in the Annual Report and the Sustainability Report.

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

   For details please refer CSR annexure which forms a part of this Annual Report.

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

   As explorative and decentralized Educational Initiatives are conceived to be at KPIT, it has surpassed geographical boundaries and made way into new territories of expansion. With Assam and Arunachal Pradesh being the latest avenues for Atal Tinkering Labs' Teachers Training Workshop, Chhote Scientists among KPIT's educational initiatives has catered to scientific learning of children in newer cities of Mysuru, Hubballi and Dharwad in Karnataka this year. Each site of expansion has succeeded in delivering Chhote Scientists program by adopting one of the five models of delivery. The statement of Intent (SOI) signed with central government's NITI AAYOG and the Corporate Engagement Champion Award stands testimony to the progress made by KPIT on the educational front.

Principle 9

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

   NIL.

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

   Not applicable.

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

   NIL.

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

   Yes, customers share their feedback quarterly (or at defined frequency agreed with customer) through a web based system - CSAT Survey, considering various parameters like Delivery, Quality, Cost, Responsiveness, etc.