

Business Responsibility Report FY-2017-2018

General Information:

1. **Corporate Identity Number (CIN) of the Company:** L28920MH1957PLC010839
2. **Name of the Company:** Siemens Limited
3. **Registered Address:** Birla Aurora, Level 21, Plot No.1080, Dr. Annie Besant Road, Worli, Mumbai-400030
4. **Website:** www.siemens.co.in
5. **E-mail id:** communication.in@siemens.com
6. **Financial Year Reported:** 1st October 2017 – 30th September 2018
7. **Sector(s) the Company is engaged in (industrial activity code-wise)**

   Siemens India is a technology powerhouse that has stood for engineering excellence, innovation, quality and reliability. The company focuses on the areas of electrification, automation and digitalization.

   (Definition from the internet: http://www.siemens.co.in/about-us/siemens-india.htm)

Industrial Group	Description
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus
281	Manufacture of general purpose machinery
302	Manufacture of railway locomotives and rolling stock
279	Manufacturing of electrical signaling, safety or traffic control equipment
261	Manufacture of electronic components

   List three key products/services that the Company manufactures/provides (as in balance sheet)

   - Switchgear Items
   - Switchboards, control boards and miscellaneous accessories
   - Transformers, Turbine and Motors

   For additional information on products and solutions, please refer to the Annual financial statements and Management Discussion and Analysis Report.

8. **Total number of locations where business activity is undertaken by the Company**

   a. **Number of International Locations:** Siemens Limited has 4 international locations. Sri Lanka, Ghana, Bangladesh and Qatar.

   b. **Number of National Locations**: Siemens Limited has 22 factories and 45 locations across India.

9. **Markets served by the Company - Local/State/National/International**: Siemens Limited has a pan-India presence and also supports Siemens in Bangladesh. We also serve markets in Nepal, Bhutan, Sri Lanka, South East Asia (Malaysia), Africa and Middle East.

Details:

1. **Paid up Capital (INR Million)**: 712
2. **Total Turnover (INR Million):** 127,251
3. **Total profit after taxes (INR Million):** 8,939
4. **Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%):** 2.18%
5. **List of activities in which expenditure in 4 above has been incurred:** Please refer Annexure VI of Annual Report FY 17-18 (CSR Report)

Other Details

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

   Siemens Rail Automation Pvt. Ltd is a 100% subsidiary as of 30th September, 2018.

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, Siemens Rail Automation Pvt Ltd a wholly owned Subsidiary Company participates in BR 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]

The Company has a Business Conduct Guideline which contains the basic principles and rules for conduct which is extended to its external partners.

BR Information

1. Details of Director/Directors responsible for BR

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

- DIN: 02261944
- Name : Mr. Sunil Mathur
- Designation: Managing Director and Chief Executive Officer

b) Details of the BR head

S. No.	Particulars	Details
1.	DIN Number (if applicable)	----
2.	Name	Anupam Nidhi
3.	Designation	Sustainability Manager
4.	Telephone number	+91 22 33264885
5.	e-mail id	anupam.nidhi@siemens.com

2. Principle-wise (as per NVGs) BR Policy/policies (Reply in Y/N)

S. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	Do you have policy/policies for...	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.	Has the policy being formulated in consultation with the relevant stakeholders?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Does the policy conform to any national / international standards? If yes, specify?	The policies are in line with international standards and practices such as ISO 14001, BS OHSAS 18001, UNGC Guidelines, UN Human Rights Declaration and European Human Rights Convention; ILO Principles, OECD Guidelines for Multinational Enterprises, UN Convention against Corruption; IFRS as issued by the IASB,								
4.	Has the policy been approved by the Board? If yes, has it been signed by MD / owner / CEO / appropriate Board Director?	Significant policies are formulated at Siemens Group level in Germany. The policies are adopted by Siemens Limited in India with Board level undertaking to the Group on implementation of key policies in India. The policies pertaining to local legislations and systems are approved and signed by relevant senior management personnel.								

5.	Does the Company have a specified committee of the Board / Director/Official to oversee the implementation of the policy?	The Company has a well-established internal governance structure to ensure the implementation of various policies, internal regulations and procedures. We have internally mapped all policies, internal regulations and procedures to business functions responsible for implementation. Our MD/CEO has the ultimate responsibility to oversee implementation of all policies. We review the implementation of policies through our internal audit and risk management process.
6.	Indicate the link for the policy to be viewed online?	**Siemens Business Conduct Guideline is available at:** http://www.siemens.co.in/en/index/investor/business-ethics.htm **Siemens Compliance policy is available at:** http://www.siemens.co.in/en/index/investor/business-ethics.htm **Siemens Safety, Health and Environment policy is available at:** http://www.siemens.co.in/about-us/sustainability/safety-health-environment-policy.htm **Siemens CSR policy is available at:** http://www.siemens.co.in/about-us/sustainability/corporate-citizenship.htm All other policies are available on the Company's internal network.
7.	Has the policy been formally communicated to all relevant internal and external stakeholders?	Yes. All the policies communicated to internal stakeholders are available on the internal network. Policies communicated to external stakeholders are available on the Siemens website.
8.	Does the Company have in-house structure to implement the policy/policies?	Yes. There is an in-house structure with clearly defined roles and responsibilities that are periodically reviewed under the Internal Risk Management Framework.
9.	Does the Company have a grievance redressal mechanism related to the policy / policies to address stakeholders' grievances related to the policy/policies?	Yes. The Company's stakeholder grievance is covered by the Code of Conduct for Suppliers and Business Conduct Guidelines. In order to ensure integrity and transparency of business processes, there is a system in place to identify any non-compliance and violations of the Siemens Business Conduct Guidelines. The tool, "tell us", can be used for whistle blowing and redressal of other grievances by employees, customers, suppliers and other stakeholders 24/7 worldwide either online or by telephone, and in any of the 150 languages. All the concerns reported on "tell us" are addressed through proper channels and if found to have merit, disciplinary action is taken. There is also an ombudsman in place where grievances can be raised. Employees and third parties can confidentially and anonymously confide in these impartial professionals should they observe improper business practices in the Company. Siemens has a Business Enquiry Helpline number (1800 209 1800) to register any complaints. Siemens also has a Contact Us page through which customers can register queries on investor relations, press & media, general or other enquiries.
10.	Has the company carried out independent audit/evaluation of the working of this policy by an internal or external agency?	Yes. The Company's policies and procedures are supported by internal risk controls. These risk controls are continually evaluated for their efficacy through internal audit mechanism and are also subject to external audits.

2a. If answer to S. No. 1 against any principle, is 'No', please explain why: (Tick up to 2 options)

Not applicable, as Siemens has policies in place for all the 9 Principles

3. Governance related to BR

- **Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assesses the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year**

  The BR performance is reviewed annually by the CEO.

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

  Siemens has been publishing a Business Responsibility Report annually since five years. The reports can be viewed at following URLs

  http://www.siemens.co.in/en/index/investor/annual_report.htm

Principle-wise performance

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH ETHICS, TRANSPARENCY AND ACCOUNTABILITY

1. Does the policy relating to ethics, bribery and corruption cover only the company? Yes / No. Does it extend to the Group / Joint Ventures / Suppliers / Contractors/NGOs/Others?

Siemens hold the highest standards of integrity and behavior, ensuring compliance and adherence to the law and internal regulations through the Siemens Compliance System. Compliance is firmly embedded throughout the company – not only through internal regulations, related processes and controls, but also through requirement for all Siemens managers to actively take responsibility, ongoing communication and training measures that help to strengthen the culture of integrity among Siemens. "Always act as if it were your own company":– This maxim of an active ownership culture applies to every individual – from Managing Board members to trainees. Every employee takes responsibility for Siemens' success and for ensuring that this success is achieved in an exemplary manner – in accordance with our corporate values. This is the overarching element of the Siemens Compliance System with its three action levels: Prevent, Detect and Respond. Siemens has zero tolerance for corruption and violations of the principles of fair competition. Siemens has adopted the Business Conduct Guidelines (BCG), which details the minimum acceptable ethical and responsible business practices for employees, channel partners, suppliers, vendors, NGOs and contractors. The Company is committed to transparency and best practices are also extended to suppliers through the Code of Conduct for suppliers, channel partners. This code warrants compliance with laws prohibiting child labor, taking responsibility for the health and safety of their employees and ensuring that suppliers act in accordance with applicable statutory and international standards regarding environmental protection. The effectiveness of compliance at Siemens rests on the company-wide governance performed by compliance organization, supported by clear reporting lines.

2. 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.

	Received in 2017-18	Percentage satisfactorily resolved by the management
Stakeholder complaints related to ethics, bribery and corruption	15	27%

Figure: Stakeholder complaints related to ethics, bribery and corruption

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES THAT ARE SAFE AND CONTRIBUTE TO SUSTAINABILITY THROUGHOUT THEIR LIFE CYCLE

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

Listed below are products and services which incorporate environment and safety risks/concerns

1. Boiler Combustion Optimization - Solution for Coal Power Plants
2. Demand Flow - Siemens Unique Patented Chiller plant automation technology
3. Hotel Load Convertor for WAG7 Locomotives

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

I. **Reduction during sourcing/production/ distribution achieved since the previous year throughout the value chain?**

Boiler Combustion Optimization - Solution for Coal Power Plants: Not applicable

Demand Flow - Siemens Unique Patented Chiller plant automation technology: Not applicable

Hotel load convertor for WAG7 locomotives: Not applicable

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

- **Boiler Combustion Optimization**

  Boiler combustion optimization solution for coal power plants is based on Siemens patented P3000 technology. With advanced laser-based measurement of process parameters (like flue gas temperature, O_2, CO) and advanced process optimization software, this solution offers significant improvement in efficiency and reduction in emissions.

- **Demand Flow - Siemens Unique Patented Chiller plant automation technology**

  Demand Flow is a unique patented offering by Siemens; which enables all the components of a chiller plant (i.e. primary, secondary, condenser pump and cooling tower) to run on variable speed; depending upon the building cooling load requirements. Demand Flow algorithm can help to reduce energy consumption of the chiller plant by 15% - 30%

  Customer Benefits:

  - Demand Flow uses an intelligent, powerful, and proven method developed from our decades of experience in optimizing chilled water systems.
  - Offers a holistic approach for optimizing the entire chilled water system, including potential air-side savings
  - Does not shift energy from one sub-system to another, but reduces overall total system energy consumption
  - Does not sacrifice comfort or process cooling efficacy to obtain the energy savings
  - Simplifies system control methodology for more intuitive operation of plant equipment
  - Improves sustainability achievements and contributes to LEED points
  - Reduced power consumption, simplified system operation, improved indoor environmental quality and reduced maintenance.

  Features:

  - Chilled water optimization as well as control and sequencing operation of the entire chilled water plant including the chillers, chilled water pumps, condenser water pumps and cooling towers. It optimizes temperature and pressure set points for chilled water and condenser water, while controlling pump and fan speeds to maintain the optimal energy balance.
  - Navigator, a cloud-based remote energy monitoring system, has been installed for real-time monitoring and performance analysis of the entire property and enable timely interventions.

- **Hotel Load Convertor for WAG7 locomotives:**

  A significant part of 12000 daily run train services in India have two diesel power cars that are in addition to the locomotives and are meant for the power supply to the train lighting etc. and not for hauling the train. The diesel generators in the two power cars guzzle 3000 liters of diesel per trip per train. Siemens developed a convertor that can replace these diesel generators and save up to 1 million liters of diesel per train per annum. It reduces 2.6 million kgs. of CO_2 emissions / annum / train, not only does this save diesel but also reduces the noise pollution at stations to a significant degree. This green initiative is fully accepted by Indian Railways who have taken a policy decision to put Hotel load Converters in all new WAG7 locomotives. So far Siemens has supplied Hotel Load Converters for 200 locomotives covering 200 trains under service

3. **Does the company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably?**

Siemens, through efforts such as strict Code of Conduct, External Sustainability Audits (ESA) for select suppliers and an efficient Vendor Monitoring system, ensures sustainability throughout the value chain.

Sustainability agenda is extended to suppliers through the Supplier Code of Conduct (SCC) to which all suppliers have to commit to and the Business Conduct Guidelines (BCG). It lays down the requirements on various aspects of sustainability such as legal compliance, bribery and corruption, human rights, health and safety and environment protection.

Supplier selection, assessment and evaluation process includes elements of sustainability. This includes self-assessments by suppliers, risk assessments by Siemens Ltd. and external audits by third party.

4. **Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?**

About 87% of material from third party suppliers is sourced locally within India. Out of this 30% is sourced from small and medium enterprises. A large number of MSME (Micro, Small and Medium Enterprises) rely on companies like Siemens for their business. Siemens continuously looks for opportunities to source its material locally. It has a registered base of about 2500 MSMEs. For products which are currently not manufactured locally, it promotes indigenization through the following steps:

- Identification of products currently imported
- Indigenization of the product and testing
- Handholding of suppliers for manufacturing product locally

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 <5%, 5-10 %, > 10%). Also, provide details thereof, in about 50 words or so.**

The company is committed to increasing waste efficiency through the ISO 14001 certification for all plants. Waste is segregated into hazardous and non-hazardous waste and managed through a robust waste management system.

- Hazardous waste is sent to registered recyclers or to CPCB Authorized TSDF (transportation, storage and disposal facilities) for disposal. E-waste is sent to registered recyclers.
- Non-hazardous waste such as paper is reused as packaging material. Damaged laptops are disposed as e-waste through government approved registered recyclers.
- Industrial effluents are treated in the Effluent treatment plant and sewage is treated in the sewage treatment plant. The treated water is used for maintaining green belt.

PRINCIPLE 3: BUSINESSES SHOULD PROMOTE THE WELLBEING OF ALL EMPLOYEES

1. **Please indicate the Total number of employees.**

Siemens Limited has 9452 employees as of 30th September,2018

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

Siemens Limited has 385 on direct contract as of 30th September, 2018 . This does not include third party work force.

3. **Please indicate the Number of permanent women employees.**

The company has 833 permanent women employees as of 30th September, 2018

4. **Please indicate the Number of permanent employees with disabilities**

Siemens Limited has 35 permanent employees with disabilities as of 30th September 2018.

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

Yes

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

The Company currently does not track them separately in the headcount.

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

Siemens has a governance structure in place to address complaints related to child labor, forced labor, involuntary labor and discrimination or harassment of any kind. Business Conduct Guidelines guides the employees as well as suppliers and channel partners besides the Code of conduct for Employees and Code of Conduct for Suppliers and Channel partners. There is a 5-person committee to address complaints regarding sexual harassment. The chairperson of this committee is an NGO representative. The committee includes National level Steering and Complaints Committee to look into sexual harassment cases with sensitivity and confidentiality.

Sr. No.	Category	No of complaints filed during the financial year	No of complaints pending (as on 30 September 2018)
1.	Child labor / forced labor / involuntary labor	0	0
2.	Sexual harassment	1	0
3.	Discriminatory employment	0	0

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

- **Permanent Employees**
- **Permanent Women Employees**
- **Casual/Temporary/Contractual Employees**
- **Employees with Disabilities**

Sr. No.	Category	Trainings for skill up gradation (in hours)	Trainings for safety (in hours)
1.	Permanent Employees	125,191	22,999
2.	Permanent Female Employees	22,034	-
3.	Casual/Temporary/Contractual Employees	-	30,261

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF, AND BE RESPONSIVE TOWARDS ALL STAKEHOLDERS, ESPECIALLY THOSE WHO ARE DISADVANTAGED, VULNERABLE AND MARGINALIZED.

1. Has the company mapped its internal and external stakeholders?

Siemens has mapped the internal and external stakeholders in a structured way and carries out engagements with our investors, employees, customers, suppliers, business partners, civil society organizations, etc. Siemens identifies the interests of our internal stakeholders like permanent employees through engagement surveys and periodic worker settlement reviews. The external shareholders are mapped through defined activities such as customer events, channel partner meet, SMES trainings etc. The company reaches out to the stakeholders on regular basis through analyst meets, AGM and press releases. Siemens participates in the events organized by trade associations and contributes by providing inputs when requested.

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

Siemens strongly believes that working with economically weaker sections of society supports growth and development. Siemens identifies marginalized and disadvantaged groups through need assessment and engagement with local communities under the corporate citizenship framework. The marginalized and disadvantaged communities, Siemens works with, include, tribal and rural communities, less privileged urban & rural youth who could not complete education, engineering students from low-socio economic background, women, workers in the unorganized sector, communities who are underserved from healthcare facilities.

3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof.

The initiatives undertaken for disadvantaged, vulnerable and marginalized stakeholders are elaborated in Annexure VI of Annual Report FY 17-18 (CSR Report).

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

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?**

   Siemens respects human rights and our Business Conduct Guidelines are in line with the U.N. Human Rights Declaration and European Human Rights Convention as well as ILO Principles. The company also has a policy on Sustainability in the Supply Chain which addresses human rights issues and how to deal with them across the supply chain. The Siemens Code of Conduct also prescribes to principles of Human Rights which is applicable to all suppliers, vendors, channel partners and other business partners associated with the Company.

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

   The Company has received 13 stakeholder complaints (investor complaints) during the year which have been resolved satisfactorily by the management.

PRINCIPLE 6: BUSINESS SHOULD RESPECT, PROTECT, AND MAKE EFFORTS TO RESTORE THE ENVIRONMENT

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

   Siemens is committed to strive towards achieving a culture of Zero Harm based on EHS Management system. The EHS Policy specifies that the EHS requirements are to be extended to the Suppliers and Contractors. Siemens expects them to act in accordance with the applicable statutory and international standards regarding environmental protection in order to minimize adverse environmental impacts and make continual improvements in environmental protection. The suppliers and contractors are communicated about these EHS requirements right from the bid-phase and the business divisions continuously engage with them vide workshops, trainings etc. The subsidiary has its own policies which are in sync with company's Environmental policies.

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.**

   Yes, Siemens has environmental initiatives in the areas of reduction in greenhouse gases and Energy Efficiency programmes. The initiatives are implemented along our entire value chain – in the supply chain, in our own operations, and through the goods and services we provide to our customers. Herewith we mainly contribute to SDG 7 "Affordable and Clean Energy", SDG 12 "Responsible Consumption and Production" as well as SDG 13 "Climate Action". There are several main ways to reach this goal, such as: Use energy as efficiently as possible; increase the share of renewable energy and accelerate the switch of the remaining conventional electricity generation to low-carbon fuels; redesign electricity markets to ensure sufficient investments into a sustainable, secure and efficient energy system; accelerate the uptake of highly flexible technologies to integrate renewable energies and ensure system stability; accelerate the decarbonization of other sectors with sector integration.

   Siemens considers the increase of its own energy efficiency, and thus also of its carbon efficiency, to be a win-win situation, as reduction in energy consumption not only protects the environment but also cuts costs. The hyperlink to the initiatives undertaken is provided below:

   https://www.siemens.com/global/en/home/company/about/businesses/real-estate/green-greener-kalwa.html

   Implementation plan of CO_2- neutral Siemens program has been rolled out globally with ultimate goal to become CO_2-neutral by 2030.

   Some notable steps taken this year in continuation to previous year are :

   - Solar rooftop project which resulted in saving 2,378 tonnes of CO_2
   - Installation of energy efficient appliances under EEP2-UPS Optimization project at Kalwa plant which resulted in saving 22000 KWh.

   Siemens believes it is their responsibility to address global long-term challenges and ensures the business is run in a socially, ecologically and economically responsible manner. The Company works to develop new products and services which addresses global environmental issues like climate change and are captured in Principle 2.

3. **Does the company identify and assess potential environmental risks? Y/N**

   Environmental Risks are integrated in the Company's Enterprise Risk Management (ERM) processes and the detail process is covered in EHS Manuals that are based on ISO 14001 Environment Management System Standard. All our manufacturing

units are certified as per ISO 14001 standard. Building Technologies Division of the company was certified with latest version of ISO 14001-2015 in the past fiscal year.

As a part of the environment management system, the environmental risks are addressed in the following elements:

- Identification and evaluation of Environmental aspects and it's impacts
- Identification of risk of Legal non compliance
- Identification of risks due to Environmental emergencies

Once risks are identified, steps are taken to measure and mitigate these risks through the Management System approach.

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?

Siemens currently does not have any project related to Clean Development Mechanism.

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.

Siemens commitment towards clean technology and energy efficiency is not limited to the design of new products but extends to the manufacturing plants as well.

Besides the initiatives that continued from last year we have undertaken 43 initiatives during this fiscal year, following are excerpts out of those initiatives:

1. The energy saving initiatives implemented at our factories and office locations this year are listed below:
    - Replacement of conventional office lighting and shop floor lighting into LED lighting across locations resulted in annual savings of 354 Mega Watt hour(Mwh)
    - Elimination of idle running of spindle blower motor in Computerised Numerik Control turning machines at Kharagpur factory resulted in savings of 2 Mwh.
    - Savings of electrical consumption of 48.5 MWh by replacement of industrial fans with 1x High Volume Low Speed Fan at Kalwa Motors Factory.
    - Diesel forklift replaced by Battery operated forklift for material movement as well as loading and unloading of material in incoming and dispatch area of Goa MS factory resulted in savings of 45 Giga Joules.
    - Installation of Variable Frequency Drives for Air Handling Units thereby reducing blower motor consumption and speed at Switchgear factory in Kalwa resulted in savings of 123.3 MWh.
    - Motion sensor detecting human movement have been installed for wall mounted fans at MS Goa factory resulted in savings of 6 MWh.
    - Separate light switch for gangway to avoid running of LED light on entire shop floor at Switchboard factory in Kalwa resulted in saving of 70 MWh.
    - Installation of Air Conditioner timers in Outdoor Vacuum Circuit Breakers clean room at Switchboard factory in Kalwa resulted in savings of 15 Mwh.
    - Installation of Variable Refrigerant Flow Air Conditioners by replacing Split Air Conditioners in Kolkata office resulting in savings of 40 MWh.
    - Installation of capacitor Bank for Switchgear factory resulting to savings of 24 MWh.
    - Replacement of old air compressors with new energy efficient compressors at Transformer factoy in Kalwa resulted in savings of 25 MWh.
    - Minimising consumption of electricity from the operation of semi portal crane at Chennai factory resulted in savings of 12 MWh.
2. Some major water conservation initiatives across locations which are being continued from previous years. The new initiatives for this year have been listed below.
    - Using recycled water at Nital etching process at Kharagpur Factory.
    - Water Saving tap fittings have been installed at Vadodara factory at various locations.
    - At Nashik underground pipe lines were replaced to reduce water leakages.
    - Waterless urinals have been installed at several locations.

3. Waste management Initiatives across our various manufacturing and office locations is a continuous effort to reduce and reuse to improve waste management processes. A few of the new initiatives for the year are mentioned below.

   - In house treatment of mixed coolant at Kharagpur through an Effluent Treatment plant.
   - The old Sewage treatment plant at Nashik was replaced by new one resulting in greater quality and higher amount of useful discharge.
   - Minimizing generation of oil choked cotton waste by implementing Wypall absorbent wiper at Chennai.

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

The Company follows the applicable environmental laws and regulation. The Company's emissions, effluents and waste are within Central and State Pollution Control Boards permissible limits.

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

There were no show cause/ legal notices in the year.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGED IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A RESPONSIBLE MANNER

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:

In efforts to influence sustainability actions and enable technology through sharing of best practices, Siemens is a member of various Technical Committees of BIS and on the Executive/Subject Councils. Some of the key trade/industry associations where Siemens is represented include:

1. Bombay Chamber of Commerce and Industry (BCCI)
2. Bureau of Indian Standards (BIS)
3. Bureau of Energy Efficiency (BEE)
4. Confederation of Indian Industry (CII)
5. Indian Electrical & Electronics Manufacturers' Association (IEEMA)
6. Indo German Chamber of Commerce (IGCC)
7. Federation of Indian Chambers of Commerce and Industry (FICCI)
8. Indian Merchant Chambers (IMC)
9. IMTMA (Indian Machine Tool Manufacturers Association)

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)

Through membership with trade and industry associations, the Company has advocated on policies related to business ethics, skill development and makes efforts continuously to further contribute on specific sustainable business issues.

PRINCIPLE 8: BUSINESSES SHOULD SUPPORT INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

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

At Siemens we wish to sustainably enhance living conditions for as many people as possible, worldwide. The Company works towards that goal with business activities that address the challenges of our time such as Demographic change, Urbanization, Climate Change, Globalization and Digitalization. Our mission is to make real what matters in the way we electrify, automate and digitalize the world around us. Our company-wide Corporate Citizenship framework forms a part of the Sustainability & Citizenship priority area. The Company considers it as its economic, environmental and social responsibility to foster sustainable local development as well as add value to the local economy in which it operates. The Company derives its sustainability initiatives from these challenges. These initiatives, generally known as Corporate Social Responsibility (CSR), are referred to as Corporate Citizenship in Siemens.

The Corporate Citizenship strategy is in line with the Company's goal to address the three dimensions of Sustainability i.e. Economic, Environment and Social. Hence, the strategy focuses on: Education & Science, Social, and Environment. The strategy aims to address the challenges and needs that communities face by leveraging the Company's competencies and solutions. It is oriented towards the Country's development agenda, UN Sustainable Development Goals and UN Global Compact principles. The details are available in the Annexure VI of Annual Report FY 17-18 (CSR Report).

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

Siemens Limited has its own in-house Corporate Citizenship team which plans, monitors and governs the Corporate Citizenship initiatives of Siemens India. The Company partners with like-minded implementing NGO and government organizations to work towards the Company's CSR community development initiatives. Employees can annually avail seven working days for volunteering activities for a cause of choice towards community development projects.

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

The Company's CSR community development initiatives are long term projects. Siemens follows the IOOI method (input, output, outcome and impact) for monitoring and evaluation through a logical framework (logframe) developed together with the implementing partners. We also conduct need assessment study / baseline before initiating the projects and are being measured using the same. Midterm review is conducted for select flagship projects. The projects output, outcome and impact are monitored and measured on a regular intervals along with the implementing partners. The impact of each project is mentioned in the Annexure VI of Annual Report FY 17-18 (CSR Report).

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

During the year, the Company spent INR 195'2 million towards various community development projects. The details of the projects undertaken are given in the Annexure VI of Annual Report FY 17-18 (CSR 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.**

All Corporate Citizenship projects work towards development of sustainable communities. Hence, all the initiatives are planned, monitored and evaluated in partnership with the communities throughout the project life cycle. The project is identified and developed as a facilitator to empower the communities through knowledge transfer and capacity building programs to sustain the initiatives after completion. Project focuses on forming and strengthening communities based organizations (CBOs) and holistic development program which acts as catalyst towards community development and make students industry ready and increase employability. Projects are working towards empowering communities and strengthen the value chain.

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CUSTOMERS AND CONSUMERS IN A RESPONSIBLE MANNER

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

There were no consumer cases in district consumer forum.

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).

Siemens adheres to all applicable laws and regulations on product labeling. Environmental Product Declarations (EPD) is used to transparently communicate environmental performance of the products and services. EPDs are developed using ecological data gathered from full-scale screening Life Cycle Assessment (LCA) of the Company's products and solutions.

3. Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anticompetitive 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.

No cases were filed by any stakeholders against the Company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behavior during the last five years.

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

Our NPS (Net Promoter Score), which has tripled over the past four years, has been an important measure of success of the Customer First Program launched in 2014. In addition to the Annual Corporate Survey, customer feedback is gathered at the end of key customer interactions, during project management as well as service delivery. The input is analyzed for bringing about continual improvements.