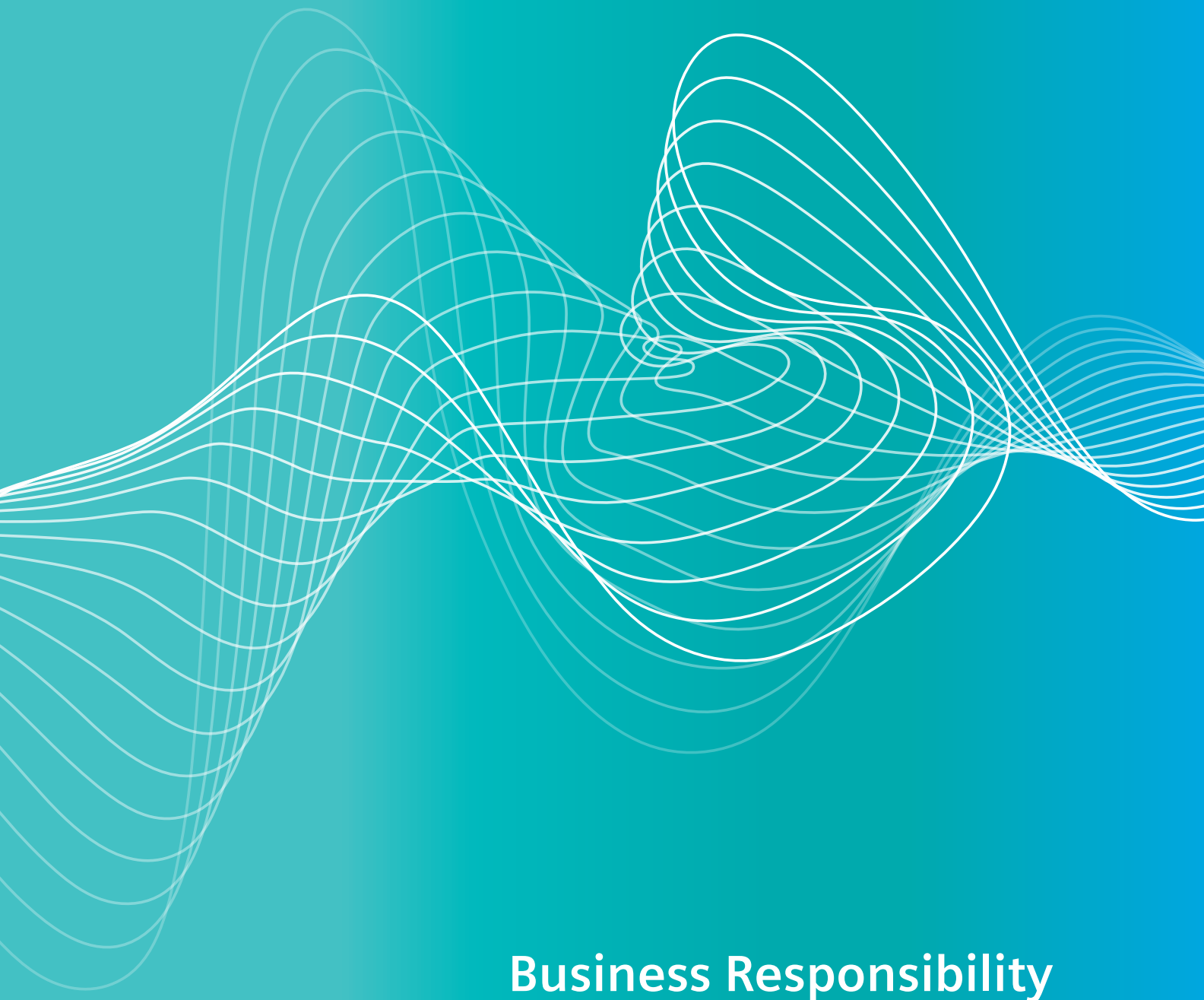
SIEMENS

Ingenuity for life



Business Responsibility Report 2018-19

www.siemens.co.in

Business Responsibility Report FY-2018-2019

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 2018 – 30th September 2019
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: https://new.siemens.com/in/en.html)

Industrial Group	Description
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus
281	Manufacture of general purpose machinery
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 6 international locations. Sri Lanka, Ghana, Bangladesh, Qatar, Nepal and Rwanda.
   b. **Number of National Locations**: Siemens Limited has 45 locations including factories across India.
9. **Markets served by the Company - Local/State/National/International**: Siemens Limited has a pan-India presence and supports Siemens business in Bangladesh. We also serve markets in Nepal, Bhutan, Sri Lanka, South East Asia (Malaysia), Africa and Middle East.

Section B: Financial Details of the Company:

1. **Paid up Capital (INR Million):** 712
2. **Total Turnover (INR Million):** 136,838
3. **Total profit after taxes (INR Million):** 10,869
4. **Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%):** 2.21%
5. **List of activities in which expenditure in 4 above has been incurred:** Refer Annexure VI of Annual Report FY 18-19 (CSR Report)

Section C: Other Details

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

   SRAPL – Siemens Rail Automation Pvt. Ltd. is a 100% subsidiary as of 30th September, 2019.

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 the 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]

It is mandatory for all the suppliers to adopt the Supplier Code of Conduct of Siemens which contains the basic principles and rules for business conduct.

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.

- 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	Lakshmi Chatterjee
3.	Designation	Head of Strategy & Sustainability
4.	Telephone number	+91 22 39677538
5.	e-mail id	lakshmi.chatterjee@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.								

S. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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:** https://new.siemens.com/in/en/company/investor-relations/business-ethics.html **Siemens Compliance policy is available at:** https://new.siemens.com/in/en/company/investor-relations/business-ethics.html **Siemens Safety, Health and Environment policy is available at:** https://new.siemens.com/in/en/company/sustainability.html **Siemens CSR policy is available at:** https://new.siemens.com/in/en/company/sustainability/corporate-citizenship.html 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 and 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 Limited 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 Limited has been publishing a Business Responsibility Report annually since six years. The reports can be viewed at following URLs

  https://new.siemens.com/in/en/company/investor-relations/annnual-report.html

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 Limited holds 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 Ltd. has zero tolerance for corruption and violations of the principles of fair competition. Siemens Ltd. 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 and other external stakeholders. 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 and human rights. The effectiveness of compliance at Siemens Ltd. 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 2018-19	Percentage satisfactorily resolved by the management
Stakeholder complaints related to ethics, bribery and corruption	14	64%

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. SIMATIC S7-1200, ET-200SP based energy meter modules
2. SIMOTICS 1LE7 IE2 and IE3 efficiency class motors
3. HVDC is a key component in the future energy system based on renewable energy sources

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?

   SIMATIC S7-1200, ET-200SP based energy meter modules: Not applicable

   SIMOTICS 1LE7 IE2 and IE3 efficiency class motors: Not applicable

   HVDC key component in the future energy system based on renewable energy sources: Not applicable

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

   - **SIMATIC S7-1200, ET-200SP based energy meter modules**

     Using our solution customers have achieved energy saving, we have several installations in the industry where customers have gained valuable insight in their energy consumption patterns and achieved energy saving.

   - **SIMOTICS 1LE7 IE2 and IE3 efficiency class motors**

     By encouraging higher installation of premium (IE3) and supper premium (IE4) efficiency motors, Siemens helped consumers in saving 39,706 MWh electric energy. This means additional reduction of 33,750 tons of CO2 as compared to previous year.

   - **HVDC key component in the future energy system based on renewable energy sources**

     Our solution of HVDC is a key component in the future energy system based on renewable energy sources, such as wind and solar power which are often both volatile and remotely located. Thus, HVDC supports "Decarbonization".

     Secondly, HVDC (Classic & Plus) for large distance bulk power transmission at reduced losses leading to more power in the hands of customer/Utility and reduced right -of -way issue.

     Thirdly HVDC systems have a lesser environment impact as they require fewer overhead lines to deliver the same amount of power as HVAC system.

     In one such project the customer was able to receive CDM (Clean Development Mechanism) validation for 906,297 tons of CO2 savings.

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

   Siemens Ltd, 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, anti-bribery and anti-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 37% is sourced from small and medium enterprises. Several MSMEs (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 1800 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.
- We are authorized by Central Pollution Control Board (CPCB) to dispose and recycle e-waste under Extended Producer Responsibility (EPR) which also complies with the E-Waste Disposal Rules of 2016. This financial year we have disposed e-waste of 1.32 metric tones (MT).

PRINCIPLE 3: BUSINESSES SHOULD PROMOTE THE WELLBEING OF ALL EMPLOYEES

1. Please indicate the Total number of employees.

Siemens Limited has 9,437 employees as of 30th September 2019.

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

Siemens Limited has 549 on direct contract as of 30th September 2019. This does not include third party work force.

3. Please indicate the Number of permanent women employees.

Siemens Limited has 867 permanent women employees as of 30th September 2019.

4. Please indicate the Number of permanent employees with disabilities

Siemens Limited has 16 permanent employees with disabilities as of 30th September 2019.

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?

Company currently does not track them separately.

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 Ltd. 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 a senior women employee. 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 2019)
1.	Child labor / forced labor / involuntary labor	0	0
2.	Sexual harassment	2	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	80,712	22,560
2.	Permanent Female Employees	13,656	-
3.	Casual/Temporary/Contractual Employees	708	26,776
4.	Employee with disabilities	-	-

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 Limited 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 Limited believes in supporting the growth and development of economically weaker sections of society. 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 and rural youth, engineering students from low-socio economic background, women, workers in the unorganized sector, communities who are underserved and lack access to infrastructure.

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 18-19 (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 Limited 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 30 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 Limited 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 businesses 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 Limited has environmental initiatives in the areas of reduction in greenhouse gases and Energy Efficiency program. 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 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 3192 tonnes of CO_2 emissions.
- Undertaken energy efficient programs at our various factories and plants which resulted in savings of 2,487 MWh of electricity or 2,032 tonnes of CO_2.

Siemens Limited 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. Smart Infrastructure – Regional Sales & Service 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 its 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 Limited 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 Limited commitment towards clean technology and energy efficiency is not limited to the design of new products but extends to the manufacturing plants as well.

a. Besides the initiatives that continued from last year we have undertaken 27 energy efficiency initiatives across all our manufacturing and office locations. These have culminated in a total savings of 2,487 Mega Watt hours of electricity hence reduction of 2,032 CO2 tons in FY19. The various initiatives can be summarized as under:

- Replacement of various conventional office lighting and shop floor lighting into LED lighting across locations resulted in reduction of electricity consumption by 1,739 MWh.
- At Aurangabad Air Insulated Switchgear factory, optimization of operational time of Hi mast lighting resulted in saving of electricity consumption by 12 Mwh.
- At Aurangabad factory offices, use of Variable Refrigerant Flow system operational optimization has resulted in reduction of electricity consumption by 21 MWh.
- Improved operational efficiency of Uninterrupted power supply system and Chiller units saved 176 MWh of electricity at Kalwa location.
- Replacement of industrial fans with High Volume Low Speed fan in Distribution Systems Goa Factory and Switchgear Kalwa factories resulted in saving of electrical consumption of 73 MWh.
- In Mechanical Drives factory at Chennai, consumption of electricity is minimized by 12 MWh from the operation of Semi portal crane.
- In Mechanical Drives factory at Kharagpur, elimination of idle running of spindle blower motor in Computerised Numerik Control turning machines has resulted in energy saving of 2MWh.
- At the Switchboard factory in Kalwa, toggle switches have been provided at office areas and remote distribution boards have been provided for optimizing electricity consumption at different places which has resulted in saving 174 MWh of consumption.
- At switchboard factory in Kalwa, old fans have been removed resulted in saving of 88 Mwh of electricity.
- At Kalwa, location, conventional fans have been replaced by Brushless Direct Current motor fans to increase energy efficiency and has reduced 10 MWh of electricity.

b. Some major water conservation initiatives across locations which are being continued from previous years. The new initiatives for this year have been listed below.

- Solenoid valve for Reverse Osmosis (RO) system for restricting overflow in the Aurangabad location.
- Fixing of smart water savers in canteen, offices & shop floor in Aurangabad.
- Usage of Sewage Treatment Plant (STP) water for gardening in Aurangabad.

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

- Reduction in oil waste by adopting Oil Reclamation Process in the transformer factory in Kalwa, Mumbai.
- Reduction in usage of raw material in housing or cover by tool corrections in Aurangabad Low voltage Products plant.
- Reduction in plastic consumption by provision of special trolley to store the components directly hence no need of plastic bags in the Nasik plant.
- Reduction of using hazardous chemical for the purpose of cleaning in Chennai factory.
- Reduction of hazardous waste by in house treatment of coolant water at Effluent Treatment plant (ETP) in Kharagpur plant.

d. In the effort to shift to renewable energy sources, the company has undertaken the following measures.

- We have installed roof top solar photovoltaic power generation plants in our Kalwa and Aurangabad factories. This has generated 3,892 Mega Watt hours of renewable energy resulting in a saving of 3,192 tons of CO2 emissions.
- In our Chennai and Aurangabad factories, daylight harvesting systems have been installed to reduce use of artificial lighting and hence reduction in electricity consumption.
- We have recently begun to procure Green Power from external provider for consumption in our Bangalore office.

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

Siemens Limited 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 Bureau of Indian Standards 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 standardization in technical regulation, e-mobility and infrastructure (chargers), renewable energy, energy storage, distributed energy systems, smart grids and digitalization, business ethics and skill development. The company continuously makes efforts 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 Limited 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 and 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 and 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 2018-19 (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 Limited 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. Review is conducted for all projects. The projects output, outcome and impact are monitored and measured on a regular interval along with the implementing partners. The impact of each project is mentioned in the Annexure VI of Annual Report 2018-19 (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 240'2 million towards various community development projects. The details of the projects undertaken are given in the Annexure VI of Annual Report FY 18-19 (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 Ltd. 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?

Yes, Siemens Limited carry out consumer survey and drive Net Promoter Score (NPS). Our NPS (Net Promoter Score), has tripled over the past five years. From 19 in FY'13 it has increased to 74 in in FY'19. 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.