Business Responsibility Report

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1. **Corporate Identity Number (CIN) of the Company** : L74999PN2018PLC174192
2. **Name of the Company** : KPIT Technologies Limited (Formerly KPIT Engineering Limited)
3. **Registered address** : Plot No. 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase-III, Maan, Taluka - Mulshi, Hinjawadi, Pune-411057
4. **Website** : www.kpit.com
5. **E-mail ID:** : grievances@kpit.com
6. **Financial Year reported** : 2019-20
7. **Sector(s) that the Company is engaged in (industrial activity code-wise)** : Architecture and Engineering Activities; Technical testing and analysis. : Code 71

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

   KPIT is a global technology company with software solutions that will help mobility leapfrog towards autonomous, clean, smart and connected future. KPIT provides embedded software, AI & Digital solutions for its clients in the areas of Electric and Conventional Powertrain, Autonomous Driving, Connected Vehicles, Vehicle Networks, Vehicle Diagnostics and Mechatronics.

   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 Brazil
2	Europe	United Kingdom Germany Netherlands Italy Sweden
3	APAC	China Japan Korea Singapore Thailand

   (b) Number of National Locations:

   1. Pune, Maharashtra
   2. Bengaluru, Karnataka

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 (INR) – 2,688.80 million**
2. **Total Turnover (INR) – 9,552.50 million**
3. **Total profit after taxes (INR) - 1,784.47 million**
4. **Total spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%) (INR) –** The Company was required to spend ₹ 9.89 million towards Corporate Social Responsibility. During the year, the Company has spent and paid ₹ 18.41 million (Previous year ₹ 13.64 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 Rs. 8.42 million on account of usage of its internal resources on CSR, thereby aggregating to a total of Rs. 26.83 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 GmbH	Subsidiary of KPIT Technologies (UK) Limited
3	ThaiGerTec Co., Limited	Subsidiary of KPIT Technologies (UK) Limited
4	MicroFuzzy Industrie-Elektronic GmbH	Subsidiary of KPIT Technologies GmbH
5	KPIT Technologies Netherlands B. V.	Wholly owned subsidiary
6	KPIT (Shanghai) Software Technology Co. Limited	Wholly owned subsidiary
7	KPIT Technologies GK	Wholly owned subsidiary
8	KPIT Technologies Pte. Limited	Wholly owned subsidiary
9	Impact Automotive Solutions Limited	Wholly owned subsidiary
10	KPIT Technologies Holding Inc.	Wholly owned subsidiary
11	KPIT Technologies Inc.	Subsidiary of KPIT Technologies Holding Inc.
12	Microfuzzy KPIT Tecnologia Ltda.	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, three 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%].

No.

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:

No.	Particulars	Details
1	DIN	02918460
2	Name	Mr. Sachin Tikekar
3	Designation	Whole-time Director
4	Telephone number	+91 20 6770 6000
5	E-mail ID	grievances@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

Sr. No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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, 1 complaint 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 works with global mobility and automotive companies which brings cleaner and greener vehicles to the market. In such engagements, KPIT provides software and technology solutions which helps in reducing environmental concern of increasing pollution and CO2 emissions. Some examples are;

   1. Providing software, control algorithms and battery management solutions for new electric vehicles;
   2. Providing software and testing of solutions which help in reduction of CO2 in gasoline and diesel engines.

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 lessor 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.

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: Waste Management, Water management, Energy conservation, Environment Awareness

Water Management:

50% of the water is recycled through treatment plant and used for flushing and gardening purpose which reduced the overall demand of the fresh water. Rainwater harvesting carried out by various ways to improve groundwater level.

The rainwater channelized and stored in waterbody of 80 lacs liter which helps to improve the ground water level also provides water in extreme dry seasons.

Energy Conservation:

The energy conservation is always a focus of KPIT. More than 50% of energy is consumed by HVAC. Hence, the focus was on HVAC operations to maximize efficiency. The investment done for most energy efficient HVAC VRF system which gives most efficient and flexibility to control smaller areas as per operational requirement. Many measures were practiced such as setting up temperature, change operations timings as per seasonal variation, change in operations based on ambient temperature, monitoring non-working areas, frequent switching off indoor units for meeting rooms etc. We have also focused on other utilities by continuous monitoring and measurement. Energy consumption is regularly monitored for betterment in efficiency.

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 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, Tree plantation, KPIT Sparkle, Teaching the under privileged students, donating school kits in association with agencies, etc.

   As a part of World Environment Day celebrations at KPIT Pune & Bengaluru offices, we invited three different NGOs to train our employees on Paper bag making and art of Vermicomposting. In KPIT Bengaluru office, three recycled and organic product stalls were organized, promoting eco-consciousness in our consumptive habits. Five more such stalls were organized in KPIT Pune office where the vendors (NGOs and small-scale eco-entrepreneurs) were given a free-of-cost platform to showcase and promote their products and services.

   On the occasion of Diwali, we invited local NGOs and Small producers for showcasing their products for sale at KPIT Pune and Bengaluru offices. Similarly, on Women's day,

we have invited Women Self-Help groups to setup stalls to sell the sweets prepared by them.

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:

   - Sewage Water received at STP plant, is treated and used for flushing and gardening purpose. We have treated around 16889 Cu.M3 of water and reused in last year.
   - Recyclable waste such as paper, plastic, corrugated sheet, metal etc. are send through MPCB authorized scrap dealer. In the year 2019-20, we have disposed around 11,377 Kg of recyclable waste.
   - Other mixed dry waste as used tissue paper is sent to PMC waste collection center. This is being carried out by organization known as Swach and other authorized agency.
   - As per MPCB rules, Hazardous waste and e-waste is to be disposed through authorized recycler. Being our assets are new, there has been no generation and disposing of any e-waste and Hazardous waste, nor any disposal of any printer and toner cartridges in the year 2019-20.

Principle 3

1. Please indicate the total number of employees.

   7,125

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

   5% of employees are hired through contractors and sub-contractors.

3. Please indicate the number of permanent women employees.

   28% 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 during the year and 1 complaint was registered under Sexual Harassment against which corrective actions were taken by ICC members within stipulated time frame.

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

   - Percentage of Permanent Employees Undergone Training in year 2019 - 20 : 22.21%
   - Percentage of Permanent Female Employees Undergone Training in year 2019 – 20 : 24.28%
   - Percentage of Non - Permanent Employees Undergone Training in year 2019 - 20 : 2.04%
   - Employees with Disabilities: We don't maintain the data of employees with special abilities separately. They have equal participation as other employees in all types of trainings.

Campus Recruitment @ KPIT

Team campus recruitment is an integral part of ECoDe. Objective of having exclusive campus recruitment team is to bring in focus in identifying young engineering talent from the premier, tier 1 and tier 2 colleges across India. About 8100+ students from 170 colleges underwent well-defined multiple levels of assessment resulting in 760+ hires (funnel ratio at 9%) out of which 40% with women representation.

Sparkle @ KPIT

KPITs Sparkle has become flagship event over a period of time, promoting the culture of innovation at the grass-root levels within the country. The theme for KPIT Sparkle 2020 was Mobility & Energy

for the future. Event was held in February-March 2020 at Pune. This year the contest attracted participation from 1000+ colleges from 25 States and 4 Union Territories of India, representing an astonishing 20000+ students through 3000+ projects. Key highlights for this year was the increased participation from premier institutes (IITs – 17, NITs – 21). This year, KPIT Sparkle featured two competitions -

- i Innovate
- i can crack IT challenge

i Innovate, a design and development challenge, which received more than 3000 ideas from over 20,000 students across 1000+ colleges in India. It provided students of undergraduate, post-graduate and Ph.D. courses from science, engineering, design and management colleges and universities across India with an opportunity to develop smart, safe and clean solutions for the energy and transportation sectors.

The Top 30 teams presented working prototypes of their solutions at the grand finale.

i can crack IT challenge, which invited students and faculty members from science, engineering, design and management colleges, and universities to solve industrial problems provided by a team of technical experts from KPIT.

While the focus was on innovation and presenting their ideas. Students were also keen to pursue career with KPIT. Total count of 1600+ students from 140+ colleges applied and underwent assessments resulting in 30+ hires.

Campus recruitment team, CTO Organization and Practice teams came together by innovating multiple programs which enabled in identifying right talent for the Organization. These programs helped in increasing diversity in all aspects and covering length & breadth of the Country by creating platform for students to showcase their talent and resulting in job offer from KPIT.

PACE: Program for Academic Collaboration and Engagement

KPIT has strategic partnership with 20 + technical universities pan India. This program gives significant visibility to quality talent from campuses and attracts them to join KPIT. KPIT has created industry relevant courses and has trained 160 faculty members from its partner institutions. The KPIT Online education platform KPIT-Eduonline, serves as a source for learning Automotive technologies for students and faculty.

As part of this initiative on-campus support is provided by KPIT SMEs through Guest lectures, internships, Project mentorship, hosting technical events, syllabus formulation and student contests. KPIT SMEs are Board of Studies Members in many of these universities and on Academic Council.

VIRTUAL GENESIS: Virtual Graduate Engineering Training Programme

Virtual Genesis is an online training program, which is a first phase of the Genesis program for enabling smooth campus to corporate transition of fresh graduate engineers, offered by the company. The program aims to expedite the process of absorption into customer projects, incorporate self-learning culture, make talents independent and seek professionalism in their career. It is a mandatory training program comprising of various technical and professional skills development modules along with necessary assessments. Modules' delivery is a combination of hands on sessions, self-learning videos, faculty connect through online platforms, discussions forums, etc. The initiative is an extremely crucial one, since it has a direct business impact, in terms of talents being useful contributors in company's growth.

GENESIS: Graduate Engineering Training Programme

Duration of GENESIS Program is 8 to 10 weeks comprising of Technical, Domain and Process and Professional skills. GENESIS program is executed through **"Engineering Academy"**. This program ensures that talent skill requirements and learning models are aligned and released to the respective projects in a timely manner. Over 1200+ graduate engineers are trained every year aligned to needs of the organization. They are trained under AUTOSAR, AD/ADAS, Infotainment & cluster, Model Based development and Embedded tracks. All the Training Modules, case studies and assessments are aligned with Business requirements. The focus is on transforming graduates to job-ready professionals by giving them an opportunity to learn & execute modern day IT skills on real-time

projects. Our training program enables candidates to upskill themselves to become comprehensive IT professionals before starting their career with KPIT.

Professional Skills Academy imparts training on language and personality development skills. Its curriculum also incorporates written and verbal communication, email writing skills, telephone skills and the business ethics.

After the completion of GENESIS Program, every Graduate engineer gets a course completion certificate. BEST PERFORMER and TRAINER CHOICE Awards are given away during the graduation ceremony.

Internship program @ KPIT

Internship program for M. Tech students for a duration of 10 months which gave opportunity for interns to evaluate the work that are executed at KPIT. This program also helped to sow the seed of automotive electronics into students. Batch of 1500+ interns from different colleges underwent similar assessment out of which 181 students were offered internship, 128 joined under internship program resulting in 59 pre-placements offers. Mentee-mentor connect played a vital role in the conversion 46% conversion.

CONTINOUS EDUCATION:

ECoDe Kaizen:

To cater to the prerogative of lifelong learning, which is the need of the hour, this certification program looks at streamlining the 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.

Project Management Development Program (PMDP) and Agile CoE:

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.

In order to compete in the VUCA world, companies have to be highly agile and nimble. The Agile CoE aims at training, consulting, coaching and mentoring various projects and teams to be agile in their approach to deliver successful outcome to their customers. These programs have been developed with industry best practices and aligned to the core philosophy of agility.

Grooming Young Managers Program (GYM):

Grooming Young Managers Program (GYM) is part of KPIT's objective to promote organic leadership development and role-based interventions that shape the knowledge, behavior and attitudes of future KPIT leaders.

Grooming Young Managers is an 11-month intervention aimed at helping Project Leads/ Project Managers manage their role, responsibilities and accountability drawing from best business practices and learning from leaders.

Competency development framework:

In order to develop a competency-based organization this initiative aims at providing clear growth path for the employees, build a culture of continuous learning based on competencies, objectively assess people's performance and drive project allocations based on competency. Each associate will go through a competency baseline exercise aligned with the appraisal cycle. This competency repository will be key to all the different aspects of the organization.

eduOnline:

KPIT eduOnline is an e-learning platform that offers interactive online courses for the employees. The eduOnline allows the employees to access course content including videos, textbooks and problems and it also check their progress in the course. The eduOnline also offers a forum for discussion and a wiki open to both employees and course team members to contribute. For course team members, the eduOnline includes an Instructor Dashboard, with options for employees to enroll, produce reports, and administer a course while it runs. One can access and use the eduOnline directly through a browser.

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. We offered two master's programs M Tech in Automotive Electronics and MBA in Strategic Engineering Management as part of which we launched 3 cohorts covering 150+ employees. 50 Employees have earned their Master's Degree so far and cohort 2 and 3 will complete their degree later this year and next year respectively. We are looking at version 2.0 of this program to be launched this year.

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 2019-20 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?

   NIL.

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.

   Yes, pls refer to the Sustainability Report 2019-20.

   (https://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.

   (https://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 2019-20.

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

   - Mr. Kishor Patil, inaugurated and handed over a drinking water well to villagers of Salungan Village in Bhor Tehsil, about 90 km from Pune. The well will help about 100 families.
   - Construction of Vanrai Dam at Metpilaware village, Pune that holds more than 1 lakh liters of water.
   - The Environment Week on the “World Environment Day” is been celebrated for the past Ten years since 2010.
   - On the occasion of World Environment Day, 200 native trees were planted in KPIT Pune campus and 23000 saplings were planted in association with the Wildlife Research & Conservation Society (WRCS) at the Koyna-Chandoli corridor
   - Aerial Reforestation in Bengaluru by 250 seed-ball bombings
   - Mutha River Cleaning at Aundh, Pune – KPIT volunteers cleaned the riverbank, collected and segregated garbage. A total of 159 employee volunteers with their family members participated in the activity

- Watering of Plants and Collecting Litter at Shivanahalli Forest, Bengaluru
- De-weeding at Jakkur lake, Bengaluru
- Sapling plantation by KPIT Family with the legend: Padma Shri Saalumarada Thimmakka. 100 saplings were planted.

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. NASSCOM

   b. MCCIA

   c. ACMA

   d. ARAI

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).

   KPIT has participated through NASSCOM ER&D Council and provided Inputs related to Economic reforms, Governance and administration.

   KPIT is also 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.

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.

   KPIT Sparkle successfully transformed from innovation contest to innovation platform. For this efforts KPIT Sparkle was accepted by both Incubation communities and various Government institutions.

   KPIT Sparkle 2020 was privileged to be associated with the Government of India's Department of Science and Technology (DST); NITI Aayog's Atal Innovation Mission (AIM); All India Council for Technical Education (AICTE); India Design Council; National Institute of Design; and ONGC Energy Centre as its knowledge partners.

   Contributing to the startup ecosystem of the country, KPIT partnered with the Centre for Innovation Incubation & Entrepreneurship (CIIE), IIM Ahmedabad; Incubation Cell, Science and Technology Park, University of Pune; Bhau Institute of Innovation, Entrepreneurship and Leadership, College of Engineering Pune; Aartech (AIC), one of the first corporate Atal Incubation Centers established under the Atal Innovation Mission (AIM); Sandip Incubators; Forge, I Create, PDPU Innovation & Incubation Centre, SIBM Pune, MAGIC, SPPU CIIL to provide incubation opportunities to the deserving ideas.

KPIT also as a part of its community development initiative, handed over a drinking water well to villagers of Salungan Village in Bhor Tehsil, about 90 km from Pune. This project witnessed a unique three-way partnership. KPIT and the villagers contributed with funds as well as hard work in realizing this achievement. The initiative was accomplished under the able guidance of Jnana Prabodhini, KPIT's NGO partner.

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 through a web based system - CSAT Survey, considering various parameters like Delivery, Quality, Cost, Responsiveness, etc.