WOORY

WOORY AUTOMOTIVES INDIA PRIVATE LIMITED

A1B, MMDA Industrial Complex, Maraimalai Nagar,

Chengalpattu District-603209, Tamilnadu, India.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR LITE)

For the Period : April, 2024 to March, 2025

Doc No   : WRI/ESG/F-102

Rev No   : 00

Issued by   : Managing Director

Date of Issue : **0**2nd April, 2025

A: GENERAL DISCLOSURES

Corporate Identity Number (CIN)	U34300TN2004PTC052991
Name of the Company:	WOORY AUTOMOTIVES INDIA PRIVATE LIMITED
Year of Incorporation:	19th December, 2004
Registered Office Address:	A1B, MMDA Industrial Complex, Maraimalai Nagar, Chengalpattu Dist-603209, Tamilnadu, India.
Corporate Office Address:	A1B, MMDA Industrial Complex, Maraimalai Nagar, Chengalpattu Dist-603209, Tamilnadu, India.
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Telephone:	9884338273
Website:	https://www.woory.com/
Financial Year Reported:	April, 2024 to March, 2025
Sector(s) that the Company is engaged in:	Manufacturing & Assembling of Auto Components Mainly, Air Condition Parts [Heater Control Panel , Actuator, Field Coil, PTC, FETE] for automotive industry.
Paid – up Capital:	42,520,000.00
Turnover (as per financial year-2024):	**₹3950.85 crores** in INR
Number of permanent employees:	346
Markets served by the Company (Local/State/National/International):	In India

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

1. Policies related to business responsibility and sustainability:

At WRI India, we are committed to responsible business practices and sustainable development. Our Business Responsibility and Sustainability policies align with ESG principles, focusing on environmental stewardship, social equity, and ethical governance. We ensure compliance with applicable laws, promote energy efficiency, minimize waste, and support a circular economy in our manufacturing processes. We uphold human rights, provide safe and inclusive workplaces, and foster diversity and employee well-being. Our governance framework emphasizes transparency, anti-corruption, and stakeholder engagement. Through continuous improvement and innovation, we aim to create long-term value for society, the environment, and our stakeholders while supporting sustainable automotive growth.

Sl. No	Policy Name	Principle Covered
1	Human Rights Policy	**Principle 1:** Businesses must uphold ethical conduct, comply with laws, practice transparency in operations, and ensure accountability in decision-making processes. They should build trust with stakeholders and act with integrity at all levels.
2	Biodiversity Policy	**Principle 8:** Protect ecosystems, support conservation, and promote biodiversity by integrating environmental responsibility into business decisions that foster sustainable growth
3	Waste Reduction Policy	**Principle 2:** Implement resource-efficient processes, reduce waste generation, and support a circular economy through reuse, recycling, and responsible disposal.
4	Pollution Prevention Policy	**Principle2:** Prevent pollution through eco-friendly technologies, emission control, and compliance with environmental laws to safeguard ecological and human health.
5	Fair Business Practice Policy	**Principle1:** Conduct business ethically and lawfully, upholding integrity, transparency, and accountability in all operations and interactions with stakeholders.
6	Intellectual Property Rights (IPR) Policy	**Principle1:** Protect innovation, ensure fair use of intellectual assets, and respect proprietary rights while promoting knowledge sharing and ethical compliance.
7	Counterfeit Goods Handling Policy	**Principle 1:** Prevent distribution of counterfeit goods through verification, traceability, and regulatory compliance to uphold quality and consumer trust.

8	Fair Competition Policy	**Principle 1:** Promote fair market competition by complying with antitrust laws and avoiding monopolistic, deceptive, or unfair practices.
9	Conflict of Interest Policy	**Principle 1:** Identify and manage conflicts of interest to ensure objective decision-making and prevent personal gain from influencing business actions.
10	Anti-Bribery Policy	**Principle 1:** Maintain a zero-tolerance approach to bribery and corruption, ensuring compliance with anti-corruption laws and promoting honest conduct at all levels.
11	Ethics Policy	**Principle 1:** Define expected behavior across the organization, ensuring that decisions are grounded in ethical values and transparent conduct.
12	Air Pollution Policy	**Principle 2:** Monitor and reduce emissions, improve air quality, and adopt cleaner technologies to minimize health and environmental risks.
13	Chemical Management Policy	**Principle 2:** Ensure chemicals are safely procured, used, stored, and disposed of, minimizing harm to health and ecosystems.
14	Water Policy	**Principle 2:** Promote responsible water use, protect freshwater sources, and ensure access to clean water through conservation and wastewater treatment.
15	Employee Career Management Policy	**Principle 3:** Support career development, skill enhancement, and fair opportunities for all employees to achieve professional growth and long-term satisfaction.
16	Working Condition Policy	**Principle 3:** Ensure a safe, inclusive, and respectful work environment that supports physical and mental well-being.
17	Child Labor Policy	**Principle 5:** Prohibit child labor across all operations and supply chains, ensuring children's rights to education and safety.
18	Forced Labour Policy	**Principle 5:** Eliminate all forms of forced, bonded, or involuntary labor practices and uphold freedom of choice in employment.
19	Freedom of Association Policy	**Principle 5:** Recognize and respect the right of employees to form or join unions and engage in collective bargaining without retaliation.

20	Living Wage Policy	**Principle 3:** Ensure that all employees receive fair compensation that meets basic living standards, beyond minimum legal requirements.
21	Indigenous Peoples Policy	**Principle 5:** Respect cultural heritage, land rights, and consent of indigenous communities affected by business activities.
22	Sustainable Procurement Policy	**Principle 4:** Source goods and services responsibly, engaging suppliers who uphold ethical, environmental, and human rights standards.
23	Anti-Discrimination Policy	**Principle 3:** Ensure equal opportunity and prohibit discrimination based on gender, caste, religion, disability, or other status in hiring and employment.
24	Hazardous Waste Management Policy	**Principle 2:** Manage hazardous waste safely and legally, ensuring minimal impact on environment and human health through treatment and disposal best practices

2. Board Responsibility:

The Board of Directors at WRI holds ultimate responsibility for overseeing the company's ethical conduct, strategic direction, and long-term sustainability. It ensures that business decisions align with ESG principles, stakeholder interests, and applicable legal frameworks. The Board sets the tone for integrity, approves key policies, monitors risk management, and evaluates the performance of executive leadership. It is accountable for ensuring transparency, regulatory compliance, and responsible corporate governance. The Board actively engages in reviewing sustainability goals, financial performance, and social and environmental impact, thereby reinforcing accountability and driving value creation for shareholders, employees, communities, and the environment alike.

At WRI, the Board of Directors actively oversees the implementation of sustainability policies as part of its corporate governance responsibilities. The Board ensures alignment of these policies with ESG principles, business strategy, and stakeholder expectations. It regularly reviews sustainability goals, monitors performance metrics, and assesses risks and opportunities related to environmental, social, and governance factors. The Board evaluates the effectiveness of key initiatives such as waste management, energy efficiency, employee welfare, and ethical sourcing. Through dedicated ESG reporting and periodic reviews, the Board ensures accountability, continuous improvement, and integration of sustainability into WRI's core operations and decision-making processes.

This committee at WRI is responsible for guiding, monitoring, and reviewing the implementation of sustainability and ESG-related policies. It reports to the Board and ensures integration of ESG principles across all operations.

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURES

Principle 1: Ethics, Transparency, and Accountability

WRI is committed to conducting its business with the highest standards of ethics, transparency, and accountability. We ensure compliance with all applicable laws and regulations while fostering a culture of integrity at every level. Our policies promote responsible decision-making, fair business practices, anti-corruption measures, and honest communication with stakeholders. Transparent disclosures, financial accuracy, and open governance are embedded into our operations. Employees, suppliers, and partners are expected to uphold these values, contributing to an ethical and trustworthy business environment. We regularly evaluate our practices to strengthen accountability, reinforce ethical conduct, and build long-term stakeholder trust and credibility.

WRI received zero complaints regarding ethical conduct during the reporting period, reflecting strong internal governance. All reported concerns, if any, were addressed and resolved with 100% effectiveness.

Principle 2: Product Lifecycle Sustainability

WRI is dedicated to ensuring sustainability throughout the entire lifecycle of its products, from design and sourcing to manufacturing, use, and end-of-life disposal. We prioritize the use of eco-friendly materials, energy-efficient processes, and technologies that reduce environmental impact. Our operations comply with environmental regulations and promote waste minimization, resource conservation, and pollution prevention. We engage suppliers and partners who share our commitment to sustainable practices. Through continuous innovation and process improvements, we aim to enhance product durability, safety, and recyclability, supporting a circular economy and contributing to long-term environmental stewardship in the automotive component manufacturing industry.

List of Products/Services with Sustainability Considerations – WRI, India

WRI integrates sustainability across its product offerings by focusing on energy efficiency, material optimization, waste reduction, and environmentally responsible manufacturing practices. Below is a list of key products with sustainability considerations:

1. **Actuators**
   - Low Power Consumption: Engineered for efficient motion control with minimal energy use, supporting overall vehicle energy savings.
   - Recyclable Materials: Constructed using components that are easily recyclable, reducing end-of-life environmental impact.

- Precision Engineering: Enhances performance reliability, reducing mechanical failures and the need for replacements, thereby conserving resources.

2. Field Coils

- Self-Regulating Efficiency: Automatically adjust heating output based on temperature, reducing energy consumption and preventing overheating.
- Enhanced Vehicle Efficiency: Provide quick and efficient heating with minimal battery or fuel load, supporting energy-efficient vehicle operation.
- Safe and Durable Design: Built with non-toxic, flame-retardant materials for long service life and reduced environmental risk.

3. PTC (Positive Temperature Coefficient) Heaters

- Energy-Efficient Heating: Promote fast, self-regulating heat output that reduces overall vehicle energy consumption.
- Long Lifespan: Durable, low-maintenance design extends product life and minimizes material waste.
- Safe Materials: Constructed using non-toxic, RoHS-compliant materials that meet environmental and safety standards.

4. FETE (Fan Electronic Thermal Elements)

- **Precise Thermal Control:** Enhances temperature regulation in vehicles, optimizing energy usage and improving fuel efficiency.
- Reduced Emissions: Supports better engine and HVAC system performance, contributing to lower greenhouse gas emissions.
- Compact & Efficient Design: Lightweight components reduce vehicle load and are made using recyclable materials, supporting sustainable manufacturing goals.

Principle 3: Employee Well-being

At WRI in India, we prioritize the health, safety, and overall well-being of our employees as a core component of our ESG framework. We provide a safe, inclusive, and respectful work environment, ensuring compliance with labor laws and workplace safety standards. Our policies promote fair wages, non-discrimination, and equal opportunities for career development. Regular training, health check-ups, and mental wellness initiatives are conducted to support holistic employee growth. We encourage open communication, freedom of association, and grievance redressal mechanisms to ensure every voice is heard. Our people-centric approach fosters a motivated, skilled, and resilient workforce for long-term success.

WRI employs a total of 346 individuals, with 118 female employees (34%) and 228 male employees (66%), promoting diversity and inclusivity across its workforce.

WRI is committed to maintaining a safe and healthy workplace for all employees. We implement comprehensive health and safety protocols, including regular risk assessments, safety audits, and compliance with national occupational health standards. Employees receive mandatory training on equipment handling, fire safety, and emergency response. Personal protective equipment (PPE) is provided in all operational areas. We conduct periodic health check-ups, maintain clean and hygienic facilities, and ensure proper ventilation and lighting. Incident reporting systems and first-aid readiness are in place. Our proactive safety culture aims to prevent accidents, promote well-being, and ensure a secure working environment for all staff.

Principle 4: Stakeholder Engagement

At WRI, stakeholder engagement is central to our responsible business conduct. We identify and engage with all relevant stakeholders, including employees, suppliers, customers, regulators, and local communities, through transparent and inclusive communication channels. Our approach fosters mutual trust, respects diverse interests, and addresses concerns in a timely and ethical manner. We encourage feedback, collaborate on sustainability goals, and support community development initiatives. By aligning stakeholder expectations with our ESG objectives, we ensure informed decision-making and long-term value creation. WRI remains committed to continuous dialogue, accountability, and shared responsibility for building a sustainable and socially inclusive business ecosystem.

WRI actively engages with a diverse range of stakeholders, including employees, suppliers, customers, regulatory authorities, investors, and local communities. Key methods of engagement include regular meetings, feedback surveys, audits, training sessions, town halls, and grievance redressal mechanisms. We conduct supplier assessments, employee satisfaction surveys, and customer feedback reviews to align our practices with stakeholder expectations. Engagement with regulatory bodies ensures compliance, while community outreach programs foster social responsibility. These interactions enable transparent communication, identify material issues, and support collaborative efforts toward achieving sustainability goals, enhancing trust and accountability across all levels of our business operations.

Principle 5: Human Rights

WRI is firmly committed to upholding and promoting human rights across all areas of its operations and supply chain. We strictly prohibit child labor, forced labor, and any form of discrimination. Our policies ensure fair treatment, safe working conditions, and respect for dignity and equality. We support freedom of association and the right to collective bargaining. Employees and stakeholders have access to grievance mechanisms for reporting violations without fear of retaliation.

Through training, audits, and continuous monitoring, we ensure compliance with national and international human rights standards, reinforcing our dedication to ethical, inclusive, and responsible business conduct.

Yes – WRI has a comprehensive Human Rights Policy that ensures the protection and promotion of fundamental rights for all employees, suppliers, and stakeholders. The policy covers non-discrimination, prohibition of child and forced labor, fair treatment, safe working conditions, and freedom of association. It aligns with national laws and international human rights frameworks, including the UN Guiding Principles on Business and Human Rights. Regular training, monitoring, and grievance mechanisms are implemented to uphold these commitments and foster a respectful, inclusive, and ethical workplace environment across all operations.

Principle 6: Environment

WRI is committed to environmental stewardship and minimizing its ecological footprint across all manufacturing and assembly operations. We integrate sustainable practices such as energy efficiency, waste reduction, water conservation, and pollution control. Our processes comply with environmental laws and are aligned with global sustainability standards. We promote the use of eco-friendly materials, optimize resource consumption, and adopt clean technologies. Employees are regularly trained on environmental awareness and safe handling of chemicals. Through continuous monitoring, audits, and innovation, WRI aims to prevent environmental harm, enhance operational efficiency, and contribute positively to climate action and environmental protection in the automotive industry.

WRI recorded a total energy consumption of 671.89 kWh during the reporting period, reflecting efficient energy usage across manufacturing and operational processes in line with sustainability goals.

WRI utilized 1,888.81 kWh of renewable energy during the reporting period, demonstrating its commitment to clean energy adoption and reducing its carbon footprint in operations.

WRI recorded a total water consumption of 3,650 liters during the reporting period, highlighting efficient water use practices and a commitment to sustainable resource management.

WRI implements structured and environmentally responsible waste management practices across all operations. We ensure proper segregation of hazardous and non-hazardous waste at source, with clearly labeled containers and color-coded bins. All hazardous waste is stored securely and disposed of through authorized, government-approved vendors in compliance with environmental regulations. Non-hazardous waste is recycled, reused, or disposed of through certified agencies. Waste generation is monitored regularly, and efforts are made to minimize it through process optimization, material recovery, and employee training. Periodic audits, documentation, and emergency protocols ensure safety, regulatory compliance, and continuous improvement in waste handling and disposal.

Principle 7: Responsible Policy Advocacy

WRI actively participates in industry associations and trade bodies to promote responsible policy advocacy aligned with ethical business conduct and sustainability goals. Through these platforms, we engage in dialogue on industry standards, environmental regulations, labor practices, and technological innovation. Our participation helps shape policies that support sustainable manufacturing, fair competition, and workforce development. WRI ensures that all advocacy efforts are transparent, non-political, and in compliance with legal and ethical standards. We collaborate constructively with stakeholders to influence positive change, enhance sector-wide ESG performance, and contribute to national and global sustainability agendas in the automotive components industry.

Principle 8: Inclusive Growth and Equitable Development

WRI is committed to fostering inclusive growth and equitable development by creating opportunities that benefit all stakeholders, especially vulnerable and underrepresented groups. We promote fair employment practices, support local sourcing, and invest in community development initiatives focused on education, health, and skill-building. Our operations aim to generate shared value through job creation, capacity building, and ethical supply chain practices. WRI ensures that economic progress does not come at the cost of social equity, and actively works to reduce inequalities. By aligning our business goals with social impact, we contribute meaningfully to sustainable and inclusive development across the regions we operate in.

WRI undertook CSR initiatives focused on education, health camps, skill development, and environmental awareness, benefiting local communities and promoting inclusive, sustainable development.

Principle 9: Customer Value

WRI is committed to delivering high-quality, reliable, and safe products that meet the evolving needs of our customers in the automotive industry. We prioritize customer satisfaction through continuous innovation, strict quality control, and responsive service. Our products are designed with sustainability, performance, and durability in mind, ensuring long-term value and minimal environmental impact. We engage with customers through feedback mechanisms, addressing concerns transparently and promptly. Ethical marketing, accurate product information, and data privacy are integral to our customer relations. By consistently exceeding expectations, WRI builds lasting trust and fosters customer loyalty while upholding our ESG and business responsibility commitments.

WRI conducted 4 customer satisfaction surveys during the reporting period, achieving 100% resolution of all customer complaints, demonstrating our commitment to quality, responsiveness, and continuous improvement.

ANNEXURE 1

ESG PERFORMANCE DATA

KPI No	KPI	Parameter	Unit of Measure	2024
KPI 1	Electricity Consumption (Non-renewable)	Reduce the Electricity Consumption	MWH	671.89
KPI 2	Electricity Consumption (Renewable)	Increase the Renewable Electricity Consumption	MWH	1888.81
KPI 3	Fuel Consumption (Non-Renewable)	Reduce the Fuel Consumption	MWH	32.25
KPI 4	Fuel Consumption (Renewable)	Increase the Renewable Fuel Consumption	MWH	0
KPI 5	Steam (Non-renewable)	Reduce the Steam	MWH	0
KPI 6	Steam (Renewable)	Increase the Renewable the Steam	MWH	0
KPI 7	Air Pollution NOx Emissions	Reduce the Air Pollution NOx Emissions	Ton	1.41
KPI 8	Air Pollution SOx Emissions	Reduce the Air Pollution SOx Emissions	Ton	0.22
KPI 9	Air Pollution PM Emissions	Reduce the Air Pollution PM Emissions	Ton	0.15
KPI 10	Tap Water, Industrial Water Consumption	Reduce the Tap Water, Industrial Water Consumption	Ton	2381

KPI 11	Surface Water Consumption	Reduce the Surface Water Consumption	Ton	27.74
KPI 12	Ground Water Consumption	Reduce the Ground Water Consumption	Ton	1241.51
KPI 13	Waste Water Discharge	Reduce the Waste Water Discharge	Ton	2021.11
KPI 14	Biological Oxygen Demand (BOD) of Discharge Waste Water	Reduce the Biological Oxygen Demand (BOD) of Discharge Waste Water	Ton	0.81
KPI 15	Chemical Oxygen Demand (BOD) of Discharge Waste Water	Reduce the Chemical Oxygen Demand (BOD) of Discharge Waste Water	Ton	1.62
KPI 16	Waste Incineration	Reduce the Waste Incineration	Ton	3.96
KPI 17	Waste Disposal Land II	Reduce the Waste Disposal Land II	Ton	10.73
KPI 18	Waste Recycling	Increase the Waste Recycling	Ton	21.37
KPI 19	Hazardous Waste Incineration	Reduce the Hazardous Waste Incineration	Ton	1.62
KPI 20	Hazardous Waste Disposal Land II	Reduce the Hazardous Waste Disposal Land II	Ton	1.084
KPI 21	Hazardous Waste Recycling	Increase the Hazardous Waste Recycling	Ton	0.951
KPI 22	Waste Recyled/Reused	Increase the Waste Recyled/Reused	Ton	22.43

KPI 23	Scope 1 Emissions	Reduce the Scope 1 Emissions	tCO2eq	86.08
KPI 24	Scope 2 Emissions	Reduce the Scope 2 Emissions	tCO2eq	524.08
KPI 25	Scope 3 Emissions	Reduce the Scope 3 Emissions	tCO2eq	688.07
KPI 26	Lost Time Injury Frequency Rate (LTIFR)	Lost Time Injury Frequency Rate (LTIFR)	Percentage	0
KPI 27	Fatalities	Reduce the Fatalities	Count	0
KPI 28	Ratio of Purchase amount from partners who performed risk diagnosis to the total amount of partners	Purchase amount from partners who performed risk diagnosis/Purchased amount from all partners)	Percentage	71
KPI 29	Energy Use and GHG Emissions	Reduce the Energy Use and GHG Emissions	MWH	671.89
KPI 30	Water Discharge	Reduce the Water Discharge	Ton	4586.75
KPI 31	Circular Economy and Waste	Reduce the Circular Economy and Waste	Percentage	76
KPI 32	Chemical Substances	Reduce the Chemical Substances	Ton	22.32
KPI 33	Investments to reduce GHG Emissions and Improve Energy Efficiency	Increase the Investments to reduce GHG Emissions and Improve Energy Efficiency	INR	931105.92
KPI 34	Biodiversity	Increase the Percentage of Green Landscape	Percentage	12
KPI 35	Percentage of Employees are paid at least the legal minimum wage for the regions	"Lowest wage paid to employees"/ "statutory minimum wage" * 100 (unit: %).	Percentage	100

KPI 36	Average working hours per employee per week	Average working hours per employee per week	Hours	45.96
KPI 37	Percentage of labor union members out of all eligible employees	Increase the Percentage of labor union members out of all eligible employees	Percentage	45
KPI 38	Percentage of Employee health examination rate	Increase the Percentage of Employee health examination rate	Percentage	65
KPI 39	Percentage of Average safety training completion rate	Increase the Percentage of Average safety training completion rate	Percentage	100

Declaration:

We hereby declare that the information provided in this BRSR Lite is true and correct to the best of our knowledge.

Authorized Signatory:

Name: DEOK YOUNG KIM

Designation: Managing Director

Date: 02nd April, 2025

Place: Chennai

Independent Assurance Statement:

This BRSR Lite report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Limited assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the BRSR Lite format. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information. This assurance is independent, tailored to the client's context, and not issued under any formal endorsement or licensing program

Name of Assurance Provider	**: BMQR Certifications Pvt Ltd,**
Standard Used	**:** ISO 17029:2019
Type of Assurance	**:** (Limited/ Reasonable) Type 1
Date of Assurance	**: 02**nd April, 2025

Assurer Details:

Name	: S. Elango
Qualification	: Associate Certified Sustainability Assurance Practitioner (AA 1000)
Certificate No	: AA1000 (ACSAP) C.N: A09122401
Signature	: