

### Annexure I - Format of BRSR Core

Sr. No.	Attribute	Parameter	Measurement	Data & Assurance Approach	Cross – reference to the BRSR
1	<p>Green-house gas (GHG) footprint</p> <p><i>Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard</i></p>	<p>Total Scope 1 emissions (Break-up of the GHG into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</p>	<p>GHG (CO<sub>2</sub>e) Emission in Mn MT / KT / MT Direct emissions from organization's owned- or controlled sources</p>	<ol style="list-style-type: none"> <li>1. Absolute Fossil Fuel (Coal, Natural Gas, Diesel, FO etc.) Consumption (Mn MT / KT / MT / MM BTU etc.)</li> <li>2. Emission Factor (GHG in CO<sub>2</sub>e / Unit of Measure) - IPCC or Actual Testing from Accredited Test Lab</li> <li>3. Quantity of Carbon Capture (Mn MT / KT / MT)</li> <li>4. GHG emissions in CO<sub>2</sub> equivalent by process (Non-Fuel Source) (Mn MT / KT / MT / MM BTU)</li> <li>5. Fugitive emissions</li> <li>6. Total Scope 1 GHG Emissions: Point 2 x Point 1 - Point 3 + Point 4 + Point 5</li> </ol>	<p>Principle 6, Question 7 of Essential Indicators</p>
		<p>Total Scope 2 emissions (Break-up of the GHG (CO<sub>2</sub>e) into CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, if available)</p>	<p>GHG (CO<sub>2</sub>e) Emission in Mn MT / KT / MT Indirect emissions from the generation of energy that is purchased from a utility provider</p>	<ol style="list-style-type: none"> <li>1. Total Consumption of Purchased Energy (MW), Steam (MT), Refrigeration (MMBTU)</li> <li>2. GHG (CO<sub>2</sub>e) Emission Factor across all purchased energy sources - IPCC or actual from the supplier (audited certificates)</li> <li>3. Total Scope 2 GHG Emissions: Total Consumption x Emission Factor</li> </ol>	<p>Principle 6, Question 7 of Essential Indicators</p>

Sr. No.	Attribute	Parameter	Measurement	Data & Assurance Approach	Cross – reference to the BRSR
		GHG Emission Intensity (Scope 1 +2)	Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP	1.Total Emission (Scope 1 & 2) 2. Total Revenue from Operations - From Audited P&L Statement 3. PPP (USD / INR)	Principle 6, Question 7 of Essential Indicators
			Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services	1. Total Emission (Scope 1 & 2) as above 2. Company & Sector Specific (i.e., No. of Vehicles Produced, MT of Material Produced, Data in Mn TB, No. of Seats / Travel Class, Room-nights etc.)	Principle 6, Question 7 of Essential Indicators
2	Water footprint	Total water consumption	Mn Lt or KL	<p>Water consumed is water that it is no longer available for use by the ecosystem or local community, such as water that has been withdrawn and incorporated into products or has evaporated or is polluted to the point of being unusable by other users, and is therefore not released back to surface water, groundwater, seawater, or a third party. It also includes water that has been stored during the reporting period for use or discharge in a subsequent reporting period.</p> <p>If the entity cannot directly measure its water consumption, it may calculate this using the following:</p> <ol style="list-style-type: none"> <li>1. Input water flow meter logs (Calibrated Meters)</li> <li>2. Output water flow meter logs (Calibrated Meters)</li> <li>3. Water consumption = Input Water - Output Water</li> </ol>	Principle 6, Question 3 of Essential Indicators

Sr. No.	Attribute	Parameter	Measurement	Data & Assurance Approach	Cross – reference to the BRSR
		Water consumption intensity	Mn Lt or KL / Rupee adjusted for PPP	<ol style="list-style-type: none"> <li>Total water consumed</li> <li>Total Revenue from Operations (from audited P&amp;L)</li> <li>PPP (USD / INR)</li> </ol>	Principle 6, Question 3 of Essential Indicators
			Mn Lt or KL / Product or Service	<ol style="list-style-type: none"> <li>Consumption as above</li> <li>Company &amp; Sector Specific (i.e., No. of Vehicles Produced, MT of Material Produced, Data in Mn TB, No. of Seats / Travel Class etc)</li> </ol>	Principle 6, Question 3 of Essential Indicators
		Water Discharge by destination and levels of Treatment	Mn Lt or KL	<ol style="list-style-type: none"> <li>Untreated Water</li> <li>Primary Treatment (Removal of material that floats or settle out i.e Filtration, Screening, Sedimentation etc.)</li> <li>Secondary Treatment (Removal of Dissolved organic Matter i.e. Oxidation, Digestion etc.)</li> <li>Tertiary Treatment (Disinfecting Water i.e. removal of pathogens, Phosphorous, Nitrogen etc.)</li> </ol>	Principle 6, Question 4 of Essential Indicators
3	Energy footprint	Total energy consumed	In Joules or multiples	<p>Total energy consumption = non-renewable fuel consumed + renewable fuel consumed + purchased electricity, heating, cooling, steam + self-generated electricity, heating, cooling, steam</p> <p><i>(If the entity generates electricity from a non-renewable or renewable fuel source and then consumes the generated electricity, the energy consumption shall be counted only once)</i></p>	Principle 6, Question 1 of Essential Indicators
		% of energy consumed from renewable sources	In % terms	Energy consumed through renewable sources / total energy consumed	

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		Energy intensity	Joules or multiples / Rupee adjusted for PPP	1. Total energy consumed 2. Total Revenue from Operations (from audited P&L) 3. PPP (USD / INR)	Principle 6, Question 1 of Essential Indicators
			Joules or multiples / Product or Service	1. Consumption as above 2. Company & Sector Specific (i.e., No. of Vehicles Produced, MT of Material Produced, Data in Mn TB, No. of Seats / Travel Class etc)	Principle 6, Question 1 of Essential Indicators
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	Kg / MT	Absolute weight of the packaging material (Bags, Bottles, Pallets etc.) discarded as defined under the plastic waste management rules 2016 and amendments thereof	Principle 6, Question 9 of Essential Indicators
		E-waste (B)	Kg / MT	Discarded Computers, televisions, cell phones, VCRs, stereos, DVD players, copiers, and fax machines etc. as listed under e-waste management rules 2016 and amendments thereof	Principle 6, Question 9 of Essential Indicators
		Bio-medical waste (C)	Kg / MT	Solids and liquid waste including its container and any intermediate product, which is generated during the diagnosis, treatment or immunization of human beings or animals or research activities as listed under Bio-medical waste management rules 2016 and amendments thereof	Principle 6, Question 9 of Essential Indicators
		Construction and demolition waste (D)	Kg / MT	Construction waste as per C&D waste management Rules 2016 and amendments thereof like concrete, plaster, metal rods / wires, wood, plastics etc.	Principle 6, Question 9 of Essential Indicators
		Battery waste (E)	Kg / MT	Discarded batteries i.e., Li-ion, Alkaline, Lead Acid etc used in vehicles, computers & laptops, mobiles other electronics, UPS, Power Back up etc. as	Principle 6, Question 9 of Essential Indicators

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				per Battery Waste management Rules 2016 and amendments thereof	
		Radioactive waste (F)	Kg / MT	Discarded material such as paper, plastic, clothes, equipment, machine parts etc having exposure to radiation across Nuclear Power Plants, Hospitals, Research Laboratories, Industrial Applications etc.)	Principle 6, Question 9 of Essential Indicators
		Other Hazardous waste. Please specify, if any. (G)	Kg / MT	As per hazardous waste management rules of CPCB	Principle 6, Question 9 of Essential Indicators
		Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Kg / MT	Waste not identified as Hazardous as per CPCB	Principle 6, Question 9 of Essential Indicators
		Total waste generated ((A+B + C + D + E + F + G + H)	Kg / MT	self-explanatory	Principle 6, Question 9 of Essential Indicators
		Waste intensity	Kg or MT / Rupee adjusted for PPP	1. Total waste generated 2. Total Revenue from Operations (from audited P&L) 3. PPP (USD / INR)	Principle 6, Question 9 of Essential Indicators
			Kg or MT / Unit of Product or Service	1. Total waste generated 2. Company & Sector Specific (i.e., No. of Vehicles Produced, MT of Material Produced, Data in Mn TB, No. of Seats / Travel Class etc)	Principle 6, Question 9 of Essential Indicators
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	Kg or MT	Absolute quantity	Principle 6, Question 9 of Essential Indicators
			Intensity	Kg of Waste Recycled Recovered /Total Waste generated  <i>Disclosure may be provided if certificates from vendors have been relied upon for assurance of KPIs on waste management</i>	

Sr. No.	Attribute	Parameter	Measurement	Data & Assurance Approach	Cross – reference to the BRSR
		For each category of waste generated, total waste disposed by nature of disposal method	Kg or MT  Intensity	1. Amount of material in MT disposed through Incineration 2. Amount of Material to Landfill 3. Any other method Kg of Waste Recycled Recovered /Total Waste generated	Principle 6, Question 9 of Essential Indicators
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards wellbeing of employees and workers – cost incurred as a % of total revenue of the company	In % terms	To check sources including – <ul style="list-style-type: none"> <li>Insurance Policies &amp; Premium Paid Details</li> <li>Infant Care Policy</li> <li>Amount billed/invoices towards providing such facilities</li> </ul> <i>(The following measures may be included – health insurance, accident insurance, maternity benefits, paternity benefits, day care facilities, health &amp; safety measures including access to mental health)</i>	Principle 3, Question 1(c) of Essential Indicators
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	Number of Permanent Disabilities	To check on the basis of claims	Principle 3, Question 11 of Essential Indicators
			Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	1. Total number of lost time injuries 2. Total No. of working hours 3. LTIFR = (Total number of lost time injuries *10,00,000) / Total No. of working hours	Principle 3, Question 11 of Essential Indicators
			No. of fatalities	To check on the basis of claims as reported to the Factory Inspector	Principle 3, Question 11 of Essential Indicators
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	In % terms	Employee Master / Register	Principle 5, Question 3(b) of Essential Indicators
		Complaints on POSH	<ul style="list-style-type: none"> <li>Total Complaints on Sexual Harassment (POSH) reported</li> <li>Complaints on POSH as a % of female employees / workers</li> </ul>		Principle 5, Question 7 of Essential Indicators

Sr. No.	Attribute	Parameter	Measurement	Data & Assurance Approach	Cross – reference to the BRSR
			<ul style="list-style-type: none"> <li>Complaints on POSH upheld</li> </ul>		
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – <i>Directly sourced from MSMEs/ small producers and from within India</i>	In % terms – As % of total purchases by value	self-explanatory <i>'Input material' - includes all types of procurement such as raw material, spares, services, capex procurement items etc.</i>	Principle 8, Question 4 of Essential Indicators
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	In % terms – As % of total wage cost	Place of employment of employees /workers (Place to be categorised based on with RBI classification system on rural / semi-urban / urban / metropolitan)	Principle 8, Question 5 of Essential Indicators
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	In % terms		Principle 9, Question 7 of Essential Indicators
		Number of days of accounts payable	(Accounts payable *365) / Cost of goods/services procured	To check from financial statements	Principle 1, Question 8 of Essential Indicators
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	<ul style="list-style-type: none"> <li>Purchases from trading houses as % of total purchases</li> <li>Number of trading houses where purchases are made from</li> </ul>	<ol style="list-style-type: none"> <li>RPT audited by Financial Auditors (Refer Financial Audit Report)</li> <li>Financial statements / invoices</li> </ol>	Principle 1, Question 9 of Essential Indicators

Sr. No.	Attribute	Parameter	Measurement	Data & Assurance Approach	Cross – reference to the BRSR
			<ul style="list-style-type: none"> <li>• Purchases from top 10 trading houses as % of total purchases from trading houses</li> <li>• Sales to dealers / distributors as % of total sales</li> <li>• Number of dealers / distributors to whom sales are made</li> <li>• Sales to top 10 dealers / distributors as % of total sales to dealers / distributors</li> </ul> <p>Share of RPTs (as respective %age) in -</p> <ul style="list-style-type: none"> <li>• Purchases</li> <li>• Sales</li> <li>• Loans &amp; advances</li> <li>• Investments</li> </ul>		