



Brakes India

SUSTAINABILITY REPORT

FY 2024-25

A vibrant landscape photograph showing a steep, rocky mountain peak covered in lush green forest. A calm blue lake is visible in the lower left, reflecting the sky. The foreground is filled with dense green foliage. The image is partially overlaid by a large, semi-transparent blue arc that frames the text.

**TRANSITION
TO ENHANCE
SUSTAINABILITY**

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ESG Highlights FY 2024-25

Brakes India's FY 2024-25 sustainability performance reflects decisive progress across all four strategic goals: transition to 100% renewable energy, net zero emissions, zero waste to landfill, and water positivity.

ENVIRONMENTAL HIGHLIGHTS

Renewable Energy of total consumption 73%	CSR Investment <i>health, education, environment</i> INR 1,184L
Water Recycled <i>via STP, ETP & RO system</i> 3.14L KL	First RE-Powered Casting <i>100% renewable energy process</i> Green Casting
Rooftop Solar Capacity <i>in-house installed</i> 2,564 kW	Avoided Emissions <i>through RE purchase & generation</i> 2.04L tCO ₂ e

ESG HIGHLIGHTS AT A GLANCE

GREEN CASTINGS - A GLOBALLY PIONEERING SUSTAINABLE PRODUCT

Brakes India's Foundry Division has pioneered a Green Casting process that uses 100% renewable energy from start to finish and is one of the energy-clean casting operations in the global automotive supply chain. With melting consuming 81% of foundry energy, this breakthrough defines our Net Zero pathway for the division.

WATER POSITIVE - LAKE REJUVENATION MAKES THE DIFFERENCE

Through rejuvenation of Polambakkam Lake (175 acres) and Chakkili Lake (21 acres) with the Environmentalist Foundation of India, Brakes India now replenishes 7.02 lakh KL annually, thereby offsetting our full annual water usage and making us Water Positive by 2.53 lakh KL.

SCOPE 1+2 EMISSIONS DOWN 60% IN THREE YEARS

Combined GHG emissions fell from 2.10 lakh tCO₂e in FY 2021-22 to 0.84 Lakh tCO₂e - a 60% reduction. Emission intensity improved 71%, from 41.3 to 11.8 tCO₂e per Crore INR. The primary driver was renewable energy which now covers 73% of total consumption.

100,000+ TREES ACROSS ALL 19 FACILITIES

Visitors to Brakes India plants frequently remark that entering feels like stepping into a garden. Over decades, we have preserved existing trees and actively planted new ones across all facilities thereby creating canopies that support biodiversity, reduce heat, and reflect our environmental ethos since the company's founding.

MESSAGE FROM THE MANAGING DIRECTOR

Dear Stakeholders,

At Brakes India, we believe that business success must be deeply intertwined with environmental stewardship and social responsibility. As the world evolves, so do we by continuously aligning our values and aspirations with those of our customers, employees, shareholders, and partners.

Our sustainability approach rests on three core pillars: environmental stewardship, social accountability, and long-term value creation. These guide every initiative we undertake as we work toward building a greener, more equitable future.

Environmental Stewardship

Sustainability has been at the heart of Brakes India for decades. Our 19 facilities are home to over 100,000 trees acting as a natural canopy that visitors often describe as more garden than factory. We pioneered rainwater harvesting through recharge ponds and recycle manufacturing waste for construction. Our foundry holds the GreenPro Ecolabel from CII. In FY 2024–25, 73% of our energy needs were met by renewable sources, and we avoided over 2 lakh tonnes of CO2 equivalent emissions more than double of our actual Scope 1 and 2.

Social Accountability

We invested INR 1,184 Lakhs in CSR during FY 2024–25 - spanning healthcare, education, rural development, and cultural preservation. Our employees benefit from occupational health centres, mental wellness programmes, and a speak-up safety culture. We delivered 5,456 training man-days across 2,841 participants, averaging 1.93 man-days per employee.

The Road Ahead

'Transition to Enhance Sustainability' is not just our report theme, it is our operational commitment. We are on a defined path to 100% renewable energy, Net Zero emissions, Zero Waste to Landfill, and Water Positivity. Each goal has milestones, accountability, and progress to show.

Sriram Viji

Managing Director
Brakes India Private Limited

GREENPRO ECOLABEL — FOUNDRY DIVISION

Brakes India's Foundry Division, established in 1981, holds the prestigious GreenPro Ecolabel from the Confederation of Indian Industry - one of India's most respected eco-manufacturing certifications. This recognition reflects a commitment to responsible production that predates today's sustainability mandates by decades.



OVERVIEW OF THE REPORT

ABOUT THE REPORT

Brakes India releases this annual Sustainability Report to transparently demonstrate our progress on material ESG issues. The theme for FY 2024–25 is 'Transition to Enhance Sustainability', reflecting our journey from commitment to measurable action.

REPORTING PERIOD & BOUNDARY

This report covers 1 April 2024 to 31 March 2025, encompassing all 19 manufacturing facilities in India - 15 Brake Division plants including the Head Office at Padi, Chennai and 4 Foundry Division plants. Facilities span 9 Indian states. International operations (Dunes Oman, Indonesia) are excluded from environmental data unless specified.

REPORTING STANDARD

Prepared with reference to GRI Standards 2021 and AIAG sustainability principles. A GRI Content Index is provided in Appendix B.

PLANT LOCATIONS

BRAKES DIVISION

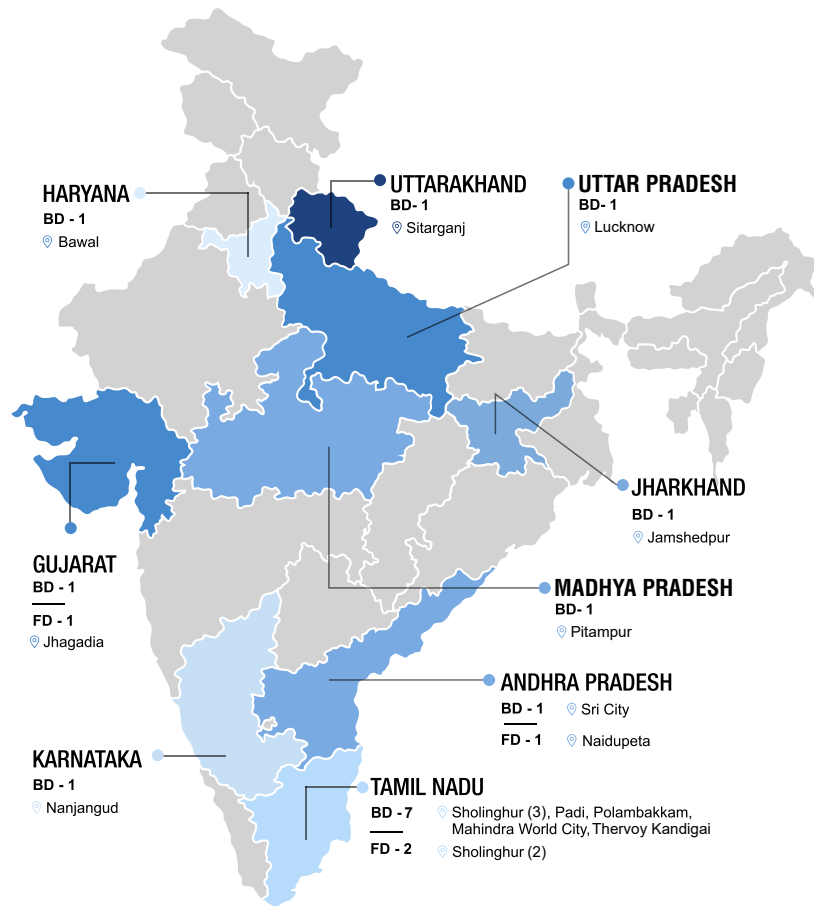
Total Number of Plants 15

- Uttarakhand
- Haryana
- Gujarat
- Jharkhand
- Madhya Pradesh
- Tamil Nadu
- Karnataka
- Andhra Pradesh
- Uttar Pradesh

FOUNDRY DIVISION

Total Number of Plants 4

- Tamil Nadu
- Gujarat
- Andhra Pradesh



CONTACT & FEEDBACK

Channel	Details
Email	esg@brakesindia.co.in
Phone	+91-(0)44 26526000
Website	www.brakesindia.com
Address	Brakes India Private Limited, Padi, Chennai – 600 050, Tamil Nadu

ZERO NON-COMPLIANCE ACROSS ALL FACILITIES — FY 2024–25

Brakes India recorded zero environmental non-compliances, zero information security incidents, and zero corruption or anti-competitive behaviour cases across all 19 facilities. Our Internal Control Committee conducts year-round monitoring to maintain this standard.

ABOUT TSF GROUP & BRAKES INDIA

THE TSF GROUP

Established in 1936, the TSF Group is a diversified industry leader with ~INR 30,000 Cr annual revenue, 42,000+ employees, and 1,200+ branches across auto components, dealerships, distribution, and financial services.

Segment	Key Companies
Auto Components	Brakes India Wheels India Axles India Turbo Energy Sundaram Composites
Distribution & Dealerships	IMPAL · Madras Auto Service · Sundaram Motors
Financial Services	Sundaram Finance Royal Sundaram General Insurance Sundaram Home Finance

BRAKES INDIA — COMPANY OVERVIEW

Founded in 1962 and promoted by the TSF Group, Brakes India is India's leading supplier of braking systems and a globally recognised provider of ferrous castings. With revenues of ~INR 7,081 Cr, 19 facilities, world-class R&D, and a high-speed test track, we serve 35+ OEM customers in 27 countries.

Revenue FY 2024-25
INR 7,081 Cr

R&D Investment FY 2024-25
INR 110 Cr

Employees
10,000+

Manufacturing Facilities Across 9 states
19

Engineers in-house R&D
250+

Exports to 27 countries
INR 1,500 Cr

19 Manufacturing Facilities | INR 7,081 Cr Revenue | 10,000+ Employees | 27 Export Markets

BOARD OF DIRECTORS

Mr. R. Ramanujam

Executive Chairman

Mr. S. Viji

Executive Vice Chairman

Mr. Sriram Viji

Managing Director

Mr. R. Srikanth

Director

Mr. T. T. Srinivasaraghavan

Director

Mr. Sampath Ramesh

Director

Mr. Shekar Viswanathan

Director

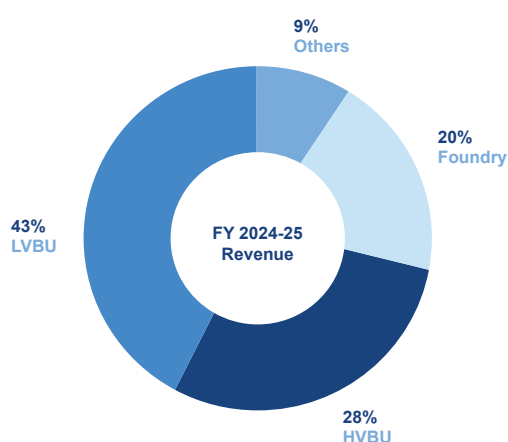
Mr. T.S. Tirumurti

Director

BUSINESS UNITS

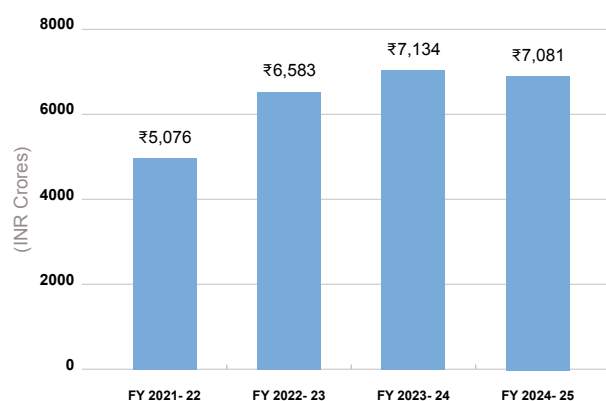
Business Unit	Description	FY 2024 - 25 Revenue	Share
Light Vehicle Braking (LVBU)	Braking systems for light vehicles	INR 3,040 Cr	43%
Heavy Vehicle Braking (HVBU)	Braking systems for trucks & buses	INR 1,961 Cr	28%
Metal Castings (Foundry)	Safety-critical castings	INR 1,414 Cr	20%
Others (FAMBU + Polymers + Amtix)	Friction, aftermarket, polymer components	INR 666 Cr	9%

REVENUE BY BUSINESS UNIT



REVENUE TREND (INR CRORES)

REVENUE FROM OPERATIONS (INR CRORES)



GLOBAL PRESENCE & PARTNERSHIPS

Brakes India operates internationally with Foundry operations in Salalah, Oman (Dunes Oman) and Brake operations in Indonesia, supported by offices in Munich, Japan, and South Korea for export business development.

Technical partnerships: ZF · Astemo · Hitachi Metals · KLAM · Advics · Meritor.

Memberships: ACMA · CII · MCC · IIF · IWMA.

SUSTAINABILITY FRAMEWORK

BRAKES INDIA SUSTAINABILITY STRATEGY

Responsible Business	Sustainable Environment	Care For People
• Corporate Governance • Business Ethics • Risk Management • Stakeholder Partnerships & ESG Collaboration • Regulatory Compliance	• Energy Management • Emission Management • Water Management • Waste Management • Env. Policy & Systems	• Occupational Helath & Safety • Training & Education • Corporate Social Responsibility

Transition to Enhance Sustainability- FY 2024-25

MATERIALITY ASSESSMENT

We conduct materiality assessments every three years to identify the ESG topics most significant to our business and stakeholders. Our process: (1) Stakeholder Identification, (2) Creating a topic bucket-list based on ESG frameworks and peer analysis, (3) Prioritisation. Ten material topics have been identified across three pillars.

SDG MAPPING

Sustainability Pillar	Material Topics	UN SDGs Aligned
Responsible Business	Corporate Governance, Business Ethics	SDG 8, 10, 12, 16, 17
Sustainable Environment	Energy, Emissions, Water, Waste, Env. Policy & Systems	SDG 6, 7, 9, 12, 13, 14, 15
Care for People	OHS, Training & Education, CSR	SDG 1, 2, 3, 4, 5, 6, 8, 10, 11

SUSTAINABILITY COMMITTEE

The Sustainability Committee is led by the Managing Director and Director-Corporate Affairs & HR, with representation from all five business units and every manufacturing facility. It meets regularly to review performance, set targets, and drive accountability. This structure ensures sustainability informs daily operational decisions at every level.

OUR THEME: TRANSITION TO ENHANCE SUSTAINABILITY

Brakes India has embedded sustainability since inception. By reusing foundry return sand for construction, repurposing wooden packaging into furniture, recycling swarf into foundry processes. Under our current theme, we are accelerating from embedded practices to industry-leading performance: 73% RE, Water Positive, Green Casting, and a clear path to Net Zero.

ESG SCORECARD

Metrics track FY 2024–25 performance against FY 2023–24 and include brief context for interpretation. All figures rounded to 3 significant digits.

ENVIRONMENT

Indicator	FY 2024–25	vs FY 2023–24	Context
Renewable Energy %	73%	+22% ↑	Up from 21% in FY 21–22
Total Energy (GJ)	12,82,522	–10% ↑	RE shift driving absolute reduction
Energy Intensity (GJ/Cr)	181	–9% ↑	16% improvement since FY 21–22
Scope 1 GHG (tCO ₂ e)	9,471	–13% ↑	Fossil fuel substitution ongoing
Scope 2 GHG (tCO ₂ e)	74,127	–40% ↑	Largest single-year reduction
Total GHG (tCO ₂ e)	83,598	–38% ↑	Down 67% since FY 21–22
Avoided Emissions (tCO ₂ e)	2,04,465	New metric	Exceeds total S1+S2 combined
Water Usage (KL)	7,64,016	~0% →	Net positive via lake rejuvenation
Water Recycled (KL)	3,14,279	+3% ↑	Up 19% since FY 21–22
Waste Diverted (MT)	33,151	Baseline	37% diversion; target Zero to Landfill

SOCIAL

Indicator	FY 2024–25	Context
Training (Man days/employee)	1.93	5,456 total man-days, 2,841 participants
CSR Expenditure	INR 1,184 Lakhs	Exceeds statutory requirement
OHS Certification	ISO 14001 / 45001 - 18 plants, office	18 manufacturing facilities covered
Blood Donation	503 donors	5 camps across Padi and Polambakkam

GOVERNANCE

Indicator	Status FY 2024–25	Context
Policies in Place	16	ESG, Human Rights, Biodiversity, Water, Waste, Energy, HSE, POSH...
Sustainability Committee	Active	MD-led; all 19 plants represented
Env. Non-Compliance	Zero	All 19 facilities, full year
Corruption / Ethics Incidents	Zero	Whistleblower policy active
IS Security Incidents	Zero	ISMS certified
Reporting Standard	GRI Standards 2021	With reference to AIAG

BIPL CERTIFICATIONS

Certification	Scope	Brake Division Plants	Foundry Division Plants + Office
ISO 14001:2015	Environmental Management	13	5
ISO 45001:2018	Occupational Health & Safety	13	5
ISO 50001:2018	Energy Management	7	6
TiSAX Certification	Information Security Management	5	5
Green Company — Platinum	CII Green Rating	-	2
Green Product — Eco Label (GreenPro)	CII Product Eco Label	-	4

KEY POSITIVE POINTS IDENTIFIED DURING AUDITS:

1. STRONG COMMITMENT TO COMPLIANCE:

- The organization has demonstrated a clear commitment to meeting the requirements of ISO 45001:2018 (Occupational Health & Safety) and ISO 14001:2015 (Environmental Management).

2. EFFECTIVE IMPLEMENTATION OF MANAGEMENT SYSTEMS:

- The audit found that management systems are well-established and effectively implemented across the audited sites.
- There is evidence of systematic processes for hazard identification, risk assessment, and control measures.

3. EMPLOYEE AWARENESS AND PARTICIPATION:

- Employees at various levels showed good awareness of safety and environmental policies and procedures.
- Active participation in safety programs and environmental initiatives was observed.

4. CONTINUOUS IMPROVEMENT INITIATIVES:

- The company has ongoing programs for continual improvement, including regular internal audits, management reviews, and corrective actions.
- There is a proactive approach to identifying opportunities for improvement.

5. COMPLIANCE WITH LEGAL AND OTHER REQUIREMENTS:

- The organization maintains up-to-date records of legal and regulatory requirements and demonstrates compliance through documented evidence.

6. GOOD HOUSEKEEPING AND MAINTENANCE:

- The audit noted well-maintained facilities, proper housekeeping, and effective waste management practices.

SCOPE 1+2 GHG DOWN 60% — THE SHARPEST DECLINE IN OUR SECTOR

From 2.10 lakh tCO₂e in FY 2021–22 to 0.84 Lakhs tCO₂e in FY 2024–25, Brakes India's GHG emissions have fallen at a rate that places us among the leading performers in the Indian automotive components sector. Avoided emissions of 2.04 lakh tCO₂e through renewable purchases now exceed our actual emissions by 2.4 times.

GOVERNANCE & RESPONSIBLE BUSINESS

RISK MANAGEMENT

Our Internal Control Committee (ICC) identifies, assesses, and mitigates business, environmental, and compliance risks. A Disaster Management Plan ensures continuity. The ICC meets periodically and reports to senior management and the Board. No material risk events occurred during FY 2024–25.

BUSINESS ETHICS

All employees and board members adhere to a strict Code of Conduct, reinforced through regular training. A Whistleblower Policy enables confidential reporting with protected anonymity. No incidents of unethical conduct, corruption, or anti-competitive behaviour were reported in FY 2024–25.

OUR 16 POLICIES

#	Policy	#	Policy
1	BIPL ESG Policy	9	PoSH Policy
2	Human Rights Policy	10	ISMS Policy
3	Biodiversity Policy	11	Water Management Policy
4	Green Procurement Policy	12	Waste Management Policy
5	CSR Policy	13	Corporate HSE Policy
6	Whistleblower Policy	14	Corporate Energy Policy
7	Code of Conduct (Employees)	15	Business Ethics Policy
8	Code of Conduct (Business Partners)	16	Policy on Anti-Competitive Behaviour

STAKEHOLDER ENGAGEMENT

Brakes India engages systematically with internal and external stakeholders. Internal: Board, Business Unit & Site Heads, Department Heads, Staff, Workmen, and Employee Unions through board meetings, management reviews, workshops, and circulars. External: Statutory Bodies, Customers, Suppliers, Communities, and Certification Bodies through site visits, assessments, performance reviews, and two-way community consultations.

Collective bargaining agreements with unionised workforce are maintained under the Industrial Disputes Act, 1947. Union meetings are conducted across all facilities to understand and address grievances.

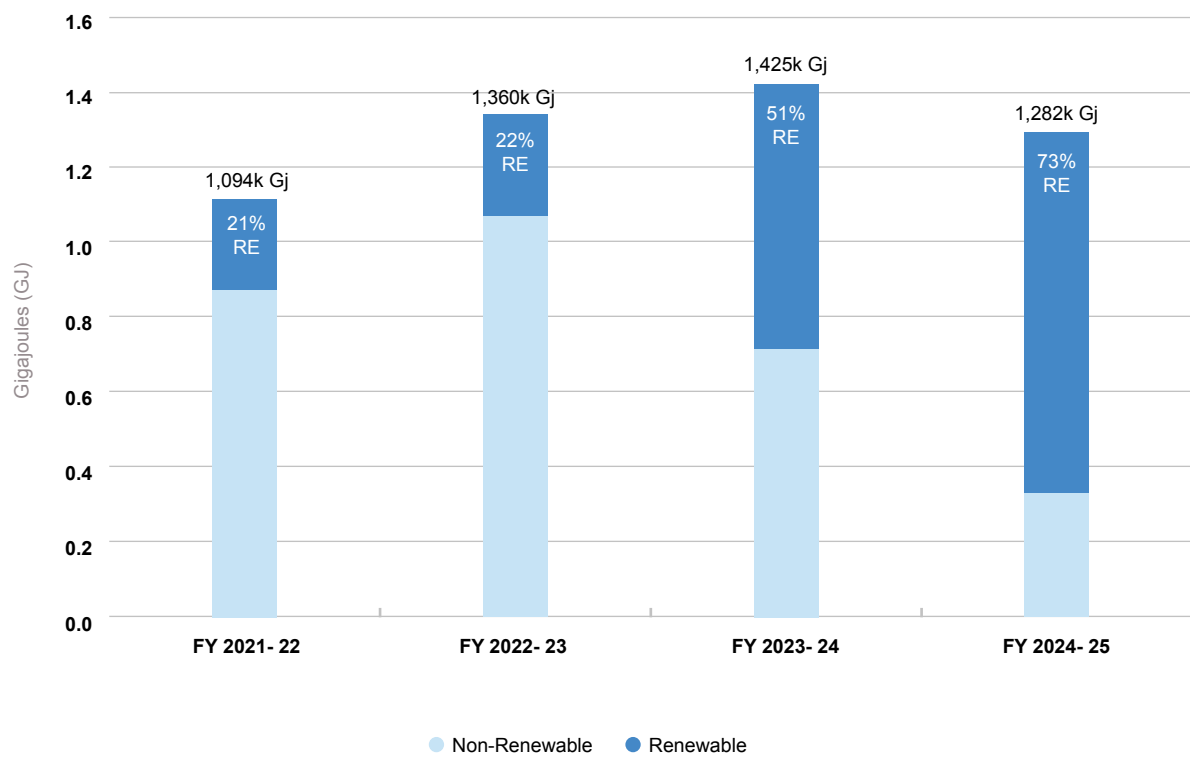
IMS: ISO 14001 + ISO 45001 + ISO 50001 ACROSS VARIOUS PLANTS

Brakes India operates an integrated management system covering environmental (ISO 14001), occupational health & safety (ISO 45001), and energy (ISO 50001) management across all facilities. HSE objectives are set annually and reviewed every 4 months at Management Review Meetings. Sustainability awareness training including IMS, water conservation, hazardous waste, and energy management programmes is delivered to all employees.

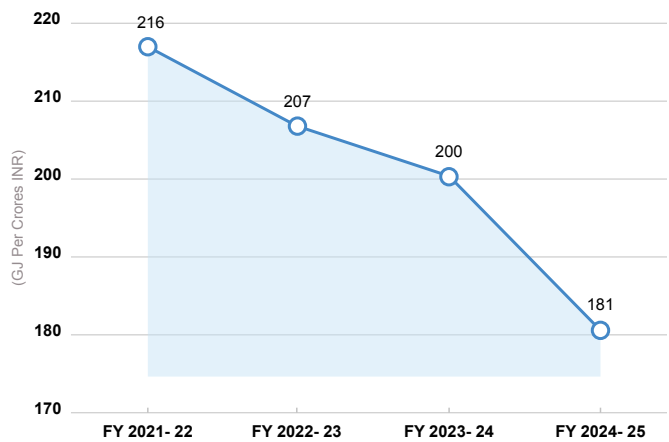
ENERGY MANAGEMENT

Brakes India’s energy strategy is guided by our ISO 50001-certified Energy Management System (EnMS), implemented at 13 sites under a PDCA framework. Our goal is 100% renewable energy. We are currently at 73%. In FY 2024–25, total energy consumption fell 10% vs FY 2023–24, while the renewable energy share rose 22 percentage points.

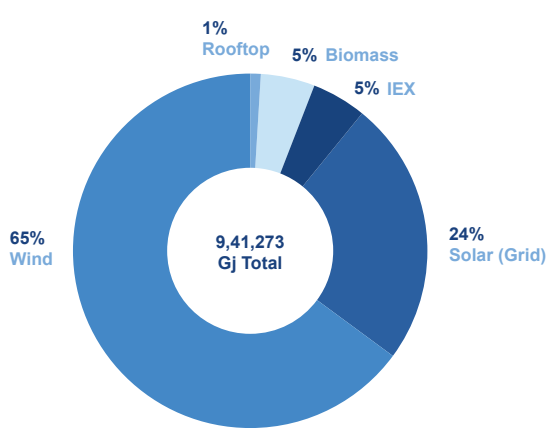
TOTAL ENERGY CONSUMPTION- RENEWABLE VS NON-RENEWABLE



ENERGY INTENSITY (GJ PER CRORE INR)



RENEWABLE ENERGY SOURCES FY 24-25

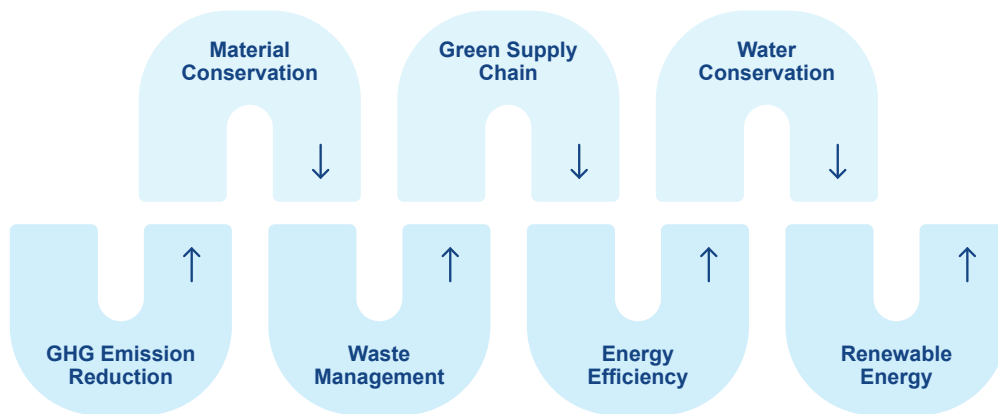


Energy intensity improved 16% over four years, from 216 GJ/Crore (FY 2021–22) to 181 GJ/Crore (FY 2024–25) reflecting both operational efficiency gains and renewable substitution. In-house rooftop solar capacity stands at 2,564 kW across all plants, generating 5,483 GJ (15.4 lakh kWh) in FY 2024–25.

GREEN CASTING - 100% RENEWABLE ENERGY FOR CASTING

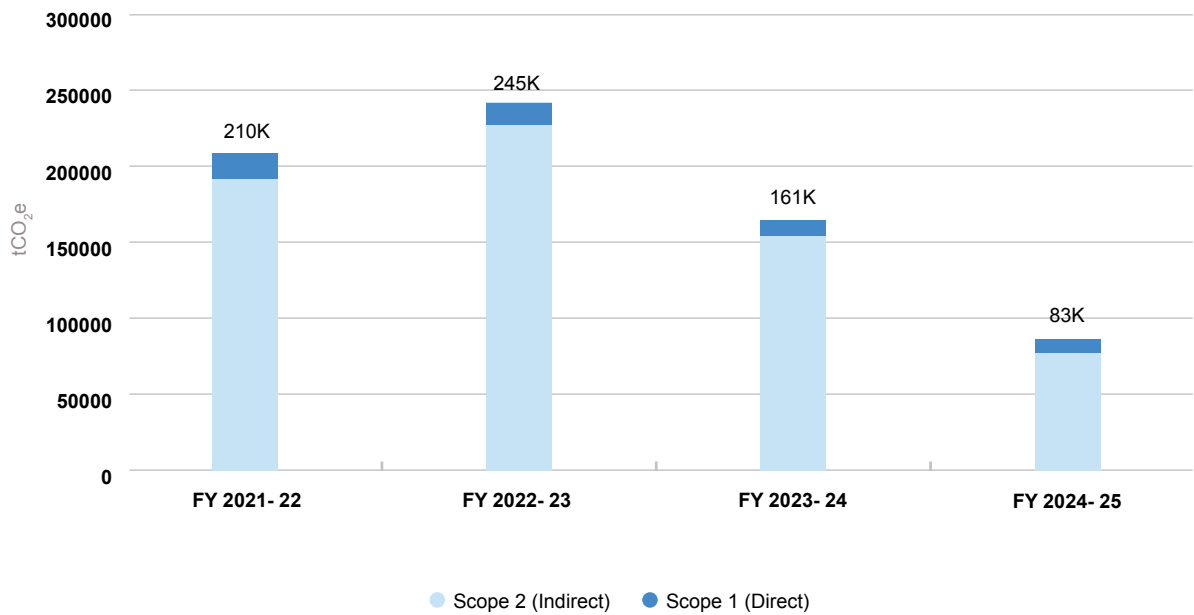
A FIRST IN INDIA'S AUTOMOTIVE FOUNDRY SECTOR

The Foundry Division's melting process consumes 81% of its total energy. Recognising this, Brakes India developed a Green Casting process in which one of its key products is manufactured entirely using renewable energy from melting through finishing. This makes Brakes India one of the first foundries in India's automotive supply chain to offer a fully renewable-powered casting. Green Casting is now a core part of our Net Zero roadmap for the Foundry Division.



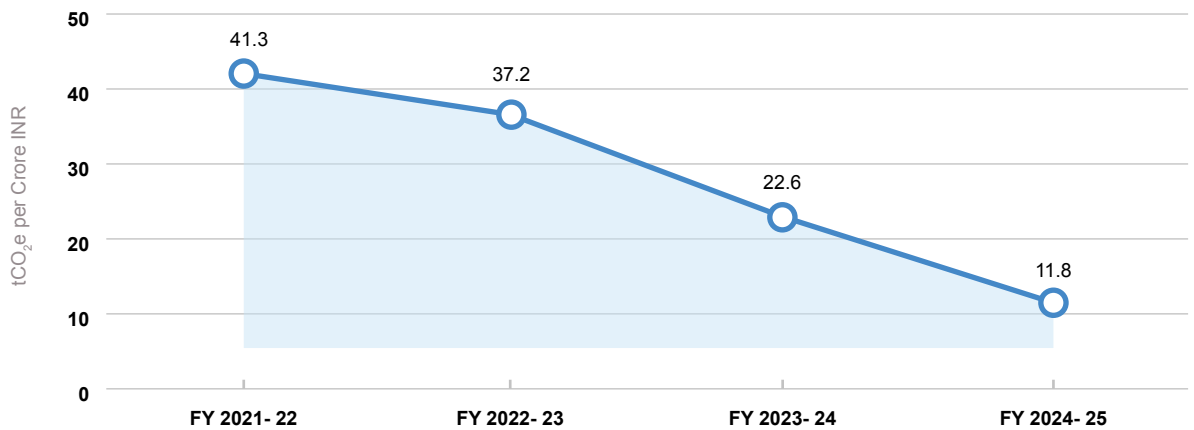
EMISSION MANAGEMENT

Brakes India monitors and reports Scope 1 and Scope 2 GHG emissions across all 19 Indian manufacturing facilities, in accordance with the GHG Protocol and IPCC guidelines. Scope 3 upstream energy data (Foundry Division) is included in Appendix A.3.



EMISSION INTENSITY (tCO₂E PER CRORE INR)

EMISSION INTENSITY



Emission intensity improved 71% over four years - from 41.3 to 11.8 tCO₂e per Crore INR - one of the sharpest improvements in the industry.

AIR EMISSIONS

Total air emissions in FY 2024–25 amounted to 1,668 tonnes, all within CPCB-prescribed limits. Emissions are audited by CPCB-approved third-party agencies and submitted via Annual Environmental Statements.

Pollutant	FY 2024–25 (MT)	Regulatory Status
Suspended Particulate Matter (SPM)	939	Within CPCB limits
Oxides of Nitrogen (NOx)	402	Within CPCB limits
Sulphur Dioxide (SO ₂)	327	Within CPCB limits
Hydrocarbon (HC)	<1	Within CPCB limits
Total Air Emissions	1,668	All parameters compliant

AVOIDED EMISSIONS (FY 2024–25)

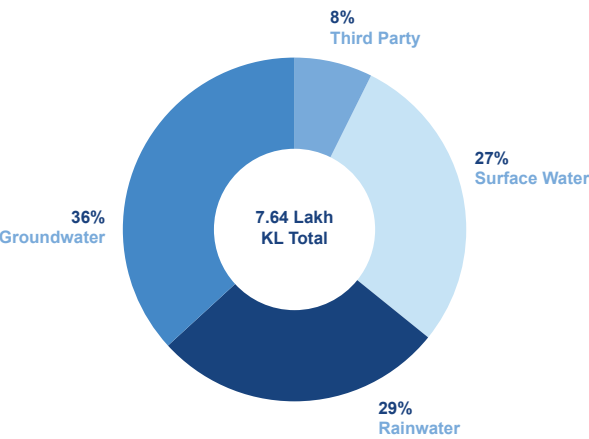
Through renewable energy generation (15.4 lakh kWh via solar) and purchases (26.0 crore kWh via wind, grid solar, IEX, biomass), Brakes India avoided a total of 2,04,465 tCO₂e in FY 2024-25. This is 2.4× our actual Scope 1+2 combined emissions of 83,598 tCO₂e which demonstrates that our renewable programme now generates net positive climate impact beyond our own operations.



WATER MANAGEMENT

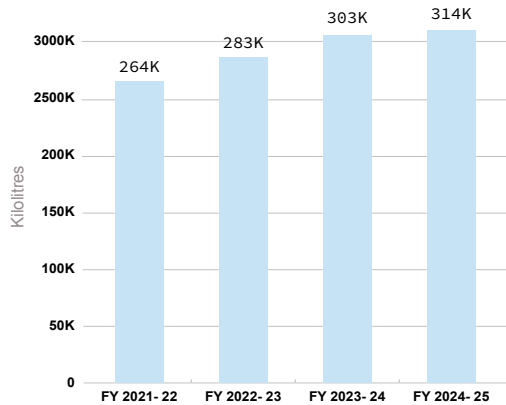
Brakes India’s water strategy centres on responsible usage, maximising recycling, and active community conservation. None of our 19 facilities are in water-stressed areas. All plants operate under Zero Liquid Discharge (ZLD) principles and no untreated effluent is discharged into any natural water body.

WATER USAGE BY SOURCE — FY 2024–25



WATER RECYCLED TREND (KL)

WATER RECYCLED AND REUSED



Water recycling has grown 19% over four years through in-house STP, ETP, and RO systems. Recycled water is reused in manufacturing processes (1.25 lakh KL) and gardening/irrigation (1.89 lakh KL).

Rainwater harvesting capacity has grown to 2.82 lakh KL across all facilities. In FY 2024–25, 2.24 lakh KL of rainwater was utilised, about 29% of total water usage.

RESTORING LAKES, REPLENISHING FUTURES

BRAKES INDIA’S JOURNEY TO WATER POSITIVITY

At Brakes India, water is more than a resource and it is a responsibility. In partnership with the Environmentalist Foundation of India (EFI), we have rejuvenated two vital lakes in Tamil Nadu. Polambakkam Lake (175 acres, adjacent to our plant): storage capacity rises to 18.34 lakh KL by June 2025 (+50%), 13 nesting islands sculpted for avian biodiversity, 6 groundwater recharge wells. 3,000 residents, 400 farmers, and 600 acres of farmland benefit. Chakkili Lake, Thazhambur (21 acres): capacity grows 60% to 2.44 lakh KL by May 2025. 27 nesting islands, 4 recharge wells, 5 ponds. Desilting, trench cutting, and weed removal ensure long-term health. Together, these lakes replenish 7.02 lakh KL annually thereby offsetting Brakes India’s total water usage 7.60 lakh KL. Adding 3.11 lakh KL recycled on-site: Brakes India is Water Positive by 2.53 lakh KL.

WASTE MANAGEMENT

Brakes India targets 'Zero Waste to Landfill' and applies circular economy principles across all operations. Single-use plastic has been banned since October 2018. All waste is managed in compliance with CPCB and SPCB regulations; detailed disposal data is provided in Appendix A.5.

WASTE SUMMARY — FY 2024–25

Category	Generated (MT)	Diverted (MT)	Rate
Non-Hazardous	85,615	32,793	38%
Hazardous	2,877	358	12%
Total	88,492	33,151	37%

Waste directed to disposal (55,341 MT) is primarily non-hazardous foundry sand. Detailed breakdown in Appendix A.8.

ZERO WASTE TO LANDFILL — OUR LONG-TERM GOAL

37% of all waste generated was diverted from disposal in FY 2024–25 through recycling, reuse, and co-processing (including cement kiln co-processing for hazardous waste). The Foundry Division's near-total use of recycled inputs demonstrates that circular economy principles are already operating at scale. Our goal is to eliminate all landfill disposal across all 19 facilities.

CIRCULAR ECONOMY INSIDE BI

Brakes India operates a closed-loop internal circular economy:

- Punched scrap from Brake Division is melted and reused in Foundry Division eliminating cross-site waste.
- Foundry Division uses 97% recycled sand and 92% recycled metal inputs (used moulds and metal waste).
- Return sand from casting is reused for construction, and wooden packaging is repurposed into furniture.

CARE FOR PEOPLE

OCCUPATIONAL HEALTH & SAFETY

Our 18 manufacturing facilities / office are ISO 45001:2018 certified. Our OHS management system covers all employees including contract workers. We promote a zero-accident culture through poka-yoke, risk assessments, quarterly HSE Committee meetings, near-miss reporting, and Safety Month every March.

18 ISO 45001 Certified <i>manufacturing facilities / office</i>	Zero Env. Non-Compliances <i>FY 2024–25</i>	503 Blood Donors <i>5 camps in FY 2024–25</i>
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Occupational Health Centres at all facilities provide immediate medical care, periodic health check-ups, and mental wellness programmes (yoga, stress management, counselling). ESI and insurance coverage is provided for all employees.

A SPEAK-UP SAFETY CULTURE

Employees are empowered to report hazards through HSE Committee meetings, daily work management meetings, near-miss reporting systems, and complaint registers with full confidentiality and no reprisals. Each plant has a safety committee with management and worker representation. Safety Month (March) includes training campaigns, awareness programmes, and recognition for best practices.

TRAINING & DEVELOPMENT

Training needs are identified through Competency Mapping (supervisory / technical / managerial staff) and Skill Matrix (permanent & non-permanent workers). In FY 2024–25, 5,456 man-days training were delivered to 2,841 participants averaging 1.93 man-days per employee.

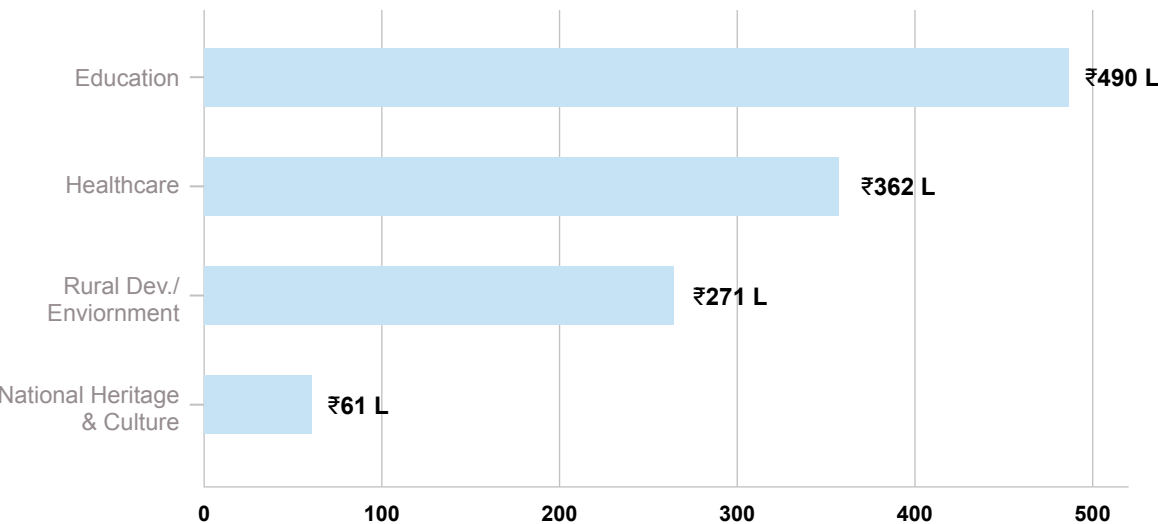
Training Category	Description	Delivery Method
Technical	Process, equipment, product-specific skills	Workshops, on-the-job
Safety & Awareness	IMS, HSE, energy, hazardous materials	Classroom, e-learning
Behavioural	Soft skills, leadership, communication	Facilitated sessions
Wellbeing	Yoga, stress management, financial literacy	On-site programmes
Women Development	Targeted programmes for women employees	Dedicated workshops
Mandatory	POSH, ethics, Code of Conduct, legal compliance	Annual certification
Internal Auditor	ISO 14001, 45001, 50001 qualification(s)	Classroom + practical
Customised	Role-specific and site-specific needs	Tailored programmes

All supervisory / technical / managerial staff undergo annual Personal Development Appraisal (PDA) reviews. Permanent & non-permanent workers are appraised through the Settlement mechanism. External training funding supports skill upgrades and post-retirement guidance is provided for eligible employees.

CORPORATE SOCIAL RESPONSIBILITY

In FY 2024–25, Brakes India invested INR 1,184 Lakhs across four CSR focus areas, delivered through a dedicated CSR Committee that monitors project progress and commissions Social Impact Assessments.

CSR EXPENDITURE BY FOCUS AREA- FY 2024-25



CSR Expenditure by Focus Area — FY 2024–25 (INR Lakhs)

Focus Area	Spend (INR Lakhs)	Representative Initiatives
Education	490	SASTRA University, Madras Dyslexia Association, Amar Seva Sangam, 16 institutions total
Health Care	362	Sholinghur Development Trust, Sundaram Medical Foundation, Haemophilia Foundation, 11 institutions
Rural Dev. / Environment	271	EFI lake rejuvenation, RO plants, village infrastructure, biodiversity conservation
National Heritage & Culture	61	Kuppuswamy Sastri Research Centre, Sundaram Charities, classical arts trusts
Total	1,184	

WATER + CSR CONVERGE: LAKE REJUVENATION TOUCHES 3,000+ LIVES

The Polambakkam and Chakkili lake rejuvenation projects sit at the intersection of environmental sustainability and CSR — funded partly through the Rural Development / Environment category. Beyond restoring water bodies, these projects directly benefit 3,000 residents, 400 farmers, and 600 acres of farmland, demonstrating that environmental investments can be simultaneously social investments.

SUMMARY

At Brakes India, sustainability is built into how we operate and manufacture our products, not simply in what we report. Our performance across materials, energy, water, biodiversity, emissions and waste reflects a disciplined approach to reducing environmental impact while creating long-term value.

That journey begins with how we use resources. Return sand is repurposed for construction applications, wooden packaging is transformed into furniture, and swarf is reintegrated into foundry processes. These circular practices reduce waste, extend the life of valuable materials and lessen the demand for virgin resources.

The same philosophy guides our approach to energy and water. Renewable sources now account for approximately 73% of our total energy consumption, keeping us on track towards our RE100 commitment while we continue reducing dependence on fossil fuels in thermal applications. Rainwater harvesting, wastewater treatment and the reuse of treated water have reduced freshwater withdrawal, while our lake rejuvenation initiatives have enabled us to achieve water positivity across our areas of operation.

Our commitment extends beyond our factory boundaries. None of our manufacturing locations are situated within biodiversity hotspots or ecologically sensitive areas, and the planting of more than 100,000 trees has strengthened local green cover while creating habitats that support birds and other wildlife.

These efforts are reflected in our environmental performance. In FY 2024–25, renewable energy generation and procurement avoided 204,465 tCO₂e, approximately 2.4 times our combined Scope 1 and Scope 2 emissions. At the same time, 37% of waste generated was diverted from disposal through recycling, reuse and co-processing, while our Foundry Division operated using nearly 97% recycled inputs.

We remain fully compliant with all applicable environmental laws and regulations. As we look ahead, our focus remains clear: expanding renewable energy, improving water efficiency, advancing circular resource use, reducing fossil fuel dependence and achieving zero waste to landfill across all our manufacturing facilities.





APPENDIX

A- APPENDIX: DETAILED RESOURCE DATA

This appendix provides granular environmental data for FY 2024–25 at the BIPL consolidated level, for use by customers, rating agencies, and other stakeholders requiring full GRI disclosure.

A.1 DIRECT ENERGY CONSUMPTION — SCOPE 1

Energy Source	Unit	Brake Division	Foundry Division	BIPL Total
High Speed Diesel	KL	368	483	851
Superior Kerosene Oil (SKO)	KL	625	139	764
Mineral Waste Hydrocarbon Oil	KL	-	952	952
Furnace Oil	KL	266	-	266
LPG	KL	79	41	120
PNG (Piped Natural Gas)	SCM	3,48,659	2,516	3,51,175
CNG (Compressed Natural Gas)	SCM	5,72,299	-	5,72,299
Acetylene Gas	M ³	-	31,820	31,820
Pyroil	MT	-	4	4
Coke (Low Ash)	MT	-	854	854
Coke (High Ash)	MT	-	259	259
Coconut Shell	MT	-	3,286	3,286
Limestone	MT	-	559	559

A.2 INDIRECT ENERGY — SCOPE 2 (GJ AND KWH)

Energy Type	GJ (FY 2024–25)	KWh (FY 2024–25)
NRE Grid Electricity	3,41,249	9,47,91,296
RE Wind (purchased)	6,11,567	16,98,79,820
RE Solar — grid (purchased)	2,29,729	6,38,13,708
RE IEX — green exchange	47,714	1,32,54,015
RE Biomass (purchased)	46,714	1,29,76,145
Rooftop Solar (in-house generated)	5,483	15,23,010
Solar Water Heater (in-house)	65	18,000
Total Non-Renewable	3,41,249	9,47,91,296
Total Renewable	9,41,273	26,14,64,697
Grand Total	12,82,522	35,62,55,994

Year	Total Energy (GJ)	Non-Renewable (GJ)	Renewable (GJ)	RE %	Energy Intensity (GJ/ Cr INR)
FY 2021–22	10,94,324	8,67,365	2,26,959	21%	215.6
FY 2022–23	13,60,251	10,59,979	3,00,272	22%	206.6
FY 2023–24	14,25,352	6,93,054	7,32,298	51%	199.8
FY 2024–25	12,82,522	3,41,249	9,41,273	73%	181.1

A.3 SCOPE 3 ENERGY — UPSTREAM ACTIVITIES (FOUNDRY)

Year	Energy (GJ)	Energy (KWh)
FY 2021–22	17,517	48,65,733
FY 2022–23	18,450	51,25,067
FY 2023–24	19,087	53,01,971
FY 2024–25	15,762	43,78,396

A.4 GHG EMISSIONS — SCOPE 1 BY SOURCE

Source	Brake Division (tCO ₂ e)	Foundry Division (tCO ₂ e)	BIPL Total (tCO ₂ e)
Diesel	976	1,278	2,254
SKO	1,575	349	1,924
Furnace Oil	674	-	674
LPG	235	122	357
PNG	716	5	721
CNG	320	-	320
Acetylene Gas	-	127	127
Coke (Low Ash)	-	2,311	2,311
Coke (High Ash)	-	495	495
Limestone	-	224	224
CO ₂ from extinguishers	13	0.3	13
CO ₂ from processes	45	7	52
Total Scope 1	4,553	4,919	9,471

Scope	FY 2021–22	FY 2022–23	FY 2023–24	FY 2024–25
Scope 1 (tCO ₂ e)	21,226	14,519	10,863	9,471
Scope 2 - NRE Grid (tCO ₂ e)	1,88,411	2,30,251	1,50,547	74,127
Total Scope 1+2 (tCO ₂ e)	2,09,637	2,44,770	1,61,410	83,598

Scope	FY 2021–22	FY 2022–23	FY 2023–24	FY 2024–25
Emission Intensity (tCO ₂ e/Cr INR)	41.3	37.2	22.6	11.8
Avoided via RE Generation (tCO ₂ e)	960	1,152	1,075	1,205
Avoided via RE Purchase (tCO ₂ e)	57,471	64,074	1,57,996	2,03,260
Total Avoided Emissions (tCO ₂ e)	58,431	65,226	1,59,071	2,04,465

A.5 ODS — OZONE-DEPLETING SUBSTANCES

ODS Type	Brake Division (Tonnes)	Foundry Division (Tonnes)	BIPL Total (Tonnes)
R134a	0.097	-	0.097
R23	0.036	-	0.036
R32	0.008	0.010	0.018
R404	0.185	-	0.185
R407c	0.017	-	0.017
R410a	0.007	0.017	0.024
R22	0.363	-	0.363
Total ODS	0.714	0.027	0.741

A.6 WATER USAGE BY SOURCE

Source	FY 2021–22 (KL)	FY 2022–23 (KL)	FY 2023–24 (KL)	FY 2024–25 (KL)
Rainwater	1,57,931	2,04,338	2,58,084	2,23,648
Surface Water (river)	1,56,673	1,59,748	1,95,731	2,04,798
Groundwater	2,82,970	3,02,152	2,75,992	2,72,449
Third-Party Water	36,170	45,172	42,278	60,506
Demineralised Water	4,553	4,577	3,763	2,615
Total Water Usage	6,38,297	7,15,987	7,75,848	7,64,016

A.7 WATER RECYCLING & DISCHARGE

Recycle Method	Brake Div. (KL)	Foundry Div. (KL)	BIPL Total (KL)
STP (Sewage Treatment Plant)	1,39,361	50,061	1,89,422
ETP & RO Plants	1,06,894	-	1,06,894
Mechanical Evaporator	17,963	-	17,963
Total Recycled	2,64,218	50,061	3,14,279
Used for Gardening	1,39,361	50,061	1,89,422
Used for Processes	1,24,857	-	1,24,857

Facility	Discharge Destination	Volume (KL)
SEZ	Common Sewage Treatment Plant	835
Sri City		6,449
Sitarganj	Common Effluent Treatment Plant	1,725
Jamshedpur		2,010

A.8 WASTE GENERATION & DISPOSAL

Category	Generated (MT)	Diverted from Disposal (MT)	Directed to Disposal (MT)
Non-Hazardous	85,615	32,793	52,822
Hazardous	2,877	358	2,519
Total	88,492	33,151	55,341

Disposal Method	Non-Hazardous (MT)	Hazardous (MT)	Total (MT)
Incineration	0.09	92.5	92.6
Landfill	52,822	2,426	55,248
Other Disposal Operations	0	0	0
Total Directed to Disposal	52,822	2,519	55,341

Disposal Method	Non-Hazardous (MT)	Hazardous (MT)	Total (MT)
Recycled	20,882	180	21,062
Reused	11,884	45	11,929
Co-processing (e.g. cement kilns)	27	133	160
Total Diverted from Disposal	32,793	358	33,151

A.9 STAKEHOLDER ENGAGEMENT SUMMARY

Stakeholder Group	Communication Channel	BIPL Value Proposition
Board & Senior Leadership	Board meetings, management reviews	Governance oversight, strategic direction
Employees (Staff & Workmen)	Training, circulars, union meetings	Safe workplace, career development, welfare
Customers	One-on-one, feedback mechanisms	Quality products, sustainability credentials
Suppliers	Assessments, performance reviews, training	Fair partnership, compliance, shared growth
Communities	Site visits, two-way consultation	Employment, CSR, environmental stewardship
Statutory Bodies	Site visits, compliance submissions	Full regulatory compliance



B- APPENDIX: GRI CONTENT INDEX

This report is prepared with reference to GRI Standards 2021.

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GRI 2: General Disclosures	2-1 Organisational details	Section 4 — About Brakes India	7
	2-3 Reporting period, frequency & contact	Section 3 — Overview of the Report	5
	2-6 Activities, value chain & relationships	Section 4 — About Brakes India	7
	2-7 Employees	Section 4 — About Brakes India	7
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GRI 3: Material Topics	3-1/2/3 Material topics process & management	Section 5 — Framework	1
GRI 205/206	Anti-corruption & anti-competitive behaviour	Section 7 — Governance	1
GRI 302: Energy	302-1/2/3/4 Energy consumption & intensity	Section 8; Appendix A.1–A.3	14
GRI 303: Water	303-1/3/4 Water usage, withdrawal & discharge	Section 10; Appendix A.6–A.7	18
GRI 305: Emissions	305-1/2/3/4/5/6/7 GHG & air emissions	Section 9; Appendix A.4–A.5	16
GRI 306: Waste	306-1/3/4/5 Waste generation & disposal	Section 11; Appendix A.8	19
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Full GRI Content Index with all sub-disclosures available at www.brakesindia.com or by contacting esg@brakesindia.co.in.



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