



Honeywell Automation India Limited
CIN: L29299PN1984PLC017951
Regd. Office: 56 & 57, Hadapsar Industrial Estate,
Pune - 411 013, Maharashtra
Tel: +91 20 7114 8888
E-mail: India.Communications@Honeywell.com
Website: <https://www.honeywell.com/in/en/hail>

June 5, 2025

The Manager – Compliance Department National Stock Exchange of India Limited 'Exchange Plaza' Bandra Kurla Complex, Bandra (East) Mumbai 400051 NSE Symbol: HONAUT	The Manager – Compliance Department BSE Limited Floor 25, P.J. Tower, Dalal Street Mumbai 400001 BSE Scrip Code: 517174
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for FY 2024-25

Ref: Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed Business Responsibility and Sustainability Report for FY 2024-25. The said Report forms part of the Annual Report for FY 2024-25.

The Annual Report for FY 2024-25 is available on the website of the Company at <https://www.honeywell.com/in/en/hail>.

The above is for your information and record.

Yours Sincerely,

For **Honeywell Automation India Limited**

Indu Daryani
Company Secretary and Compliance Officer
FCS No. 9059
Address: 56 & 57, Hadapsar Industrial Estate, Pune - 411 013

Business Responsibility and Sustainability Report

Foreword

Dear Stakeholders

Honeywell Automation India Limited (the Company or HAIL), an integrated automation, industrial software, and sustainability solutions provider, is developing products and solutions using Honeywell technologies that help customers achieve their environmental, social and governance (ESG) goals along with their business results. The Company offers a portfolio of offerings comprising futuristic technologies to help customers and their businesses digitalize operations, reduce greenhouse gas (GHG) emissions, conserve energy, measure / reduce carbon impact, and support the adoption of renewable energy sources, thereby helping in energy transition.

We do not believe climate-related risks are reasonably likely to have a material effect in the near future on the Company's business or the markets it serves, nor on our operations, capital expenditure or financial position.

The Company is committed as well as uniquely positioned to shape a safer and more sustainable future. We continue to invent, innovate, and develop technologies that provide our customers with adaptable and efficient solutions to address their safety, productivity, energy efficiency and environmental needs.

We present this Business Responsibility & Sustainability Report (BRSR) of the Company pursuant to the provisions of Regulation 34(2)(f) of the SEBI Listing Regulations, 2015 describing the initiatives taken by the Company from an environmental, social and governance perspective.

Atul Vinayak Pai
Managing Director

SECTION A: GENERAL DISCLOSURES

I. Details of the Company

1.	Corporate Identity Number (CIN)	L29299PN1984PLC017951
2.	Name	Honeywell Automation India Limited
3.	Year of incorporation	1984
4.	Registered Office Address	56 & 57, Hadapsar Industrial Estate, Pune - 411013
5.	Corporate Office Address	56 & 57, Hadapsar Industrial Estate, Pune - 411013
6.	Email	HAIL.InvestorServices@Honeywell.com
7.	Telephone	+91 2071148888
8.	Website	https://www.honeywell.com/in/en/hail
9.	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025 (FY 2024-25)
10.	Name of the Stock Exchange(s) where shares are listed	The BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹88,415,230
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	The Company Secretary 56 & 57, Hadapsar Industrial Estate, Pune - 411013 HAIL.InvestorServices@Honeywell.com
13.	Reporting boundary	Disclosures made in this report are on a standalone basis for Honeywell Automation India Limited. The references to Honeywell International Inc. (Honeywell) strategies, policies, projects and framework in the report are applicable to the extent it relates to the Company's business operations.
14.	Name of assessment or assurance provider	MMJC Consultancy LLP, Mumbai
15.	Type of assessment or assurance obtained	Reasonable assessment on BRSR Core indicators

II. Products/services

16. Details of business activities (accounting for 90% of the Company's Turnover)

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover
a.	Manufacturing	Manufacture of industrial process control and automation systems.	56
b.	Trading	Trading of sensing, measurement equipment and control equipment.	15
c.	Services	Installation, engineering and repair/maintenance services of industrial control and automation systems.	29

17. Products/Services sold by the Company (accounting for 90% of the Company's Turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
a.	Manufacture of electronic systems and components	NIC Code 26	56
b.	Trading of machinery, equipment and supplies	NIC Code 46	15
c.	Repair and maintenance	NIC Code 33	29

III. Operations

18. Number of locations where plants and/or operations/offices of the Company are situated.

Location	Number of plants	Number of offices	Total
National	1	8	9
International	-	4	4

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of states)	* 36
International (No. of countries)	56

*(including Union Territories)

b. Contribution of exports as a percentage of the total turnover of the Company.

Exports contribute 41.88% of the total turnover of the Company.

c. A brief on types of customers

In the domestic market, the Company caters to both public and private sector customers in discrete and process industries such as oil and gas, refining, pulp and paper, chemicals and petrochemicals, pharma and life sciences, infrastructure (Metro, Airports, Commercial buildings, data centre, Smart Cities), transportation, etc. In Export Market, the Company caters to only Honeywell affiliates across the world rendering engineering services and contract manufacturing of products and projects for similar end markets as it does for its Indian customers.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled)

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3,089	2,568	83.13	521	16.87
2.	Other than Permanent (E)	3,662	3,514	95.96	148	4.04
3.	Total employees (D + E)	6,751	6,082	90.09	669	9.91

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)	51	45	88.24	6	11.76
5.	Other than Permanent (G)	5	4	80.00	1	20.0
6.	Total workers (F + G)	56	49	87.50	7	12.50

b. Differently abled Employees and workers

Currently, the Company does not capture data for differently abled employees and workers.

21. Participation / Inclusion / Representation of women

	Total	No. and percentage of Females
	(A)	No. (B) % (B / A)
Board of Directors	6	1 16.67%
Key Management Personnel*	3	1 33.33%

* Key Management Personnel means the Managing Director, Chief Financial Officer and the Company Secretary.

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (in %)	10.3	14.2	10.9	11.9	14.9	12.4	15.1	25.3	16.9
Permanent Workers (in %)	4.4	0.0	3.9	0.0	0.0	0.0	2.2	0.0	2.1

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23.a. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Whether holding/ Subsidiary / Associate / Joint Venture	% of shares held in the Company	Does the Company indicated at column A, participate in the Business Responsibility initiatives of the Company? (Yes/No)
1	HAIL Mauritius Limited	Holding Company	75%	Yes*

* Through the ultimate holding Company, Honeywell International.

VI. CSR Details

24.a. Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

b. Turnover (in ₹): 41,896 million

c. Net worth (in ₹): 40,382 million

VII. Transparency and Disclosures Compliances

25.Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25			FY 2023-24		
	(If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, through 'Help & Support' section.	0	0	-	0	0	-
Investors (other than shareholders)	Yes, through: SEBI platform Email IDs of BSE and NSE Company's Email ID SMART ODR platform	0	0	-	0	0	-
Shareholders	Yes, through: SEBI platform Email IDs of BSE and NSE Company's Email ID SMART ODR platform	10	0	-	12	0	-
Employees and workers	Yes, through various internal channels - Online ACCESS Integrity Helpline - 24/7 dial-in number from U.S. - 1-800-237-5982 (India : 022 5032 3045) - Emailing* - Internal stakeholders	13	2	-	25	3	-
Customers	Yes, through various internal channels - Online ACCESS Integrity Helpline - 24/7 dial-in number from U.S. - 1-800-237-5982 (India : 022 5032 3045) - Emailing* - 'Help & Support' section	3	0	-	2	0	-
Value Chain Partners	Yes, through various internal channels - Online ACCESS Integrity Helpline - 24/7 dial-in number from U.S. - 1-800-237-5982 (India : 022 5032 3045) - Emailing* - 'Help & Support' section	6	4	-	1	1	-
Others (please specify)	Yes, through 'Help & Support' section.	1	1	Whistle Blower is anonymous	1	0	-

Weblinks for:

- 'Help & Support' section: <https://www.honeywell.com/us/en/company/integrity-and-compliance>
- SEBI platform: www.scores.gov.in
- Email IDs of BSE and NSE: www.bseindia.com; www.nseindia.com
- The Company's Email ID: hail.investorservices@honeywell.com
- Smart ODR Platform: <https://smartodr.in/login>
- Online ACCESS Integrity Helpline: <https://secure.ethicspoint.com/domain/media/en/gui/38414/index.html>
- *Emailing at AccessIntegrityHelpline@honeywell.com

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

26. Overview of the company's material responsible business conduct issues

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications

The Company entirely leverages Honeywell's oversight on ESG performance, strategies, goals, and objectives, monitoring ESG risks and opportunities and ESG disclosures. Honeywell utilizes the enterprise risk management program and strategic planning process to identify and prioritize ESG risks and opportunities, assess the overall performance and monitor risk mitigation efforts. Examples of opportunities and risks and associated mitigation strategies can be referred to in the TCFD Disclosures section of Honeywell's 2024 Impact Report following the weblink given in Annexure-1 of BRSR. Based on our rigorous and disciplined risk management processes and in the context of assessing the Company's material risks, we do not believe these risks are reasonably likely to have a material effect in the foreseeable future on the Company's business or markets that it serves, nor on its results of operations, capital expenditures or financial position.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions			P1	P2	P3	P4	P5	P6	P7	P8	P9									
Policy and management processes																				
1.	a.	Whether your company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
	b.	Has the policy been approved by the Board? (Yes/No) - Yes.	The mandatory policies under Indian laws and regulations have been adopted by the Board.																	
	c.	Web Link of the Policies, if available.	Please refer Annexure-1 of BRSR.																	
2.		Whether the company has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes									
3.		Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes									
4.		Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle	The Company's policies are in line with the international standards and practices such as ISO 45001:2018, ISO 14001:2015																	
5.		Specific commitments, goals and targets set by the company with defined timelines, if any.	The ESG commitments, goals and targets are set globally by Honeywell, the details of which (including the current performance) are available in Honeywell's 2023 Environmental, Social and Governance Report. The Company adheres to this commitment and contributes towards achievement of the same.																	
6.		Performance of the company against the specific commitments, goals and targets along-with reasons in case the same are not met.																		
Governance, leadership and oversight																				
7.		Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Please refer Foreword by Mr. Atul Vinayak Pai, Managing Director.																	
8.		Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Atul Vinayak Pai Managing Director DIN: 02704506																	
9.		Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Managing Director is responsible for decisions on all sustain ability related issues of the Company. In addition, the governance and social activities of the Company are reviewed by the Audit Committee, Risk Management Committee and Corporate Social Responsibility Committee as required under the Act and the SEBI Listing Regulations.																	
10.		Details of Review of NGBRC's by the Company:																		
Subject for review			Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee.							Frequency - (Annually/ Half yearly/ Quarterly/ Any other- please specify)										
			P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually/ as mandated by law.								
Compliance with statutory requirements of relevance to the principles and rectification of any non- compliance			Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	As mandated by law/ Internal policies.								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the Company carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency					No				

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential Indicators” and “Leadership Indicators”.

Whilst the Essential indicators have been disclosed by the Company as mandated to file in this report, the Leadership indicators have been voluntarily disclosed where applicable/feasible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	3	Familiarization Program, Code of business Conduct, Conflict of Interest, etc.	100
Key Managerial Personnel (KMP)	5	Code of business Conduct and all other relevant policies including anti-Corruption, Anti Bribery, Conflict of Interest, Books and Records, Data Privacy and Cyber Security, Prevention of Sexual Harassment.	100
Employees other than BoD and KMPs	8	Code of business Conduct and all other relevant policies including anti-Corruption, Anti Bribery, Conflict of Interest, Books and Records, Data Privacy and Cyber Security, Prevention of Sexual Harassment.	100
Workers	3	Code of business Conduct and all other relevant policies including anti-Corruption, Anti Bribery, Conflict of Interest, Prevention of Sexual Harassment, HSE	100

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the company or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year. The Company has made disclosures on the basis of materiality as specified in Regulation 30 of the SEBI Listing Regulations and as disclosed on the Company’s website

Monetary					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

Non-Monetary				
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
-	-

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4. Does the Company have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company leverages Honeywell's policies. Honeywell's Anticorruption Policy upholds our culture of integrity and ensures compliance with laws prohibiting bribery of government officials and private individuals in international business. Please refer to Annexure-1 of BRSR for weblinks of the Honeywell Code of Business conduct and the Honeywell Anticorruption Policy.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024-25	FY 2023-24
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest:

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest

Nil.

8. Number of days of accounts payables [(Accounts payable*365) / Cost of goods or services procured]

	FY 2024-25	FY 2023-24
Number of days of accounts payable	116	117

9. Openness of Business

Details of concentration of purchases and sales with Trading Houses, Dealers, and Related Parties along with Loans and Advances & Investments, with Related Parties.

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	Purchases from trading houses as % of total purchases.	-	-
	Number of trading houses where purchases are made from.	-	-
	Purchases from top 10 trading houses as % of total purchases from trading houses.	-	-
Concentration of Sales	Sales to dealers/distributors as % of total sales	14.3%	10.3%
	Number of dealers/ distributors to whom sales are made	189	140
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	46.5%	51.1%
Share of RPTs in	Purchases (Purchases with Related Parties / Total Purchases)	45.5%	37.9%
	Sales (Sales to Related Parties / Total Sales)	41.3%	38.0%
	Loans & advances (Loans & Advances given to Related Parties / Total Loans & Advances)	-	-
	Investments (Investments in Related Parties / Total Investments made)	-	-

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during the Financial Year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

Honeywell has established standardized policies and processes to evaluate, monitor and audit suppliers against our Supplier Code of Business Conduct through a supply chain due diligence program that includes the following elements:

- Screening of New Suppliers: Honeywell has an ongoing policy of screening and vetting new suppliers. As part of the screening process, Honeywell considers reliable third-party sources that identify various compliance risks, including labor and human rights violations, fraud and illegal activities. Identified risks are reviewed and vetted by a subject matter expert.
- Supplier Monitoring: Honeywell applies the same screening and review process to conduct a real-time continuous monitoring diligence program that applies to all existing suppliers.
- Supplier On-Site Audits: Honeywell has a risk-based program in place to conduct on-site audits of its higher-risk suppliers to ensure compliance with the Supplier Code of Business Conduct, including the principles.

2. Does the Company has processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes. In order to avoid/manage conflicts of interest, the Company obtains a mandatory declaration from the members of its Board. The declaration ensures that the members of the Board are in compliance with the Honeywell Code of Business Conduct.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the Company, respectively.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D (%)	60	60	Percentage of Honeywell's investment in new product research and development directed toward ESG-oriented outcomes is ~60% (See additional details in Honeywell's 2024 Impact Report)
Capex (%)	-	-	

2. a. Does the Company have procedures in place for sustainable sourcing? (Yes/No)

b. If yes, what percentage of inputs were sourced sustainably?

Yes. Honeywell has established standardized policies and processes to evaluate, monitor and audit suppliers against our Supplier Code of Business Conduct through a supply chain due diligence program to ensure responsible sourcing. This due diligence program includes screening of new suppliers, supplier monitoring and supplier on-site audits.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company is committed to ensuring that our products are manufactured to comply with environmental regulations in the markets we serve. Regulatory monitoring combined with expertise and internal procedures help ensure comprehensive programs are in place throughout the Company to manage and meet regulatory requirements to reclaim Plastics (including packaging), E-waste, Hazardous waste and other waste.

The process to reclaim product E-waste, battery waste and plastic waste is managed as part of our Extended Producer Responsibility Program (EPR). Producer Responsibility Organisations (PROs) are nominated by the Company for the

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collection of these wastes which are then recycled as applicable. Hazardous waste is sent either for incineration to Common Hazardous Waste Treatment, Storage and Disposal Facilities or to authorized recyclers/ reprocessors depending on their nature.

4. Whether Extended Producer Responsibility (EPR) is applicable to the Company's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, EPR is applicable for E-waste, battery and plastic waste generated by the Company. The waste is collected by the nominated PROs. The quarterly returns and annual returns are filed with the Central Pollution Control Board (CPCB).

The waste collection is in line with the targets specified by the CPCB in the authorization granted to the Company.

LEADERSHIP INDICATORS

1. Has the Company conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web- link.
-	-	-	-	-	-

Note: The Company has not conducted LCAs. However, LCAs are being conducted by Honeywell on some offerings to assess the environmental impacts associated with all the stages of the life cycle.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
-	-	-

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input Material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
-	-	-

4. Details of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed.

Indicate input Material	FY 2024-25			FY 2023-24		
Plastics (including packaging)	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
E-waste	-	-	-	-	-	-
Hazardous Waste	-	-	-	-	-	-
Other Waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
NIL	NIL

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

% of employees covered by											
Category	Total	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	2,568	2,568	100	2,568	100	-	-	316	12.31	1	0.04
Female	521	521	100	521	100	59	11.32	-	-	5	0.96
Total	3,089	3,089	100	3,089	100	59	1.91	316	10.23	6	0.19
Other than Permanent Employees											
Male	3,514	3,514	100	3,514	100	-	-	-	-	-	-
Female	148	148	100	148	100	-	-	-	-	-	-
Total	3,662	3,662	100	3,662	100	-	-	-	-	-	-

Note: All the employees are covered under Maternity and Paternity benefits. At the Company, we are following flexible working including hybrid working. Hence, daycare / creche facility was not provided.

b. Details of measures for the well-being of workers:

Category												% of employees covered by							
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities									
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)								
Permanent Workers																			
Male	45	45	100	45	100	-	-	-	-	-	-								
Female	6	6	100	6	100	-	-	-	-	-	-								
Total	51	51	100	51	100	-	-	-	-	-	-								
Other than Permanent Workers																			
Male	4	4	100	4	100	-	-	-	-	-	-								
Female	1	1	100	1	100	-	-	-	-	-	-								
Total	5	5	100	5	100	-	-	-	-	-	-								

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.24	0.20

2. Details of retirement benefits.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Others	-	-	-	-	-	-

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3. Accessibility of workplaces

Are the premises / offices of the Company accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the Company in this regard.

Various offices of the Company, including the Registered and Corporate offices have ramps for easy movement of differently abled people. Most offices are located in commercial premises which are either on the ground floor or have elevators and infrastructure for differently abled individuals. Wheelchair accessible restrooms are available in certain premises of the Company.

4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company follows Equal Opportunity Policy. This Policy describes the procedures and processes that the Company shall follow to ensure that it shall not discriminate against qualified employees and applicants on the basis of disability or any other legally protected status. It is the Company's intent to comply with Law regarding the treatment of persons with disabilities. The Policy is available on the Company's intranet.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

	Permanent employees		Permanent workers	
	Return to work (%)	Retention (%)	Return to work (%)	Retention (%)
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

The Company believes in open and transparent communication. Employees are encouraged to share their concerns with their business/function heads, HR business partners or members of the senior management. The Company follows an open-door policy, wherein any employee irrespective of hierarchy has access to the senior management.

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

In addition, the Grievance / Employee Complaint Policy provides a formal platform to share grievances on various matters like:

- Work / Working Condition
- Benefits & Organization Policy - PF / Payroll / Leave
- Unfair Treatment
- Relationship with Colleagues
- Bullying or Harassment
- Discrimination
- Code of Business Conduct (Violation of Code will lead to BCIR process).

The Company has a policy on prevention, prohibition and redressal of sexual harassment of women at the workplace and has an ICC in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC comprises majority of women members. Members of the Company's ICC are responsible for conducting inquiries pertaining to such complaints. The Company, on a regular basis, sensitizes its employees on the prevention of sexual harassment at the workplace through workshops, group meetings, online training modules and awareness programs which are held on a regular basis.

Alternatively, ACCESS Integrity helpline is another channel for reporting and seeking redressal for violation of the Honeywell Code of business conduct guidelines.

7. Membership of employees and worker in association(s) or Unions recognized by the Company.

The Company does not have any employee associations. The Company, however, recognizes the right to freedom of association.

8. Details of training given to employees and workers

Category	FY 2024-25					FY 2023-24				
	Total	On Health & Safety measures		On Skill upgradation		Total	On Health & Safety measures		On Skill upgradation	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)	(D)	No. (E)	% (E/D)	No. (E)	% (E/D)
Employees										
Male	2568	2568	100	2568	100	2,542	2,542	100	2,542	100
Female	521	521	100	521	100	502	502	100	502	100
Total	3089	3089	100	3089	100	3,044	3,044	100	3,044	100
Workers										
Male	45	45	100	45	100	46	46	100	46	100
Female	6	6	100	6	100	6	6	100	6	100
Total	51	51	100	51	100	52	52	100	52	100

Note: The above numbers include trainings given to employees who have resigned/retired during the year. Some of the training programs offered under health and safety and skill upgradation are mandatory. Hence, all employees have been considered under such training programs.

9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	No. % (B/A)	Total (C)	No. (D)	No. % (D/C)
Employees						
Male	2,568	2,568	100	2,542	2,542	100
Female	521	521	100	502	502	100
Total	3,089	3,089	100	3,044	3,044	100
Workers						
Male	45	45	100	46	46	100
Female	6	6	100	6	6	100
Total	51	51	100	52	52	100

All employees undergo an annual performance appraisal process as determined by the Company. Further, the Nomination and Remuneration Committee and the Board evaluate the performance of the members of executive management (one level below the board), Senior Management Personnel and the Company Secretary on an annual basis. The underlying philosophy of the performance management system is to have a fair and transparent system of appraisal, which ensures an objective mechanism to measure each employee's performance and potential and implement a reward system which recognizes merit. Performance assessment is a bi-annual process, mid-year and final year assessment.

Employees joining after 31st of October are not considered as part of performance appraisal cycle for the same year, they become eligible in the next cycle.

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the Company? If yes, the coverage such system?

Yes, the Company maintains the Sustainable Opportunity Policy which defines commitments to the Health, Safety, and Environmental Management System (HSEMS).

The HSEMS incorporates all applicable ISO 14001:2015, ISO 45001:2018 and Honeywell requirements. The HSE Management System is an integral part of the overall Honeywell Operating Model and defines how HSEMS is integrated with the manufacturing, service and business organization processes.

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The HSEMS is designed to:

- Provide the business and global Honeywell facilities with a systematic framework for minimizing HSE risks and associated liabilities.
- Implement processes that monitor, identify, and control risks associated with the design, production, and delivery of products and services including intended use through disposition.
- Provide a framework for continual improvement of the management system and the fulfillment of conformity to applicable statutory, regulatory and stakeholder requirements; and
- Promote the integration of HSEMS with business planning and performance processes throughout the organization.

In addition, the HSEMS covers the standardization of processes related to security (physical and cyber), stakeholder outreach, distribution and transportation.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the Company?

The Company's operating locations rely on comprehensive processes for assessments of hazards that could pose a risk to workers, including employees, contractors, and visitors. Based on these assessments, risk mitigation controls are identified, implemented, and monitored to help ensure effective worker protections remain in place.

Types of assessments include ergonomic assessments, personal protective equipment evaluations and inspections, procedure checks for reporting adverse effects from an activity on a regular basis, working in confined space, etc.

HSEMS teams document and rank risks associated with such aspects having significant impact on health, safety, environment, security, product stewardship, transportation, sustainability, etc., and take immediate corrective actions.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, the Company has a process to report work-related hazards through Safety Observations System (SOS)-near miss and Leadership HSE Gemba. Also risks are captured in CRA and appropriate control measures are in place as per the hierarchy of control.

11. Do the employees/workers of the Company have access to non-occupational medical and healthcare services?

Yes. The employees/workers are covered under the Company's health insurance and personal accident policy.

12. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.28	-
	Workers	-	-
Total recordable work-related injuries	Employees	3	-
	Workers	-	-
Number of fatalities	Employees	1	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	2	-
	Workers	-	-

13. Describe the measures taken by the Company to ensure a safe and healthy workplace.

The Company strives to continually improve the suitability, adequacy and effectiveness of the HSEMS to prevent occurrence of potential incidents and nonconformities and to promote improvements in HSE performance. Honeywell establishes, implements and maintains a continual improvement process which consider the outputs of the activities described in the following:

- Policy and Leadership Commitment
- Risk assessment
- Communications and Participation through SOS, HSE Committee meetings etc.
- Monitoring, Measurement, Analysis and Evaluation by internal safety audits and Management Operations Review

- e. Rewards & Recognitions through 'Bravos' and Town meetings
- f. On-site medical practitioner
- g. Ergonomics and Physiotherapists
- h. Incidents management e.g. work-related injuries or illness and environment contamination

We retain documented information as evidence of the results of continual improvement. From the Operational Control and Planning, we follow these methods: Safe Operating Sheet, CRA, Training, PPE Compliance, Near Miss Reporting and Investigation, Safety Observation System, Incident Reporting and Investigation, Communicating Single-point lessons from the other Honeywell sites, HSE Message Weekly Communication to ensure Safety Perfect Culture within the organization.

14. Number of Complaints on the following made by employees and workers

FY 2024-25				FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

Note: Employees and workers report health, safety and working condition observations in Safety Observation System (SOS) tool which are timely actioned.

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100% - ISO 45001 audit by Det Norske Veritas (DNV)
Working Conditions	100% - ISO 14001 audit by DNV

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

We maintain a process to act in a timely manner to the incidents or nonconformities, and as applicable take action to control or correct the incident or nonconformity and address the consequences.

The process includes evaluating the need for correction action(s) with participation of relevant people working under the control of Honeywell to eliminate root causes of the incident or nonconformity in order that the incident or nonconformity does not recur or occur elsewhere.

The incident or nonconformity is investigated determining the cause(s) of the incident or nonconformity and determining if similar incidents and nonconformities or causes exist or could potentially occur.

As needed, corrective actions are implemented, and the Management of Change process is utilized as appropriate. Corrective actions are reviewed to ensure that they are effective at addressing the incident or nonconformity. HSEMS are reviewed and actions or changes made as necessary.

We maintain documented information as evidence of the nature of the incidents or nonconformities and any subsequent action(s)/corrective action(s) and the results of those corrective action(s).

LEADERSHIP INDICATORS

1. Does the Company extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes. Life insurance is for all the permanent employees and workers.

2. Provide the measures undertaken by the Company to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company follows a detailed compliance procedure to ensure all statutory clearance and compliances are met by its vendors.

The Company regularly deposits undisputed statutory dues including Goods and Services Tax, Provident Fund, Employees' State Insurance, Income-Tax, Sales-Tax, Service Tax, a Duty of Customs, a Duty of Excise, Value-added Tax, CESS and other

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statutory dues to the appropriate authorities and compliance of this is rigorously followed including for all its vendors. These aspects are also checked as part of vendor compliance due diligence while onboarding new vendors and on an ongoing basis as well.

3. **Provide the number of employees / workers having suffered high consequences for work- related injury / ill-health/ fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	3	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

4. **Does the Company provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

No.

5. **Details on assessment of value chain partners:**

SSR audit conducted by third party to evaluate supplier working conditions compliances with local regulations and safety overview.

% of value chain partners (by value of business done with such partners) that were assessed	
Health and safety practices	60%
Working Conditions	60%

6. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Nil.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. **Describe the processes for identifying key stakeholder groups of the Company.**

Stakeholder groups are identified based on the nature of their engagement with the Company.

Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. This *inter alia* includes employees, shareholders, customers/service partners, regulators, communities and non-governmental organizations, suppliers amongst others.

2. **List of stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

Stake holder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	mails, Surveys, Newsletters, Company Intranet, Honeywell Internal Social Media group, Notice Board and Townhalls.	Employee satisfaction Surveys on half yearly basis through survey tools. Emails / Notices / social media / intranet are sent to employees on important Company communication on regular/need basis. Quarterly townhalls	Information about the Company's business growth plans and business performance. Top-down communication about important changes, policies, wellbeing initiatives. Platform for gathering informal feedback Workplace diversity is encouraged through various diversity, equity and inclusion initiatives.
Shareholders	No	Email, Newspaper, Notice board, Website, General Meeting.	Quarterly and need based while annually – for AGM	Corporate governance, financial performance and Shareholder related communication.

Stake holder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers/ Service Partners	No	Email, Honeywell website, Surveys	As and when required	Ensuring product/service Quality, meeting delivery timeliness, Information on Business Offerings, etc.
Suppliers	No*	Email, conference calls, virtual/in person meetings, vendor portal	As and when required	Order to Payment life cycle, Ethical business conduct, understand the new market trends and educating the suppliers, etc.
Communities	No	Email, Call, SMS, Virtual and in person meetings	Quarterly/ need based	CSR Program planning, Monitoring of CSR implementation, Finances and annual review, Impact assessment, Success Stories, etc.

* The Company encourages suppliers from all sections including MSMEs. However, the final engagement depends upon the quality and timely delivery of services.

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Engagement and consultation with stakeholders on various topics is delegated by the Board and governed as per the operating policies of the Company. Any material feedback from such consultations is provided to the Board on a periodic basis through Board Meetings or Committee Meetings.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the Company.

No.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

NIL

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the Company.

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3,089	3,089	100	3,044	3,044	100
Other than permanent	3,662	3,662	100	2,814	2,814	100
Total Employees	6,751	6,751	100	5,858	5,858	100
Workers						
Permanent	51	51	100	52	52	100
Other than permanent	5	5	100	5	5	100
Total Employees	56	56	100	57	57	100

Note: Human Rights related issues/policies are covered under the Honeywell Human Rights Policy and the Honeywell Code of Business Conduct. Please refer to Annexure-1 of BRSR for the weblink. Employees and workers are enrolled for/ imparted the aforementioned trainings on their joining and subsequently on an annual basis.

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2. Details of minimum wages paid to employees and workers.

Category		FY 2024-25				FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	3,089	0	NA	3,089	100	3,044	0	NA	3,044	100
Male	2,568	0	NA	2,568	100	2,542	0	NA	2,542	100
Female	521	0	NA	521	100	502	0	NA	502	100
Other than permanent	3,662	0	NA	3,662	100	2,814	0	NA	2,814	100
Male	3,514	0	NA	3,514	100	2,666	0	NA	2,666	100
Female	148	0	NA	148	100	148	0	NA	148	100
Workers										
Permanent	51	0	NA	51	100	52	0	NA	52	100
Male	45	0	NA	45	100	46	0	NA	46	100
Female	6	0	NA	6	100	6	0	NA	6	100
Other than permanent	5	0	NA	5	100	5	NA	NA	5	100
Male	4	0	NA	4	100	4	NA	NA	4	100
Female	1	0	NA	1	100	1	NA	NA	1	100

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	* ₹6.30 million per annum	1	₹3.32 million per annum
Key Managerial Personnel (KMP)	2	₹25.8 million per annum	1	₹4.74 million per annum
Employees other than BoD and KMP	2,566	₹1.6 million per annum	520	₹1.23 million per annum
Workers	45	₹1.02 million per annum	6	₹0.87 million per annum

* Atul Vinayak Pai appointed as MD effective May 16th, 2024, however for ratio representation his compensation is annualized. Remuneration includes fixed cash and variable incentive & excludes LTI. For BOD (Male) - amount has been arrived based on average, since 3 of the Male Directors are Non-Executive Directors not receiving any remuneration from the Company.

b. Gross wages paid to females as % of total wages paid by the Company

	FY 2024-25	FY 2023-24
Gross wages paid to female as % of total wages	13.12%	12.92%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Honeywell has a dedicated Integrity and Compliance organization that is led by the Vice President and Chief Compliance Officer and the Vice President and General Counsel, ESG who also serves as Corporate Secretary. Both have oversight and responsibility for addressing human rights or issues caused or contributed by the business.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Honeywell has policies, processes, training and other compliance controls in place to help it fulfill its Human Rights commitments. Honeywell directors, officers, and employees have a responsibility to report any circumstance that may involve a violation of Honeywell's Human Rights Policy and may do so anonymously. Honeywell personnel and third parties may report concerns through Honeywell's or e-mail: access.integrityhelpline@honeywell.com. Honeywell treats all reports

confidentially to the extent possible, consistent with the law, company policy, and the requirements necessary to conduct an effective investigation. All reports will be investigated promptly and thoroughly, consistent with applicable law. Honeywell will not tolerate any form of retaliation against anyone for making a good faith report of actual or potential misconduct.

6. Number of Complaints on the following made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	1	0	Complaint addressed and matter resolved in compliance to Company policies	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

PARTICULARS	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

For cases related to Sexual Harassment, there is an Internal Committee for redressal of the same. The Committee takes concrete actions to ensure that every Complainant is protected. It maintains confidentiality of all complaints.

For all other cases related to discrimination, harassment, workplace respect and workplace violence the Integrity and Compliance team investigates all reported cases and takes appropriate action.

9. Do human rights requirements form part of your business agreements and contracts?

Yes. The requirement to comply with the Supplier Code of Business Conduct is incorporated as part of Honeywell's standard sourcing terms. Honeywell expects all suppliers to adhere to the Supplier Code of Business Conduct and all applicable laws and regulations and to ensure that these requirements are met within their supplier chain. Supplier adherence is a key consideration when we make sourcing decisions. Honeywell reserves the right to terminate a supplier relationship if the supplier fails to comply with applicable legal requirements or the Honeywell Supplier Code of Business Conduct, including Honeywell's policies aimed at combatting slavery and human trafficking.

10. Assessments for the year:

PARTICULARS	% of your plants and offices that were assessed (by Company or statutory authorities or third parties)
Child Labour	100
Forced/ Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100

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11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Corrective Action and Remediation: Honeywell implements corrective action plans to remediate risks or findings identified through Supplier Screening, Monitoring or Audits programs, up to and including suspension or termination of the supplier.

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

To address the potential risk of modern slavery in our supply chain, Honeywell has established standardized policies and processes to evaluate, monitor and audit suppliers against our Supplier Code of Business Conduct through a supply chain due diligence program that includes the following elements:

- 1) Screening of New Suppliers: Honeywell has an ongoing policy of screening and vetting new suppliers. As part of the screening process, Honeywell considers reliable third-party sources that identify various compliance risks, including labor and human rights violations, fraud and illegal activities. Identified risks are reviewed and vetted by a subject matter expert.
- 2) Supplier Monitoring: Honeywell applies the same screening and review process to conduct a real-time continuous monitoring diligence program that applies to all existing suppliers.
- 3) Supplier On-Site Audits: Honeywell has a risk-based program in place to conduct on-site audits of its higher-risk suppliers to ensure compliance with the Supplier Code of Business Conduct, including Honeywell's policies regarding slavery and human trafficking.
- 4) Corrective Action and Remediation: Honeywell implements corrective action plans to remediate risks or findings identified through Supplier Screening, Monitoring or Audits programs, up to and including suspension or termination of the supplier relationship.

Honeywell has a robust human rights due diligence process through which it continuously assesses and improves its ability to respond to any negative human rights impacts.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

Honeywell has established standardized policies and processes to evaluate suppliers prior to selection including detailed compliance checks and rating assessments encompassing supply chain risk management. All new suppliers must pass this assessment process prior to contracting with Honeywell. Honeywell also monitors its supply chain through adverse media to detect vulnerabilities of its supply chain that include labor violations. Furthermore, Honeywell has a program in place to conduct audits, when needed, of its supply chain to ensure compliance with the Supplier Code of Business Conduct, including Honeywell's policies regarding slavery and human trafficking. Honeywell reserves the right to terminate a supplier relationship if the supplier fails to comply with applicable legal requirements or the Honeywell Supplier Code of Business Conduct, including Honeywell's policies aimed at combatting slavery and human trafficking.

3. Is the premise/office of the company accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The registered and corporate offices of the Company have ramps for easy movement of differently abled visitors. Most of the offices are located in commercial premises which may be on the ground floor or have elevators and infrastructure for differently abled visitors. Wheelchair accessible restrooms are available in certain offices of the Corporation.

4. Details on assessment of value chain partners:

The Company expects its value chain partners to adhere to the same values, principles and business ethics upheld by the Company in all their dealings. No specific assessment in respect of value chain partners has been carried out. .

% of value chain partners (by value of business done with such partners) that were assessed	
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-

% of value chain partners (by value of business done with such partners) that were assessed	
Forced Labour/Involuntary Labour	-
Wages	-
Others – please specify	-

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Corrective Action and Remediation: Honeywell implements corrective action plans to remediate risks or findings identified through Supplier Screening, Monitoring or Audits programs, up to and including suspension or termination of the supplier relationship.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity.

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
A. Total electricity consumption	-	-
B. Total fuel consumption	-	-
C. Energy consumption through other sources @ Solar PPA	10,384.37	2,811.60
Total energy consumed from renewable sources (A+B+C)	10,384.37	2,811.60
From non-renewable sources		
D. Total electricity consumption	17,107	25,715
E. Total fuel consumption	4,988	5,143
F. Energy consumption through other sources	-	-
Total energy consumed from non-renewable sources (D+E+F)	22,095	30,858
Total energy consumed (A+B+C+D+E+F)	32,479.37	33,669.60
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000007752	0.0000008297
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	16 GJ/million US\$	18.58GJ/million US\$
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the Company	-	-

Energy consumption captured in Gigajoules, the data for FY 2023-24 is therefore restated in Gigajoules.

Renewable Energy Transition – Starting from January 2024, Hadaspar facility and October 2024 for Fulgaon Factory has substantially elevated its green power sourcing through third-party PPA model.

The intensity adjusted for PPP has been restated for FY 2023-24 and calculated for FY 2024-25 following the guidelines set forth in the SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database from the link below:

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>

Energy Intensity- This data is currently unavailable.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, MMJC Consultancy LLP, Mumbai has provided reasonable assessment on data reported under this indicator.

2. Does the Company have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, the Company does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

3. Details of the following disclosures related to water

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
i. Surface water	-	-
ii. Ground water	11,470	12,502
iii. Third party water	3,966	8,042
iv. Seawater / desalinated water	-	-
v. Others*	17,019	19,120
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	32,455	39,664
Total volume of water consumption (in kilolitres)	32,455	39,664
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000007747	0.0000009774
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	16kL/million US\$	21.89kL/million US\$
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the Company	-	-

* Usage of municipal water is shown here, as the Company doesn't extract water directly from the sources.

The intensity adjusted for PPP has been restated for FY 2023-24 and calculated for FY 2024-25 following the guidelines set forth in the SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database from the link below:

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

Water Intensity- This data is currently unavailable.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, MMJC Consultancy LLP, Mumbai has provided reasonable assessment on data reported under this indicator.

4. Provide the following details related to water discharged.

Sr. No.	Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)			
(i)	To Surface water	Nil	Nil
	No treatment		
	With treatment – please specify level of treatment		
(ii)	To Ground water	Nil	Nil
	No treatment		
	With treatment – please specify level of treatment		
(iii)	To Seawater	Nil	Nil
	No treatment		
	With treatment – please specify level of treatment		
(iv)	Sent to third-parties	Nil	Nil
	No treatment		
	With treatment – please specify level of treatment		
(v)	Others	Nil	Nil
	No treatment		
	With treatment – please specify level of treatment		
Total Water discharged (in kilolitres)		Nil	Nil

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, MMJC Consultancy LLP, Mumbai has provided reasonable assessment on data reported under this indicator.

5. Has the Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, water being an important environmental resource, necessary initiatives are taken in the Company's manufacturing unit to conserve and recycle water, thus ensuring Zero Liquid Discharge. Suitable and efficient wastewater treatment like STP's are installed in the manufacturing unit with primary, secondary, and tertiary treatment which include nano filtration / Reverse Osmosis / Ultra Violet treatment facilities to treat wastewater to usable quality water. The treated water is further used for gardening activities within the premises.

6. Details of air emissions (other than GHG emissions) by the Company

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Nox	-	-	-
Sox	Kg/day	2.30	1.59
Particulate matter (PM)	Mg/nm ³	48.5	26.28
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Data reported is the highest value reported in four quarters.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, MMJC Consultancy LLP, Mumbai has provided reasonable assessment on data reported under this indicator.

7. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	232.09	237.59
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ Equivalent	3,772.93	5,123
Total Scope 1 and Scope 2 emissions per Rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000000956	0.0000001321
Total Scope 1 and Scope 2 emission intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from Operations adjusted for PPP)		1.97tCO ₂ e/million US\$	2.95tCO ₂ e/million US\$
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the Company		NA	NA

The intensity adjusted for PPP has been restated for FY 2023-24 and calculated for FY 2024-25 following the guidelines set forth in the SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database from the link below:

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, MMJC Consultancy LLP, Mumbai has provided reasonable assessment on data reported under this indicator.

8. Does the company have any project related to reducing Green House Gas emission? If Yes, then provide details.

The Company adheres to Honeywell's commitment to be carbon neutral in its facilities and operations by 2035. Honeywell's commitment to being environmentally responsible is reflected in the extensive work it does to reduce GHG emissions, increase energy efficiency, conserve water, minimize waste and drive efficiency throughout our operations. Honeywell also champions responsible for remediation projects and efforts to make our products safer and more sustainable. Please refer to Honeywell's 2024 Impact Report for more details.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

9. Details related to waste management by the Company.

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	5.92	3.98
E-waste (B)	8.36	4.1
Bio-medical waste (C)	0.015	0.013
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1.88	1.17
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	175	225.92
Total (A+B + C + D + E + F + G + H)	191.16	235.19
Waste intensity per Rupee of Turnover (Total waste generated / Revenue from Operations)	0.000000005	0.0000000057
Waste intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from Operations adjusted for PPP)	0.09MT/million US\$	0.12MT/million US\$
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the Company	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	190.38	225.92
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	190.38	225.92
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.761	0.644
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	0.761	0.644

The intensity adjusted for PPP has been restated for FY 2023-24 and calculated for FY 2024-25 following the guidelines set forth in the SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database from the link below:

<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

Water Intensity in terms of physical output - This data is currently unavailable.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, MMJC Consultancy LLP, Mumbai has provided reasonable assessment on data reported under this indicator.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Honeywell manages waste in accordance with all regulatory requirements while also seeking to minimize waste generation and environmental impact. All of our locations and functions are required to handle waste in accordance with our HSEPS management system which includes:

- Detailed characterization and classification of all waste streams.
- Process of due diligence and impact assessment for all facilities receiving hazardous waste, from our operations including a review and approval process by a global team; Honeywell's hazardous waste streams are only permitted to be sent to these approved facilities.

- Annual duty of care assessments of all receiving facilities and transporters of Honeywell's waste, including compliance with local regulations and permitting requirements and ability to handle our waste streams, prior to any waste movement.
- On-site management of waste streams to prevent releases and impact on the environment, including container management and spill prevention.
- Annual training for all employees and contractors that perform waste related activities.
- Annual or more frequent audits of waste movements to confirm compliance and identify opportunities for waste reduction and diversion.

11. If the Company has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details.

Currently, no office or factory location of the Company are part of ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the Company based on applicable laws, in the current financial year:

No projects were implemented in FY 2024-25 which required EIA to be undertaken by the Company.

13. Is the Company compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances.

The Company complies to all the applicable environmental law/ regulations/ guidelines in India.

LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) **Name of the area:** Fulgaon Plant & Hadapsar Facility

(ii) **Nature of operations:** Manufacturing

(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-25		FY 2023-24	
Water withdrawal by source (in kilolitres)				
	Fulgaon	Hadapsar	Fulgaon	Hadapsar
(i) Surface water	-	-	-	-
(ii) Groundwater	11,470	-	12,502	-
(iii) Third party water	-	3,966	-	8,042
(iv) Seawater / desalinated water	-	-	-	-
(v) Others	-	17,019	-	19,120
Total volume of water withdrawal (in kilolitres)	11,470	20,985	12,502	27,162
Total volume of water consumption (in kilolitres)	11,470	20,985	12,502	27,162
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000002	0.0000005	0.0000003	0.0000006
Water intensity (optional) – the relevant metric may be selected by the entity	-	-	-	-
Water discharge by destination and level of treatment (in kilolitres)				
(i) Into Surface water				
- No treatment	-	-	-	-
- With treatment – please specify level of treatment	-	-	-	-
(ii) Into Groundwater	-	-	-	-
- No treatment	-	-	-	-
- With treatment – please specify level of treatment	-	-	-	-

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Parameter	FY 2024-25		FY 2023-24	
(iii) Into Seawater	-	-	-	-
- No treatment	-	-	-	-
- With treatment – please specify level of treatment	-	-	-	-
(iv) Sent to third-parties	-	-	-	-
- No treatment	-	-	-	-
- With treatment – please specify level of treatment	-	-	-	-
(v) Others	-	-	-	-
- No treatment	-	-	-	-
- With treatment – please specify level of treatment	-	-	-	-
Total water discharged (in kilolitres)	-	-	-	-

* Usage of municipal water is shown here, as the Company doesn't extract water directly from the sources

Water Intensity - This data is currently unavailable.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, MMJC Consultancy LLP, Mumbai has provided reasonable assessment on data reported under this indicator.

2. Details of total Scope 3 emissions & its intensity.

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NIL	NIL
Total Scope 3 emissions per rupee of turnover		NIL	NIL
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NIL	NIL

Scope 3 calculations are done at Honeywell Enterprises level, and details are unavailable at the Company level currently.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No, the Company did not carry out independent assessment by an external agency.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the Company on biodiversity in such areas along-with prevention and remediation activities.

NIL

4. If the Company has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format: NIL

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-	-

5. Business continuity and disaster management plan.

Honeywell's Global Business Continuity Program adheres to the international standard of Business Continuity (BC) lifecycle process, which is based on a risk-based, all-hazards planning approach. This means that no matter what causes a disruption, a plan is documented based on the following loss scenarios:

1. Loss of availability of people/workforce/specialized personnel
2. Loss of IT applications/hardware/services/infrastructure
3. Loss of facility/building/campus/workspace

4. Loss of supplier services/product

The Company follows the annual business continuity lifecycle of performing business impact assessments, documenting recovery strategies in business continuity plan and testing the recovery strategies through table top exercises and functional test.

The Technology Resilience Program is designed to provide a scalable structured program to ensure the identification, mitigation and communication of risks and resiliency related to technology failure events (hardware, software, network, data, telecom), as well as datacenter outages.

The Technology Resilience Standard identifies the minimum requirements for the Technology Resilience Program. These requirements include the identification of risks and vulnerabilities, Technology Resilience Plans (TRPs), recovery strategies, testing of plans, tracking and communicating compliance.

The Company is covered for any application failure by application recovery plans that has been developed and tested by Honeywell. HAIL sites have their own IT site recovery plans for any technology failure hosted locally all the sites, these plans are reviewed and exercised annually.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the Company. What mitigation or adaptation measures have been taken by the company in this regard.

No significant adverse impact by value chain partners.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Nil.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company is a member of 2 trade and industry chambers/ associations, details of which are given in point 1.b. below.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the Company is a member of/ affiliated to

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	National Association of Software and Service Companies (NASSCOM)	National
2.	Mahratta Chamber of Commerce, Industry and Agriculture (MCCIA)	State

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
-	-	-

There were no cases of any anti-competitive conduct during the reporting period.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the Company:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes / No)	Frequency of Review by Board (Annual / Half Yearly / Quarterly / Others - please specify)	Web link if available
-	-	-	-	-	-

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

SIA was not applicable in the reporting year.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
-	-	-	-	-	-	-

3. Describe the mechanisms to receive and redress grievances of the community

The Company has a defined process to ensure all the complaints and feedback from all stakeholders including communities are received and addressed, few of the links given below:

- Dedicated contact link for Honeywell Help and support <https://www.honeywell.com/us/en/contact>
- Dedicated page for Integrity and Compliance Access integrity:
<https://www.honeywell.com/us/en/company/integrity-and-compliance>

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	27.36%	19.78%
Directly from within India	60.42%	53.00%

5. Job creation in smaller towns Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

LOCATION	FY 2024-25	FY 2023-24
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100	100

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above)

Details of negative social impact identified	Corrective action taken
-	-

SIA was not applicable in the reporting year.

2. Provide the following information on CSR projects undertaken by the Company in designated aspirational districts as identified by government bodies

S. No	State	Aspirational District	Amount Spent (INR)
-	-	-	-

None of the projects that were supported from the Company's CSR funding were undertaken in aspirational districts in FY 2024-25.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

(b) From which marginalized /vulnerable groups do you procure?

(c) What percentage of total procurement (by value) does it constitute?

No.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
-	-	-	-	-

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

Name of Authority	Brief of the Case	Corrective Action Taken
-	-	-

6. Details of beneficiaries of CSR Projects:

Project Name	Brief of the Project	Impact created / No. of persons benefited from the CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Honeywell Center for Advancing Girls in Science	The project aims to develop the next generation of women leaders through specially curated STEM-focused transformative and enriching educational training. Beneficiaries – Students & Science educators	Total number of students enrolled – 1,500+ Number of science educators trained – 118	100%
Project Sanrakshan - Sustainable Community Development program in Maharashtra	The project aims to create a sustainable community through its four core areas i.e. Water & Sanitation, Health & Nutrition, Education, Environmental Sustainability and Economic Development (livelihood). Beneficiaries– Households & rural population	Total beneficiaries impacted – 11,000+ Total Household Impacted – 4,000+	100%
Project Sanrakshan - Strengthening Rural Healthcare Infrastructure	The project aims to upgrade 77 rural healthcare centres across India to provide quality and comprehensive healthcare to rural communities. Beneficiaries– Rural population	Number of beneficiaries impacted – 36 lakhs+ Number of households impacted – 5.67 lakhs+	47%*
Plant the Future Campaign	The project aims to promote environmental sustainability through tree plantation and creating biodiversity hubs.	Number of saplings planted – 1.10 lakhs+	NA

For the projects specified above, HAIL has contributed following share out of the total program budget spent by HHSIF - (i) Centre for Advancing Girls in Science – 100%; (ii) Project Sanrakshan - Sustainable Community Development program in Maharashtra- 72%, (iii) Project Sanrakshan - Strengthening Rural Healthcare Infrastructure - 61.68%, (iv) Plant the Future Campaign – 17.7%.

* % of beneficiaries from vulnerable and marginalized groups for Project Sanrakshan - Strengthening Rural Healthcare Infrastructure is determined basis a sample of beneficiaries assessed as part of the project.

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has a defined process to ensure all the complaints and feedback from customers received from multiple channels are addressed. Dedicated contact link for Honeywell Help and support is available on the weblink: <https://process.honeywell.com/us/en/contact-us>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

As a percentage to total turnover*	
Environmental and social parameters relevant to the product	100% (of products)
Safe and responsible usage	100% (of products)
Recycling and/or safe disposal	100% (of products)

* as required under relevant laws.

3. Number of consumer complaints in respect of the following

FY 2024-25			Remarks	FY 2023-24			Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year		
Data privacy	0	0	-	0	0	-	-
Advertising	0	0	-	0	0	-	-
Cyber-security	0	0	-	0	0	-	-
Delivery of essential services	0	0	-	0	0	-	-
Restrictive Trade Practices	0	0	-	0	0	-	-
Unfair Trade Practices	0	0	-	0	0	-	-
Other	0	0	-	0	0	-	-

4. Details of instances of product recalls on account of safety issues

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

5. Does the Company have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Regarding privacy measures, Honeywell has a Data Privacy Function (corporate-wide) which acts as a resource to help ensure compliance with global data privacy laws such as General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA).

As part of the Global Data Privacy Standards and Compliance Resources, Honeywell's Data Privacy Policy establishes uniform and global guidance regarding how Honeywell intends generally to process and protect personal data. To the extent that law or contractual provisions impose stricter requirements than the guidance set in the Policy, Honeywell shall comply with the more restrictive law or contractual provisions.

Honeywell has a Data Privacy Policy (Policy 2006). Policies are proprietary and cannot be shared but can be demonstrated.

Further information on Honeywell's data privacy can be found on Honeywell's Data Privacy Trust Center : <https://www.honeywell.com/us/en/company/data-privacy>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There were no such complaint received by the Company.

For cybersecurity corrective actions, Honeywell provides centralized configuration management in which configurations common across multiple systems are stored in a repository, versioned, and deployed. Baseline configuration settings for all IT products are documented in build books.

Changes to the configuration settings are monitored and controlled through the technical configuration process using a host/client scanner that connects to hosts and collects the configuration information from operating systems. The configuration settings are then compared to the baseline located on the server and flagged accordingly. Corrective actions

are taken to remediate/mitigate the gaps found.

Patching is performed at regular intervals dependent on the device. All changes, including patches related to infrastructure and applications within the production environment, are managed in a controlled manner. Changes are logged, assessed, and authorized prior to implementation and reviewed against planned outcomes following implementation. This assures risk mitigations do not negatively affect the stability or integrity of the production environment.

7. Provide the following information relating to data breaches

- a. Number of instances of data breaches**
- b. Percentage of data breaches involving personally identifiable information of customers**
- c. Impact, if any, of the data breaches**

No reportable data breach incidents pursuant to laws and regulations applicable to HAIL.

ANNEXURE-1 TO THE BRSR

Web Links of Honeywell Policies and Statements

Honeywell Policies in line with the National Guidelines on Responsible Business Conduct:

Sr. No.	Policy	Link
1.	Honeywell Code of Business Conduct	https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/code-of-conduct/HON_COC_English.pdf
2.	Honeywell Supplier Code of Business Conduct	https://www.honeywell.com/us/en/company/integrity-and-compliance/supplier-code-of-business-conduct
3.	Honeywell Anticorruption Policy	https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/hon-anticorruption-policy.pdf
4.	Honeywell Human Rights Policy	https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/hon-human-rights-policy.pdf
5.	Corporate Social Responsibility Policy	https://www.honeywell.com/in/en/hail#policies
6.	Policy for Determination of Materiality of Events & Information	https://www.honeywell.com/in/en/hail#policies
7.	Whistle Blower Policy	https://www.honeywell.com/in/en/hail#policies
8.	General Policies	https://www.honeywell.com/in/en/hail#policies
9.	Honeywell's 2024 Impact Report	https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/hon-2024-impact-report.pdf

All other policies are available on the Company's internal network.

INDEPENDENT PRACTITIONER'S ASSESSMENT REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION ON BRSR CORE IN HONEYWELL AUTOMATION INDIA LIMITED

To,
The Board of Directors,
Honeywell Automation India Limited,

We ("MMJC Consultancy LLP" or "the firm") have undertaken to perform an Assessment engagement, for Honeywell Automation India Limited ("the Company") in respect of the agreed Sustainability Information, listed below (the "Identified Sustainability Information") pertaining to Business Responsibility and Sustainability Report Core ("BRSR Core"), as notified by SEBI vide Circular dated 12th July, 2023. This Sustainability Information is as included in the Business Responsibility and Sustainability Report ("BRSR" or "the report") of the Company for the year ended March 31, 2025.

Reporting Criteria

The Business Responsibility and Sustainability Report (BRSR/ the report) has been developed by the Company based on the National Guidelines on Responsible Business Conduct (NGBRCs) for BRSR. We have Identified Sustainability Information - BRSR Core (included in the report) for the year ended March 31, 2025, which is a sub-set of the Report, consisting of a set of key performance indicators (KPIs) – matrix under 9 ESG attributes and is as mentioned in the above referred circular issued by SEBI.

Our assessment engagement was with respect to the year ended March 31, 2025, only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the report and, therefore, do not express any conclusion thereon.

The criteria used by the Company to prepare the Identified Sustainability Information is BRSR Core – Framework issued by SEBI Circular dated 12th July 2023.

Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information on BRSR Core, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control

relevant to the preparation of the BRSR (including BRSR Core) and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Secretaries of India and have the required competencies and experience to conduct this assessment engagement.

The firm maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Further, we comply with the independence requirement stipulated by SEBI vide Circular dated 12th July 2023.

Our Responsibility

Our responsibility is to assess the Identified Sustainability Information limited to BRSR Core, based on the procedures we have performed and evidence we have obtained.

The assessment engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

- Obtained an understanding of the Identified Sustainability Information and related disclosures
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and measurement of the Identified Sustainability Information.
- Made enquiries of the Company's management.
- Obtained an understanding and performed an assessment of the design of the key systems, processes and controls for managing, recording and reporting on the Identified Sustainability Information.
- Based on above understanding and the risk that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of the further procedures.
- Performed the testing on a sample basis of the Identified Sustainability Information.
- Assessed the records and performed the testing.
- For turnover based intensity indicators, we have relied on the total income from the published audited financial statements.
- Assessed the BRSR and BRSR core for detecting, on a test basis, any major anomalies between the information reported in the BRSR and BRSR core on performance with identified sustainability information and relevant source data/information.
- Obtained the representations from the management.
- Data and information outside the defined reporting period.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.
- Testing of any financial numbers.
- Data, statements, and claims already available in the public domain through Annual Report, Sustainability Report, or other sources available in the public domain.
- The Company's compliance with regulations, acts, and guidelines with respect to various regulatory agencies and other legal matters.

Opinion

Based on the procedures we have performed and the evidences we have obtained, the Identified Sustainability Information for the year ended March 31, 2025 (as stated under "Identified Sustainability Information") are prepared in all material respects, in accordance with the Reporting Criteria.

Restriction on use

Our assessment report has been prepared and addressed to the Board of Directors of Honeywell Automation India Limited at the request of the Company solely, to assist Company in reporting on Company's sustainability performance and activities in relation to attributes of BRSR Core (included in BRSR). Accordingly, we accept no liability to anyone, other than the company. Our Deliverables should not be used for any other purpose or by any person other than the addressees of our Deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

We have also performed such other procedures as we consider necessary in the circumstances.

Exclusions:

Our assessment scope excludes the following and therefore we do not express a conclusion on the same:

- Operations of the Company other than those mentioned in the Reporting Criteria.
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.

MMJC Consultancy LLP

Pradnesh Kamat
Partner
May 13, 2025
Mumbai