

# Honeywell

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>

July 13, 2024

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 2023-24**

**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 2023-24. The said Report forms part of the Annual Report for FY 2023-24.

The Annual Report for FY 2023-24 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**

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**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.

**Ashish Gaikwad**  
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	January 13, 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	<a href="mailto:HAIL.InvestorServices@Honeywell.com">HAIL.InvestorServices@Honeywell.com</a>
7.	Telephone	+91 2071148888
8.	Website	<a href="https://www.honeywell.com/in/en/hail">https://www.honeywell.com/in/en/hail</a>
9.	Financial Year for which reporting is being done	April 1, 2023 to March 31, 2024 (FY 2023-24)
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	Ms. Indu Daryani, Company Secretary 56 & 57, Hadapsar Industrial Estate, Pune - 411013 <a href="mailto:HAIL.InvestorServices@Honeywell.com">HAIL.InvestorServices@Honeywell.com</a>
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 assurance provider	Not Applicable.
15.	Type of assurance obtained	Not Applicable.

### II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover
a.	Manufacturing	Manufacture of industrial process control and automation systems.	53
b.	Trading	Trading of sensing, measurement equipment and control equipment.	19
c.	Services	Installation, engineering and repair/maintenance services of industrial control and automation systems.	28

**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	53
b.	Trading of machinery, equipment and supplies	NIC Code 46	19
c.	Repair and maintenance	NIC Code 33	28

**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)

In addition to serving the domestic market, the Company exports goods/services to Honeywell affiliates in the US, Europe, Asia Pacific and other regions.

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

Exports contribute 40.34% 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)
<b>EMPLOYEES</b>						
1.	Permanent (D)	3,044	2,542	83.51	502	16.49
2.	Other than Permanent (E)	2,814	2,666	94.74	148	5.26
3.	<b>Total employees (D + E)</b>	<b>5,858</b>	<b>5,208</b>	<b>88.90</b>	<b>650</b>	<b>11.10</b>
<b>WORKERS</b>						
4.	Permanent (F)	52	46	88.46	6	11.5
5.	Other than Permanent (G)	5	4	80.0	1	20.0
6.	<b>Total workers (F + G)</b>	<b>57</b>	<b>50</b>	<b>87.72</b>	<b>7</b>	<b>12.28</b>

**b. Differently abled Employees and workers**

Note: 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

## 22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (in %)	11.9	14.9	12.4	15.1	25.3	16.9	13.1	19.5	14.3
Permanent Workers (in %)	-	-	-	2.2	-	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 ₹): 40,852 million

c. Net worth (in ₹): 36,062 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 2023-24			FY 2022-23		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, through 'Help & Support' section.	0	0	-	0	0	-
Investors (Shareholders and other than shareholders)	Yes, through: SEBI platform Email IDs of BSE and NSE Company's Email ID SMART ODR platform	12	0	-	15	0	-
Employees and workers	Yes, various internal channels	25	3	-	26	7	5 cases with 2 issues, 1 case with 3 issues
Customers	Yes, through toll free numbers and emails.	2	0	-	0	0	-
Value Chain Partners	Yes, through 'Help & Support' section.	1	1	-	2	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No)	FY 2023-24			FY 2022-23		
		(If Yes, then provide web-link for grievance redress policy)	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year
Others	Yes, through 'Help & Support' section.	1	0	-	0	0	-

Weblinks for:

- 'Help & Support' section: <https://www.honeywell.com/us/en/contact>.
- SEBI platform: [www.scores.gov.in](http://www.scores.gov.in)
- Email IDs of BSE and NSE: [www.bseindia.com](http://www.bseindia.com); [www.nseindia.com](http://www.nseindia.com)
- The Company's Email ID: [HALL.investorservices@honeywell.com](mailto:HALL.investorservices@honeywell.com)
- Smart ODR platform: <https://smartodr.in/login>

## 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 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 on opportunities and risks can be referred to in the TCFD Disclosures section of Honeywell's 2023 Environmental, Social and Governance Report following the weblink given in Annexure-1 to the BRSR.

## 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
<b>Policy and management processes</b>									
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	Yes	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.								
6. Performance of the Company against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company adheres to this commitment and contributes towards achievement of the same.								
<b>Governance, leadership and oversight</b>									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ashish Gaikwad Managing Director DIN: 07585079								

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 sustainability 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.
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10. Details of Review of NGRBCs by the Company:

Disclosure Questions	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 and follow up action					Yes									Annually / as mandated by law				
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances					Yes									As mandated by law/internal policies				

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
					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 KMP	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 ₹)	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
-	-

- 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. 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 2023-24	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2023-24		FY 2022-23	
	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 2023-24	FY 2022-23
Number of days of accounts payables	117	144

**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 2023-24	FY 2022-23
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	10.3%	8.0%
	Number of dealers/ distributors to whom sales are made	140	217
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	51.1%	50.5%
Share of RPTs in	Purchases (Purchases with Related Parties / Total Purchases)	37.9%	37.6%
	Sales (Sales to Related Parties / Total Sales)	38.0%	38.8%
	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 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D (%)	60	60	Percentage of Honeywell's investment in new product research and development directed towards ESG-oriented outcomes is ~60% (See additional details in 2023 ESG 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 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 in the following format?

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 2023-24	FY 2022-23
-	-	-

4. 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 2023-24			FY 2022-23			
	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:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)	
<b>Permanent Employees</b>											
Male	2,542	2,542	100	2,542	100	-	-	336	13.22	1	0.04
Female	502	502	100	502	100	85	16.93	-	-	1	0.20
<b>Total</b>	<b>3,044</b>	<b>3,044</b>	<b>100</b>	<b>3,044</b>	<b>100</b>	<b>85</b>	<b>2.79</b>	<b>336</b>	<b>11.04</b>	<b>2</b>	<b>0.07</b>
<b>Other than Permanent Employees</b>											
Male	2,666	2,666	100	2,666	100	-	-	-	-	-	-
Female	148	148	100	148	100	-	-	-	-	-	-
<b>Total</b>	<b>2,814</b>	<b>2,814</b>	<b>100</b>	<b>2,814</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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 availed by limited employees.

**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)
<b>Permanent Workers</b>											
Male	46	46	100	46	100	-	-	3	6.52	-	-
Female	6	6	100	6	100	1	16.67	-	-	-	-
<b>Total</b>	<b>52</b>	<b>52</b>	<b>100</b>	<b>52</b>	<b>100</b>	<b>1</b>	<b>1.92</b>	<b>3</b>	<b>5.77</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Workers</b>											
Male	4	4	100	4	100	-	-	-	-	-	-
Female	1	1	100	1	100	-	-	-	-	-	-
<b>Total</b>	<b>5</b>	<b>5</b>	<b>100</b>	<b>5</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.20	0.27

**2. Details of retirement benefits.**

Benefits	FY 2023-24			FY 2022-23		
	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	NA	NA	NA
Others	-	-	-	-	-	-

**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.

**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
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**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 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
Male	2,542	2,542	100	2,542	100	2,393	2,393	100	2,393	100
Female	502	502	100	502	100	513	513	100	513	100
<b>Total</b>	<b>3,044</b>	<b>3,044</b>	<b>100</b>	<b>3,044</b>	<b>100</b>	<b>2,906</b>	<b>2,906</b>	<b>100</b>	<b>2,906</b>	<b>100</b>
<b>Workers</b>										
Male	46	46	100	46	100	45	45	100	2,393	45
Female	6	6	100	6	100	3	3	100	513	3
<b>Total</b>	<b>52</b>	<b>52</b>	<b>100</b>	<b>52</b>	<b>100</b>	<b>48</b>	<b>48</b>	<b>100</b>	<b>2,906</b>	<b>48</b>

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 2023-24			FY 2022-23		
	Total (A)	No. (B)	No. % (B/A)	Total (C)	No. (D)	No. % (D/C)
<b>Employees</b>						
Male	2,542	2,542	100	2,393	2,393	100
Female	502	502	100	513	513	100
<b>Total</b>	<b>3,044</b>	<b>3,044</b>	<b>100</b>	<b>2,906</b>	<b>2,906</b>	<b>100</b>
<b>Workers</b>						
Male	46	46	100	45	45	100
Female	6	6	100	3	3	100
<b>Total</b>	<b>52</b>	<b>52</b>	<b>100</b>	<b>48</b>	<b>48</b>	<b>100</b>

All employees undergo an annual performance appraisal process as determined by the Company. Further, the NRC and the Board evaluate the performance of the members of executive management (one level below the Board) and Senior Management Personnel 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 & potential, and implement a reward system which recognizes merit. Performance assessment is a bi-annual process that includes mid-year and final year assessment.

Employees joining after 31<sup>st</sup> 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 HSEMS is an integral part of the overall Honeywell Operating Model and defines how HSEMS is integrated with the manufacturing, service and business organization processes.

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 protection 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 Cell Risk Assessment (CRA) and appropriate control measures are in place as per the hierarchy of control.

**d. 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.

**11. Details of safety related incidents.**

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers		
Total recordable work-related injuries	Employees	-	-
	Workers		
Number of fatalities	Employees	-	-
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers		

\* Including in the contract workforce

**12. 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
- Rewards & Recognitions through ‘Bravos’ and Town meetings
- On-site medical practitioner
- Ergonomics and Physiotherapists
- 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.

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

	FY 2023-24			FY 2022-23		
	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 persons 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.

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.

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 to address 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 is regularly depositing 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 statutory dues to the appropriate authorities and compliance of this is rigorously followed including for all of 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 consequence 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 2023-24	FY2022-23	FY 2023-24	FY2022-23
Employees	-	-	-	-
Workers	-	-	-	-

**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	Emails, 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.
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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	3,044	3,044	100	2,906	2,906	100
Other than permanent	2,814	2,814	100	631	631	100
<b>Total Employees</b>	<b>5,858</b>	<b>5,858</b>	<b>100</b>	<b>3,537</b>	<b>3,537</b>	<b>100</b>
<b>Workers</b>						
Permanent	52	52	100	48	48	48
Other than permanent	5	5	100	-	-	-
<b>Total Employees</b>	<b>57</b>	<b>57</b>	<b>100</b>	<b>48</b>	<b>48</b>	<b>48</b>

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 to the BRSR for the weblink. Employees and workers are enrolled for/ imparted the aforementioned trainings on their joining and subsequently on an annual basis.

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

Category	FY 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
<b>Permanent</b>	<b>3,044</b>	-	-	<b>3,044</b>	<b>100</b>	<b>2,906</b>	-	-	<b>2,906</b>	<b>100</b>
Male	2,542	-	-	2,542	100	2,393	-	-	2,393	100
Female	502	-	-	502	100	513	-	-	513	100
<b>Other than permanent</b>	<b>2,814</b>	-	-	<b>2,814</b>	<b>100</b>	<b>631</b>	-	-	<b>631</b>	<b>100</b>
Male	2,666	-	-	2,666	100	483	-	-	483	100
Female	148	-	-	148	100	148	-	-	148	100
<b>Workers</b>										
<b>Permanent</b>	<b>52</b>	-	-	<b>52</b>	<b>100</b>	<b>48</b>	-	-	<b>48</b>	<b>100</b>
Male	46	-	-	46	100	45	-	-	45	100
Female	6	-	-	6	100	3	-	-	3	100
<b>Other than permanent</b>	<b>5</b>	-	-	<b>5</b>	<b>100</b>	<b>-</b>	-	-	<b>-</b>	<b>-</b>
Male	4	-	-	4	100	-	-	-	-	-
Female	1	-	-	1	100	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	Please refer Annexure-4 Statement of Disclosure of Remuneration forming part of the Board's Report for details.	1	Please refer Annexure-4 Statement of Disclosure of Remuneration forming part of the Board's Report for details.
Key Managerial Personnel (KMP)	2	₹20.05 million per annum	1	₹3.95 million per annum
Employees other than BoD and KMP	2,542	₹1.48 million per annum	502	₹1.13 million per annum
Workers	46	₹0.94 million per annum	6	₹0.80 million per annum

**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](mailto: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 2023-24			FY 2022-23		
	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	Nil	Nil	NA	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**

	FY 2023-24	FY 2022-23
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:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100

**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 relationship.

**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 Screening of New Suppliers, Supplier Monitoring and Supplier On-Site Audits.

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	-
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 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	28,11,60,72,00,000	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>28,11,60,72,00,000</b>	<b>-</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	2,57,15,03,13,00,000	2,48,57,77,47,84,000
Total fuel consumption (E)	51,43,06,72,50,000	21,05,52,71,04,000
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>3,08,58,09,85,50,000</b>	<b>2,69,63,30,18,88,000</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>3,36,69,70,57,50,000</b>	<b>2,69,63,30,18,88,000</b>
<b>Energy intensity per Rupee of Turnover</b> (Total energy consumed / Revenue from Operations)	829.66	782
<b>Energy intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from Operations adjusted for PPP)	829.73	-
<b>Energy intensity in terms of physical output</b>	-	-
Energy intensity (optional) – the relevant metric may be selected by the Company	-	-

*Energy consumption captured in Joules.*

*Renewable Energy Transition - Starting from January 2024, Hadaspar facility has substantially elevated its green power sourcing through third-party PPA model.*

*Energy Intensity- This 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.**

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

**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.

**3. Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Ground water	12,502	10,733
(iii) Third party water	8,042	3,290
(iv) Seawater / desalinated water	-	-
(v) Others*	19,120	19,643
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>39,664</b>	<b>33,666</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>39,664</b>	<b>33,666</b>
<b>Water intensity per Rupee of Turnover</b> (Total water consumption / Revenue from Operations)	0.000000977	0.000000976
<b>Water intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from Operations adjusted for PPP)	0.000000977	-
<b>Water intensity in terms of physical output</b>	-	-
<b>Water intensity</b> (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.

**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.

**4. Provide the following details related to water discharged.**

Sr. No.	Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>			
(i)	<b>To Surface water</b>	-	-
	No treatment		
	With treatment – please specify level of treatment		
(ii)	<b>To Ground water</b>	-	-
	No treatment		
	With treatment – please specify level of treatment		
(iii)	<b>To Seawater</b>	-	-
	No treatment		
	With treatment – please specify level of treatment		
(iv)	<b>To Third party water</b>	-	-
	No treatment		
	With treatment – please specify level of treatment		
(v)	<b>Others</b>	-	-
	No treatment		
	With treatment – please specify level of treatment		
<b>Total Water discharged (in kilolitres)</b>		<b>-</b>	<b>-</b>

**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 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. Please provide details of air emissions (other than GHG emissions) by the Company, in the following format:**

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	-	-	-
SOx	Kg/day	1.59	2.37
Particulate matter (PM)	Mg/nm <sup>3</sup>	26.28	20.83
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

**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.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	237.59	160
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	5,123	5,593
<b>Total Scope 1 and Scope 2 emissions per Rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	0.00000013	0.00000019
<b>Total Scope 1 and Scope 2 emission intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from Operations adjusted for PPP)	-	0.00000013	-
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – the relevant metric may be selected by the Company	-	-	-

**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.

**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 remediation projects and efforts to make our products safer and more sustainable. Please refer to Honeywell’s ESG Report 2023 for more details.

**9. Provide details related to waste management by the Company, in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	3.98	16.61
E-waste (B)	4.1	0.96
Bio-medical waste (C)	0.013	0.14
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1.17	2.0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	225.92	220
<b>Total (A+B + C + D + E + F + G+ H)</b>	<b>235.19</b>	<b>240</b>
<b>Waste intensity per Rupee of Turnover</b> (Total waste generated / Revenue from Operations)	0.0000000057	0.0000000069
<b>Waste intensity per Rupee of Turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from Operations adjusted for PPP)	0.0000000057	-
<b>Waste intensity in terms of physical output</b>	-	-
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the Company	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	225.92	237.5
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>225.92</b>	<b>237.5</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.644	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
<b>Total</b>	<b>0.644</b>	<b>-</b>

**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.

**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 2023-24 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

Parameter	FY 2023-24		FY 2022-23	
<b>Water withdrawal by source (in kilolitres)</b>				
	<b>Fulgaon</b>	<b>Hadapsar</b>	<b>Fulgaon</b>	<b>Hadapsar</b>
(i) Surface water	-	-	-	-
(ii) Groundwater	12,502	-	10,733	-
(iii) Third party water	-	8,042	-	3,290
(iv) Seawater / desalinated water	-	-	-	-
(v) Others	-	19,120	-	19,643
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>12,502</b>	<b>27,162</b>	<b>10,733</b>	<b>22,933</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>12,502</b>	<b>27,162</b>	<b>10,733</b>	<b>22,933</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.000000977		0.000000976	
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>				
(i) <b>Into Surface water</b>	-	-	-	-
- No treatment				
- With treatment – please specify level of treatment				
(ii) <b>Into Groundwater</b>	-	-	-	-
- No treatment				
- With treatment – please specify level of treatment				
(iii) <b>Into Seawater</b>	-	-	-	-
- No treatment				
- With treatment – please specify level of treatment				
(iv) <b>Sent to third-parties</b>	-	-	-	-
- No treatment				
- With treatment – please specify level of treatment				
(v) <b>Others</b>	-	-	-	-
- No treatment				
- With treatment – please specify level of treatment				
<b>Total water discharged (in kilolitres)</b>	-	-	-	-

**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.

**2. Please provide details of total Scope 3 emissions & its intensity.**

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
<b>Total Scope 3 emissions per rupee of turnover</b>	-	-	-
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

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

**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.**

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

**5. Does the Company have a business continuity and disaster management plan? Give details in 100 words/ web link.**

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.**

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
NIL					

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

**ESSENTIAL INDICATORS**

**1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity 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 your 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 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	19.78%	21.53%
Sourced directly from within India	53%	54%

**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**

LOCATION	FY 2023-24	FY 2022-23
Rural	-	-
Semi-Urban	-	-
Urban	-	-
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 your Company in designated aspirational districts as identified by government bodies:**

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

None of the projects that were supported from HAIL funding (Avasara, Swades, Americares PHC & GMT) are undertaken in aspirational districts in FY23-24

**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 your 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
Education, Skill & Research – Avasara Academy	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 – 373 Direct Students Beneficiaries Indirect Beneficiaries enrolled in Camps – 1097 Number of science educators trained - 29
Sustainable & Holistic Community Development – Swades Foundation	The project aims to create stronger communities and model villages that are economically prosperous, environmentally sustainable, healthy, and resilient through need-based interventions in terms of infrastructure, water and hygiene, agriculture, and allied businesses, entrepreneurship, vocational training, etc. Beneficiaries– Households & rural population	Total beneficiaries impacted – 18,171 Total Household Impacted – 4,480
Sustainable & Holistic Community Development – Americares Foundation	The project aims to upgrade primary healthcare centres across rural India to provide quality comprehensive primary healthcare services. Beneficiaries– Rural population	Number of beneficiaries impacted – 13,99,471
Plant the Future Campaign – Give Me Trees	The project aims to promote environmental sustainability through plantation and creating biodiversity hubs across various project locations around Honeywell sites.	Number of saplings planted – 2,813

**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 a 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>

**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:**

Category	FY 2023-24		Remarks	FY 2022-23		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 GDPR and 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 will 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 along-with impact
- 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	<a href="https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/code-of-conduct/HON_COC_English.pdf">https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/code-of-conduct/HON_COC_English.pdf</a>
2.	Honeywell Supplier Code of Business Conduct	<a href="https://www.honeywell.com/us/en/company/integrity-and-compliance/supplier-code-of-business-conduct">https://www.honeywell.com/us/en/company/integrity-and-compliance/supplier-code-of-business-conduct</a>
3.	Honeywell Anticorruption Policy	<a href="https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/hon-anticorruption-policy.pdf">https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/hon-anticorruption-policy.pdf</a>
4.	Honeywell Human Rights Policy	<a href="https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/hon-human-rights-policy.pdf">https://www.honeywell.com/content/dam/honeywellbt/en/documents/downloads/hon-human-rights-policy.pdf</a>
5.	Honeywell Environmental, Social and Governance Report 2023	<a href="https://www.honeywell.com/us/en/company/esg-report">https://www.honeywell.com/us/en/company/esg-report</a>
6.	Corporate Social Responsibility Policy	<a href="https://www.honeywell.com/in/en/hail#policies">https://www.honeywell.com/in/en/hail#policies</a>
7.	Policy for Determination of Materiality of Events & Information	<a href="https://www.honeywell.com/in/en/hail#policies">https://www.honeywell.com/in/en/hail#policies</a>
8.	Whistle Blower Policy	<a href="https://www.honeywell.com/in/en/hail#policies">https://www.honeywell.com/in/en/hail#policies</a>
9.	General Policies	<a href="https://www.honeywell.com/in/en/hail#policies">https://www.honeywell.com/in/en/hail#policies</a>

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