

An aerial photograph of a dense green forest with a narrow dirt path winding through it, overlaid with a teal gradient.

REWIRING THE FUTURE

A photograph of several wind turbines in a field, overlaid with a teal gradient.

**Sustainability
Report** **FY24**

SUSTAINABILITY REPORT FY24

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About the report

It's the third year of RR Kabel for disclosing environmental, economic, and social performance. RR Kabel has published the Sustainability Report as a stand-alone document. By publishing this as a stand-alone document, we aim to clearly communicate our progress towards sustainability, sharing our strategy, setting targets, and tracking performance to build a business model that benefits both society and the environment.

The report is a key reference for our stakeholders, showing how environmental, social, and governance (ESG) considerations are becoming central to our operations. We report in line with the latest Global Reporting Initiative (GRI) Standards, and the content is also aligned with the Carbon Disclosure Project (CDP) recommendations and the United Nations Sustainable Development Goals (SDGs).

The sustainability performance data provided in the report covers information from RR Kabel's financial year, 01 April 2023 to 31 March 2024. The reporting cycle is aligned with the financial disclosure cycle. The electronic version of the report can be found on our website for reporting on sustainability at: <https://www.rrkabel.com/rrcommitment/>

Reporting scope & boundary

The sustainability reporting boundary extends to assets owned and operated by RR Kabel. This report's boundary currently includes: 1 Corporate office in Mumbai, 5 manufacturing plants located in Bangalore, Gagret, Waghodia, Roorkee and Silvassa, and 16 Warehouses. Company joint ventures, subsidiaries, leased facilities, outsourced operations and other entities have been excluded from the scope.

The nature and business of the firm in the given financial year remains the same. The material topics have not changed substantially since our previous report. Wherever applicable, India is our significant location unless and otherwise specified. The word 'local' refers to India, wherever applicable. Unless specified, Fiscal Year 2022 is considered as a baseline for calculating reduction in energy & GHG savings.

Based on these disclosures, we endeavour to provide information holistically with the utmost transparency. Staying true to the data available and robustness of the information, consolidated data is provided. This report becomes the stepping stone of our ESG reporting journey, and our team has worked collaboratively to align RR Kabel to work towards our sustainability goals. The GRI index in the appendix of this report provides disclosure mapping. We value our stakeholders and the connection we share with them. Please share your concerns or on this report, by directing them to investorrelations.rrkl@rrglobal.com.

Managing Director's **MESSAGE**



Climate change is reshaping the world at an unprecedented pace, with rising temperatures, erratic weather patterns, and widespread ecological disruption. The electrical industry is particularly vulnerable to these changes, facing increased energy demands, supply chain vulnerabilities, and growing pressure to transition toward sustainable technologies. At RR Kabel, we recognize the urgency of addressing these challenges and embrace our responsibility to contribute to India's international climate and social commitments, driving progress through sustainable innovation.

With immense pride and a deep sense of responsibility, I present the third edition of our Sustainability Report. This year, we have built upon our solid foundation, introducing new initiatives and expanding our commitment to sustainability. Our mission—to make meaningful changes to the lives we touch—remains at the core of everything we do. Over the past year, we have moved from strength to strength, embedding sustainability even deeper into our operations and strategy.

Our ESG journey began with defining clear objectives: meeting customer expectations on sustainability, diligently tracking key metrics, and strengthening our resilience against future ESG risks. This year, we took several important steps forward. We conducted EHS & Social audits to uncover improvement opportunities and formalized our ESG governance by developing an ESG policy and establishing an ESG committee. This committee now holds regular task force meetings, driving strategic decisions on sustainability initiatives.

Among our many advancements, we are proud to have launched our first BRSR (Business Responsibility and Sustainability Report) this year, further enhancing our transparency and accountability. Additionally, we have improved our environmental performance, reduced Scope 2 emissions intensity and increasing the share of renewable energy across our operations. Our partnership with GovEva, a data management platform, has allowed us to streamline the capture of emissions data and simplify coordination between departments, strengthening our reporting capabilities.

Our ESG framework focuses on key sustainability themes—emissions reduction, water management, diversity, human capital, and governance. These themes align with the United Nations Sustainable Development Goals (SDGs), which continue to guide our corporate strategy. Beyond environmental sustainability, we are equally committed to fostering a diverse, inclusive, and safe workforce and building resilient communities through partnerships and corporate citizenship.

This report reflects our unwavering commitment to balancing economic growth, social progress, and environmental protection. Our sustainability efforts go beyond compliance, demonstrating our dedication to creating lasting value for our stakeholders and the broader communities we serve. By investing in energy transition technologies, operational efficiency, and emissions reduction, we not only help our customers lower their carbon footprint but also deliver on their demands for high performance, durability, and economic value.

As we move forward, we understand the interconnected nature of our actions and their global impact. This third edition of our report showcases our transparency in sharing our achievements, challenges, and the opportunities we see ahead. It is an invitation to collaborate, innovate, and push the boundaries of sustainability.

I would like to express my sincere gratitude to our entire RR Kabel Ltd family, our partners, and our stakeholders for their unwavering support. The journey toward sustainability is continuous, and as we evolve, we remain committed to leading by example, always striving for a more sustainable and equitable world.

THE MANY BLOCKS THAT BUILD US

Our journey began nearly 30 years ago, and today we stand as one of India's largest conglomerates in the electrical sector. With a diverse portfolio spanning Wires & Cables, Switches, Fans, Lighting, Switchgears, and Appliances, we are committed to creating high-quality products by leveraging cutting-edge design and engineering. Our extensive range serves residential, commercial, industrial, and infrastructure needs.

We believe that the future of our industry lies in innovation and effective R&D, which in turn helps one to push boundaries and eliminate borders. We at RR Kabel Ltd. believe in this and therefore are constantly emerging with new products focusing on quality, safety, and affordability.

With ~3,000 employees and 2 major manufacturing locations, R R Kabel's extensive range of wires and cables are used in more than 90 countries worldwide. Our products help our customers across residential, commercial, industrial, and infrastructure sectors to conduct their business and live their lives in a safe and efficient manner, and makes them look forward to a brighter tomorrow.



ESG HIGHLIGHTS

- **13.9%** Energy Generated Using Renewable Energy
- **3015.10 TCO2** of Emissions Were Avoided
- **95.22%** Percentage of Waste Recycled
- **38.43%** Rainwater Harvested as a Percentage of Total Water Consumption

Environment



- **73.63 %** Employees Trained On Health & Safety
- **34.07 %** Employees Trained in HR Policies
- **17%** Employee Turnover Rate
- **66.04%** Employees Received Performance and Career Development Review

Social



- **6.22%** Women in the Workforce
- **14%** Women on the Board of Directors

Governance



AWARDS & ACHIEVEMENTS



RR Kabel receives the prestigious SAP ACE Awards 2023 in the "Game Changer" Category



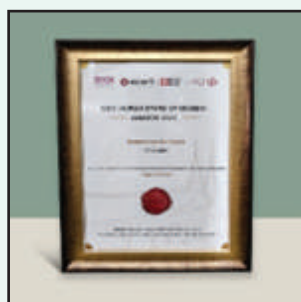
Padma Shri Awardee Shree Rameshwarlal Kabra felicitated at the Society Achievers Giving Back



The Best Practices Award in the Industry Mentor Support Category by the Jaipuria Institute of Management



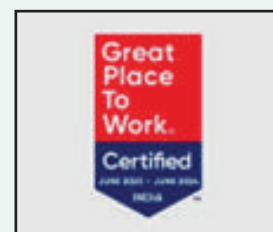
RR Kabel Wins the 'Best Construction & Infrastructure Brand in the Electrical Solutions Sector - ET Infra Focus Summit & Awards 26th Sept 2023



The Best Practices Award in the Industry Mentor Support Category by the Jaipuria Institute of Management



Trailblazer HR Initiative Award of the Year



Great Place to Work

OTHER AWARDS

- GEO Excellence Award: "Best Practices and Innovation in the Field of HR" Award
- Kaizen Award: Won first prize and second prize as runner-up in this competition.
- Times Now Super employee 2022: The Company has nominated the 2 best employees based on the above criteria, which in turn was facilitated by Time Group of Magazine with certification of "Time Super Employee of the Year-2022".
- Saarthi Award
- HEM Sampark
- Best Performer in NWHW 2023
- One of our fellow team members Mr Akash Chavan represented India at WAKO Seniors Asian Kickboxing Championship in Bangkok, Thailand wherein he won the Bronze Medal.

MEMBERSHIP ASSOCIATIONS

| Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|---|---|
| CII | National |
| GEO | State |
| FGI | State |
| EEMA | National |

WHO WE ARE

1998

R R Kabel Limited was established and started the manufacturing of wires & cables.

1999

The first company in India and the 4th in the world to introduce wires with UNILAY technology apart from Europe.

2011

A high end expansion of manufacturing facility was set up on 3 lakh sq. ft. area at Waghodia, Gujarat.

2012

Started manufacturing LT cables.

2013

First overseas manufacturing facility was set up in Bangladesh. Accredited with ISO 50001:2011.

2014

Started manufacturing special application cables.

2017

Became the first company in India to make entire range of products REACH compliance.

2020

Launched HT Cable & Acquired Arraystorm.

2022 - 23

R R Kabel Limited acquired Luminous Home Electrical Business & Highest consumption of Copper in Electrical industry in India.

2023 - 24

Brand transition of Luminous Home Electrical Business to RR Signature.

RR Kabel is a global distributor of wires and cables, switches, lighting solutions and other consumer products, with more than 17 years of combined experience and serves more than 90 countries around the world. RR Kabel is part of RR Global, a USD 1.25 billion conglomerate in the electrical sector with a presence in over 90+ countries globally. The group's extensive knowledge and experience has made RR Kabel, one of the most indispensable brands, highlighting its consistent quality and safety. We are known for manufacturing the widest range of Wires & Cables.

The company has withstood the challenges of time and remained committed in their manufacturing of flawless and quality products using various 'state of the art' technologies. Noteworthy amongst these technologies is our pioneering Halogen free flame retardant (HFFR) cable (1999) and UNILAY ensuring maximum safety from fire.

Our much-acclaimed initiative of being the first to introduce the REACH & RoHS compliance and several other ground-breaking innovations has brought us 27 international credentials, including ISO 9001, 45001 and ISO 14001.

With a corporate office in Mumbai, the company has an interesting portfolio of clients, which includes established corporates, renowned developers and even 5-star hotels. The mission of providing coast to coast services is well complemented with the vision of social responsibility towards its clientele across the globe. For more than four decades, our products have been an integral part of people's lives across the world in their homes, offices, factories and other locations.

1200+
ELECTRICAL
SOLUTIONS

PRESENCE
IN OVER
90+
COUNTRIES

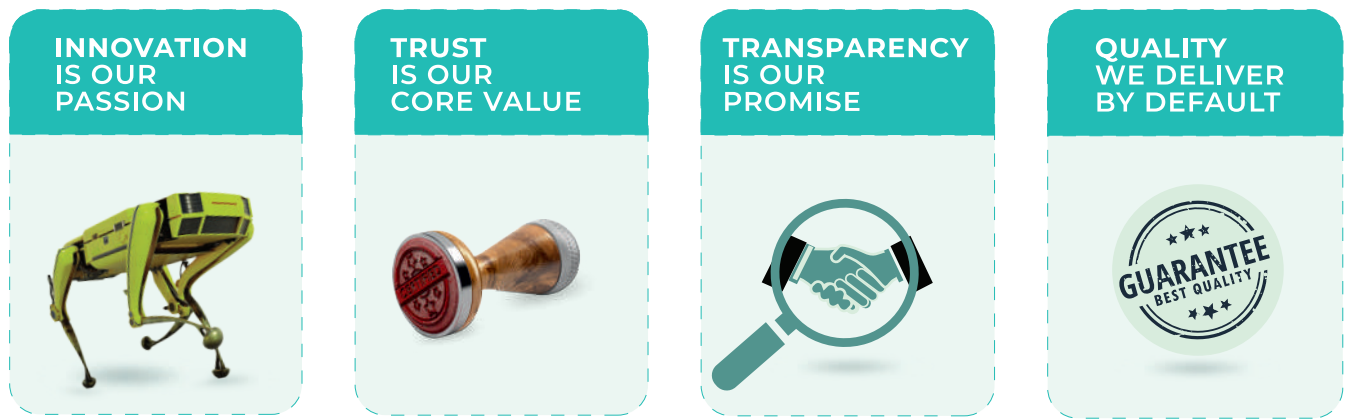
PAN INDIA
REACH
STATISTICS
800+
OF DISTRIBUTORS

PAN INDIA
REACH
STATISTICS
800+
OF ELECTRICIANS

PAN INDIA
REACH
STATISTICS
800+
OF DEALERS

PAN INDIA
REACH
STATISTICS
800+
OF RETAILERS

OUR VISION MISSION AND VALUES



Our Values: A Legacy Of Being Committed to a Better Tomorrow.

Vision: Inspired Thinking brings a meaningful change to the lives we touch around the world.

Mission: Delivering products and services that promise super technology and performance and enhanced value to consumers, employees, stakeholders and society at large.

BUSINESS SEGMENTS OF RR KABEL

RR Kabel is a leading manufacturer of wires and cables in India. The company operates in various business segments, including:

Electrical Wires:

RR Kabel produces a wide range of electrical wires used in various applications, such as residential, commercial, and industrial buildings.

Cables:

RR Kabel manufactures a diverse portfolio of cables, including power cables, communication cables, and specialty cables for specific industries.

Electrical Accessories:

The company also offers electrical accessories such as switches, sockets, and other electrical fittings.



Research & Innovation

Our products are of the highest quality thanks to rigorous R&D each product undergoes before manufacturing. RR Kabel Ltd. implements an inclusive research and innovation ecosystem with a separate and dedicated R&D facility at our units located in Silvassa and Waghodia. These facilities are approved by DSIR (Dept. of Scientific and Industrial Research, Ministry of Science & Technology). In collaboration with a team of highly skilled professionals we are breaking down barriers that have restrained innovations to be a challenge.

Our central quality and test laboratory for wires and cables in our facility at Waghodia, Gujarat is accredited by NABL (National Accreditation Board for Testing and Calibration Laboratories) as per ISO/IEC 17025. It is capable of performing over 700 tests on our products. In addition, we have well-equipped laboratories at our remaining facilities for process monitoring, raw material testing and type testing of products.

- Extensive research & development facility for wires & cables at both Waghodia & Silvassa plants that are DSIR approved. The central quality and test lab at our Waghodia plant is accredited by NABL as per ISO/IEC 17025.
- Focus on R&D sets our extensive range of Lighting, Fans & Appliances apart. We have invested in high-tech lab equipments at our Gagret facility including surge generators, Digital Oscilloscope, Thermal Image Camera, Power Analyzer and so on.
- The entire product range manufactured at Silvassa & Waghodia confirm to both National & International standards.
- Our commercial lighting products are manufactured from scratch using a unique 4 step manufacturing process - Market Research, 3D Design, Prototype Validation and an In house lab testing facility, making it one of the few Indian brands with this capability.



Products



Construction
and Building
Range



Single Core



Control Cables



Drag Chain
& Servo Cables



Data &
Communication
Cables



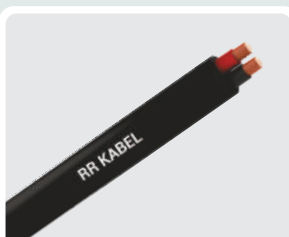
Appliance
Wiring Material



Instrumentation
Cables



Silicon Cables



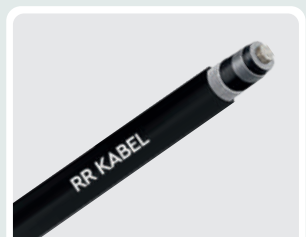
Auto Cables



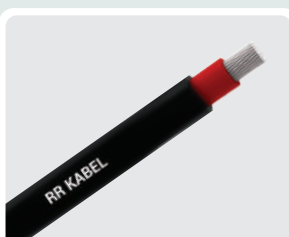
Fire And
Security Cables



LT Power
Cables

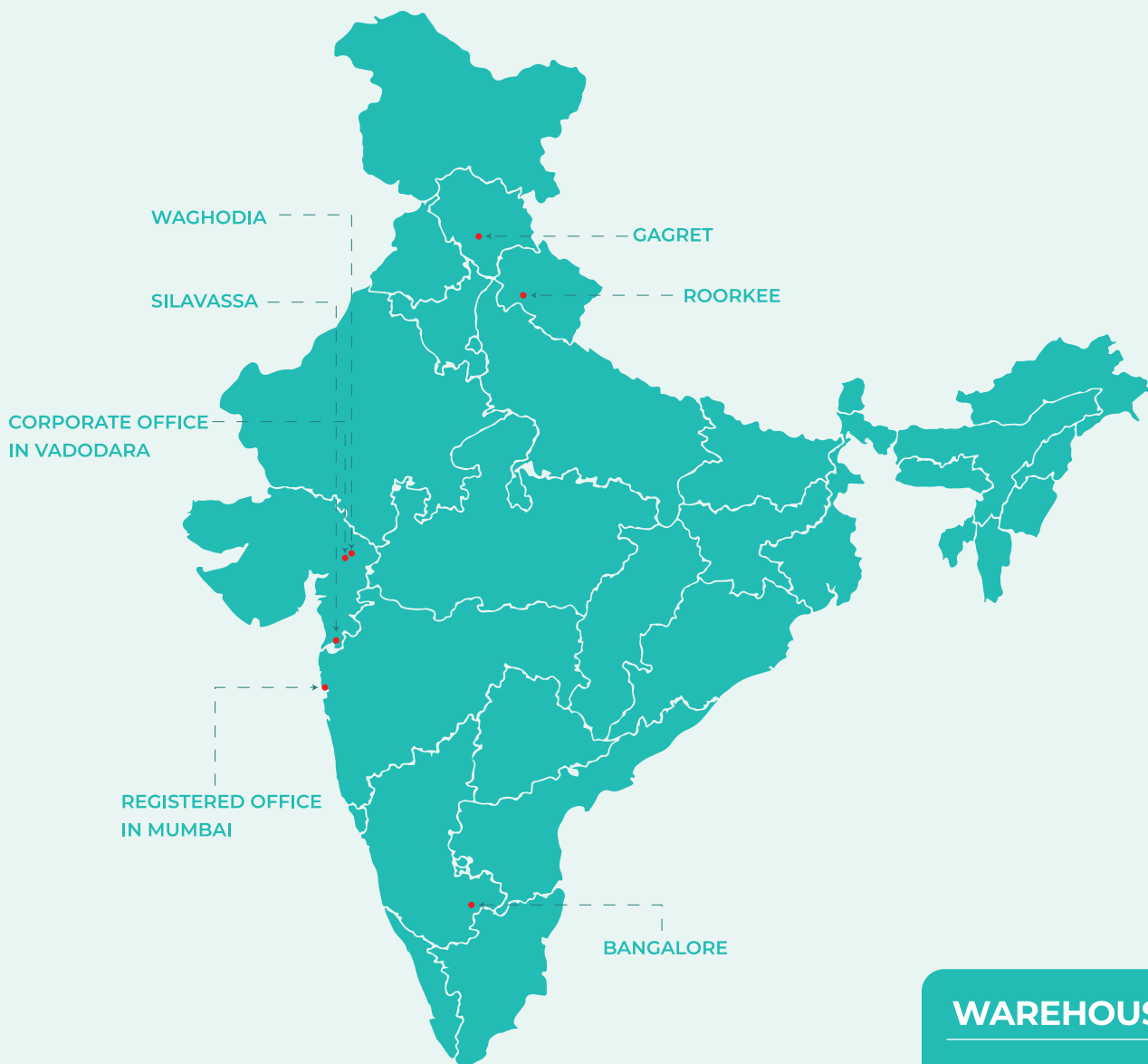


HT Power
Cables



Application
Based Cables

GEOGRAPHICAL PRESENCE



WAREHOUSES

1. Roorkee
2. Cochin
3. Hyderabad
4. Bangalore
5. Bhuvaneshwar
6. Guwahati
7. Bhiwandi
8. Sonipat
9. Kolkata
10. Ranchi
11. Lucknow
12. Ambala
13. Jaipur
14. Patna
15. Indore
16. Coimbatore

A photograph of a forest path. The sun is shining through the trees on the left, creating a bright starburst effect. The path is covered in fallen leaves, and the trees are tall with green foliage. The overall atmosphere is peaceful and natural.

**OUR APPROACH
TOWARDS
SUSTAINABILITY**

Creating a brighter future for people, planet and society

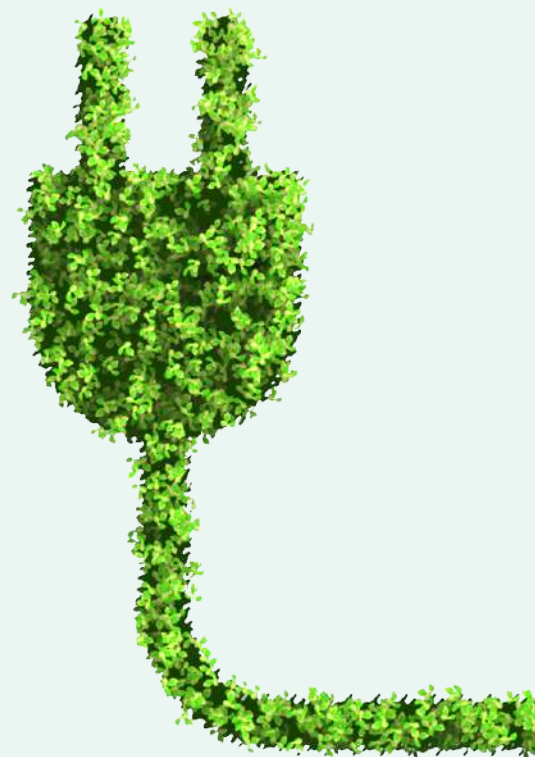
At RR Kabel Ltd., our mission is rooted in creating lasting positive impacts—both for the communities we serve and the environment we rely on. Guided by our unwavering commitment to sustainability, we strive to lead the wire and cable industry towards a more sustainable and responsible future. Our journey started with a clear focus on protecting and regenerating the natural environment while fostering resilient, trust-based relationships with all stakeholders.

In recent years, we laid the foundation for this journey by establishing a robust Environmental, Social, and Governance (ESG) strategy. We set clear objectives to meet customer sustainability expectations, rigorously measured key metrics, and strengthened our resilience against ESG risks. Through comprehensive gap assessments, policy reviews, and industry benchmarking, we identified the most material ESG issues and developed key performance indicators (KPIs) for critical sustainability themes like emissions reduction, water stewardship, diversity, human capital development, and governance.

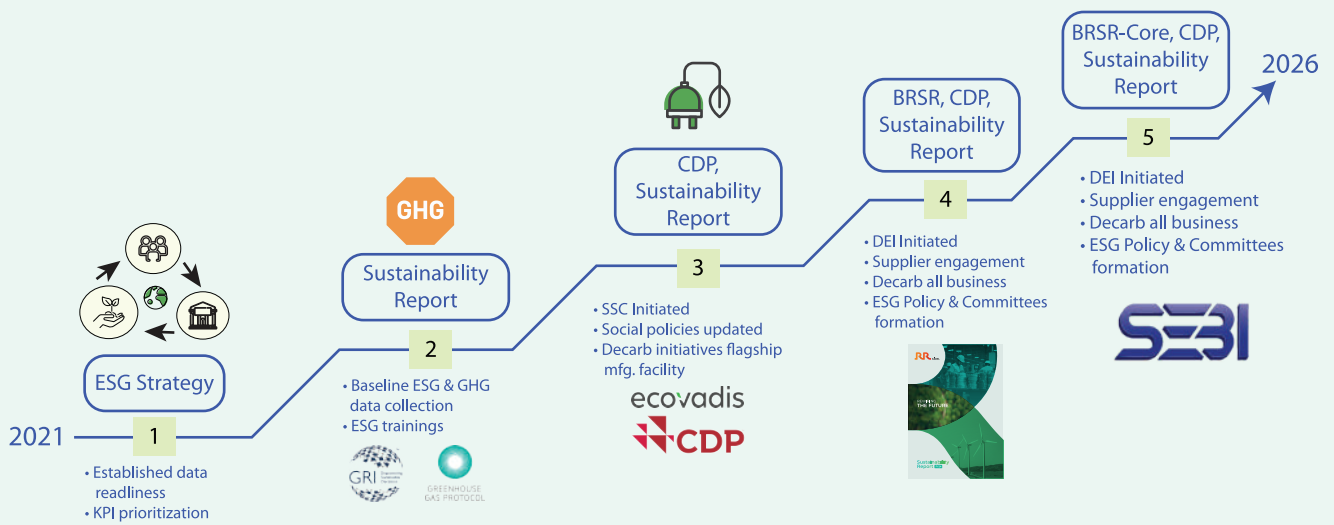
Building on this solid foundation, we made significant strides this year by launching several new initiatives. Notably, we conducted comprehensive EHS & Social audits to identify gaps and drive focused improvement efforts. To streamline data management and improve disclosure practices, we partnered with GovEva, a platform that captures emissions data and facilitates efficient cross-departmental coordination. This year also marked a key milestone as we released our inaugural BRSR (Business Responsibility and Sustainability Report).

Our progress is evident in tangible outcomes. We've successfully reduced our Scope 2 emissions intensity compared to last year, increased our use of renewable energy, and undertaken targeted initiatives for decarbonization and waste management. This year, we also formalized our ESG governance structure by developing an ESG policy, forming an ESG committee, and initiating regular task force meetings to address ESG challenges and drive impactful decisions.

Aligned with the United Nations Sustainable Development Goals (SDGs), particularly those related to climate action, environmental sustainability, and inequality reduction, we have integrated these global goals into our business strategy. As we move forward, our commitment to sustainability deepens, with enhanced data measurement, reporting, and disclosure processes, ensuring our continued progress toward a sustainable future for all.



ESG journey at RR Kabel



Wired through our operations

At RR Kabel Ltd., sustainability runs through every aspect of our operations, closely aligning with the United Nations Sustainable Development Goals (SDGs). Our strong commitment is reflected in the comprehensive policies and programs we've adopted, which directly support these global objectives and guide our sustainability goals.

We extend our efforts beyond internal operations, promoting responsible resource management across our entire supply chain. This approach not only ensures environmental stewardship but also strengthens our position as a trusted partner for customers. All our wires and cables meet the stringent ROHS and REACH standards, guaranteeing compliance with environmental and safety regulations in both domestic and international markets. Furthermore, 100% of our facilities are certified under ISO 14001 and ISO 45001/OHSAS 18001, underscoring our dedication to high standards in environmental management and occupational health and safety.

Recognizing the energy and water intensity of our operations, we remain committed to improving resource efficiency. By implementing cost-effective and sustainable practices, we continuously enhance the environmental performance of our business.

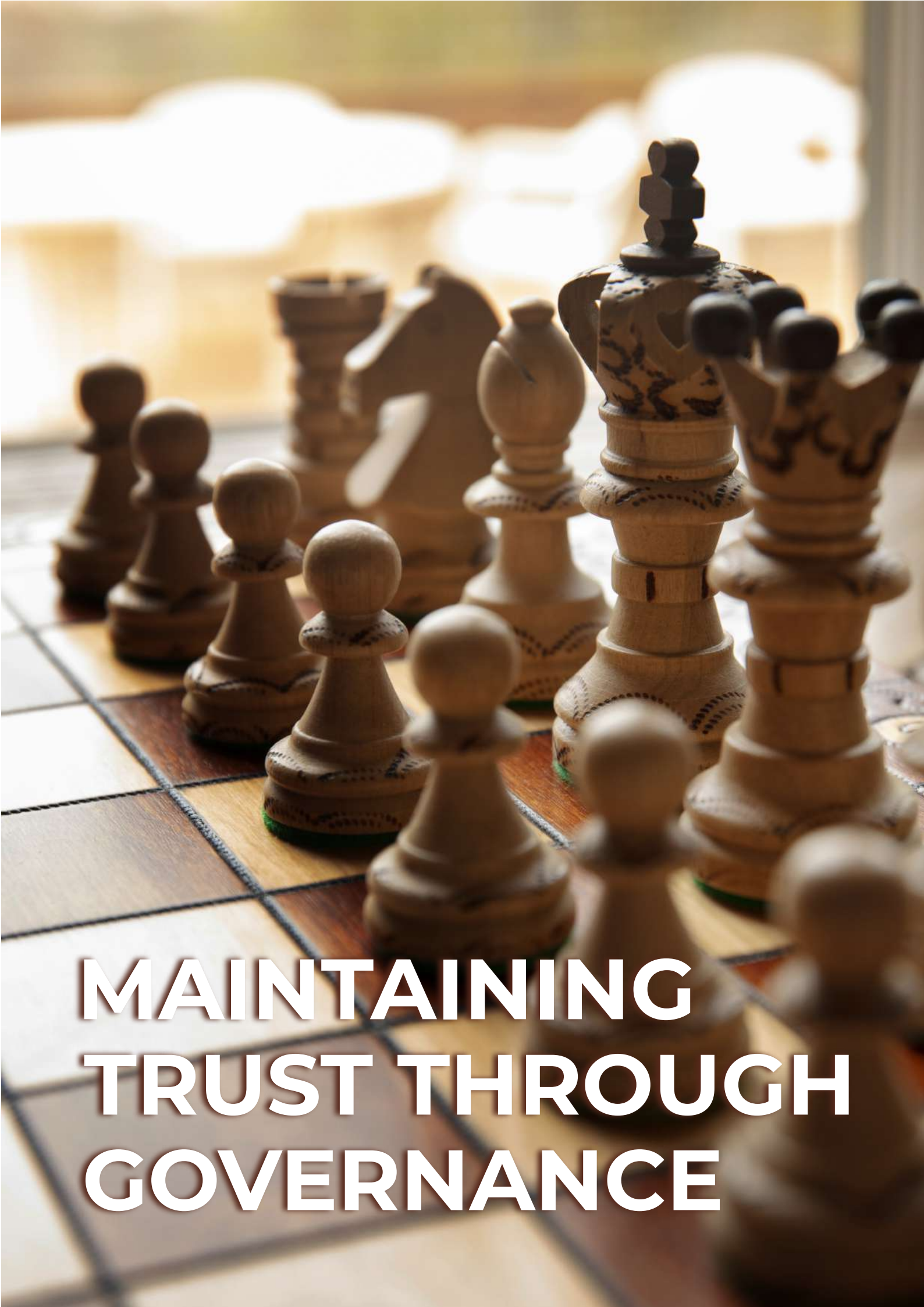
Wired through our stakeholders

At RR Kabel Ltd., we consider our employees our greatest asset, understanding that their health and well-being are crucial to our achievements. To ensure their protection, we have established a comprehensive safety system company-wide, supported by robust policies and standards within our Environment, Health, and Safety (EHS) framework.

Wired through our leadership

A dedicated ESG function has been established, guided by a comprehensive governance charter, to drive the rollout of key performance indicators (KPIs) across the organization. The charter focuses on a wide range of ESG initiatives, including environmental sustainability, decarbonization, and human resources. It ensures that we advance our goals in these critical areas while also promoting sustainability within our supply chain through supplier audits, the integration of ESG criteria into supplier contracts, and the incorporation of ESG factors in supplier reviews. These initiatives reflect our holistic approach to sustainability and responsible business practices across the entire value chain.





MAINTAINING TRUST THROUGH GOVERNANCE

LEADERSHIP

Our Board Consists of 7 members, constituting Independent and whole-time directors, meeting quarterly.



**SHRI
TRIBHUVANPRASAD
KABRA**
Executive Chairman



**SHRI
SHREEGOPAL
KABRA**
Managing Director



**SHRI
MAHENDRAKUMAR
KABRA**
Jt. Managing Director



**SHRI
BHAGWAT SINGH
BABEL**
Independent Director



**SHRI
VIPUL SABHARWAL**
Independent Director



**SMT.
JYOTI
DAVAR**
Independent Director



**SHRI
RAMESH
CHANDAK**
Independent Director

CXO MANAGEMENT



SHRI
**HIMANSHU
PARMAR**
Company Secretary



SHRI
**RAJESH
JAIN**
Chief Financial Officer



SHRI
**SANJAY
TAPARIA**
CEO - International Business



SHRI
**VIVEK
ABROL**
CEO - FMEG Business



SHRI
**SHISHIR
SHARMA**
Chief Marketing Officer



SHRI
**SATISHKUMAR
AGARWAL**
Chief Strategy Officer



SHRI
**VINOD
PARUR**
Chief Human Resource Officer

AUDIT COMMITTEE

| NAME | DESIGNATION |
|-----------------------|-------------|
| • Ramesh Chandak | Chairman |
| • Bhagwat Singh Babel | Member |
| • Vipul Sabharwal | Member |
| • Mitesh Daga | Member |

NOMINATION AND REMUNERATION COMMITTEE

| NAME | DESIGNATION |
|-----------------------|-------------|
| • Ramesh Chandak | Chairman |
| • Bhagwat Singh Babel | Member |
| • Vipul Sabharwal | Member |
| • Mitesh Daga | Member |

CSR COMMITTEE

| NAME | DESIGNATION |
|-----------------------|-------------|
| • Bhagwat Singh Babel | Chairman |
| • Mahendrakumar Kabra | Member |
| • Mitesh Daga | Member |

RISK MANAGEMENT COMMITTEE

| NAME | DESIGNATION |
|--------------------------------------|-------------|
| • Tribhuvanprasad Rameshwarlal Kabra | Chairman |
| • Bhagwat Singh Babel | Member |

STAKEHOLDERS RELATIONSHIP COMMITTEE (SRC)

| NAME | DESIGNATION |
|-----------------------|-------------|
| • Bhagwat Singh Babel | Chairman |
| • Ramesh Chandak | Member |
| • Shreegopal Kabra | Member |

FINANCE COMMITTEE

| NAME | DESIGNATION |
|-------------------------|-------------|
| • Vipul Sabharwal | Chairman |
| • Tribhuvanprasad Kabra | Member |
| • Shreegopal Kabra | Member |
| • Rajesh Babu Jain | Member |
| • Mitesh Daga | Member |



ESG MANAGEMENT COMMITTEE

| NAME | DESIGNATION |
|--------------------|------------------------------|
| • Shreegopal Kabra | Chair & Board Representative |
| • Rajesh Babu Jain | Member |
| • Vivek Abrol | Member |
| • Vinodkumar Parur | Member |
| • Shishir Sharma | Member |
| • Himanshu Parmar | Member & Secretary |
| • Vikram Raval | Member & Sustainability Lead |

Our Policies

At RR Kabel, maintaining a robust ethical foundation is essential to our operations and reputation. Our commitment to integrity, respect, and equal opportunity shapes our mission and governs our interactions with employees, customers, and stakeholders alike. The policies and codes we have in place are designed to promote the highest standards of conduct, ensuring that all employees act with honesty, fairness, and accountability.



CSR POLICY



QUALITY POLICY



ENVIRONMENT POLICY



HUMANRIGHTS POLICY



HEALTH AND SAFETY POLICY



VIGIL MECHANISM POLICY



RELATED PARTY TRANSACTION POLICY



RISK MANAGEMENT POLICY

We are committed to fostering a work environment rooted in meritocracy, where discrimination in any form is strictly prohibited. We have established clear procedures to address and resolve any instances of misconduct, providing a safe and confidential avenue for individuals to raise concerns. By upholding these policies, we strive to strengthen our credibility and cultivate a culture of transparency and ethical behaviour across our organization.

RR Kabel has policy on preventing and eliminating all forms of child and forced labour. Zero incidents reported for FY 23-24.

RR Kabel is committed to uphold the commitment of the company to provide an environment that is free from discrimination, prejudice, gender bias and sexual harassment. To tighten the policy further, awareness workshops are conducted by the Learning & Development department on an annual basis, capturing the attendance of employees present during the workshop.

At RR Kabel, we have zero tolerance for child and forced labour. We maintain strict policy of neither engaging nor supporting such labour practices. By 2025, RR Kabel is focused on having a proper policy on preventing and eliminating all forms of child & forced labour. Organization has a policy on workers' rights to freedom of association and collective bargaining. There is a Workers union head committee which represents all the unionized workers. All the work-related Issues of the unionized workers are resolved by the Workers Union head.

Zero Number of incidents of non-compliance with regulations and/or voluntary codes, relating to health & safety impacts of products and services for FY 23-24

Environmental, Social, and Governance (ESG) Policy:

Our ESG Policy demonstrates our commitment to sustainable and responsible business practices. We aim to minimize our environmental impact through resource efficiency, waste reduction, and renewable energy adoption. We prioritize employee well-being and inclusivity while actively engaging with local communities. Our governance framework promotes transparency, ethical conduct, and compliance with laws, reinforcing stakeholder trust. This policy guides our integration of sustainability into core business strategies, aligning with global standards and best practices.

The policy is discussed in detail in the next section of this report- Business Ethics and Leadership in Corporate Governance.

Corporate Social Responsibility (CSR) Policy:

RR Kabel Limited's CSR Policy reflects its commitment to fostering social and economic development, focusing on enhancing local communities' quality of life. This policy, governed by the CSR Committee, ensures adherence to regulatory frameworks, such as the Companies Act, while transparently disclosing CSR activities on the Company website. Key focus areas include:

- Promoting education
- Ensuring environmental sustainability
- Livelihood enhancement projects
- Additional activities as defined in Schedule VII, as identified by the CSR Committee

This structured approach enables RR Kabel to support meaningful initiatives, delivering a positive societal impact beyond business goals.

The policy is discussed in detail in the following section of this report - Giving Back to those who Make Us.

Human Rights Policy:

RR Kabel Ltd. is committed to upholding human rights by supporting international standards and ensuring it does not contribute to any form of human rights abuse. The Company fosters a respectful and inclusive workplace, providing equal opportunities regardless of caste, color, or creed, with special emphasis on employment for women and encouraging employment for employees' spouses. Employee welfare is prioritized through financial and non-financial rewards, as well as family-inclusive initiatives like educational events and health celebrations. Additionally, RR Kabel contributes to community well-being through religious and medical events, including free medical camps and blood donation drives.

Occupational Health and Safety (OH&S) Policy:

RR Kabel Ltd. prioritizes the health and safety of its employees, contractors, and stakeholders, committing to a safe and compliant work environment. The OH&S Policy establishes protocols to minimize risks and prevent workplace incidents by adhering to industry best practices and regulatory standards. Regular training, risk assessments, and emergency preparedness programs are integral to this policy, ensuring a proactive approach to workplace safety.

The OH&S Policy focuses on the following areas:

- a. Ingrain safety as a value within the organization
- b. Achieve zero accidents in steady state
- c. Adopt industry-leading practices for continuous improvement.

The Company continuously monitors and updates safety measures, fostering a culture of responsibility and care to promote overall well-being.

Related party transaction policy:

RR Kabel Limited's policy on related party transactions ensures transparent and fair governance by establishing a structured process for identifying, evaluating, and approving such transactions. Aligned with the Companies Act, 2013, and SEBI Listing Regulations, this policy mandates Audit Committee and Board approvals, as required, for all material and non-arm's length transactions. It also emphasizes transparent disclosures, ensuring no conflicts of interest, thereby upholding stakeholder trust and compliance with regulatory standards.

Risk Management Policy:

RR Kabel Limited's Risk Management Policy promotes sustainable growth by proactively managing business risks. The policy establishes a structured approach involving the Risk Management Committee, which identifies, assesses, mitigates, and monitors risks through a Risk Register. Key risk mitigation strategies include:

- Risk Avoidance: Avoiding activities that could introduce significant risks.
- Risk Transfer: Shifting risk to another party, typically through contracts or insurance.
- Risk Reduction: Implementing measures to minimize the impact of risks, such as cybersecurity protections.
- Risk Retention: Accepting risks when mitigation costs outweigh potential losses.

This approach ensures comprehensive oversight, enabling stability and resilience across business operations.

Grievance Redressal Mechanism:

Our commitment to a discrimination-free workplace includes a formal process for documenting and addressing incidents of discrimination, forced labor, or child labor. This process ensures that:

- If an employee wishes to report an incident, complaint, or concern, they can do so through the Grievance Redressal Committee. For cases involving unethical practices or misconduct, employees are encouraged to utilize the Whistleblower Policy, which ensures safe and anonymous reporting.
- Once a report is submitted, it will be thoroughly reviewed by the appropriate authorities, and necessary corrective actions will be taken. To protect all parties involved, the entire process, including the report and investigation, will be handled with strict confidentiality. A summary of the final decision can be shared with the complainant upon request.

Whistle Blower Policy:

The Whistle Blower Policy establishes a framework for reporting unethical or illegal activities within the organization while protecting whistleblowers from retaliation. Employees are encouraged to report any suspected misconduct, ensuring that all concerns are taken seriously and investigated thoroughly. The guidelines outline the procedures for reporting, including the channels available for submissions, confidentiality assurances, and the protection of the whistleblower's identity. The policy reinforces the Company's commitment to integrity, transparency, and accountability, fostering an environment where ethical practices are upheld and misconduct is addressed promptly.

Prevention of Sexual Harassment (POSH) Policy:

Our Company's POSH Policy is committed to fostering a safe and respectful workplace for all employees. The policy outlines a zero-tolerance approach towards any form of sexual harassment, ensuring that all complaints are taken seriously and investigated promptly. It includes measures for prevention, awareness, and redressal, empowering employees to report incidents without fear of retaliation. The policy aligns with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, and applicable regulations in India, thereby reinforcing our dedication to a safe work environment for everyone.

Diversity, Equity, and Inclusion (DEI) Policy:

Our Diversity, Equity, and Inclusion (DEI) Policy demonstrates our commitment to fostering a workplace where every individual feels valued, respected, and empowered. We prioritize the recruitment, retention, and advancement of diverse talent and actively promote an inclusive culture that celebrates varied backgrounds, experiences, and perspectives. Through ongoing training and awareness programs, we aim to eliminate biases and ensure equitable opportunities for all employees. We encourage open dialogue and continuous improvement, striving to create an environment where everyone can thrive and contribute to our shared success.

Nomination and Remuneration Process

Our commitment is to set equal pay for doing similar work that requires equivalent qualifications and skills. The company ensures that the pay for employees is set at a level that is both fair and equal pay for equal work. We have a policy in place for fair remuneration in compliance with the Companies Act, 2013: covering the overall compensation process. It provides a structured way for a Company to outline how the various elements of their remuneration packages deliver equal compensation to their employees

Our framework for fair remuneration not only covers our direct employees, but also extends to the numerous organizations that supply RR Kabel with materials, services or contingent labor through our Responsible Sourcing Policy. Our ambition is to ensure a balanced pay parity approach that fosters commitment to zero tolerance on equal pay and living wage.

For the nomination and selection processes for the BOD and its committees, an appointment is recommended by the NRC Committee to the Board and Board approves the same.

BUSINESS ETHICS AND LEADERSHIP IN CORPORATE GOVERNANCE



ESG Policy

At RR Kabel, sustainability is a core pillar of our operations, reflecting our commitment to addressing climate-related challenges while achieving operational excellence. Our focus extends beyond simply enhancing our product and service offerings; it involves investing in cutting-edge technology that supports energy transitions, improves efficiency, and reduces emissions. This approach not only helps our customers reduce their carbon footprints but also ensures that our products maintain the highest standards of performance, durability, and economic value.

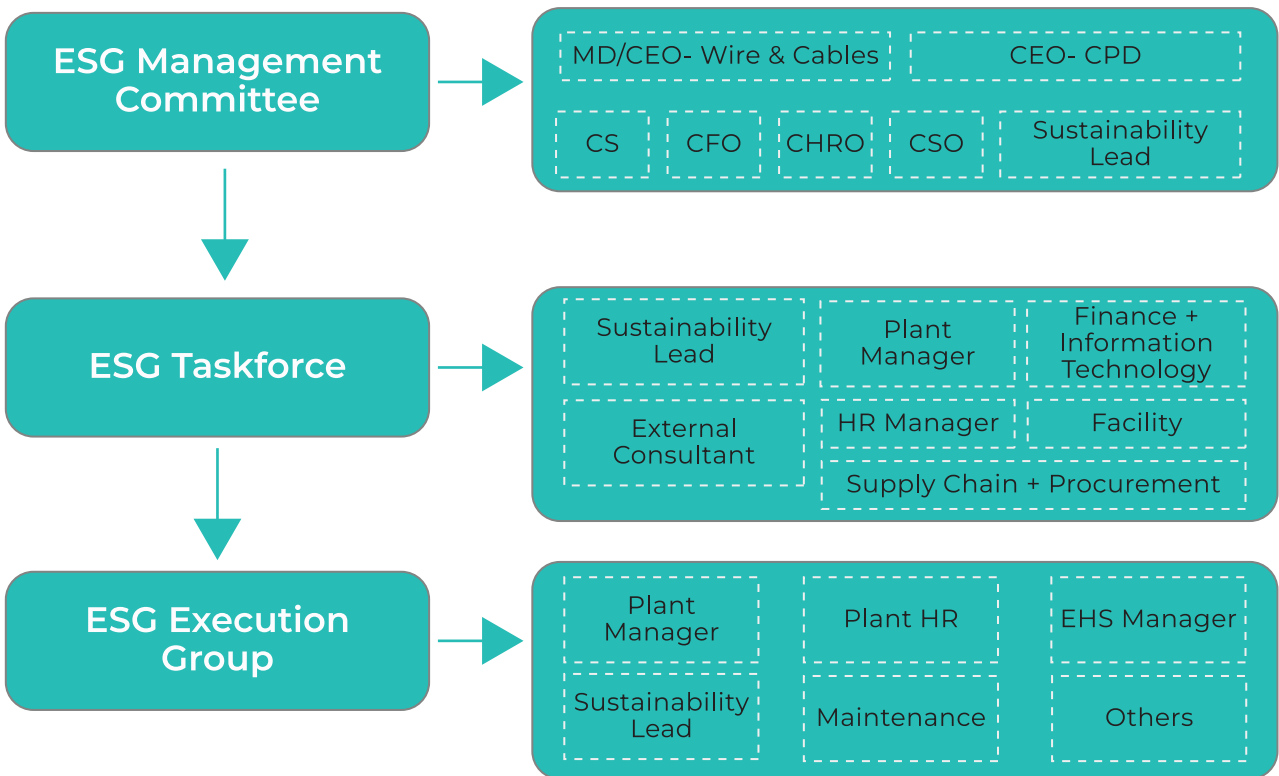
The ESG operational principles serve as a framework for translating policy objectives into actionable steps, and will be applied throughout all aspects of the company's operations (in design)

- Environment Stewardship
- Climate Conscious Business
- Respecting Human Rights
- Stakeholder Engagement
- Compliance to ESG Frameworks
- Business Integrity

ESG Governance

ESG Governance Charter-Effective January 2024

As RR Kabel continues to expand its operations, the importance of a structured and transparent approach to Environmental, Social, and Governance (ESG) initiatives has become increasingly evident. The ESG Governance Charter serves as a guiding framework for our organization, ensuring a systematic and cohesive effort to enhance our ESG performance year over year.



Purpose of the ESG Governance Charter

The primary objective of the Charter is to streamline ESG initiatives across all aspects of our business. It outlines the governance structure for ESG at RR Kabel and clearly defines the roles and responsibilities of all participants involved in our sustainability journey. This Charter empowers us to monitor our progress, address challenges, and leverage opportunities in our pursuit of sustainable development.

Structure of ESG Governance at RR Kabel

Our ESG governance framework is organized into a three-tiered structure, promoting accountability and collaboration at every level of the organization. The key components of this structure include:

ESG Management Committee

The ESG Management Committee plays a crucial role in steering the company's overall ESG strategy. Chaired by the Managing Director (MD) and comprising the Chief Executive Officers (CEOs) of the Wires & Cables and CPD businesses, as well as the Company Secretary (CS), Chief Financial Officer (CFO), Corporate Human Resources Officer, Chief Sales Offices (CSO) and the Sustainability Lead, this committee is tasked with establishing clear ESG goals and ensuring their alignment with the company's mission.

This committee meets quarterly to review progress on ESG initiatives, allocate resources for effective implementation, and assess key ESG risks and opportunities. Additionally, it is responsible for ensuring compliance with statutory requirements for sustainability reporting, including the Business Responsibility & Sustainability Reporting (BRSR) framework.

ESG Taskforce

The ESG Taskforce serves as the operational arm responsible for coordinating and implementing the company's ESG initiatives. Chaired by the Sustainability Lead, the Taskforce includes Human Resources Managers, Plant Managers, and representatives from Finance & Accounting (F&A), IT, Supply Chain/Procurement, and external consultants.

This group meets monthly to develop and execute the company's ESG strategy, set key performance indicators (KPIs), and drive initiatives that align with national and international ESG disclosure requirements. The Taskforce also plays a vital role in managing internal and external communications related to ESG, ensuring that our efforts are well-coordinated and effectively communicated across all levels of the organization.

ESG Execution Group

At each manufacturing facility, the ESG Execution Group is formed to ensure on-the-ground implementation of ESG initiatives. Led by the Plant Manager and including key personnel such as the HR Manager, EHS Manager, and other operational heads, this group meets weekly to track progress on ESG improvement measures.

The Execution Group is responsible for conducting awareness sessions, training employees on ESG best practices, and generating innovative ideas to enhance our ESG performance. They also report monthly to the ESG Taskforce on their progress, ensuring alignment with broader corporate goals.

Commitment to Continuous Improvement

At RR Kabel, we recognize that effective governance is an ongoing process. The ESG Management Committee will review the membership and overall effectiveness of the ESG Governance structure at least annually. This review will allow us to adapt to changing circumstances and ensure that our governance framework remains robust and relevant.

Through this structured approach to ESG governance, we are committed to fostering a culture of transparency, accountability, and ethical behavior throughout our organization. By clearly defining roles and responsibilities, we empower our teams to take ownership of their contributions to sustainability, driving meaningful improvements that resonate with our stakeholders and contribute to a more sustainable future.



BUILDING MEANINGFUL RELATIONSHIPS

STAKEHOLDER ENGAGEMENT FRAMEWORK

Stakeholder engagement framework

At RR Kabel Ltd., we prioritize regular engagement with key stakeholders to better understand, prioritize, and manage our sustainability impacts and evolve our services. Our sustainability efforts are collaborative, involving stakeholders across our value chain to collectively address critical environmental challenges in our industry.

To ensure effective communication and participation, we have integrated systematic interaction channels into our business processes. These include one-on-one meetings, annual general meetings, training sessions, group discussions, surveys, engagements with suppliers and customers, and mechanisms for addressing grievances. At a strategic level, we carefully assess and address stakeholder concerns, recognizing their pivotal role in shaping our direction. We are dedicated to continually enhancing our stakeholder engagement mechanisms, aiming to broaden participation and foster stronger connections.



| Stakeholder | Channels of Communication | Frequency of Engagement | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---|---|------------------------------------|---|
|  Customers | Emails, through the website and social media platforms | As and when necessary | Customer feedback and testimonials to enhance quality of services and build strong relationships. We are also introducing more sustainable products as per customers' demand. |
|  Suppliers & Service Providers | Virtual & physical meetings, website | Quarterly or as and when necessary | RR Kabel collaborates closely with suppliers and service providers, ensuring adherence to our robust ESG-focused code of conduct. Through regular assessments and supportive engagement, we foster a sustainable supply chain that aligns with our commitment to ethical and responsible business practices. We have programs for engagement with electricians (Kabel Dost) & suppliers (Kabel Partners) through which they are made aware about the Company's process, quality control, new product developments & future plans which help build trust with the suppliers. |
|  Employees | HRMS, Notice Board, Email, Meetings, Social media, HR Connect | As and when necessary | Scope of engagements including performance and career reviews, training programs related to process & policies, and learning opportunities. Through engagement, the Company also understands general concerns/ feedback and share updates on the employee engagement /development. New joinee announcement, Organisation Announcement, Significant achievements/ updates also cover the engagements with employees |
|  Investors | Virtual & Physical meetings | As and when necessary | The Company engages with investors to align sustainability goals with their expectations. Key topics include the integration of ESG factors into financial performance, environmental impact mitigation, social responsibility initiatives, and robust governance practices. This dialogue ensures transparency and strengthens stakeholder trust. |

Selection of stakeholder categories

We engage regularly with key stakeholders as this helps us understand, prioritize and manage our sustainability impacts as an organization as well as evolve our services. Our sustainability initiative is a collaborative effort that brings together stakeholders from every stage of our value chain, uniting us in addressing the most critical environmental challenges facing our industry. To ensure effective communication and involvement, we have integrated systematic channels of interaction into our business processes. These include one-on-one meetings, annual general meetings, training sessions, group discussions, surveys, supplier and customer engagements, and grievance redressal methods.

At a strategic level, we carefully assess and consider the concerns of our stakeholders, recognizing their importance in shaping our direction. We are committed to continually enhancing our stakeholder engagement mechanism, striving to broaden participation and build even stronger connections.

Materiality

Determining what to include in this report begins with an understanding of our impacts throughout our value chain, which include our associations with stakeholders, our work undertaken for clients and our thought leadership activities. This report addresses those items that are of significant interest to our stakeholders and RR Kabel Limited's business strategy.

RR Kabel conducted a thorough assessment of the potential and actual impacts on the environment, economy, and society, as required by the Global Reporting Initiative (GRI) standards. Peer benchmarking was employed to identify best practices and relevant Key Performance Indicators (KPIs) for sustainability goals. The company analysed how sustainability issues can influence its performance, position, and development, and sought to enhance its ESG (Environmental, Social, and Governance) performance. Furthermore, RR Kabel anticipated future material topics and experienced a significant shift in governance to integrate sustainability in response to evolving stakeholder expectations and disclosure requirements.

Our list of material topics is mapped against the SDG's and GRI Standard.

| ESG Topics | RR Kabel's Material Topics | GRI Std. | SDG Mapped |
|-------------|---------------------------------|-------------|---------------|
| Environment | Emissions and Climate Change | GRI 305 | SDG 13 |
| Environment | Energy | GRI 302 | SDG 7 |
| Environment | Environmental Management System | GRI 403,306 | SDG 8, 12, 13 |
| Social | Diversity, Equity & Inclusion | GRI 405 | SDG 4, 10 |
| Social | Occupational Health and Safety | GRI 403 | SDG 3 |
| Governance | Human Rights | GRI 405 | SDG 5 |
| Governance | Sustainable Supply Chain | GRI 417 | SDG 12 |
| Governance | Business Ethics | GRI 403 | SDG 8 |
| Governance | Risk and Control | GRI 403 | SDG 8 |
| Governance | Product Governance | GRI 417 | SDG 8,12 |

MANAGING RISKS AND SEIZING OPPORTUNITIES



Climate Change

Recognizing climate change as a significant risk, RR Kabel has integrated robust risk management practices into its operations. The company acknowledges that its manufacturing and distribution activities impact the environment and are committed to mitigating these effects. By implementing stringent energy efficiency measures, adopting sustainable procurement practices for materials, and ensuring responsible waste management, RR Kabel aims to reduce its operational carbon footprint.

Moreover, RR Kabel's proactive approach includes the development of innovative, environmentally friendly products. These efforts not only address environmental concerns but also enhance product competitiveness in a sustainable market. By continually monitoring climate-related risks and leveraging insights from external advisory panels and subject matter experts, RR Kabel strengthens its decision-making processes and maintains alignment with global sustainability goals.

At RR Kabel, effective risk management is a cornerstone of our commitment to sustainability. We understand that managing risks proactively is crucial to our success and to fostering the confidence of our stakeholders. Our approach involves systematically identifying, assessing, and mitigating risks to ensure we stay resilient and prepared for future challenges. This focus on risk management underpins our mission to drive innovation and growth while upholding sustainable practices.

The Risk Management Committee at RR Kabel plays a key role in maintaining a risk-aware culture. They ensure our risk management framework aligns with our strategic objectives and that we are equipped to manage the ever-changing risk environment.

Management of responsibility for climate-related issues

The Chief Executive Officer (CEO)/Managing Director drives the vision of climate-related issues and Sustainable development. At business and operational levels, the CEO is in charge of overseeing the organization's all climate and sustainability efforts including managing annual budgets for climate mitigation activities and setting climate-related corporate targets. These efforts are driven by the risks and opportunities assessed for the Company as a whole.

The Chief Financial Officer (CFO), reporting to the Managing Director is directed to execute the vision of climate-related issues and sustainable development. The CFO is responsible for assessing and managing risks related to climate change. The CFO's role includes managing major capital and/or operational expenditures related to low-carbon products or services (including R&D), monitoring progress against climate-related corporate targets and managing climate-related risks and opportunities.

The **ESG Council** meets periodically to discuss strategic sustainability priorities and track the status of the implementation of the action plan. The ESG Council's duties also include fostering a culture of sustainability among employees, supply chain and stakeholders in general, evaluating the environmental, economic, and social impacts resulting from business operations and providing opinions on the annual and long-term sustainability goals to be achieved with specific reference to the management of associated medium and long-term risks for the Company.

ESG TARGETS

In today's world, sustainable development is an imperative for all businesses. As a responsible corporate established more than four decades ago in India, RR Kabel intends to play a significant role in our nation's ambitions of sustainable growth. We have already begun our sustainability journey and are well on our way to progress on specific areas of environment, social and governance.

We plan to continuously evolve on our ESG disclosures and communicate our sustainability performance in a clear and accurate manner, by focusing on our material ESG areas. The report discusses the reporting and sustainability approach and highlights the impact of our work on people, planet, and profits

| ESG Pillars | Topic | Target | Target status for FY 21-22 | Target status for FY 22-23 | Target status for FY 23-24 | Target status for FY 25-26 |
|-------------|-------------------------------|---|----------------------------|----------------------------|----------------------------|----------------------------|
| Social | Diversity, Equity & Inclusion | Does the organization have a statement or policy on DE&I | NO | YES | YES | YES |
| | | Proportion of women in workforce | 8.26% | 6% | 6.27% | 10% |
| | | Proportion of female employees hired in this reporting period | 5% | 7% | 5.05% | 14% |
| | | Does the organization have a formal process to document and report incidents, complaints, corrective actions and closure relating to cases of discrimination? | NO | YES | YES | YES |
| | Sustainable Supply Chain | Does the Supplier Code of Conduct include environmental and social clauses? | NO | YES | YES | YES |
| | Occupational Health & Safety | Proportion of facilities certified with OHSAS 18001 or ISO 45001 | 75% | 60% | 60% | 100% |
| | | Average Hours of safety training per employee | 0.5 hrs. | 0.51 hrs. | 0.50 hrs. | 4 hrs. |
| | | Proportion of employees given health and safety training | 6.41% | 21.79% | 100.00% | >40% |
| | | Workplace accident frequency rate/Lost Time Injuries Frequency Rate | 0.08 | 0.07 | 0.13 | 0 |
| | | Rate of injury | 3.36 | 0.17 | 0.03 | 0.5 |
| | | Lost work day rate | 3.26 | 0.14 | 0.31 | 3.0 |
| | | Employee work-related fatality incident rate | 0 | 0 | 0 | 0 |

| ESG Pillars | Topic | Target | Target status for FY 21-22 | Target status for FY 22-23 | Target status for FY 23-24 | Target status for FY 25-26 |
|-------------|------------------------------|--|----------------------------|----------------------------|----------------------------|----------------------------|
| Governance | Business Ethics | Proportion of employees trained on Code of Conduct | 0% | 100% | 100% | >90% |
| | | Does the organization provide paid parental leave? | NO | NO | YES | YES |
| | | Does the organization have a policy on human rights? | NO | YES | YES | YES |
| | Human Rights | Does the organization have a statement or policy on preventing and eliminating all forms of child & forced labour? | NO | YES | YES | YES |
| | Risk & Control | Employee Turnover Rate | 12.91% | 19.82% | 17% | 12% |
| | | Is there board-level oversight of sustainability issues within your organization? | NO | NO | YES | YES |
| Environment | EMS | Percentage of facilities that are ISO 14001 certified | 75% | 60% | 60% | 100% |
| | | Has the organization been involved in any incidents of non- compliance with environmental laws or regulations? | NO | NO | NO | NO |
| | Emissions and Climate Change | Does the organization have a GHG emissions reduction target that is applicable in the reporting period? | NO | YES | YES | YES |
| | | Scope 2 emission intensity (TCO2/ Million USD) | 79.81 | 70.65 | 62.77 | 65 |
| | | Energy Intensity - Revenue Based | 0.10 | 0.14 | 0.108 | 0.10 |
| | | Proportion of renewable energy in total energy consumption | 5.23% | 1.595 | 13.96% | 15% |
| | Energy | Does the organization have energy related targets? | NO | YES | YES | YES |
| | | Does the organization have initiatives to reduce energy consumption | NO | YES | YES | YES |

ENHANCING EFFICIENCY OF OUR RESOURCES



Environmental Management System

At RR Kabel, we are committed to addressing climate change through sustainable practices. We aim to reduce our environmental footprint by implementing zero waste discharge practices and installing rooftop solar energy at our Waghodia and Silvassa sites. Our environmental management system, overseen by senior management, ensures accountability in our climate-focused initiatives. With ISO 14001:2015 certification, we are dedicated to mitigating climate change and leading the industry towards a more sustainable future.

PLAN

Environmental
Management
Plan Goals &
Objectives

DO

Implementation
Training &
Education

CHECK

Monitoring
Internal/
External
Audits

ACT

Rectification and
preventive mea-
sures along with
supervisory
evaluation should
be taken.

Energy Management

We operate in an energy-intensive industry and understand the critical importance of effective energy management to mitigate associated risks and ensure sustainable operations. To address our significant energy requirements, we have implemented several strategic initiatives across our value chain:

- We focus on securing reliable and sustainable energy sources to meet our operational demands.
- We are enhancing our in-house capacity to manage and optimize energy usage effectively.

ENERGY HIGHLIGHTS

- **45MW of solar capacity**
- **3.82 MW of wind solar hybrid**
- **Fulfilling ~59% of contracted demand for electricity**
- **RRK has made a substantial leap in its commitment to sustainability by significantly increasing its renewable energy consumption from 1.90% in FY22 to an impressive 13.90% in FY23**

Key Measures

Our energy management strategy encompasses a variety of measures aimed at reducing our environmental impact and improving efficiency:

- Implement retrofitting measures to improve energy efficiency across systems and facilities.
- The shop floor roof is specifically designed to maximize the use of natural sunlight. This innovative design reduces the need for artificial lighting during daylight hours.
- Optimise the use of equipment, including the compressed air system, to reduce energy wastage.
- Replaced IE2 motors with higher efficiency IE3 motors for better energy performance.
- Replaced inefficient varnish burners with electric heaters to enhance energy efficiency.
- Integrate renewable energy sources like solar and wind power into the energy mix.
- Secure renewable energy through Power Purchase Agreements (PPA) to ensure a consistent and sustainable energy supply.

Our comprehensive approach to energy management underscores our dedication to sustainability. By leveraging innovative solutions and adhering to best practices, we aim to reduce our environmental footprint and ensure long-term operational efficiency.

Our Waghodia plant is a prime example of our commitment to energy efficiency and sustainable operations. We have implemented several key initiatives to optimize energy use and reduce our environmental impact.

Key Initiatives adopted at the plant include:

- We have installed energy-efficient LED bulbs throughout the plant, significantly reducing energy consumption compared to traditional lighting solutions.
- HVLS fans have been installed to ensure effective air circulation on the shop floor, providing a comfortable working environment while minimizing energy use.

| ENERGY CONSUMPTION (GWH) | FY 23-24 |
|--|--------------|
| TOTAL ENERGY CONSUMPTION | 309935.85 GJ |
| TOTAL FUEL CONSUMPTION BY ORGANIZATION (SCOPE 1) | 15121.87 GJ |
| TOTAL CONSUMPTION OF PURCHASED ELECTRICITY (SCOPE 2) | 251741.08 GJ |
| TOTAL RENEWABLE ENERGY CONSUMPTION | 43072.90 GJ |

Procurement

We have started the supplier audit process by which we only consider suppliers who have a proper system to dispose of scrap material from manufacturing. We provide proper guide-lines for improvement if they are found non-compliant. We are only procuring raw materials which are REACH and ROHS compliant, further adding to environment friendliness. Also, we have started procuring PVC resin in Jumbo bags against 25kgs bags which has reduced the spillage of powder on the floor. We are procuring plasticizers in Tankers instead of drums which has further reduced these spillages.

Key Measures taken by the company:

The Company manufactures products such as Electric Energy Saving Ceiling Fan BLDC.

BLDC (Brushless Direct Current) is an energy-efficient technology that nowadays has been applied to ceiling fans for best performance and cost-cutting over electricity bills. BLDC fan technology uses a Brushless Direct Current motor that cuts power consumption by 65%.

The combination of advanced motor design, electronic commutation, reduced friction, and variable speed control makes BLDC fans significantly more energy-efficient than traditional fans with brushed motors. As a result, their demand is increased in various applications, including cooling systems, ventilation, and household appliances which ultimately results in increased revenues.

Case Study: Steering Solar for energy efficiency

RR Kabel Limited located at Waghodia & Silvassa, installed 990 kW AC grid and 245 kW AC grid respectively as interactive Rooftop Solar Photovoltaic based power plant on the roof of House wire Plant. Sterling & Wilson renewal energy Limited, the operator/Manufacturer of the Solar plant has been ranked 1st in India and 2nd Globally as per Wood Mackenzie's 2020 Global PV Operation & Maintenance report. The Installed Solar Plant at Waghodia is the first in India with Net metering plan i.e., we can use solar generation for our own as well as can be exported to the Grid Supply.

Solar Panel Features of Waghodia plant:

- No. of Photovoltaic & Ratings: 3800 Nos. & 320 W
- SPV Module types & Make: Polycrystalline & JA Solar
- Inverters Type & Make: String & Delta
- No. of inverter & Rating: 19 Nos. & 50 kW
- Transformer: 1100 kVA
- Total solar produced units: 1027585 kWh (out of that we have exported the 31905 kWh to MGVL during the weekly off).
- Amount of solar power generated and used in INR: INR – Generated: Rs. 84,26,197.00 & Used: Rs. 81,64,576.00
- Energy Conservation: Power factor and EHV rebate. In Energy conservation initiative we are working on the power factor improvement and also benefits due to the 66 kV substation.
(Power factor + EHV rebate).

Solar Panel Features of Silvassa plant:

- No. of Photovoltaic & Ratings: 746 Nos. & 335 W
- SPV Module types & Make: Polycrystalline & Navitas solar panels
- Inverters Type & Make: String & Growatt
- No. of inverter & Rating: 04 Nos & 50 KW each
- Transformer: 1600 KVA, make: Voltamp
- Total solar produced units: 294294 kWh (out of that we have exported the 4170 kWh to MGVL during the weekly off).
- Amount of solar power generated and used in INR: INR – Generated: Rs. 17,67,477.00 & Used: Rs. 17,43,355.00

GHG Emissions

In our ongoing journey towards sustainability, we are deeply committed to reducing greenhouse gas (GHG) emissions through targeted initiatives, including enhanced energy efficiency, the adoption of renewable energy, water conservation, and waste reduction strategies. Our primary focus has been on Scope 1 and Scope 2 emissions, where we have the most direct influence, leading to significant reductions in the environmental impact of our operations.

However, we recognize the importance of addressing the broader aspects of our carbon footprint. In the fiscal year 2022-23, we expanded our efforts to include Scope 3 emissions, initially concentrating on critical areas such as business travel, employee commuting, and downstream transportation and distribution. This expansion has provided us with a more comprehensive view of our environmental impact, extending beyond our immediate operations.

Building on this progress, we have further extended our Scope 3 tracking in FY 2023-24, to incorporate additional categories, specifically focusing on purchased goods and services, as well as fuel- and energy-related activities. By integrating advanced technologies and renewable energy solutions, we continue to strengthen our commitment to sustainability and enhance our emissions management across the entire value chain.

To support these efforts, we have implemented the GoEva tool, a robust ESG management software procured from GovEVA. This platform is crucial for capturing, organizing, and analyzing our ESG data, particularly in relation to GHG emissions. The GoEva tool enables us to efficiently manage complex data, ensuring accuracy and reliability through a centralized repository. Additionally, our GHG emissions data is validated by an independent third party, reinforcing our dedication to transparency and accountability in our sustainability reporting.

| Scope (tonnes /CO ₂ e) | FY 2022-23 | FY 2023-24 |
|-----------------------------------|------------|------------|
| Scope 1 emissions | 1,227.28 | 1280.30 |
| Scope 2 emissions | 44001.16 | 49648.94 |
| Scope 3 emissions | 14488.80 | 464566.21 |

| GHG Emission intensity Revenue based (Million USD) | FY 2022-23 | FY 2023-24 |
|--|---------------------------------|-----------------------------------|
| Scope 1 and 2 | 8.07 TCO ₂ e / Crore | 7.72 TCO ₂ e / Crores |
| Scope 3 | 2.58 TCO ₂ e / Crore | 70.44 TCO ₂ e / Crores |

Decarbonization and GHG Reduction Initiatives

RR Kabel has actively pursued initiatives aimed at reducing its carbon footprint, focusing on resource efficiency, waste reduction, and green packaging. These efforts are part of the company's broader sustainability strategy to lower greenhouse gas (GHG) emissions and enhance overall environmental performance. Below is a summary of these initiatives:

| S.No. | Initiative Undertaken | Details of the Initiative | Outcome of the Initiative |
|-------|----------------------------|---|--|
| 1 | Waste Reduction Initiative | Paper wastage reduction through the introduction of a mold calendar in Modular Front Cover Plates to avoid manual batch code pasting in molded parts. | Approximately 1,333 white sticker papers are saved annually. |
| 2 | Resource Efficiency | Utilization of unused polycarbonate grey material in modular grid plates. | Utilized around 2 MT polycarbonate plastic material, worth INR 2,52,000. |
| 3 | Green Packaging | Replacement of thermocol packaging with a pulp tray made of 100% recycled material. | Replaced 1.44 MT of thermocol. |

Waste/ Hazardous Waste Management

At RR Kabel, our waste and hazardous waste management strategy focuses on optimizing efficiency and minimizing waste generation. We prioritise the reuse and recycling of all waste produced, aiming to reduce our environmental footprint and support a circular economy. Our Waghodia facility, in particular, implements several key initiatives, including zero waste discharge practices. We maintain comprehensive records for hazardous and non-hazardous waste, including handling procedures and precautionary measures. Food waste from our canteen is processed using a decomposition machine, and we have established a recycling plant to convert cable scrap into black granules for reuse in manufacturing. These initiatives, coupled with our commitment to zero waste discharge, ensure that no untreated effluent is released into the environment, underscoring our dedication to sustainable waste management and resource efficiency.

We've introduced several initiatives to improve waste management across our facilities. We keep detailed records for One Point Lesson (OPL) protocols, covering both hazardous and non-hazardous waste, including handling procedures, precautionary measures, and attendance. We also manage food waste from our canteen with a decomposition machine to ensure efficient disposal. In addition, some of our facilities have set up waste recycling plants where we recycle cable scrap into black granules, which are then used in our manufacturing process.

- Products are REACH & ROHS compliant
- Saved 45 million tonnes of paper consumption annually

| Reporting Year | Waste intensity per rupee of turnover |
|----------------|---------------------------------------|
| FY 2022-23 | 0.43 MT / Crores |
| FY 2023-24 | 0.40 MT / Crores |

Waste Intensity per Rupee of Turnover has decreased from 0.43 MT per crore in FY 2022-23 to 0.40 MT per crore in FY 2023-24, indicating improved efficiency in waste management relative to revenue.

Water Quality & Wastewater Management

At RR Kabel, water is essential for various functions, including preventing equipment scaling, corrosion, and fouling, as well as facilitating the removal of lubrication and chemical residues. Since 2021, the company has intensified its efforts to align water management practices with sustainability objectives, incorporating closed-loop water systems where feasible to reduce consumption and minimize environmental impact. Our manufacturing units are equipped with effluent treatment plants (ETPs) and sewage treatment plants (STPs), allowing us to recycle treated water for gardening purposes and adhere to regulatory guidelines. Key initiatives include water recycling in manufacturing processes, rainwater harvesting, operating ETPs for wastewater treatment, and promoting water conservation through awareness programs and technology adoption. Regular monitoring and auditing of water usage further enhances our sustainability and efficiency, underscoring our commitment to responsible water management.

Highlight :

20447.05 KL of water was treated

| Reporting Year | Waste intensity per rupee of turnover |
|----------------|---------------------------------------|
| FY 2022-23 | 16.94 KL / Crores |
| FY 2023-24 | 15.46 KL / Crores |

Water intensity per rupee of turnover has decreased from 16.94 KL per crore in FY 2022-23 to 15.46 KL per crore in FY 2023-24, indicating improved efficiency in water usage relative to revenue.

Water Management at Waghodia facility :

At RR Kabel's Waghodia facility, proactive measures have been implemented to optimize water conservation and management:

- Advanced rainwater harvesting systems have been installed, featuring specialized nozzles to enhance water collection efficiency. This initiative reduces dependency on external water sources and conserves natural resources effectively.
- Initially equipped with 10 rechargeable borewells, the facility expanded its capacity by adding 2 additional borewells during the fiscal year 2022-2023. This expansion aims to maximize the conservation of rainwater runoff, ensuring sustainable water availability during all seasons.
- The facility has significantly increased its rainwater recharge capacity through the construction of additional borewells. This enhancement has led to a notable increase in rainwater recharge from 48,440 m³/year to a higher capacity, further strengthening RR Kabel's resilience against water scarcity and reinforcing its commitment to sustainable water management practices.

| Catchment | Coefficient | Rainfall (m) | Area mt ³ | Runoff vol. mt ³ |
|------------------|-------------|--------------|----------------------|-----------------------------|
| Rooftop/shed | 0.9 | 0.766 | 60963 | 42028 |
| Road, Paved area | 0.5 | 0.766 | 54029 | 20693 |
| Open Land | 0.2 | 0.766 | 20256 | 3103 |
| Green Belt | 0.2 | 0.766 | 15606 | 2390 |
| Total | 1.8 | 3.064 | 150854 | 68214 |

Case Study: Rainwater Recharge Calculation of RR Kabel Limited, Waghodia

The study area experiences an arid to semi-arid climate. The area is characterized by regular, short but high intensity rainfall patterns favourable for monsoon commencing from second week of June to the first week of October. Short term average annual rainfall of the area is 598.6mm for the last 10 years (2011-2020) with about only 35 complete rainy days. During the last 10 years period (2011-2020) maximum rainfall recorded was 1000mm in the year 2019 and minimum was 178 mm in the year 2015. The rainfall precipitation is one of the main recharging sources of groundwater in the study area. Overall rainfall of the area is 400 to 1000 mm. During this period, all the streams and channels are flooded with water.

Given these facts, our authorities have decided to augment available rainwater runoff by constructing suitable ground water recharge structures in premises for which technical study was allotted to "Reva Consultancy, Ahmedabad". Seeing this opportunity, the company has constructed 10 Recharge wells in premises with a rainwater recharge quantum of 46589 m³/year.

Biodiversity

As a responsible Corporate that acknowledges and considers the importance of biodiversity, we acquired land for our biodiversity project, on which 30% was cultivated and the rest was used as grazing ground for cattle. The acquired land was not maintained, and outgrowth of bushes and invasive species of babul had covered most of the uncultivated areas. To understand the impact of our project we authorised an Environment Impact Assessment report to understand the impact of our project on the flora / fauna of the area.

We followed the USA Green Co norms and designed our factory shed on its core principles, considering wind direction, sun direction, recycled material used in the masonry work, energy efficient fixtures and water conserving fittings, increased heat dissipation, reuse of excavated soil, soil erosion while construction, to minimize our carbon footprint. We are effectively a zero-discharge company. Currently the company has three sewage treatment plants (STP) and one effluent treatment plant ETP plant, and recycled water is used entirely for its plantation activities.

Green Spaces

We have created the green corridors and linear vegetable parks and gardens in spaces wherever available within the campus. The produce from our vegetable parks is supplied to our canteen in seasons. This has helped maintain healthy biodiversity and ecosystems. This has also resulted in the improvement of air quality by sequestering carbon dioxide from the atmosphere and releasing oxygen helping control respiratory problems in and around our locality.

We have planted more than 75 different species of trees. All degraded and open land area in our vicinity has been developed to reap vegetation helping better soil quality containing microbes and bacteria. We have created large percolating wells which collect roof top rain runoff and divert water. As a result, rainwater can penetrate the soil and gradually reach underground aquifers and reservoirs. This has resulted in the increase of the ground water level substantially within the campus. Our green areas are helping the climate regulation, retain moisture in the soil and increase transpiration.

We plant seasonal flowers and fruits within the campus, which attract insects and honeybees for pollination. Pollination ensures the sustainability of agroforestry, green belts and gardens. The presence of biodiversity, especially trees with leafy tops, promotes milder temperatures and greater air humidity, ensuring thermal comfort and a greater sense of well-being.

Flourishing Fauna

As part of our initiative to work towards maintaining social balance and biodiversity we have installed a cow shed in the unused land within our campus. We have developed and propagated progenies of a breed called "Gir" maintaining their progeny lineage by not interbreeding them, so that the cows are healthy and sturdy, and surviving diseases. We donate the calves to surrounding farmers. Till date 22 calves have been donated. Using the cow dung, urine and buttermilk we have improved patches of land which were saline to fertile land where vegetables, creepers, and flowers have flourished.

RESPONSIBLE OPERATIONS

RR Kabel Limited has always strived to offer best quality products to the market on time. In order to achieve this, RR Kabel has set up manufacturing plants at two places in India. These manufacturing plants are located at Silvassa and Waghodia in the state of Gujarat.

Our manufacturing plants are well-equipped with modern machinery for producing quality products. Our manufacturing units for wires and cables are located at Silvassa and Waghodia and are ISO 9001:2015, ISO 14001:2004, OHSAS 18001:2007 and ISO 45001 certified. Both the plants are continuously upgraded to offer quality outcomes. They have an excellent safety record, making RR Kabel Limited wires and cable stoppers of their range.

At RR Kabel Ltd., innovation is a constant process and our research & development facility is one of the prime reasons for our success. Thanks to a close-knit team with exceptional skills and expertise, who commission research and deploy the best technologies, we are able to develop unrivalled and patented products like UNILAY that are safer and more reliable for our customers. We also have our plants at Gagret, Roorkee and Bangalore for our FMEG range of products..

Product and Profit

We aim to achieve customer satisfaction by consistently meeting the needs and expectations related to its products and services. In its pursuit of excellence, we expect to achieve quality objectives at all levels, meet the applicable requirements – legal and others (including the requirements of ISO 9001:2015) and have a robust Quality Management System. We foresee continually improving our products, processes, systems and services in order to achieve customer delight.

One of the featured products of RR Kabel under Construction and building range is “FIREX LSOH: Low Smoke Zero Halogen. These cables are ideal for domestic applications, conduit wiring and fixed, protected installations. Apart from residential and commercial properties, these cables are best suited for Auditoriums, Hospitals, Hotels, Schools, Stadiums and all constructions for Public usage. These cables are ideal for use in environments where high-performance, reliability and safety is a norm.

Description

- HFFR (Halogen Free Flame Retardant) insulation 90°C
- Non-Toxic & Non-Corrosive
- Does not propagate flame & fire.
- REACH, ROHS, CE and CPR Compliant
- Anti-Rodent, Anti-Termite
- 100% Electrolytic Copper
- More than 101% Conductivity

Supply Chain Management

At RR Kabel, we recognize the vital role our supply chain plays in advancing our sustainability and ESG goals. To ensure alignment with our values, we have established a rigorous process for shortlisting and assessing critical suppliers. These select suppliers undergo a comprehensive assessment based on Environmental, Social, and Governance (ESG) parameters, helping us evaluate their adherence to responsible business practices.

Upon onboarding, suppliers are required to sign our Code of Conduct (CoC), committing to upholding ethical, environmental, and social standards. For those who do not fully meet our assessment criteria, we provide support through a structured handholding process, helping them enhance their performance and align with our expectations.

As we move into the new fiscal year, we are further strengthening our supplier engagement efforts. This includes launching targeted supplier training programs, conducting pilot site visits for deeper assessments, and continuing to guide suppliers on improvement initiatives. These proactive measures are designed to foster long-term partnerships that prioritize sustainability, operational excellence, and shared growth.

Product Governance

We aim to achieve customer satisfaction by consistently meeting the needs and expectations related to its products and services in its pursuits of excellence, we expect to achieve quality objectives at all levels, meet the applicable requirements-legal and others (including the requirements of 9001:2015) and have a robust Quality Management System. We foresee continually improving our products, processes, systems and services in order to achieve customer delight related to sustainable procurement.

| Initiative 1 | Sales & operation planning |
|------------------|---|
| Opportunity Area | <ul style="list-style-type: none"> Inadequate access to up-to-date monthly demand projections. The absence of a unified agreement regarding the demand forecast among sales leadership. A deficiency in a responsive platform for timely decision-making regarding the balance between demand and supply. |
| Action Taken | <ul style="list-style-type: none"> Insufficient access to current monthly demand forecasts. Lack of a cohesive consensus on demand predictions among sales leadership. A need for a responsive platform to facilitate timely decision-making in balancing demand and supply. Monthly meetings with a cost of \$800 were initiated involving cross-functional teams to enhance decision-making through a dynamic approach. |
| Benefits | <ul style="list-style-type: none"> Streamlined collaboration with sales and operations teams to enhance planning and inventory management, ultimately improving customer service and order fulfilment rates. Improved customer service and order fulfilment rates through efficient coordination with the sales and operations teams, while also enhancing inventory management. Enhanced inventory management, customer service, and order fulfilment rates by fostering effective teamwork between the sales and operations departments. |
| Initiative 2 | Timely clearance of hold orders pending for inspection |
| Opportunity Area | <ul style="list-style-type: none"> Prolonged delays in order clearance caused by inspection processes. Inventory and warehouse space management concerns. |
| Action Taken | <ul style="list-style-type: none"> Initiated bi-weekly communication and cooperation between the technical cell and sales team to ensure the timely clearance of materials. |
| Benefits | <ul style="list-style-type: none"> Prompt resolution of pending inspection-related hold orders. Enhanced inventory turnover, optimizing space utilization. |

| Initiative 3 | Reduction in slob inventory at depot |
|------------------|---|
| Opportunity Area | <ul style="list-style-type: none"> High inventory of SLOB at Depot |
| Action Taken | <ul style="list-style-type: none"> MSL realignment achieved through SKU rationalization. SKU balancing at the depot level based on demand potential |
| Benefits | <ul style="list-style-type: none"> MSL realignment achieved through SKU rationalization. SKU balancing at the depot level based on demand potential |

Customer Relations

Being in a customer centric business, a customer complaint highlights a problem, whether that’s a problem with our product, employees or internal processes. By hearing these problems directly from our customers, we can investigate and improve to prevent further complaints in the future.

Complaints from customer are received by the marketing personnel, who then communicate these to the Tech Cell at RR Kabel. In case a complaint is sent directly to the factory by the customer, the concerned marketing office is informed of the same. Customer complaint is registered by Tech Cell with a unique identification, and acknowledgment of the receipt of complaint is made to the customer within 24 hours from the time of receipt of complaint.

Right from inception, we are focused on customer satisfaction. Today we are the first & only company to have the highest international product certifications under a single roof. We initiated Project “Karma” in collaboration with EY to intensify our attention at the micro-market level, boosting our engagement with retailers and influencers to expand our market presence. In response to evolving trends, we have adapted by placing a strong emphasis on "Phy-gital" initiatives. Today, we take pride in our industry-leading loyalty management program.

Zero number of substantiated complaints received concerning breaches of customer privacy and losses of customer data

IT & Cyber Security

RR Kabel has taken initiatives in IT were focussed on driving revenue growth, improving process efficiency, improving customer satisfaction, and enhancing cybersecurity.

Drive GTM Strategy through Sales Analytics leveraging Power BI dashboards

We initiated the Analytics journey in RR Kabel by setting up a data warehouse and introducing the Power BI platform for dashboards and analytics across the organisation. The sales function across the Wires and Cables and CPD organisations have been pioneers in adopting the Power BI based Sales Analytics dashboards to drive their GTM strategy, in partnership with E&Y. It has helped them identify and address white spaces and improve sales team productivity, thus driving sales growth and brand visibility in the secondary channel. The strategic acquisition of Home Electric Business (HEB) from Luminous Power tech Pvt. Limited has enabled us to forge a seamless connection between our comprehensive CPD operations and HEB, facilitated by the robust SAP platform. This integration empowers us to harness the collective strengths of both entities, fostering efficient processes, synchronized workflows, and enhanced customer experiences. Through this strategic alignment, we are poised to unlock new avenues for growth and innovation in the realm of home electrical solutions.

Value led ERP Transformation

We have embarked on a journey of value led ERP transformation by initiating an upgrade to the latest version of Microsoft Dynamics 365 cloud-based ERP. This transformation project, which is in progress currently, will introduce process efficiencies through the automation of Receivables and Payables processes in Finance, improved turn-around time for customer order servicing and improved fill rates, reduction in inventory days due to introduction of Material Resource Planning (MRP), batch tracking and traceability for improved quality management, and introduce self service capability for our customers and vendors to build better collaboration and partnership.

Migration to Modern Workplace

We have transitioned to Microsoft Office 365, which is a cloud-based modern workplace solution, which provides a secure and powerful collaboration platform across the organisation. This transition has provided us with a secure audio and video collaboration Teams' platform which has helped in improving efficiency due to faster decision making through better virtual connect with stakeholders.

Automated online weighing on production lines

We have implemented an automated online weighing process on the production lines in the Wires and Cables factory in Waghodia to proactively address the customer complaints shortages or excess material for full box orders. This solution, designed entirely by team, weighs each secondary packaging in real-time on the production line before 60/64 rejects those which either contain shortage or excess coils. This has helped us in building satisfaction and brand image by eliminating situations of short material being delivered to customers and at

the same time it has also helped us avoid revenue losses by eliminating excess material being delivered to customers.

Skill enhancement of IT team to adopt new age technologies

The IT team had undertaken skill enhancement training and certifications to prepare themselves for adoption of new technologies for the organisation. The team members have got themselves certified in Microsoft Azure and Power Platform Fundamentals, Microsoft Dynamics 365 Fundamentals, Python programming for AI/ML based analytics modelling, and Scrum Master for initiating Agile development processes. This has helped create awareness regarding these new technologies and drive adoption of these to deliver solutions to business needs, thus improving business-IT partnering.

The establishment of a state-of-the-art corporate office in Vadodara marks a significant stride towards enhanced operational efficiency. Through seamless integration of finance, accounts, purchase, and supply chain management functions under one roof, our organization fosters greater synergy and streamlined collaboration. This modern hub serves as a nexus for informed decision-making, accelerated processes, and optimal resource utilization. By consolidating key operations at this central location, we empower our teams to navigate complexities with agility, driving our business towards new heights of success.



THE BACKBONE OF RR KABEL



Training and Development Opportunities

Our professionals are our most important assets. We are committed to hiring, enabling and retaining the best talent. The company believes that people's development is the key for overall growth of the organization and recognizes the contribution of its Human Resources in providing it the competitive advantage. The company focuses on promoting a collaborative, transparent and participative organization culture rewarding merit and performance excellence. Our human resource management focuses on allowing our employees to develop their skills and grow in their careers. Total man training hours comes out to be 1689 and total number of employees are 3291. An evolved onboarding model helped the company to effectively integrate associates acquired through a strong localization focus.

Leadership Development Program:

Investing in leadership development is crucial for creating a sustainable talent pipeline and empowering our employees to reach their full potential. We have identify 28 such senior leaders and made a significant commitment to their leadership development through our LEAD program. This initiative involves substantial investment in targeted training, mentoring, and coaching to nurture internal talent. For this program we have also onboarded S. P. Jain Institute of Management and Research as a learning partner and coach to our senior leadership team. This initiative provides opportunities for growth and advancement. We foster a culture of continuous learning and empower individuals to take on critical leadership roles.

Focused Internal Promotions:

We recognize the importance of fostering internal talent development. To provide growth opportunities and recognize the potential within our organization, we have established a focused internal promotion process for critical roles. This approach ensures that our talented employees are considered for higher-level positions before external recruitment takes place. By prioritizing internal talent, we not only foster career growth but also demonstrate our commitment to investing in and retaining our valued workforce.

360-degree Feedback Approach:

Our approach focuses on providing comprehensive feedback that allows employees to understand their strengths and areas for improvement. Through this feedback mechanism, employees gain awareness of how others perceive their work contributions and performance, including areas such as leadership, teamwork, interpersonal communication, management, contribution, work habits, accountability, and vision, depending on their specific roles.

RR Kabel Star Scholarship Programme



Going beyond business is a commitment that we hold very close to us at RR Kabel. Taking our commitment a little further, we launched the RR Kabel Star Scholarship Program in 2021. It is an industry initiative exclusively for the children of electricians who pass their 10th grade exam in first attempt. Since years now we have established a strong bond with our electrician community where we now refer to them as Kabel Dost and what better way to serve our community than to support our own them in shaping their bright future.

In our first year, we awarded scholarships of more than ₹1 crore to more than 1,000 students across India. The experience and response that we received in the first year of was overwhelming. The objective of this program is to ensure that the students who are at a primitive stage in their lives are able to pursue their dream and a future of their choice. With the response we received in the first year, we are certain that we are on a right path towards our vision and this is just the beginning. We intend to reach out to as many students to contribute in shaping the future of their dream.



Employee diversity and inclusion initiatives

We are committed to being transparent as we build a more diverse and inclusive workplace and we actively monitor diversity metrics on a global basis. This data is an important step in our D&I journey, and what we do with it matters.

We firmly believe that diversity and inclusion are essential for building great workplaces. We have implemented comprehensive strategies to promote diversity and ensure that every employee feels valued and respected. Our initiatives include establishing employee resource groups, conducting diversity training programs, and implementing inclusive policies and practices. By embracing diversity in all its forms, we create an environment that celebrates unique perspectives, fosters innovation, and drives employee engagement.



As part of our employee annual budgeting exercise, we have proactively identified positions which need to be filled only with women employees including especially abled. We are fortunate many such especially abled team members are already contributing significantly in our company and making career progress.

Each and every manufacturing plant of RR Kabel has well established women committees which continuously strive in making our workplace inclusive by introducing initiatives towards women well-being and conducting engagement programs.

It's a matter of great pride to us that our assembly lines of cables and switches are completely run by our women employees. More than 100 women workforce manages such assembly lines. We have also been hiring women employees across the hierarchy in various functions including R&D and shop floors.

EMPLOYEE ENGAGEMENT PROGRAMS

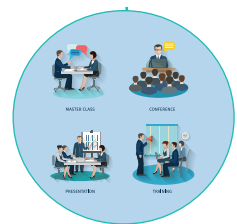
With the implementation of employee engagement programs, employees feel more connected, excited to come to work, and fully prepared to contribute. The positive effects of employee engagement extend beyond fostering a strong work culture and include reduced turnover, increased productivity, improved work and customer relationships, and enhanced profitability. At RR Kabel, our programs are thoughtfully designed to cater to various categories such as Environment, Safety, Health, Culture, Team building, and Knowledge gaining, among others.



RR Kabel is always for Employee Wellness and we have started to give Wellness sessions

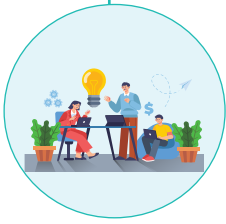
Stress Management - Emotional Freedom Techniques

We had arranged for a wellness session on Stress Management, who taught the employees on EFT for stress management and gave an insight on how EFT can be used to help reduce stress and anxiety.



Action for Happiness

Initiative was taken to give the employee a cue or list of activities they can do to be sustainably happy without much effort.



Mindfulness at workplace

This initiative was taken to live in the moment and reawaken oneself to the present, rather than dwelling on the past or anticipating the future and much more.

Yoga Session

Addition of energy, strength and beauty to body, mind and soul. More than 35+ employees participated in this session.



Health check-up

camp was organized for all employees in the month of January.

Introducing RoundGlass - Employee Well-being and Engagement Online Application:

The Online application, RoundGlass, is designed to support employee well-being and engagement. By implementing wellness programs, employees experience increased connection, elevated health, and subsequently, enhanced happiness. These factors collectively contribute to higher levels of employee engagement. Improved employee engagement not only enhances work culture but also reduces turnover, increases productivity, fosters better work and customer relationships, and positively impacts profits. Furthermore, high employee engagement turns employees into your best brand advocates.

Recognition for Long-Term Commitment:

At RR Kabel, we consider our employees to be part of one family and look forward to opportunities to acknowledge, appreciate and celebrate special moments of our journey with us. Long service Awards serve to acknowledge and reward employees for their hard work, loyalty, and dedication to the organization over a prolonged period. It is a form of appreciation for their contributions and a symbol of gratitude for their unwavering commitment.

Our long service award will be classified as the SARTHI award, which truly reflects the qualities of our committed employees who continue to stand strong with our company.

S – Service | **A** - Accomplishment | **R** – Responsible
T – Trustworthy | **H** – Hardworking | **I** – Inspire

Occupational health and safety

Our manufacturing processes involve extruding, trimming and shaping metal wires, and these processes rely on heavy machinery operating at high speeds. Failing to give this important material topic the attention it deserves can thus result in serious injuries or even fatalities in the workplace. To help achieve a zero-harm safety culture, our activities and work-places are covered by an occupational H&S system that is internally audited by business unit H&S managers. 60% of our plants have an H&S management system that is ISO 45001 certified and have dedicated management committees in place.

At RR Kabel, safety transcends mere priority; it is a core value. We are committed to safeguarding our employees, both on-site and while working remotely. Our organization has instituted thorough measures and policies to prioritize employee safety, ensuring the provision of secure and healthy working environments to prevent work-related injuries and health issues. The organization shall achieve the intent of this policy by setting occupational health and safety (OH&S) objectives and achieving the targets, fulfilling legal and other requirements, eliminating hazards and reducing OH&S risks and making continual improvements in OH&S management system.

An ISO-45001-2018 management system is a proactive process in which an organized set of components enable an organization to accomplish a set of goals. An Occupational Health and Safety Management System is a framework that allows us to consistently identify and control its health and safety risks, reduce the potential for incidents help achieve compliance with health and safety legislation and continually improve performance. It is a fundamental part of RR Kabel's risk management strategy.

RR Kabel Limited is an ISO-45001 2018 H&S Management system certified since 2019. At RR Kabel implementing an OH&S management system enables us to Protect our workforce and others under its control. A few advantages of OH&S Management system include a safer workplace, improved employee morale, reduced costs, stakeholder confidence, and more. Prior to 2019, RR Kabel had also been certified as an OHSAS 18001-2007 management system for managing OH&S risk at the facility.

Safety Measures

Safety Education, Training & Interaction

- Awareness session conducted by using digital platform, Training modules played on screens installed at shop floor for Safety.
- Safety training must for every Newly Joined Employees
- Periodic Refresher Courses for all Employees
- Safety committee formed with representatives from across all functions

Safety Events Celebrations

- Global & National Safety Days celebrated each year with Safety Poster, Safety Quiz, Safety Slogan Competitions.
- World Environment Day-2023 celebrated with the theme “Beat Plastic Pollution”
- Rewards given to competition winners on Safety Events
- Monthly special recognition to employees for Safety Kaizens and Ideas

As an employer, we provide healthy and safe work conditions which involve both prevention of physical and mental harm, and the promotion of workers' health. No. of sessions conducted on first aid, medical check, health service, awareness, medical camps, and many more. We have an OHS Centre in all factories with full-time doctors available.



A close-up photograph of four hands of different skin tones (light, dark, and two shades of brown) holding each other in a supportive grip. The hands are arranged in a circular fashion, with fingers interlaced, symbolizing unity and mutual support. The background is a solid teal color.

**GIVING BACK
TO THOSE WHO
MAKE US**

Corporate Social Responsibility (CSR) at RR Kabel Limited

RR Kabel Limited is deeply committed to fostering social and economic development within the communities where it operates. The company's CSR initiatives are integral to this commitment, focusing on addressing critical social, environmental, and economic needs among underprivileged and marginalized sections of society. RR Kabel adopts a strategic approach that integrates solutions to these challenges into its business strategies, aiming to benefit communities at large and create meaningful social and environmental impacts.

The CSR Policy of RR Kabel Limited focuses on addressing critical social, environmental and economic needs of the underprivileged and downtrodden sections of the society. We adopt an approach that integrates the solutions to these problems into the strategies of the company to benefit the communities at large and create social and environmental impact. The policy includes contributing or adopting projects in the following areas of intervention defined in Schedule VII of the Companies Act:

- **Livelihood enhancement projects :** RR Kabel supports initiatives that promote sustainable livelihoods and economic empowerment among vulnerable groups.
- **Environmental sustainability :** The company is dedicated to initiatives that conserve natural resources, reduce environmental impact, and promote sustainable practices.
- **Promoting education :** RR Kabel invests in educational programs and infrastructure to enhance access to quality education, especially in underserved areas.
- **Other activities :** The CSR policy includes activities defined in Schedule VII of the Companies Act, with flexibility to adapt to future needs identified by the CSR Committee.

Governance and Monitoring:

The Corporate Social Responsibility Committee institutes a transparent monitoring mechanism for implementation of the CSR projects or programs or activities undertaken by the company. The Company Secretary of the Company assists this Committee and the Board for performing their respective duties under the CSR Policy, any changes by the Government in the regulations governing the CSR activities. Committee members also analyse the implementation of CSR activities at various areas and report to the Board.

Annual Review and Reporting:

The CSR Committee conducts regular evaluations of project implementation across different areas and reports its findings to the board. Meetings are held at least once a year to review progress and ensure alignment with CSR goals and community impact objectives.

Work Initiatives taken

RR Kabel's CSR initiatives focus on empowering communities through education, skill development, and sustainable living, with special attention to rural areas. Some key projects include the construction of a Rural Employment Training Centre in Jarangloi, Odisha, an orphanage and home for juvenile delinquents in Baroda, and a girls' hostel in Pune. The company has also set up a computer lab in a school in Sikar, Rajasthan, and continues to promote education and rural development through initiatives like CTL (Computer Training Lab), WEC (Women Empowerment Center), and organic farming programs.

RR Kabel's flagship CSR program, Mission RRoshni, is dedicated to creating an empowered and educated India. This initiative embodies their belief that business progress is incomplete without social progress. defined in Schedule VII of the Companies Act:

Through partnerships with NGOs and field organizations, Mission RRoshni has made a significant impact by educating students across numerous schools, supported by dedicated volunteers. The mission also includes distributing tablets to enhance digital learning, helping students benefit from interactive and technology-driven lessons. This initiative reflects RR Kabel's commitment to empowering communities through education and access to resources.

Through partnerships with NGOs and field organizations, Mission RRoshni has educated over 250,000 students across 1,400+ schools, supported by 7743 volunteers. The mission also includes distributing over 1,000 tablets to enhance digital learning for students. (This could be used as highlight for CSR Initiatives)

In addition to education, women's empowerment is a key focus area, aiming to nurture the potential of women through education and skill development. The program also provides financial support for women to launch their own businesses, contributing to their growth as future leaders. Other noteworthy CSR activities include promoting organic farming, establishing nutrition gardens, conducting electrical wiring and home appliances training, organizing Kisan Melas, and setting up sub tailoring centers. Through these initiatives, RR Kabel strives to make a positive and lasting impact on society, especially in rural India.

Employee Wellbeing

RR Kabel prioritizes employee well-being through comprehensive health and safety initiatives and educational support programs. The company's facilities are OHSAS 18001:2007 certified, ensuring a robust management system to address occupational health and safety risks. Annual health check-ups are conducted for all employees, emphasizing their commitment to maintaining a healthy workforce.

A notable employee-centric initiative is the RR Kabel Star Scholarship Program, launched in 2021. This program supports the children of electricians, aiming to help students at a crucial stage in their lives pursue their dreams and secure a promising future. The scholarship is awarded exclusively to students who pass their 10th grade on their first attempt, reflecting the company's strong connection with the electrician community, also known as Kabel Dost. In its first year, the program provided scholarships totalling over ₹1 crore to 1,000 deserving students across India.

Through these initiatives, RR Kabel demonstrates a strong commitment to both employee well-being and community engagement, building a positive and supportive environment for its workforce and their families.

GRI content index

Statement of use

RR Kabel has reported the information cited in this GRI content index for the period 1st April 2023 to 31st March 2024 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021 (GRI 101 does not include any disclosure)

| GRI STANDARD | DISCLOSURE | LOCATION |
|---------------------------------|--|--------------------------------------|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details | About the Report |
| | 2-2 Entities included in the organization's sustainability reporting | About the Report |
| | 2-3 Reporting period, frequency and contact point | About the Report |
| | 2-4 Restatements of information | About the Report |
| | 2-6 Activities, value chain and other business relationships | The many blocks that builds us |
| | 2-7 Employees | The backbone of RR Kabel |
| | 2-8 Workers who are not employees | The backbone of RR Kabel |
| | 2-9 Governance structure and composition | Maintaining Trust through Governance |
| | 2-10 Nomination and selection of the highest governance body | Maintaining Trust through Governance |
| | 2-11 Chair of the highest governance body | Maintaining Trust through Governance |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Maintaining Trust through Governance |
| | 2-13 Delegation of responsibility for managing impacts | Maintaining Trust through Governance |
| | 2-14 Role of the highest governance body in sustainability reporting | Maintaining Trust through Governance |
| | 2-15 Conflicts of interest | Maintaining Trust through Governance |
| | 2-16 Communication of critical concerns | Maintaining Trust through Governance |
| | 2-17 Collective knowledge of the highest governance body | Maintaining Trust through Governance |
| | 2-18 Evaluation of the performance of the highest governance body | Maintaining Trust through Governance |
| | 2-19 Remuneration policies | Maintaining Trust through Governance |
| | 2-20 Process to determine remuneration | Maintaining Trust through Governance |
| | 2-22 Statement on sustainable development strategy | Message from CEO |
| | 2-23 Policy commitments | Maintaining Trust through Governance |
| | 2-24 Embedding policy commitments | Maintaining Trust through Governance |
| | 2-25 Processes to remediate negative impacts | Maintaining Trust through Governance |

| GRI STANDARD | DISCLOSURE | LOCATION |
|--------------------------------------|--|---------------------------------------|
| | 2-26 Mechanisms for seeking advice and raising concerns | Maintaining Trust through Governance |
| | 2-27 Compliance with laws and regulations | Maintaining Trust through Governance |
| | 2-28 Membership associations | The many block that build us |
| | 2-29 Approach to stakeholder engagement | Building Meaningful Relationships |
| | 2-30 Collective bargaining agreements | Maintaining Trust through Governance |
| GRI 3 : Material Topics 2021 | 3-1 Process to determine material topics | Building Meaningful Relationships |
| | 3-2 List of material topics | |
| | 3-3 Management of material topics | |
| GRI 201 : Economic Performance 2016 | 201-2 Financial implications and other risks and opportunities due to climate change | Building Meaningful Relationships |
| GRI 204 : Procurement Practices 2016 | 204-1 Proportion of spending on local suppliers | Responsible Operations |
| GRI 302 : Energy 2016 | 302-1 Energy consumption within the organization | Enhancing Efficiency of Our Resources |
| | 302-3 Energy intensity | |
| | 302-4 Reduction of energy consumption | |
| | 302-5 Reduction in energy requirements of products and services | |
| GRI 303 : Water and Effluents 2018 | 303-2 Management of water discharge-related impacts | Enhancing Efficiency of Our Resources |
| GRI 304 : Biodiversity 2016 | 304-2 Significant impacts of activities, products and services on biodiversity | Enhancing Efficiency of Our Resources |
| GRI 305 : Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Enhancing Efficiency of Our Resources |
| | 305-2 Energy indirect (Scope 2) GHG emissions | |
| | 305-3 Other indirect (Scope 3) GHG emissions | |
| | 305-4 GHG emissions intensity | |
| | 305-5 Reduction of GHG emissions | |
| GRI 306: Waste 2020 | 306-2 Management of significant waste-related impacts | Enhancing Efficiency of Our Resources |
| | 306-3 Waste generated | |
| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | The backbone of RR Kabel |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | |

| GRI STANDARD | DISCLOSURE | LOCATION |
|---|--|---|
| GRI 401: Employment 2016 | 401-3 Parental leave | The backbone of RR Kabel |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | The backbone of RR Kabel |
| | 403-2 Hazard identification, risk assessment, and incident investigation | |
| | 403-3 Occupational health services | |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | |
| | 403-5 Worker training on occupational health and safety | |
| | 403-6 Promotion of worker health | |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | |
| | 403-9 Work-related injuries | |
| | 403-10 Work-related ill health | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | The backbone of RR Kabel |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Maintaining Trust through Governance |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | Maintaining Trust through Governance |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Maintaining Trust through Governance |
| GRI 408: Child Labor 2016 | 408-1 Operations and suppliers at significant risk for incidents of child labour | Maintaining Trust through Governance |
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour | Maintaining Trust through Governance |
| GRI 410: Security Practices 2016 | 410-1 Security personnel trained in human rights policies or procedures | Maintaining Trust through Governance |

| GRI STANDARD | DISCLOSURE | LOCATION |
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| GRI 413: Local Communities 2016 | 413-2 Operations with significant actual and potential negative impacts on local communities | Giving Back to those who Make Us |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken | Responsible Operations |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Responsible Operations |
| GRI 418: Customer Privacy 2016 | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Responsible Operations |