



CHARGED FOR GOOD
BECAUSE RESPONSIBILITY
POWERS RESILIENCE



**Sustainability
Report** **FY25**

SUSTAINABILITY REPORT FY25

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01 Charged for Good: RR Kabel at a Glance

Energy – 16% of energy from renewables | 25,000+ kWh saved annually

Emissions – 1,03,000+ tCO₂e avoided (Scope 1–3) | 7.4 lakh tCO₂ sequestration potential mapped

Water – 50% reduction in freshwater withdrawal | 7,000+ KL reused via STPs/ETPs

Waste – 98% waste recycled | 2.5 lakh resource value recovered

Safety – 100% employees trained on Health & Safety | TRIR at 0.38, Zero fatalities

Gender Equity – 100+ women managing assembly lines | 6% women workforce

FY 2024–25 Achievements

Environment

- Solar rooftop & hybrid RE projects commissioned
- Miyawaki forest (97 species, 2,530 plants) at Waghodia
- Rainwater harvesting expanded across all sites

Governance

- 3-tier ESG governance structure (Board–Management–Execution)
- BRSR Core disclosures adopted
- Supplier ESG assessments strengthened (60% of strategic vendors covered)

Social

- RRoshani: 2.5 lakh+ students, 1,400+ schools
- 500 One-Teacher Schools supported
- Star Scholarship: ₹1 Cr to 1,000 students (Kabel Dost families)

Safety

- 80% plants ISO 45001 certified
- Behavioural safety programs scaled
- Digital safety monitoring introduced



AWARDS & ACHIEVEMENTS

MEMBERSHIPS, AWARDS, CERTIFICATIONS AND INDUSTRY ASSOCIATIONS

Recognition at RR Kabel reflects years of credible performance, engineering leadership, and measurable impact. Each award and affiliation is a confirmation of trust earned across quality, safety, innovation, and sustainability commitments.

Awards & Recognitions



SAP ACE Awards 2023
Winner in the "Game Changer" Category



Best Construction & Infrastructure
Brand – ET Infra Focus Summit &
Awards, 26th Sept 2023



Padma Shri Rameshwarlal Kabra
felicitated at Society Achievers
Giving Back



Trailblazer HR Initiative of the
Year – CHRO Awards



Best Practices Award
Industry Mentor Support,
Jaipuria Institute of Management



Great Place to Work
Certified (2023 – 2024)

Other Awards



GEO Excellence Award
Best Practices and
Innovation in HR



QCFI Vadodara Chapter
35th Annual Convention 2024



Confederation Of
Indian Industry 2024



02 About the Report

Charged for Good

This report marks another step in our journey to embed sustainability into the circuit of how we work, make, and grow. “Charged for Good”, reflects that: we do not separate our business goals from our responsibility to society or the environment. The charge that moves our wires forward also moves us towards a purpose that goes beyond business.

The pages ahead offer a closer look at our sustainability journey, capturing the decisions we have made, the progress we have pursued, and the actions we have taken to create value responsibly.

Scope and reporting boundary

This report covers the financial year 2024-25 and focuses on R R Kabel Limited as a standalone entity. It includes our operations across manufacturing locations, offices, and distribution networks in India. It includes our corporate office in Mumbai, manufacturing plants in Bangalore, Gagret, Waghodia, Roorkee, and Silvassa, and sixteen warehouses across India. Joint ventures, subsidiaries, leased spaces, outsourced functions, and other indirect operations are not part of the scope. The structure of our business has remained consistent during the reporting year. There have been no material changes in our operations or the topics we consider significant. Where the report uses the term "local," it refers to India, unless mentioned otherwise. Fiscal Year 2022 serves as our baseline year for tracking progress in energy use and greenhouse gas emissions.

While the numbers matter, the report is also a lens into how we think about impact, risk and value. It is written for the people who rely on us and those we rely on including employees, customers, suppliers, investors, regulators, and communities. Each group has a stake in our work, and each has helped shape what we choose to share here.



Report alignment

We follow the Global Reporting Initiative (GRI) Standards (2021) for structure and guidance. The GRI Index in the appendix provides a detailed disclosure map. We align with SEBI's BRSR framework to meet national disclosure requirements. We align with SEBI's BRSR framework to meet national disclosure requirements. We report on our contribution to the UN Sustainable Development Goals. Behind every framework is a belief: that being honest about where we stand helps us move forward with purpose.

Forward looking statement

This report includes forward-looking statements based on R R Kabel Limited's current expectations, assumptions, and projections regarding future strategies, growth, performance, sustainability initiatives, and market outlook. These statements are inherently subject to risks, uncertainties, and factors beyond the Company's control, including economic fluctuations, regulatory changes, supply chain challenges, technological developments, and climate-related risks, which could cause actual results to differ materially. RR Kabel undertakes no obligation to update or revise such statements except as required by law. Readers are advised to interpret them with caution and to rely on the Company's statutory disclosures, filings, and audited financial reports for authoritative information.

Feedback

Charged for Good is not a slogan. It is our commitment to do the right thing, even when no one is looking. This report is one way we make that commitment visible.

With the release of this report, we welcome feedback, suggestions, and reflections from all our stakeholders. These inputs are invaluable in enhancing the quality, relevance, and transparency of our sustainability disclosures. Stakeholder perspectives help guide our approach and ensure our reporting stays aligned with evolving expectations and global best practices.

We welcome feedback. Stakeholders may reach out to us at:
investorrelations.rrkl@rrglobal.com.

03

About RR Kabel COMPANY OVERVIEW AND LEGACY



RR Kabel was established in 1998 with a clear purpose, to create safe, reliable, and high-quality electrical solutions for a fast-growing world. Part of RR Global, a USD 1.25 billion conglomerate, the Company has evolved from a focused wire manufacturer into a trusted name across India and over 90 countries. With an operating history of more than 25 years, RR Kabel continues to grow with a sharp eye on quality, innovation, and long-term value creation. The Company develops high-performance products aligned with global standards, using the latest advances in wire design and engineering to ensure safety and reliability. By serving both B2B and B2C markets through precision manufacturing and rigorous compliance, RR Kabel has earned its position as the fourth-largest wires and cables player by value in FY 2024-25.

The Company has withstood the challenges of time and remained committed to manufacturing flawless and quality products using various state-of-the-art technologies. Noteworthy among these is its pioneering halogen-free flame retardant (HFFR) cable launched in 1999, a significant step toward safer electrical infrastructure. RR Kabel has grown to become a key player in the Indian consumer electrical industry. By consistently delivering high-quality solutions tailored to varied needs, the Company has also emerged as India's leading exporter of wires and cables and an emerging player in the fast-moving electrical goods category.

Backed by national and international product certifications, RR Kabel is fully compliant with the REACH (Registration, Evaluation, and Authorization of Chemical Substances) and RoHS (Restriction of Hazardous Substances) directives. These, along with several other ground-breaking innovations, have earned the Company 27 international credentials, including ISO 9001, ISO 45001, and ISO 14001 certifications.

OUR VISION MISSION AND VALUES

At RR Kabel, vision, mission, and values are the foundation of how we think, act, and build. They serve as internal compasses guiding the Company's pursuit of safety, innovation, transparency, and value creation in everything from product design to community engagement. Together, they shape a culture that understands progress that has direction.



OUR VISION

Inspired thinking brings a meaningful change to the lives we touch around the world.



OUR MISSION

Delivering products & services that promise superior technology, performance and enhanced value to consumers, stakeholders, employees, and society at large.



OUR CORE VALUES

Innovation lies at the very core of RR Kabel's DNA. The drive has enabled the Company to continuously endeavor to create products of the highest quality, leveraging the latest innovative technologies. The brand ethos of quality, innovation, trust, and transparency has made RR Kabel the most preferred choice for customers not only in India but across the globe.

OUR CORE PRINCIPLES

**INNOVATION
IS OUR
PASSION**



**TRUST
IS OUR
CORE VALUE**



**TRANSPARENCY
IS OUR
PROMISE**



**QUALITY
WE DELIVER
BY DEFAULT**



BUSINESS VERTICALS WITH PRODUCTS (Wires, Cables, Electrical Accessories, etc.)

Every product RR Kabel delivers is a result of thoughtful engineering and an understanding of real-world needs. The Company has a clear purpose to deliver power safely, efficiently, and reliably to the spaces where people live, work, and build. Every product is engineered with clear performance criteria and validated under simulated real-use stress conditions like thermal load, mechanical strain, and electrical endurance, ensuring it meets the demands of its operational environment. Its product strategy balances performance with simplicity, and durability with design. The diversity of its offerings is not about volume, but about relevance by responding to what the world needs.

Segment	Industry Applications	Key Products
Electrical Wires	Designed for residential buildings, commercial and public infrastructure, hospital-ity spaces, and institutions, these wires power everyday life with safety and durability.	House Wires, Single Core Wires, Multicore Wires, Fire-Resistant Wires, Industrial Wiring Cables, Low-Smoke Halogen-Free (LSOH) Cables, Building Wires
Cables	Serve a wide spectrum of sectors including power transmission, renewable energy, airports, data centers, process industries, food and beverages, OEMs, and rail networks.	Control Cables, Elevator Flat Cables, Fire Survival Cables, House Wire – FIREX LSOH-EBXL, BMS Cables, Power Cables, Data and Communication Cables, Solar Cables
Electrical Accessories (FMEG)	Engineered to meet the everyday utility and efficiency needs of homes and commercial installations through integrated fans, lighting, switches, and application appliances.	Modular Switches, Sockets, MCBs, Distribution Boards, LED Lighting Systems, BLDC Fans, PVC Conduits, Switch-gear Components

RRK'S SUSTAINABILITY JOURNEY AND INITIATIVES

Sustainability at RR Kabel has grown from compliance into conviction. What started with basic disclosures and internal audits has now become a structured and proactive effort embedded across the Company's operations.

Year	Key ESG Milestones (to be presented in flowchart)
2021	Established ESG strategy, completed baseline data readiness, and prioritized key performance indicators (KPIs).
2022	Collected baseline ESG and GHG data and conducted ESG training across teams.
2023	Initiated sustainable supply chain (SSC) assessments, updated internal social policies, and began decarbonization initiatives at the flagship manufacturing facility.
2024	Launched supplier engagement programs, introduced Diversity, Equity & Inclusion (DEI) initiatives, formed ESG Policy & Committees, and contributed to CDP and sustainability reporting.
2025	Strengthened ESG integration into business operations, enhanced supplier evaluation and assessment mechanisms, implemented EHS and social audit recommendations, and began revising ESG targets.

RR Kabel continues to strengthen its renewable energy portfolio as part of its decarbonization strategy. The company has installed 1 MW rooftop solar systems each at its Silvassa and Wag-hodia facilities and commissioned a 3.82 MW hybrid solar-wind power plant in 2023, among the largest in its category.

Renewable energy contribution has grown from **1.9% in FY 2023 to 13.97% in FY 2024 and 16.03% in FY 2025**, supported by annual energy savings of over 25,000 kWh. In July 2025, an additional 6 MW hybrid renewable energy plant was commissioned, expected to raise renewable energy's share to 25-30% of total energy consumption in the coming years. These numbers reflect a broader shift in mindset from isolated projects to integrated strategy. In parallel, RR Kabel has invested in training internal teams and suppliers on ESG topics, further building the capacity needed for long-term transformation.

Pillar	Metric	2023-24	2024-25
Environment	Energy Generated Using Renewable Energy	13.9%	16.03%
	Emissions Avoided (in TCO2)	3015.10	10,697.03
	Percentage of Waste Recycled	95.22%	98.29%
	Rainwater Harvested as % of Total Water Consumption	38.43%	153.44%
Social	Employees Trained on Health & Safety	73.63%	100%
	Employees Trained in HR Policies	34.07%	100%
	Employee Turnover Rate	17%	23.38%
	Employees Received Performance & Career Development Review	66.04%	100%
Governance	Women in the Workforce	6.22%	5.87%
	Women on the Board of Directors	14%	14%

OPERATIONAL FOOTPRINT (Manufacturing Units, Offices, Countries)

The Company operates from a corporate headquarters in Mumbai, with additional offices in Vadodara. Its manufacturing capabilities are distributed across five (5) key locations: Bangalore, Gagret, Waghodia, Roorkee, and Silvassa.



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

While its operational heart lies in India, the Company's products and reach reflect a global ambition. Internationally, RR Kabel exports to more than 90 countries, serving infrastructure, residential, and utility markets. Every site, whether a factory or a warehouse, functions with shared protocols on quality, safety, and environmental management, creating a common language across the organization.

1200+
ELECTRICAL
SOLUTIONS

PRESENCE
IN OVER
90+
COUNTRIES

PAN INDIA
REACH
STATISTICS
4.4K+
OF DISTRIBUTORS

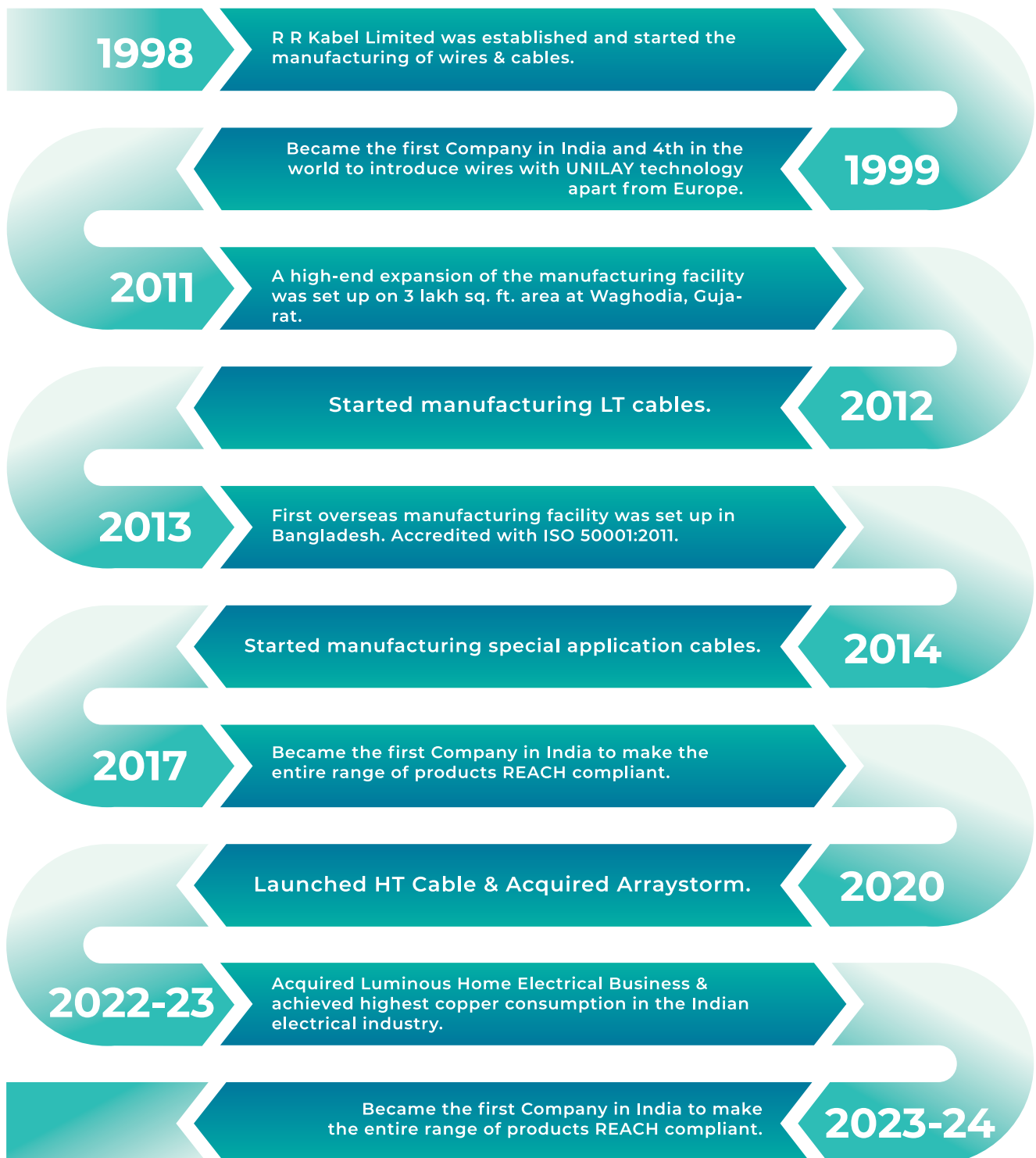
PAN INDIA
REACH
STATISTICS
583K+
OF ELECTRICIANS

PAN INDIA
REACH
STATISTICS
4.5K+
OF DEALERS

PAN INDIA
REACH
STATISTICS
191K+
OF RETAILERS

MILESTONES, TIMELINE & ASSET EXPANSION

The journey of RR Kabel is defined by steady expansion and thoughtful reinvention. From its incorporation in 1998 to the diversification into FMEG products a decade later, each phase has responded to both market needs and internal ambition. The past few years have been particularly transformative. In 2021, the Company began formal ESG reporting. In 2023, it commissioned a 3.82 MW hybrid renewable energy project, one of the largest in its category. By 2024, research and development capabilities were scaled up, and internal systems were aligned to measure Scope 3 emissions more efficiently. Each milestone marks not only operational advancement but a deeper integration of purpose redefining how the Company contributes to the broader environmental and social landscape



R&D, INNOVATION AND PRODUCT SAFETY

Product development at RR Kabel is purpose-built, shaped by use-case requirements, technical constraints, and long-term reliability. Its innovation engine runs through two Department of Scientific and Industrial Research (DSIR) recognized R&D centers in Waghodia and Silvassa, where work is centered on advanced materials, thermal resistance, flame retardance, and insulation safety. In FY 2024, RR Kabel invested over ₹3.3 crore into research programs led by 63 experts, including 23 focused on FMEG. The NABL-accredited cable testing facility at Waghodia (ISO/IEC 17025:2017) strengthens pre-launch performance and safety validation.

Recent R&D efforts include the development of solar-ready cables, low-smoke halogen-free wires, and energy-efficient BLDC fans. Designs are subjected to controlled simulations for fire load, moisture exposure, flexural fatigue, and dielectric strength.

Product safety is embedded from the design stage and guided by international benchmarks. RR Kabel was the first in India to launch UNILAY technology wires and halogen-free flame-retardant (HFFR) cables. It is also the first in the country, and among the few globally, to comply with both RoHS and REACH norms across its product portfolio. These standards ensure reduction of hazardous substances and better protection for end-users, technicians, and the environment alike.



Certifications



Quality Management



Environmental Management



Occupational Health and Safety



Cable Testing Laboratory



Certified Products

Membership Associations

Name	Reach
Confederation of Indian Industry (CII)	National
Electrical & Electronics Manufacturing Association (EEMA)	National
Gujarat Employers Organisation (GEO)	State
Federation of Gujarat Industries (FGI)	State



04 Leading With Purpose

At RR Kabel, we believe that growth and responsibility must flow together. The wires and cables industry today is evolving rapidly, driven by urbanization, renewable energy integration, digital adoption, and the demand for safer, greener infrastructure. In this dynamic environment, FY 2024-25 has been a year where we deepened our belief in powering progress through innovation, operational excellence, and a strong sustainability ethos.

Being Charged for Good is not just about what we do, but how we think and act, it reflects our philosophy that every connection we enable is about performance with purpose. We are proud of the strides we have made in reducing our environmental footprint, strengthening workplace safety, and creating value for our communities. From scaling renewable energy adoption and achieving over 95% waste recycling, to training 100% of our employees on health, safety, and human rights, we have demonstrated that sustainability is not a parallel agenda, it is integral to how we operate.

Among the initiatives that stand out this year, I would highlight the establishment of a Miyawaki Mini-Forest at our Waghodia facility, bringing 97 native species and over 2,500 plants together to promote biodiversity and carbon sequestration. Equally transformative has been our flagship RRoShani, which reached over 250,000 students across 1,400+ schools, distributing digital devices and enabling smart learning in underserved communities. These initiatives reflect how we see progress, rooted in responsibility, yet expansive in impact.

At the same time, we recognize that the road ahead demands even more resilience and responsibility. We are embedding ESG considerations across governance, supply chain, product design, and innovation. Investments in R&D, such as low-smoke halogen-free wires, solar-ready cables, and energy-efficient appliances, reflect our commitment to building products that are not only world-class but also future-ready.

As we look forward, our priorities are clear: advancing towards our decarbonization targets, expanding renewable energy share, deepening supplier engagement on ESG standards, and driving greater diversity and inclusion across our workforce. These are not just business imperatives, they are commitments to our stakeholders, communities, and the planet.

I thank our employees, partners, customers, and investors for their trust and support in this journey. Together, we remain Charged for Good, committed to wiring a safer, greener, and more inclusive tomorrow.

Shreegopal Rameshwarlal Kabra
Managing Director
R R Kabel Limited





05 OUR APPROACH TO SUSTAINABILITY

Our Approach To Sustainability

ESG Journey 2021-2025

RR Kabel's ESG journey reflects a shift from intention to integration. In 2021, the Company formalized its ESG disclosures and began aligning operations with leading reporting frameworks. By 2022, internal task forces were established, and baselines were drawn for emissions and energy use. The next phase focused on improving supply chain visibility, strengthening environmental compliance, and embedding sustainability within operational reviews. In 2023, the Company commissioned a hybrid renewable energy project and scaled water reuse and waste management across its manufacturing units. By 2024–25, Scope 3 emissions accounting was initiated, governance structures were sharpened, and ESG considerations were embedded into investment decisions. The journey has been deliberate, supported by data, and reinforced by accountability at the leadership level.

Charged through our Leadership

At RR Kabel, leadership plays a central role in advancing sustainability. The Board and senior management take ownership of ESG performance and embed it into core business priorities. This includes setting measurable goals, allocating responsibility across functions, and integrating progress reviews into routine governance cycles.

Leaders ensure that sustainability considerations are applied consistently across decisions, whether related to operations, product development, supply chain, or community investment. By maintaining direct oversight and accountability, they create a framework where environmental and social performance is treated with the same discipline as commercial strategy. This approach enables alignment, strengthens internal focus, and supports long-term resilience.

Sustainability Philosophy

RR Kabel views sustainability as a shared responsibility built into how the Company operates, not as a parallel agenda. The focus is on doing what is necessary to run a responsible business, using resources carefully, designing safer products, reducing environmental impact, and building long-term value for all stakeholders.

This approach is shaped by practical goals: lowering emissions, conserving water, reducing waste, improving workplace safety, and supporting communities connected to the business. Every initiative is expected to contribute to operational improvement and stakeholder trust. The Company believes that progress is measured in performance numbers but also the integrity of how those numbers are achieved.

Charged through our Operations

Sustainability is built into the way RR Kabel operates. Across manufacturing units, the Company has prioritized energy efficiency, water conservation, and responsible waste handling. A portion of electricity is now sourced from renewable energy, reducing dependence on conventional power. Equipment upgrades and process automation have brought measurable

savings in energy and emissions. Water is reused within plant operations, and rainwater harvesting infrastructure is being expanded. Material recovery from production waste stands at over 95 percent, underscoring circularity in practice. Each plant follows unified environmental and safety protocols, ensuring performance is tracked, reported, and improved systematically.

Charged through our Stakeholders

Stakeholders are integral to how RR Kabel defines and delivers sustainability. The Company engages customers, employees, suppliers, investors, regulators, and communities through formal and ongoing channels. Feedback is gathered through surveys, meetings, and forums, then translated into action plans across departments. Stakeholders shape the materiality of issues the Company reports on and influence the decisions it prioritizes. Internally, employees are trained on ESG practices, and supplier partners are aligned with environmental and social expectations. Through this continuous engagement, RR Kabel ensures its sustainability practices are not only comprehensive but also responsive to evolving needs and expectations.

Stakeholder Engagement Framework

RR Kabel integrates stakeholder engagement directly into its business processes. The aim is to strengthen understanding, gather feedback, and improve the way sustainability risks and opportunities are managed. These interactions help refine priorities and align actions with the expectations of those connected to the Company's value chain.

Engagements are structured through formal and informal channels. These include individual meetings, group discussions, training programs, surveys, and annual reviews. Dialogues with suppliers and customers are maintained alongside grievance redressal mechanisms. These methods ensure that feedback is collected in a timely manner and is systematically reviewed at the leadership level.

The Company assesses the relevance and influence of each stakeholder group based on their level of impact and interest. Insights gained through this process support decisions across operations, governance, and community initiatives. RR Kabel continues to build on this framework to increase participation and maintain clear and consistent communication across stakeholder categories.

Selection of stakeholder categories

RR Kabel engages with a wide spectrum of stakeholders who directly or indirectly influence its operations, sustainability efforts, and growth. These include employees, customers, suppliers, investors, regulators, industry partners, and local communities. Each category is identified based on their relevance to the Company's value chain and the material impact they either experience or contribute to.

Stakeholders are not treated as a monolith. Their engagement is prioritized based on the significance of their concerns, expectations, and influence on our strategic goals. This segmentation ensures that the right conversations happen at the right level allowing for specific, responsive, and meaningful actions.

Selection of stakeholder categories

Stakeholder	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement
 Customers	Emails, through the website and social media platforms	As and when necessary	Customer feedback and testimonials are collected to enhance service quality and foster long-term relationships. Additionally, more sustainable products are introduced in response to evolving customer demand.
 Suppliers & Service Providers	Virtual & physical meetings, website	Quarterly or as and when necessary	RR Kabel works closely with suppliers and service providers to ensure adherence to its robust ESG-focused Code of Conduct. Regular assessments and collaborative engagement promote a sustainable supply chain aligned with ethical and responsible business practices. Programs for engagement with electricians (Kabel Dost) and suppliers (Kabel Partners) enhance awareness of Company processes, quality standards, new product developments, and future plans, thereby strengthening trust and long-term partnerships.
 Employees	HRMS, Notice Board, Email, Meetings, Social media, HR Connect	As and when necessary	Engagement includes performance and career reviews, training programs related to processes and policies, and learning opportunities. Through these interactions, the Company gains valuable feedback, addresses employee concerns, and communicates updates on employee engagement and development. Key announcements, such as new joiner onboarding, organizational updates, and significant achievements, are also shared to maintain transparency and alignment with employees
 Investors	Virtual & Physical meetings	As and when necessary	The Company engages with investors to align sustainability objectives with their expectations. Discussions cover integration of ESG factors into financial performance, environmental impact mitigation, social responsibility initiatives, and governance practices. This dialogue enhances transparency and builds stakeholder confidence and trust.

Materiality Assessment

RR Kabel's materiality process is grounded in a clear understanding of how our operations effect and are affected by environmental, social, and economic factors. The aim is to identify topics that have a significant bearing on both our long-term strategy and stakeholder interests.

To do this, we conducted a structured assessment aligned with the Global Reporting Initiative (GRI) standards in FY23. This involved peer benchmarking and identifying key performance indicators that reflect evolving expectations. The analysis covered both actual and potential impacts across our value chain, helping us focus on the most relevant sustainability issues.

This approach ensures that our reporting framework is informed, balanced, and forward-looking supporting better decisions and stronger accountability.

ESG Topic	RR Kabel Material Topic	GRI Standard	Mapped SDG(s)
Environment	Emissions and Climate Change	GRI 305	SDG 13
	Energy	GRI 302	SDG 7
	Environmental Management System	GRI 302; 303; 305; 306; 307	SDG 6; 12; 13
Social	Diversity, Equity & Inclusion	GRI 405	SDG 4, 10
	Occupational Health & Safety	GRI 403	SDG 3
	Human Rights	GRI 405	SDG 8
Governance	Sustainable Supply Chain	GRI 417	SDG 12
	Business Ethics	GRI 403	SDG 8
	Risk & Control	GRI 403	SDG 8
	Product Governance	GRI 417	SDG 8; 12



06

**MAINTAINING TRUST
THROUGH GOVERNANCE**

Maintaining Trust through Governance

Year	Key ESG Milestones (to be presented in flowchart)	
Board & Leadership	7-member board (incl. 1 woman director), multiple board committees, 8 board meetings.	Strengthened oversight, diversity and accountability.
CXO & ESG Governance	Established 3-tier ESG governance (Board, Management Committee, Taskforce, Execution Group).	Clear ESG ownership, integrated sustainability in operations.
Ethics & Risk	Strong Code of Ethics, zero tolerance for bribery, proactive ESG risk management.	Reinforced ethical culture, mitigated ESG-related risks.
Customer Trust & Quality	ISO 9001:2015 certified QMS, grievance redressal system, zero data/privacy complaints.	Enhanced customer satisfaction, compliance, and brand credibility.
Digital & Data Governance	Power BI dashboards, SAP integration, ERP upgrade to MS Dynamics 365, Office 365 adoption.	Improved decision-making, efficiency, and data security.
Operational Governance	Automated weighing system, S&OP initiatives, faster order clearance, SLOB inventory reduction.	Better planning, reduced delays, optimized inventory & space use.
Environmental Management	ISO 14001:2015 EMS, structured PDCA cycle for monitoring & improvement.	Strengthened environmental compliance and footprint reduction.
Policy Engagement	Comprehensive policies on ethics, diversity, inclusivity, sustainability.	Strong governance culture aligned with global standards.

At RR Kabel, governance is the driving force behind our commitment to doing good, creating meaningful impact, and building a resilient future. It is more than a responsibility as it is a guiding principle.

Our governance framework serves as the foundation for responsible value creation and is anchored in the core principles of transparency, accountability, and ethical conduct across all operations.

We believe that strong governance is the catalyst for long-term sustainability. It enables informed decision-making, mitigates risks, and ensures that every action we take aligns with our responsibilities toward people, the planet, and progress. By embedding these values into every facet of our business, RR Kabel reinforces ethical business practices, nurtures lasting stakeholder relationships, and drives sustainable development.

Our commitment to governance is dynamic as it continuously evolves to meet emerging challenges while staying true to our foundational values. We remain Charged for Good, guided by integrity, purpose, and a shared vision for sustainable value in every boardroom decision and operational action.

The following sections outline our governance structure, oversight mechanisms, ESG integration, and operational practices that enable us to remain Charged for Good.

Board Oversight

Our Esteemed Leadership


Our Board's gender composition comprises six (6) male and one (1) female member, including both Whole-Time and Independent Directors.

SHRI
TRIBHUVANPRASAD
RAMESHWARLAL KABRA



Executive Chairman

SHRI
SHREEGOPAL
RAMESHWARLAL KABRA



Managing Director

SHRI
MAHENDRAKUMAR
RAMESHWARLAL KABRA



Joint Managing Director

SHRI
SHRI RAMESH CHANDAK



Non-Executive/
Independent Director

SHRI
BHAGWAT SINGH BABEL




Non-Executive/
Independent Director

SHRI
VIPUL SABHARWAL



Non-Executive/
Independent Director

SMT
JYOTI DAVAR



Non-Executive/
Independent Director

CXO Management

SHRI
ANUP KHANNA



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
• Shri Ramesh Chandak	Chairman
• Shri Bhagwat Singh Babel	Member
• Shri Vipul Sabharwal	Member
• Shri Shreegopal Rameshwarlal Kabra	Member

NOMINATION AND REMUNERATION COMMITTEE

NAME	DESIGNATION
• Shri Ramesh Chandak	Chairman
• Shri Bhagwat Singh Babel	Member
• Shri Vipul Sabharwal	Member
• Shri Tribhuvanprasad Rameshwarlal Kabra	Member

CORPORATE SOCIAL RESPONSIBILITY (CSR) COMMITTEE

NAME	DESIGNATION
• Shri Bhagwat Singh Babel	Chairman
• Shri Tribhuvanprasad Rameshwarlal Kabra	Member
• Shri Shreegopal Rameshwarlal Kabra	Member
• Shri Mahendrakumar Rameshwarlal Kabra	Member

RISK MANAGEMENT COMMITTEE

NAME	DESIGNATION
• Shri Tribhuvanprasad Rameshwarlal Kabra	Chairman
• Shri Bhagwat Singh Babel	Member
• Shri Rajesh Babu Jain	Member

STAKEHOLDER RELATIONSHIP COMMITTEE (SRC)

NAME	DESIGNATION
------	-------------

- | | |
|--------------------------------------|----------|
| • Shri Bhagwat Singh Babel | Chairman |
| • Shri Ramesh Chandak | Member |
| • Shri Shreegopal Rameshwarlal Kabra | Member |

BOARD MEETINGS

TYPES OF MEETINGS	NUMBER OF MEETINGS
-------------------	--------------------

- | | |
|---------------------------------------|---|
| • Board Leadership | 8 |
| • CXO Management | 8 |
| • Audit Committee | 5 |
| • Nomination & Remuneration Committee | 6 |
| • CSR Committee | 2 |
| • Risk Management Committee | 2 |
| • SRC Committee | 1 |

ESG GOVERNANCE

Purpose of the ESG Governance Charter

Our sustainability activities throughout the RR Kabel ecosystem are energized and aligned by the ESG Charter. The Charter, which outlines the duties and responsibilities of all significant stakeholders in our sustainability journey, establishes a clear and coherent governance structure for ESG. It is based on the principles of openness, accountability, and ethical governance. The Charter gives us the ability to monitor our progress, remove obstacles, and capture opportunities that promote long-term value development by instituting a systematic approach.

Structure of ESG Governance at RR Kabel

Our three (3) tiered ESG governance approach is intended to encourage openness, accountability, and cooperative decision-making at all organizational levels. The following are the main elements of this framework:



ESG Management Committee

Our CXO-level members make up our ESG Management Committee, which is essential to integrating social responsibility, environmental stewardship, and sound governance into our daily operations and strategic choices.

NAME	DESIGNATION
• Shri Shreegopal Kabra	Chair & Board Representative
• Shri Rajesh Babu Jain	Member
• Shri Vivek Abrol	Member
• Shri Vinodkumar Parur	Member
• Shri Shishir Sharma	Member
• Shri Himanshu Parmar	Member
• Shri Vikram Raval	Member

ESG Taskforce

The operational force behind RR Kabel's sustainability agenda is its ESG Taskforce. This cross-functional team, which is led by the Sustainability Lead, includes dependable external consultants as well as representatives from Human Resources, Plant Operations, Finance & Accounting, IT, and Supply Chain/Procurement.

The Taskforce, which meets regularly, is tasked with putting our ESG vision into practice by establishing Key Performance Indicators (KPIs), developing and implementing strategy, and making sure that it complies with national and international ESG disclosure standards. Beyond execution, the Taskforce is essential in promoting open communication both inside and outside the Company, guaranteeing that our ESG journey is recognized, embraced, and shared at all organizational levels.

ESG Execution Group

Transforming strategy into action on the shop floor is the primary responsibility of the ESG Execution Group at each manufacturing location. This group is led by the plant manager and includes functional leaders like the HR manager, EHS manager, and other operational heads. The group meets once a week to precisely and urgently evaluate and advance ESG improvement projects.

Beyond compliance, their role includes driving ESG awareness, training staff on best practices, and fostering a culture of innovation that enhances environmental and social performance. They also submit monthly reports to the ESG Taskforce to align community initiatives with RR Kabel's ESG goals.

ETHICS, RISK & ACCOUNTABILITY

Ethics, Transparency and Accountability

Ethics at RR Kabel are guiding principles that influence every choice and behavior, not just policies. Integrity is the cornerstone of our governing concept and is rooted in who we are. We adhere to a thorough Code of Ethics that regulates professional behavior throughout the Company, including matters like confidentiality, conflict of interest, and fair and equal business practices.

We promote a culture where doing the right thing is unavoidable, we take a zero-tolerance stance against bribery and corruption. This consistent commitment reinforces a shared duty for moral and responsible business conduct and goes beyond our internal operations to encompass our partners, vendors, and stakeholders.

ESG Risk Management

ESG risk management is a proactive measure integrated into every aspect of RR Kabel's decision-making process. To be resilient and prepared for the future in a continuously changing environment, our methodology places a strong emphasis on the early identification, assessment, and mitigation of ESG-related risks. We safeguard both our long-term sustainability goals and operational continuity by incorporating ESG risk management into our fundamental business processes.

COMMITMENT TO CUSTOMER TRUST, QUALITY, AND COMPLIANCE

At RR Kabel, we recognize that lasting customer trust is built on uncompromising quality, compliance, and service excellence. By continuously meeting and exceeding expectations, we ensure both satisfaction and safety.

WE:

- Establish and track quality goals at every level of the organization.
- Ensure adherence to all relevant legal and regulatory requirements, including ISO 9001:2015.
- Maintain a robust Quality Management System (QMS) that safeguards product integrity.

To align with principles of sustainable procurement and customer-centricity, we remain committed to the ongoing improvement of systems, processes, and products. This approach underlines our long-term dedication to innovation, dependability, and responsible value chain management.

Customer Relations And Grievance Redressal

Customer focus is the cornerstone of our operations. Every interaction, whether with people, processes, or products, is seen as an opportunity to strengthen relationships and drive continuous improvement.

We have instituted a structured grievance redressal system to ensure transparency and accountability:

- ▶ Complaints received by marketing staff are forwarded to the Tech Cell for resolution.
- ▶ If a complaint is filed directly with the factory, the respective marketing office is immediately informed.
- ▶ Each complaint is assigned a unique identification number for tracking.
- ▶ Customers receive acknowledgement within 24 hours of complaint registration.

Our legacy of prioritizing customer satisfaction is reflected in milestones such as being the first and only Indian Company to secure all major international product certifications under one roof.

Beyond compliance, we actively invest in strengthening customer engagement. Initiatives such as Project Karma enhance micro-market collaboration through retailers and influencers. Our adoption of phygital strategies, integrating digital and in-person experiences, combined with a robust loyalty management program, continues to set us apart in the industry.

Notably, in the reporting period, RR Kabel recorded zero substantiated complaints regarding breaches of customer privacy or data losses, a testament to our integrity and governance standards.

DIGITAL & DATA GOVERNANCE

Data Security & Info Governance

To improve revenue growth, operational efficiency, customer satisfaction, and cybersecurity resilience, RR Kabel has implemented focused IT initiatives. These actions demonstrate our dedication to using technology to support stakeholder trust and business continuity.

By setting up a centralized data warehouse and implementing Power BI dashboards throughout the Company, RR Kabel has started a comprehensive analytics transformation. The sales teams for CPD (Consumer Products Division) and Wires and Cables are empowered by this initiative to use data-driven tactics to make better decisions.

Our teams have worked with E&Y to find market white spaces, boost productivity, and raise brand awareness and sales growth in secondary markets using Power BI-based Sales Analytics. We successfully integrated the Home Electric Business (HEB) with our CPD operations using the SAP platform after strategically acquiring the HEB from Luminous Power Technologies Pvt. Ltd. The synergies of both organizations are unlocked by this integration, allowing:

- ▶ Streamlined and synchronized workflows
- ▶ Improved operational efficiency
- ▶ Superior customer experiences

Value-led ERP Transformation

RR Kabel has initiated a value-led ERP transformation through an upgrade to the latest version of Microsoft Dynamics 365 Cloud ERP. This ongoing initiative is expected to drive operational efficiencies through:

- ▶ Automating Finance functions (Receivables & Payables)
- ▶ Enhancing customer order service and improving fill rates
- ▶ Reducing inventory days through Material Resource Planning (MRP)
- ▶ Enabling batch tracking and quality traceability
- ▶ Introducing self-service capabilities for customers and vendors to strengthen collaboration and partnerships

Migration to a Modern Workplace

To enhance productivity and collaboration, RR Kabel has adopted Microsoft Office 365, a secure and scalable cloud-based workplace solution. The transition has:

- ▶ Enabled secure, real-time audio-video collaboration via Microsoft Teams
- ▶ Enhanced decision-making through better virtual stakeholder engagement
- ▶ Improved overall organizational efficiency

Automated Online Weighing on Production Lines

RR Kabel has implemented an automated online weighing system at its Waghodia Wires & Cables plant to proactively address customer complaints related to material shortages or excess in full box orders. This system:

- ▶ Weighs each secondary package in real time
- ▶ Flags discrepancies (shortage/excess) before rejection stages (60/64)
- ▶ Reduces short material deliveries, enhancing customer satisfaction and brand credibility

Skill Enhancement of IT Team & Infrastructure Modernization

The IT staff at RR Kabel received extensive skill development training and earned certifications in the following areas to bolster digital capabilities and foster innovation:

- ▶ Microsoft Azure and Power Platform Fundamentals
- ▶ Microsoft Dynamics 365 Fundamentals
- ▶ Python programming for AI/ML analytics
- ▶ Agile development via Scrum Master certification

These initiatives have improved the alignment between IT and business goals, which have increased awareness and the adoption of emerging technologies.

Furthermore, RR Kabel's dedication to operational excellence is demonstrated by the construction of a cutting-edge corporate office in Vadodara. Finance, procurement, and supply chain operations are streamlined by this integrated hub, which promotes:

- ▶ Enhanced cross-functional collaboration
- ▶ Informed, data-driven decision-making
- ▶ Accelerated processes and optimized resource utilization

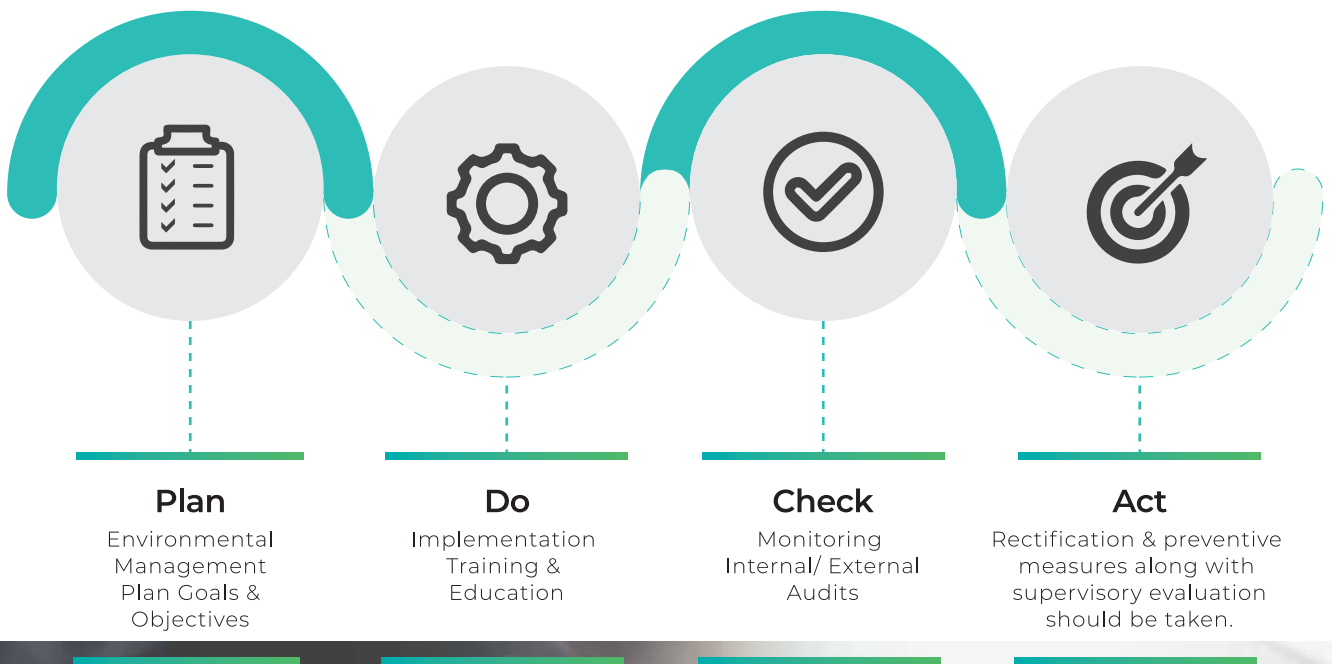
The centralized location supports long-term growth and digital transformation by enabling teams to handle business complexities with agility.

ENVIRONMENTAL & RISK MANAGEMENT SYSTEMS

Environmental Management System (EMS)

Our Environmental Management System (EMS), guided by senior leadership, ensures strong governance, accountability, and alignment with our broader climate and sustainability agenda. Backed by ISO 14001:2015 certification, we reaffirm our commitment to continuous improvement, regulatory compliance, and responsible environmental stewardship.

At RR Kabel, the commitment to mitigating environmental risks is deeply embedded across our operations. We are actively reducing our environmental footprint through targeted initiatives.



POLICY ENGAGEMENT & ADVOCACY

Below are the Group's key policies that guide the Group's approach to fostering a strong, ethical, and inclusive corporate culture.



Additionally, certain policies are currently under development and are expected to be formalized and implemented from FY2025–26, further strengthening the Company's governance framework

Our policies form the foundation of how we conduct business, engage with stakeholders, and shape a responsible corporate culture. They are not merely compliance requirements, but guiding frameworks that embody our values and aspirations as an organization. Each policy is designed to safeguard integrity while actively promoting advocacy, accountability, and positive impact across our value chain.

Our policies span ethical conduct, fair business practices, diversity and inclusivity, and environmental stewardship, reflecting the breadth and depth of our governance commitments. They serve as living documents, regularly updated to remain aligned with evolving global standards, stakeholder expectations, and industry best practices.

Together, these policies create a shared language of responsibility within the organization. They guide everyday decisions, enable transparent and consistent actions, strengthen stakeholder trust, and position RR Kabel as a proactive advocate for ethical, inclusive, and sustainable growth.

OPERATIONAL GOVERNANCE INITIATIVES

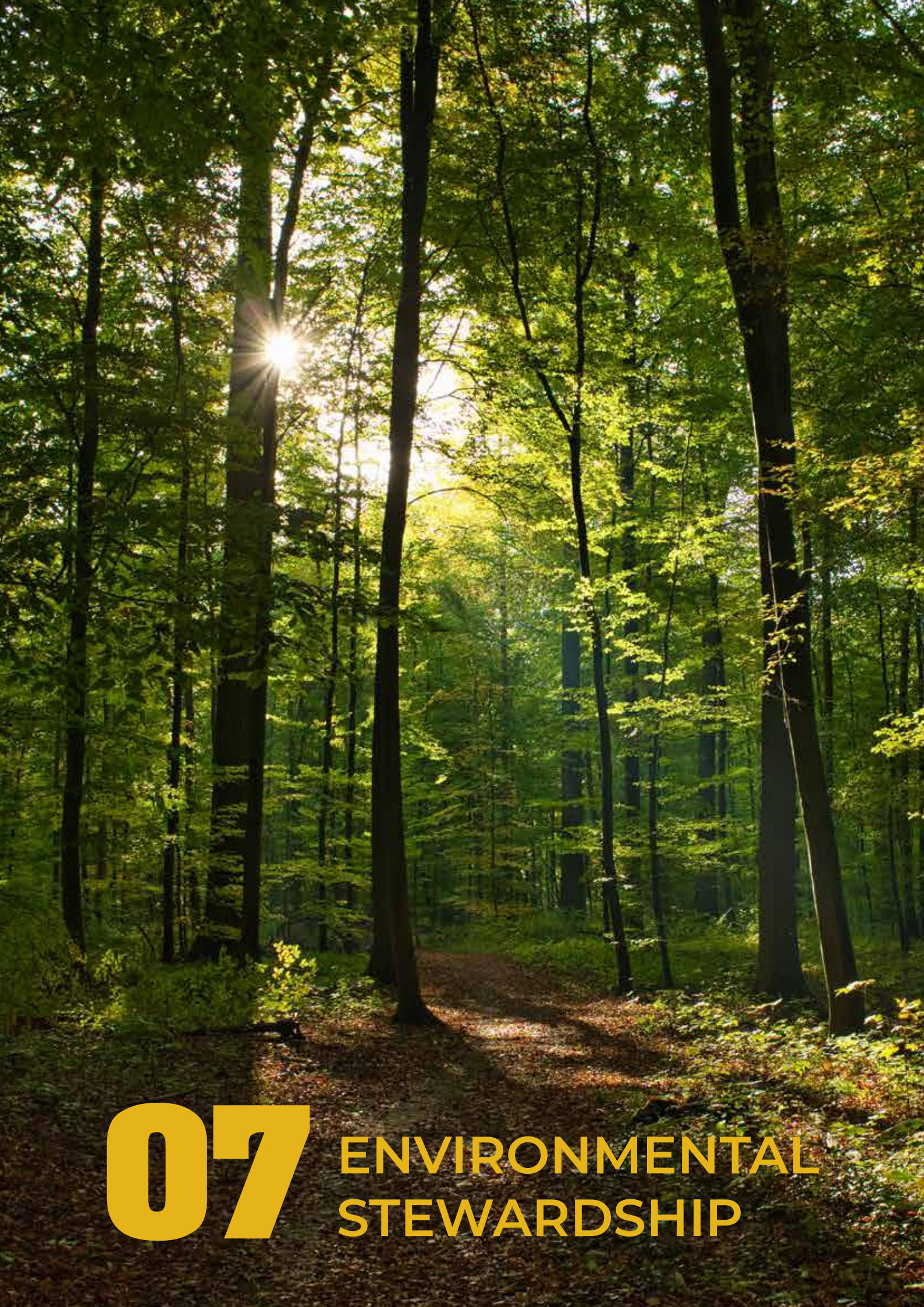
Sales & Operation Planning Initiative	
Opportunity Area	<ul style="list-style-type: none"> ▶ Inadequate access to up-to-date monthly demand projections. ▶ The absence of a unified agreement regarding the demand forecast among sales leadership. ▶ A deficiency in a responsive platform for timely decision-making regarding the balance between demand and supply.
Action Taken	<ul style="list-style-type: none"> ▶ Standardized data inputs from regional sales teams with fixed monthly cut-off timelines. ▶ Defined clear ownership for demand validation across regions/business units. ▶ Monthly meetings 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.

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	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.

ESG Risk Management

Topic	Target	FY 21-22 Base year	FY 22-23	FY 23-24	FY 24-25
Business Ethics	Proportion of employees trained on Code of Conduct	0%	100%	100%	100%
	Does the organization provide paid parental leave?	No	No	Yes	Yes
Human Rights	Does the organization have a policy on human rights?	No	Yes	Yes	Yes
	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%	17.00%	23.28%
	Is there board-level oversight of sustainability issues within your organization?	No	No	Yes	Yes
	Percentage of facilities that are ISO 14001 certified	75%	60%	60%	80%





07

**ENVIRONMENTAL
STEWARDSHIP**

ENVIRONMENTAL STEWARDSHIP

Theme	FY 2024-25 Highlights	Impact
Energy & Emissions	Motor upgrades, automation, sensors, forklifts electrified, green spaces. Saved >25,000 kWh annually.	Lower energy use, higher efficiency, reduced Scope 1 emissions.
GHG Emissions	Scope 3 cut by about 145,000 tCO ₂ e, GovEva ESG platform adopted, 7.4 lakh tCO ₂ sequestration potential identified.	Stronger climate governance, value chain decarbonization, resilience.
Water Stewardship	Water withdrawal halved; >7,000 KL reused via STPs/ETPs and rainwater harvesting.	Lower water intensity, improved recycling, reduced freshwater dependency.
Waste & Circular Economy	Polycarbonate reuse, pulp tray packaging used, 2.5 lakh resource value recovered.	Reduced waste intensity, resource efficiency, circular economy practices.
Biodiversity	Miyawaki forest (2,530 plants, 97 species), Digital Forest (312 trees), gardens & cattle shelter.	Boosted biodiversity, soil & water health, community support.
Climate & Governance	Climate risk integrated with TCFD, CEO/CFO/ESG Council oversight.	Stronger governance, climate resilience, sustainable growth.

At RR Kabel, environmental responsibility is critical to our sustainability journey. Operating in an energy-intensive sector, we recognize the urgent need to manage our resources efficiently, minimize our carbon footprint, and strengthen resilience against climate change. Guided by this vision, we continue to adopt innovative technologies, circular practices, and renewable solutions across our value chain.

Through focused initiatives in energy efficiency, emissions reduction, water stewardship, waste management, and biodiversity enhancement, we are creating measurable impact year-on-year. From lowering Scope 1 and 3 emissions and halving water withdrawal to advancing green mobility and restoring ecosystems through afforestation projects, our actions reflect a long-term commitment to responsible growth and environmental stewardship.

ENERGY & EMISSIONS

Energy Management

Being in an energy-intensive sector, RR Kabel is aware of how crucial efficient energy management is to reduce risks and ensure sustainability over the long run. The Company has integrated strategic energy initiatives throughout its value chain to meet its substantial energy needs, demonstrating a strong commitment to operational excellence and environmental stewardship. Securing dependable and sustainable energy sources to satisfy present and future operational demands, as well as enhancing internal capabilities to monitor, manage, and optimize energy usage with increased accountability and efficiency, are important areas of focus.

Energy Consumption (in GJ)	FY 23-24	FY 24-25
Total Fuel Consumption by Organization (Scope 1)	15,370.20	15,118.45
Total Consumption of Purchased Electricity (Scope 2)	2,51,741.08	2,73,550.74
Total Renewable Energy Consumption	43,072.90	55,128.35
Total Energy Consumption	3,10,184.18	3,43,797.54

Initiatives & Case Studies

RR Kabel remains committed to optimizing energy consumption in both manufacturing and non-manufacturing functions. Modern, energy-efficient equipment is part of our infrastructure, and we actively work to raise employee awareness and accountability to foster an energy-conscious culture. We have implemented focused initiatives that demonstrate both strategic vision and practical implementation to achieve our objective of creating a more energy-resilient organization.

Through targeted initiatives, RR Kabel made significant strides in energy optimization in FY 2024-2025. Over 25,000 kWh of energy were saved annually because of the various efforts, with monthly savings from grinding and conveyor systems exceeding 8,800 kWh. Furthermore, specific fan efficiency enhancements led to a 13% decrease in electricity consumption per fan and a 12% reduction in diesel consumption per fan. These quantifiable results demonstrate our continued dedication to sustainable industrial practices and energy stewardship.

Key energy efficiency highlights for FY 2024–25 include:

1. Motor & Machinery Optimization

- a. Replaced traditional motors with energy-efficient IE5 and BLDC motors.
- b. Automated coiling, packing, grinding, and glue machines.
- c. Upgraded 1,230 induction motors to energy saver BLDC fans.

2. Smart Infrastructure

- a. Motion and occupancy sensors installed for lighting and HVAC systems.
- b. HVLS fans and natural daylight roofing reduced cooling load.
- c. Power factor improved from 0.90 to 0.99 by enhancing power bank load.

3. Green Mobility & Sustainability

- a. Transitioned from diesel to battery-operated forklifts.
- b. Developed a 214 sq.mtrs. garden to enhance biodiversity.
- c. Continued water reuse in testing and argon gas usage for efficient welding.

Key Initiatives Adopted at the Units: (each unit to go in separate boxes)

1. Arraystorm Unit:

- a. Motion & Occupancy Sensors: Installed sensor-based lights and HVAC controls across shopfloor, warehouse, office, lab, and meeting rooms to cut electricity use, extend equipment life, and reduce manual intervention.
- b. Sustainable Landscaping: Developed a 214 sqm. garden to lower carbon footprint and support biodiversity.
- c. HVLS Fans: Deployed energy-efficient HVLS fans on the shop floor for better air circulation, air quality, and reduced cooling costs.
- d. Water Reuse: Recycle underground-stored water for repeated IPXX testing.
- e. Natural Lighting: Used sunlight roofing sheets to maximize daylight use and reduce energy consumption.
- f. Safe Welding: Utilize argon gas in welding for safety and environmental stability.

2. Waghodia Unit:

- a. Energy Savings: Achieved 96% energy reduction on tapping machine conveyors.
 - i. Reduce energy consumption by 1803 KWh/month.
 - ii. Save 61,313 INR/Year (4 machines).
- b. Energy Savings: Achieved 100% energy reduction on coiling machine conveyors.
 - i. Reduce energy consumption by 5,765 KWh/month.
 - ii. Save 51,891 INR/Year by energy saving.
 - ii. Save 60,000 INR Cost of Motor and gear box for other project.
- c. Productivity Boost: Improved auto sealing machine productivity by 10%.
 - i. Increase productivity by 1800 Coil/Shift to 2160 Coil/Shift.
- d. Glue Machine: Introduced semi-automation for efficiency.
 - i. Save 2 Hours of process downtime, if glue tank is fully empty during running process.
 - ii. Before need to fill tank 9 times/Day, now main tank automatically filled by secondary tank.
 - iii. Reduce input change downtime by 40 Min/Day.
 - iv. Reduce chance of burn injury.
- e. Grinding Machine: Installed auto cut-off system to reduce energy use.
 - i. Reduction in energy consumption by 1283.04 KWh/month.
 - ii. Save 11,547 INR/Month by this activity.
- f. Process Digitization: Digitalized pallet inspection process.
 - i. By digitizing the pallet inspection process, we save around 100 paper sheets each month, contributing to both efficiency and sustainability.
 - ii. All reports are readily available at our fingertips whenever required.
- g. Forklift Utilization: Increased 3-ton forklift usage by 200%.
 - i. Save 0.4 Nos of Forklift by reducing 40% material movement time.
 - ii. Save 5,20,000 INR/Year by Rental cost of 3 Ton forklift.

iii. Save 99,000 INR/Year Cost of Diesel and reducing carbon footprint mark in atmosphere.

3. Gagret Unit:

- a. Motion Sensors: Automated LED lighting in the warehouse for energy savings.
- b. BLDC Fans: Replaced canteen and 1.23K induction motors with energy-efficient BLDC fans.
- c. Diesel Reduction: Achieved 12% reduction in diesel use per fan through hanger, change-over, and efficiency optimization.
- d. Electricity Savings: Reduced electricity per fan by 13% via process GAP analysis and line balancing.
- e. Water Reuse (ETP): Reused 218 KL of treated water in the liquid paint shop.
- f. Water Reuse (STP): Reused 638 KL of treated water for gardening.

4. Roorkee Unit:

- a. Light Sensors: Installed in Conference Room and Gallery to ensure electricity use only when needed.
- b. Power Factor Improvement: Upgraded power bank load from 150 to 250 kVAR, enhancing power factor from 0.9 to 0.99.
- c. Water Reuse (ETP): Reused 1,608 KL of treated water.
- d. Water Reuse (STP): Reused 1,777 KL of treated water.

5. Silvassa Unit:

- a. Motor Upgrade: Replaced 10 HP cooling tower motor with energy-efficient IE-5 motor.
 - i. Saving /motor/year - 1917.5 KWH
- b. Motor Optimization: Swapped 1.1 kW hopper vacuum motor with 0.9 kW motor for efficiency.
 - i. Saving /year - 1300 KWH.
- c. Automation: Installed 2 fully automatic coiling and packing machines.
 - i. Saving/machine/year - 6615.3 KWH.

GHG Emissions

Our strategic efforts to lower greenhouse gas (GHG) emissions across our operations at RR Kabel demonstrate our dedication to climate responsibility. We are actively striving to reduce our environmental impact through programs centered on waste reduction, water conservation, energy efficiency, and the adoption of renewable energy. Since we have the most direct control over Scope 1 and Scope 2 emissions, we continue to place a high priority on them, which will tangibly lower the carbon intensity of our operations.

We started monitoring Scope 3 emissions in FY 2022-2023 after recognizing the need to address our broader climate impact. We concentrated on areas like downstream logistics, employee commuting, and business travel. Beyond our immediate operations, this expansion has provided us with a more thorough understanding of our environmental impact.

We strengthened our Scope 3 disclosures in FY 2023-2024 by adding emissions from fuel and energy-related activities, as well as emissions from goods and services that were purchased. Our dedication to decarbonizing our value chain and incorporating climate action into business decision-making is strengthened by these initiatives, which are backed by cutting-edge technologies and renewable energy sources.

A robust ESG management platform, GovEva, was utilized to ensure accountability and transparency. Through a centralized, accurate, and trustworthy repository, this platform assists us in gathering, organizing, and analyzing ESG data, particularly GHG emissions. Furthermore, an impartial third party has verified our emissions data, demonstrating our steadfast commitment to data integrity, governance, and truthful climate disclosures.

Scope (Tonnes/CO2e)	FY 23-24	FY 24-25
Scope 1 emissions	1,280.30	1,103.9
Scope 2 emissions	49,648.94	53,950.29
Scope 3 emissions	4,64,566.21	3,19,162.17

GHG Emissions Intensity Revenue Based (TCO2e/Crores)	FY 23-24	FY 24-25
Scope 1 & 2	7.7229	7.2425
Scope 3	70.45	41.99

Renewable Energy

Initiatives

RR Kabel has implemented a number of significant projects that demonstrate its proactive approach to sustainable operations as part of its ongoing commitment to energy efficiency, carbon footprint reduction, and long-term climate resilience. The completion of a Biodiversity and Carbon Sequestration Assessment, which determined a carbon sequestration potential of 747,434.40 tons, was one of the historic initiatives. The Company's emphasis on natural climate solutions and green infrastructure that provide long-term environmental value is highlighted by this initiative.

To further optimize operational energy consumption, a series of energy-efficient upgrades were implemented across facilities:

- ▶ **Cooling Tower Motor Upgrade:** Traditional 10 HP motors were replaced with high-efficiency IE5 motors, resulting in annual electricity savings of 191.5 kWh per motor, and a corresponding GHG emission reduction of 139.33 kg CO₂ per motor per year.
- ▶ **Vacuum Motor Optimization:** In the Rosendahl insulation hopper, a 1.1 kW motor was replaced with a 0.9 kW unit, yielding 1,300 kWh in annual energy savings, equivalent to a GHG reduction of 945.1 kg CO₂ per year.
- ▶ **Automated Packing Systems:** Two fully automatic coiling and packing machines were installed, saving 13,230.6 kWh annually and reducing emissions by 9,612.6 kg CO₂ per year.

In addition to operational upgrades, RR Kabel's product innovation also contributes to sustainability. Its BLDC ceiling fans, which consume up to 50% less electricity than conventional models, not only lower household energy bills but also reduce GHG emissions during their usage phase, extending the Company's climate impact beyond the factory floor.

WATER STEWARDSHIP

Water is an essential resource for RR Kabel's operations. Since 2021, the Company has reaffirmed its commitment to sustainable water management by implementing closed-loop systems whenever possible to reduce consumption and environmental impact. Manufacturing facilities install effluent treatment plants (ETPs) and sewage treatment plants (STPs), which allow treated water to be recycled for gardening and regulatory compliance. Important projects include rainwater collection, wastewater treatment using ETPs, water recycling in manufacturing, and conservation promotion through technology adoption and awareness-raising. RR Kabel's commitment to effective and responsible water management is reinforced by ongoing audits and monitoring of water consumption.

Energy Consumption (in GJ)	FY 23-24	FY 24-25
Surface Water	0.00	0.00
Ground Water	93,944.00	45,048.23
Third Party Water	576.00	1,680.28
Seawater / Desalinated Water	0.00	0.00
Others	7,494.00	3,474.00
Total Volume of Water Withdrawal (in kiloliters)	1,02,014.00	50,202.51
Total volume of water consumption (in kiloliters)	1,02,014.00	54,033.47
Water Intensity Per Rupee of Turnover (Water Consumed / Turnover)	15.47 KL / Crores	7.11 KL / Crores

Initiatives

The Company has implemented water reuse and recycling measures to promote sustainable water management.

- ▶ Total Recycled/Reused Water (approx.) at the following factories:
 - Waghodia: 1,200 KL
 - Silvassa: 1,940 KL
 - Gagret: 856 KL
 - Roorkee: 3,385 KL
- ▶ Key Measures:
 - Rainwater harvesting
 - ETP/STP treated water used for cooling, sanitation, and landscaping.

WASTE & CIRCULAR ECONOMY

To reduce our environmental impact and support a circular economy, RR Kabel places a high priority on efficiency and waste generation reduction, with a particular emphasis on recycling and reuse. Our Waghodia facility is at the forefront of several important projects, including the implementation of handling and preventative procedures, zero waste discharge, and thorough record-keeping for both hazardous and non-hazardous waste. A decomposition machine breaks down food waste from the canteen, and a recycling facility turns cable scrap into black granules that can be used again in manufacturing. Our dedication to sustainable waste management is strengthened by these initiatives, which are in line with our zero-discharge policy and guarantee that no untreated wastewater enters the environment.

We have implemented One Point Lesson (OPL) procedures throughout our facilities to further enhance waste handling, guaranteeing comprehensive documentation and secure disposal methods. Reusing cable scrap is supported by our recycling infrastructure, and our procedures result in significant resource savings, including the yearly reduction of 45 million tons of paper. Every product satisfies REACH and ROHS regulations, demonstrating our commitment to ethical, safe, and legal production methods.

Parameter	FY 23-24	FY 24-25
Plastic Waste	118.48	93.62
E-Waste	0.12	0.06
Other Hazardous Waste	47.22	48.93
Other Non-Hazardous Waste	2516.01	2715.23
Total Waste Generated	2681.84	2857.84
Waste Intensity per Rupee of Turnover	0.4067	0.3760

Initiatives

Under the Waste Reduction Initiative, the introduction of a mold calendar in Modular Front Cover Plates eliminated the need for manual batch code pasting, resulting in the annual saving of approximately 1,333 white sticker papers. In line with enhancing Resource Efficiency, the Company successfully utilized around 2 metric tons (MT) of unused polycarbonate grey material in modular grid plates, conserving resources and generating value worth INR 2,52,000. In the area of Green Packaging, thermocol packaging was replaced with pulp trays made of 100% recycled material, leading to the elimination of 1.44 MT of thermocol.

BIODIVERSITY

As a responsible corporate entity committed to biodiversity, RR Kabel acquired land for a dedicated biodiversity project. Of this land, 30% was cultivated, while the remaining portion served as grazing ground for cattle. Prior to acquisition, the land was largely unmanaged and had been overtaken by invasive babul species and wild bush growth. To evaluate the environmental impact of this initiative, the Company commissioned an Environmental Impact Assessment (EIA) to study the project's effects on the local flora and fauna.

In line with sustainable construction practices, the Company designed its factory sheds based on USA Green Co's norms. Key design considerations included wind and sun direction, use of recycled materials in masonry, energy-efficient fixtures, water-conserving fittings, improved heat dissipation, and responsible management of excavated soil to prevent erosion. These efforts aim to significantly reduce the carbon footprint.

RR Kabel operates as a zero-discharge Company, supported by the presence of three sewage treatment plants (STPs) and one effluent treatment plant (ETP). All treated and recycled water is reused exclusively for plantation and landscaping activities within the premises.

Initiatives

As part of RR Kabel Ltd.'s ongoing commitment to environmental stewardship and sustainable ecosystem development, a Miyawaki Mini-Forest was established at the Company's Waghodia facility in Vadodara. The project details:

- ▶ Types of Plant Species: 97
- ▶ Number of Plants: 2,530
- ▶ Plantation Date: 22nd May 2024
- ▶ Inauguration Date:
5th June 2024
- ▶ Inaugurated By: Shri. Mahhesh Kabra, Executive Director



Initiative - Digital Forest

RR Kabel Ltd. started the "Building a Greener Tomorrow" project, an agroforestry-driven tree planting program that combines environmental restoration with agricultural development, in keeping with its dedication to environmental sustainability. Till now the Company has planted 312 trees. By using traditional farming methods with tree planting, this project embraces the idea of an agroforest and builds resilient, biodiverse ecosystems. The initiative promotes ecological and socioeconomic sustainability by planting trees alongside crops, which improves soil fertility and water retention while giving local farmers additional revenue streams. Among the initiative's salient characteristics and effects are:

- ▶ Biodiversity Promotion: Local biodiversity and habitat quality are enhanced by native tree species.
- ▶ Soil and Water Conservation: Tree roots improve groundwater recharge, stabilize the soil, and lessen erosion.
- ▶ Support for Farmer Livelihood: Intercropping systems increase agricultural yields and revenue.
- ▶ Climate Change Mitigation: Trees serve as carbon sinks, helping to reduce atmospheric CO₂ levels.
- ▶ Employee Engagement: By actively taking part in plantation drives, RR Kabel staff members promote an environmentally conscious culture.

The program is carried out in accordance with the best practices in agroforestry and reforestation thanks to a strategic partnership with Grow Billion Trees, guaranteeing quantifiable and long-lasting environmental impact. A number of UN Sustainable Development Goals (SDGs) are directly impacted by this program such as SDG 13, SDG 15, SDG 2 & SDG 17.



Other Initiatives - Biodiversity & Ecological Stewardship

- ▶ Throughout the campus, gardens, linear vegetable parks, and green corridors have been created. The campus canteen uses seasonal produce from these gardens, encouraging sustainable eating habits and local consumption. By storing carbon dioxide and releasing oxygen, these green areas help to improve air quality and lessen respiratory problems in the neighborhood. They also promote biodiversity and ecosystem stability.
- ▶ More than 75 tree species have been planted, and vegetation that promotes bacterial and microbial soil health has been used to revitalize open and degraded areas. To collect rooftop runoff and allow it to seep into the ground and replenish aquifers and reservoirs, large percolation wells have been built. The campus's groundwater table has risen noticeably as a result. Increased transpiration, better soil moisture retention, and microclimate regulation are all made possible by the green cover.
- ▶ To support the sustainability of agroforestry, green belts, and garden ecosystems, we also grow seasonal fruits and flowers that draw pollinators like insects and honeybees. Dense, leafy trees improve overall thermal comfort and well-being, raise air humidity, and moderate temperature extremes.
- ▶ In an effort to promote social balance and biodiversity, we constructed a cow shed on underutilized campus land. Preserving and promoting the indigenous "Gir" breed of cattle is the aim of this project. We safeguard the health and resilience of the herd and create stronger, more resilient animals by avoiding interbreeding and maintaining pure lineage.
- ▶ To help the farming community, we have so far given 22 calves to nearby farmers.
- ▶ Using the organic waste products of the cows, such as dung, urine, and buttermilk, saline areas of land are restored.

CLIMATE CHANGE

RR Kabel recognizes climate change as a material risk to its operations and long-term sustainability. To this, we have responded by integrating strong climate risk management procedures throughout our value chain. We are dedicated to actively mitigating the environmental effects of our manufacturing and distribution processes through deliberate action. We have taken the following actions to lessen our operational carbon footprint:

- ▶ Energy-saving techniques used in manufacturing facilities
- ▶ Sustainable raw material procurement
- ▶ Appropriate waste management in line with the ideas of the circular economy

Furthermore, we keep creating cutting-edge, eco-friendly products that improve market competitiveness while lessening their negative effects on the environment. In addition to meeting legal and environmental requirements, our efforts seek to open doors in a sustainable market that is changing quickly. With the help of subject matter experts and external advisory panels, we systematically track climate-related risks and opportunities to make better informed and flexible decisions. This strategy guarantees conformity with international sustainability frameworks, including the UN Sustainable Development Goals (SDGs) and the Task Force on Climate-related Financial Disclosures (TCFD).

Environmental Targets Table

Topic	Target	FY 21-22 Base year	FY 22-23	FY 23-24	FY 24-25
EMS	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 (TCO ₂ / Million USD)	79.81	70.65	62.77	60.78
	Energy Intensity - Revenue Based	0.1	0.14	0.108	0.10
	Proportion of renewable energy in total energy consumption	5.23%	1.595%	13.96%	16.02%
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





08 SOCIAL
RESPONSIBILITY

SOCIAL RESPONSIBILITY

Theme	FY 2024–25 Highlights	Impact
Workplace Safety	80% plants ISO 45001 certified, active safety training & committees	Safer, healthier workplaces
Diversity & Inclusion	100+ women managing cable & switch assembly lines	Stronger female workforce participation
Learning & Growth	100% workforce trained on rights & policies; 28 leaders in LEAD program	Future-ready talent pipeline
Employee Well-being	Star Scholarship: ₹1 Cr to 1,000 students (Kabel Dost families)	Educational upliftment
Community Education	RRoshani (250,000+ students), 500 One Teacher Schools, digital labs	Bridging literacy & digital divide
Health & Safety Outreach	Nutritional kits for TB patients; clean water for 3,000+ students; road safety for 10,000 youth	Better health & safer communities
Social Welfare & Infrastructure	Orphanage support, women skill-building, UP community projects	Empowered vulnerable groups

At RR Kabel, our approach to social responsibility is grounded in the belief that business success and societal well-being go hand in hand. As a manufacturing organization with a growing global footprint, we are conscious of our duty to protect people, promote inclusive growth, and positively impact the communities we serve. Our social initiatives span occupational health and safety, diversity and inclusion, workforce learning and development, and community upliftment, all aligned with the UN SDGs, BRSR principles, and our CSR strategy.

OCCUPATIONAL HEALTH & SAFETY

At RR Kabel, ensuring workplace safety is a non-negotiable priority deeply embedded in our values. Given the nature of our operations, including the extrusion, trimming, and shaping of metal wires using high-speed machinery it is critical that we approach safety with diligence. Neglecting this focus can lead to serious injuries or fatalities. Hence, we have implemented a comprehensive occupational health and safety (H&S) system, backed by internal audits and led by our business unit H&S managers.

As of FY 2024-25, 80% of our plants are ISO 45001 certified, with dedicated safety committees actively managing protocols and systems. For us, safety is not just a regulatory checkbox, it is a core organizational value.

We have established clear occupational health and safety (OH&S) objectives to prevent work-related harm and illnesses. Through rigorous systems and continuous improvements, we work to eliminate hazards, reduce risks, and build a resilient culture of safety.

Certified H&S Systems and Risk Management

RR Kabel has been ISO 45001:2018 certified since 2019. Our OH&S system supports proactive identification of risks, compliance with laws, reduction of workplace incidents, and continuous performance improvement. It is an integral component of our broader risk management strategy.

Before transitioning to ISO 45001, we were certified under OHSAS 18001:2007. The implementation of OH&S practices has resulted in:

- ▶ Safer workplaces
- ▶ Higher employee morale
- ▶ Reduced operational costs
- ▶ Stronger stakeholder confidence

SAFETY TRAINING, EDUCATION & AWARENESS

We emphasize ongoing training and education to ensure all employees, from new hires to seasoned workers, remain safety aware.

Key Safety Training Initiatives:

- ▶ Awareness programs are delivered via digital platforms, with training modules displayed on shop floor screens.
- ▶ Mandatory safety induction for all new employees.
- ▶ Periodic refresher courses conducted for all staff.
- ▶ Formation of safety committees with representatives from various departments.

Safety Celebrations & Engagement (to be made in an infographic format)

We actively celebrate and encourage employee participation in safety-related events to create a culture of awareness and recognition.

Key Events Include:

- ▶ Annual observance of Global & National Safety Days, featuring activities like poster-making, quizzes, and slogan competitions.
- ▶ Awards and recognitions for winners of safety-related competitions.
- ▶ Monthly appreciation for employee contributions to safety innovations and Kaizens.

HEALTH INFRASTRUCTURE & SUPPORT

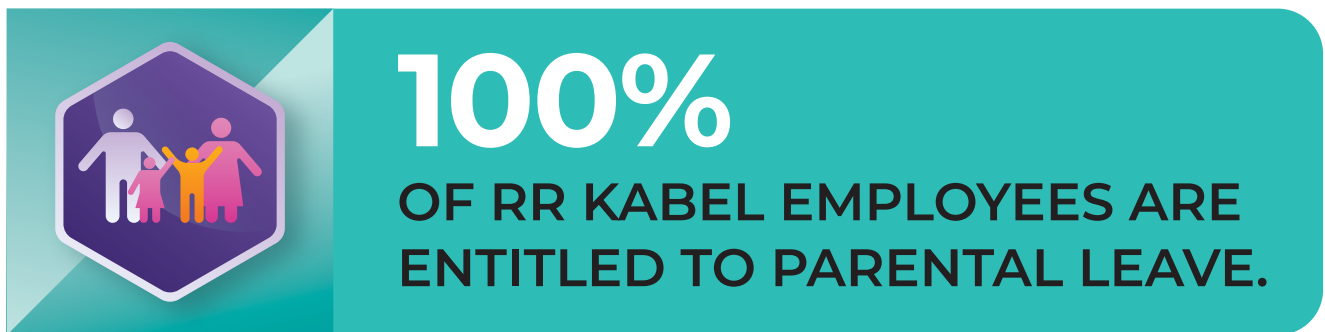
RR Kabel provides a work environment that supports the physical and mental well-being of every employee. Health and wellness support include:

- ▶ First-aid training sessions
- ▶ Regular medical check-ups and health awareness sessions
- ▶ On-site health services and medical camps
- ▶ Fully equipped Occupational Health & Safety (OHS) Centres at all factories, staffed with full-time doctors

Diversity and Equal Opportunities

At RR Kabel, we are dedicated to fostering transparency as we build a workplace that is more inclusive and diverse. We actively track diversity metrics on a global level, recognizing that this data is a crucial component of our D&I journey and that how we act on it truly matters.

We strongly believe that embracing diversity and inclusion is key to creating outstanding workplaces. To ensure that every team member feels acknowledged and appreciated, we've put in place a range of strategic initiatives. These include forming employee resource groups, offering diversity-focused training, and adopting inclusive practices and policies. By celebrating all forms of diversity, we create a culture that values unique perspectives, fuels innovation, and enhances overall employee engagement.



As part of our yearly workforce planning, we've taken proactive steps to earmark roles specifically for women, including those who are specially abled. We're proud to share that many of these individuals are already playing vital roles within the Company and are progressing steadily in their careers.

Every RR Kabel manufacturing facility is supported by established women's committees that champion inclusivity. These committees consistently work on enhancing employee well-being and driving engagement through targeted initiatives. We take great pride in the fact that all our cable and switch assembly lines are fully operated by women. Today, over 100 women manage these lines. Beyond this, we continue to increase female representation across all levels and departments, including R&D and production shop floors.

WORKFORCE LEARNING & GROWTH

At RR Kabel, training is not just about skill-building, it's about shaping a workforce that's informed, aware, and ready to lead from wherever they stand. Learning here is tied to action. It equips people to not just do their jobs better, but to understand the bigger picture, uphold our values, and contribute to a culture that thrives on safety, inclusion, and shared growth.

In FY 2024–25, every single employee and worker at RR Kabel, 6,938 individuals in total, received training on human rights issues and Company policies. This includes 2,324 employees and 4,614 workers, both permanent and non-permanent, with 100% coverage across categories.

Training at RR Kabel is deeply embedded in our people strategy. We design our programs to be relevant, accessible, and role-specific, supported by a mix of digital platforms, in-person sessions, and shopfloor-led initiatives. From policy orientation to compliance awareness, and from skill-based learning to behavioral workshops, we take a layered approach to ensure each individual gets what they need to succeed.

We also continue to evolve our onboarding process. New employees are supported with a structured integration journey that not only familiarizes them with systems and teams, but also sensitizes them to the values and cultural dynamics of the regions they'll operate in. It's about helping people feel part of the story, not just part of the headcount.

Ultimately, our commitment to learning is about unlocking potential. When people grow, the Company grows with them.

LEAD the Future

We believe in building a sustainable talent pipeline by empowering individuals to realize their full potential. To that end, we identified 28 senior leaders and invested significantly in their growth through our LEAD program. This comprehensive initiative includes tailored training, mentoring, and coaching to cultivate internal leadership capabilities. We've partnered with the S. P. Jain Institute of Management and Research to serve as our learning and coaching partner, helping guide our senior leadership team. This program not only equips our leaders with the tools for advancement but also reinforces a culture of continuous learning and development across the organization.

Career Growth in Motion

Recognizing and nurturing in-house talent is a key priority. We've implemented a dedicated internal promotion strategy for key roles, ensuring our high-potential employees are considered for senior positions before looking outside the organization. This not only supports internal career advancement but also reaffirms our commitment to developing and retaining talent within our ecosystem.

360 Feedback: The Growth Engine

Our feedback framework provides employees with well-rounded insights into their performance. This method helps individuals understand both their strengths and development areas by incorporating perspectives from various stakeholders. Employees receive feedback across multiple dimensions: leadership, teamwork, communication, accountability, management style, vision, and more, aligned to their roles and responsibilities. This approach fosters personal awareness and continuous improvement.

Employee Engagement at RR Kabel

At RR Kabel, employee engagement is more than just a program, it's a vital part of our culture. Through well-designed engagement initiatives, we aim to foster a positive and energetic work environment where employees feel connected, motivated, and ready to contribute meaningfully.

Engaged employees not only strengthen workplace culture, but they also contribute to reduced attrition, improved productivity, and stronger client relationships. Our initiatives span a wide range of themes including environmental awareness, health and safety, workplace culture, knowledge sharing, and team building. These efforts are intentionally structured to create fulfilling employee experience.

WELLNESS SESSIONS THAT MADE AN IMPACT

Employee wellness is a priority at RR Kabel. We rolled out several targeted programs to support mental, emotional, and physical well-being. Here is a snapshot of the sessions conducted:

- ▶ **Stress Management (Emotional Freedom Techniques - EFT):** A specialized workshop taught employees how to apply EFT techniques to better manage stress and reduce anxiety.
- ▶ **Mindfulness at the Workplace:** This initiative encourages employees to stay present and grounded, helping them shift focus away from past regrets or future worries and improve mental clarity.
- ▶ **Action for Happiness:** A curated set of practices was shared with employees, aimed at building daily habits that promote long-term happiness and emotional resilience.
- ▶ **Yoga Sessions:** More than 35 employees participated in sessions that emphasized balance between mind, body, and spirit, promoting strength, vitality, and mindfulness.
- ▶ **Annual Health Check-up Camp:** A comprehensive health camp was organized in January for all employees, reinforcing our commitment to preventive healthcare.

Going Digital with Round Glass

To take our engagement efforts further, we introduced the Round Glass digital platform, an employee well-being and engagement application. Through Round Glass, employees gain access to wellness resources that boost mental health, strengthen interpersonal relationships, and promote sustainable happiness.

The app has significantly improved our internal engagement metrics. Benefits include:

- ▶ Greater employee connection and participation
- ▶ Lower attrition rates
- ▶ Better productivity and team collaboration
- ▶ Stronger alignment between personal wellness and Company performance

Round Glass helps us turn engaged employees into long-term brand champions.

Honoring Loyalty Through SARTHI (needs to be in an infographic format)

At RR Kabel, we consider our people an extended family, and we proudly recognize long-standing team members who've grown with us. The SARTHI Award (Service | Accomplishment | Responsible | Trustworthy | Hardworking | Inspire) was introduced to celebrate employees who have demonstrated consistent dedication and integrity over time.

This initiative reflects our belief in appreciating commitment and expressing gratitude to those who continue to shape our journey.

COMMUNITY ENGAGEMENT AND EMPOWERMENT

At RR Kabel, we believe that meaningful progress goes far beyond financial milestones. It is about the lives we touch and the ecosystems we uplift. Guided by our theme "Charged for Good", our community programs doubled down on education, digital inclusion, women's empowerment, health, and rural infrastructure. These initiatives not only meet immediate needs but also build long-term resilience in underserved communities.

Education for All

RRoshani: Illuminating Young Futures

Our flagship initiative, RRoshani, continued to be the cornerstone of our engagement strategy. In FY 2024-25, it reached more than 250,000 students across 1,400+ schools, supported by 7,743 dedicated volunteers. By distributing over 1,000 tablets to students in remote areas, we helped bridge the digital divide and transform classrooms into smart learning environments.

One Teacher Schools

Through our partnership with the Friends of Tribal Society, we supported 500 One Teacher Schools across Maharashtra, Gujarat, Madhya Pradesh, Rajasthan, West Bengal, and Assam, benefiting 13,963 children. Each school runs for 3 hours daily, six days a week, creating an accessible foundation for literacy and learning in some of India's most remote villages.

Digital Literacy in Rajasthan

In Sikar, Rajasthan, we developed a computer lab at Seth Shree Jagannath Kabra Government School, equipping 250 students with critical digital skills. This initiative reflects our commitment to preparing the next generation for a technology-driven world.

School Infrastructure in Vadodara

To ensure inclusive access to quality education, we supported the construction of a school building for Shyama Prasad Mukherjee School in Vadodara, Gujarat. This project, still ongoing, is aimed at providing underprivileged children with a safe and modern learning environment.

Health, Nutrition & Safety

Public Health: Nutritional Kits for TB Patients

Continuing our commitment to the Pradhan Mantri TB Mukta Bharat Abhiyan (PMTBMBA), we provided nutritional kits to TB patients in Vadodara. These kits support recovery and overall health during treatment. By extending this program for another 12 months, RR Kabel is reinforcing India's mission of eliminating TB by 2025.



Water for Better Hygiene

Access to clean drinking water is fundamental to child health and learning outcomes. In partnership with Nirajan Sevabhavi Sanstha, we installed RO water systems in two schools in Pune district, Maharashtra, benefiting more than 3,000 students daily.

Road Safety Awareness

In Maharashtra, we launched a traffic awareness and road safety campaign in schools and colleges, reaching over 10,000 young people. Alongside this, 75 traffic police booths are being installed in Pune and Nashik districts in collaboration with the Elixir Foundation, an ongoing project that will improve road safety infrastructure in these high-traffic areas.

WOMEN'S EMPOWERMENT AND SOCIAL WELFARE

Enterprise & Skills for Women

Across multiple project sites, women were trained in tailoring, home appliance repair, electrical wiring, and organic farming. These livelihood initiatives created new income opportunities and nurtured women-led entrepreneurship, enabling many to step into leadership roles for the first time.

Supporting Vulnerable Children

In Gujarat, we extended support to an orphanage run by the Vadodara District Probation & Aftercare Department, ensuring more than 80 socially weak and vulnerable children grow up in a safe, nurturing environment.

Community Care Infrastructure

In Uttar Pradesh, two ongoing projects are strengthening community resilience:

- **Public Utility Bhavan** (with ABMM Maheshwari Relief Foundation), designed as a multi-purpose facility to support senior citizens, empower women, and enable skill development.
- **Community Service Project in Ayodhya** (with Vishva Hindu Parishad Foundation), which is creating affordable lodging and boarding facilities for economically weaker visitors to one of India's most iconic spiritual destinations.

INFRASTRUCTURE & CAPACITY BUILDING

Strategic Investments in Education and Livelihood

- ▶ **Rural Employment Training Centre in Jarangloi, Odisha**, offering vocational skills for rural youth.
- ▶ **Computer labs across Sikar, Rajasthan**, bridging digital gaps in semi-urban schools.
- ▶ **Girls' Hostel in Navi Mumbai**, providing safe accommodation for young women pursuing education.
- ▶ **Orphanage & Juvenile Home in Vadodara**, reinforcing child welfare and protection.

Grassroots Talent Hubs

With the **Ekal Gramothan Foundation**, we established a training and research center that delivers vocational education in organic farming, nutrition gardening, tailoring, and electrical work. Events such as Kisan Melas and community exhibitions created platforms for rural innovation and entrepreneurship.

EMPLOYEE-CENTRIC CSR: CARING FROM THE INSIDE OUT

At RR Kabel, we believe our people are our strongest ambassadors, and caring for them is where our CSR journey begins. All our facilities maintain international safety certifications, ensuring a safe and compliant work environment. Apart from ensuring a safe and compliant work environment, we conduct regular health check-ups, wellness camps, and awareness sessions reinforce our focus on employee health and well-being.

We also extend our care beyond the workplace to families, through the RR Kabel Star Scholarship Program, one of our proudest initiatives. Designed to support the children of electricians, our Kabel Dost, the program fuels educational ambition while honouring the unsung heroes who form the backbone of our ecosystem.

In FY 2024-25, scholarships worth over ₹1 crore were awarded to 1,000 deserving students who cleared their Class 10 examinations on the first attempt. For many, this financial support not only eased the burden of continuing education but also served as recognition of their hard work and potential. Over time, the program has nurtured a growing community of students pursuing higher education across diverse fields, creating a positive ripple effect for families and communities alike.

Through such initiatives, we reaffirm that CSR at RR Kabel starts from the inside out, ensuring our people and their families feel supported, empowered, and ready to shape brighter futures.

FY 2024-25 CSR SPEND OVERVIEW

In FY 25, RR Kabel disbursed approximately ₹593.98 lakh across a diverse set of high-impact projects:

Focus Area	Spend (₹ Lakh)	Example
Education	110.00	500 schools via Friends of Tribals Society
Digital Access	1.39	Computer lab in Shahpura
Child Welfare	16.00	Support for children in Vadodara
Road Safety	176.50	Campaigns in Pune and Nashik
Public Utilities	195.00	Infrastructure in Ayodhya
Gender & Elder Care	42.00	Housing and welfare support
Livelihood	53.09	Skill center in Maharashtra

Social Responsibility Targets Table

Topic	Target	FY 21-22 Base year Status	FY 22-23 Status	FY 23-24 Status	FY 24-25 Status
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%	11.2%
	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
Occupational Health & Safety	Proportion of facilities certified with OHSAS 18001 or ISO 45001	75%	60%	60%	80%
	Average Hours of safety training per employee	0.5 hrs	0.51 hrs	0.50 hrs	0.67 hrs
	Proportion of employees given health and safety training	6.41%	21.79%	100%	100%
	Workplace accident frequency rate / Lost Time Injuries Frequency Rate	0.08	0.07	0.13	0.21
	Rate of injury	3.36	0.17	0.03	0.06
	Employee work-related fatality incident rate	0	0	0	0

09

Sustainable Supply Chain

Theme	FY 2024–25 Highlights	Impact
Quality & Compliance	All plants certified (ISO 9001, ISO 14001, ISO 45001, OHSAS 18001)	Strong governance, defect-free products
Product Innovation & Safety	FIREX LSOH cables launched; compliant with REACH, RoHS, CE & CPR	Safer built environments (schools, hospitals, hotels)
Customer Centricity	24-hour Tech Cell complaint resolution; zero data/privacy breaches	Trust & transparency with customers
Supplier ESG Screening	All vendors sign Supplier Code of Conduct; ESG audits & training rolled out	Ethical, responsible supply chain
Local Procurement	Focus on warehouse optimization, SKU rationalization, S&OP planning	Reduced emissions, leaner operations
Responsible Sourcing	100% products REACH & RoHS compliant; capacity-building for suppliers	Lower hazardous substances, greener value chain



Product and Profit

At RR Kabel, our pursuit of profitability has always been rooted in responsibility. Our long-standing focus on quality, safety, and compliance guides every product decision, ensuring that value creation never comes at the cost of ethical standards or performance. This commitment is reinforced by globally recognized certifications such as ISO 9001:2015, ISO 14001:2004, OHSAS 18001:2007, and ISO 45001 across our manufacturing facilities. For us, these credentials are not just regulatory checkmarks, they represent our continuous improvement mindset and a product governance framework aligned with our sustainability vision.

To deliver defect-free, high-performing solutions, we maintain a robust Quality Management System while continuously upgrading our technology and processes. Our manufacturing units in Silvassa and Waghodia are equipped with modern machinery and safety mechanisms that help reduce waste, prevent incidents, and ensure efficient operations. The result is a resilient product pipeline that enables profitability while upholding our duty to customers, employees, and the environment.

Product Innovation & Customer Safety

At RR Kabel, innovation is not treated as a standalone function, it's an integrated mindset that informs our design, performance, and long-term usability. Products like our FIREX LSOH (Low Smoke Zero Halogen) cables embody this philosophy. These halogen-free, fire-resistant wires are specifically engineered for sensitive public environments such as hospitals, schools, hotels, and auditoriums. They do not propagate flames, emit low-toxicity fumes, and comply with REACH, RoHS, CE, and CPR standards. For us, these choices reflect our broader effort to support a safer, more sustainable built environment.

Customer safety is also embedded in our governance and feedback processes. Every customer complaint is systematically tracked and resolved by our Tech Cell within 24 hours, reinforcing accountability and service responsiveness. We are proud to report zero substantiated complaints concerning customer data privacy or information breaches, underscoring RR Kabel's vigilance and transparency in all interactions.

Our collaboration with EY on Project Karma is another example of how we leverage data and stakeholder insights to shape more responsive, safer product strategies. This initiative strengthens market intelligence and drives improvements in both physical and digital customer experiences.

ESG Screening and Engagement of Vendors

We believe a sustainable supply chain begins with shared accountability. At RR Kabel, we apply an ESG-centric vendor assessment framework to evaluate all critical suppliers. This structured process ensures that our upstream partners reflect the same environmental, social, and governance values we uphold internally.

All onboarded vendors are required to sign our Code of Conduct, affirming their commitment to ethical, safe, and environmentally responsible practices. For suppliers who are still progressing toward these standards, we provide structured support through targeted handholding, supplier training programs, and periodic audits to assess conformance and foster continuous improvement.

In FY 2024-25, we expanded our supplier engagement through site visits, peer assessments,

and improvement planning dialogues. This proactive approach is about more than compliance, it's about cultivating long-term, transparent partnerships that drive operational excellence and mutual growth.

Local Procurement Practices

At RR Kabel, our commitment to sustainability includes strong support for local sourcing wherever possible. We recognize that building resilient and responsible supply chains is as much about who we work with as it is about how we work. Local procurement helps reduce logistical emissions, strengthens regional economies, and enhances responsiveness during demand fluctuations.

To reinforce this commitment, we have invested in optimizing warehouse planning and sales operations. Initiatives like SKU rationalization and inventory balancing have improved service quality while reducing waste and excess stock. We have also institutionalized sales and operations planning meetings to ensure cross-functional alignment, further embedding sustainability into daily business decisions.

By prioritizing efficiency-enhancing practices such as timely clearance of inspection-related hold orders and smarter inventory planning, RR Kabel continues to demonstrate that local sourcing, operational intelligence, and sustainability can reinforce one another to create long-term value.

Responsible Sourcing

At RR Kabel, we believe that genuine sustainability is fueled by our entire value chain, not just our operations. Making sure that every product is produced in accordance with RoHS and REACH regulations, which essentially eliminate or minimizes the use of restricted hazardous substances, is the first step in our commitment to responsible sourcing.

To improve sustainability performance and fulfill our shared obligation to maintain social and environmental integrity, we actively work with our suppliers. Our Supplier Code of Conduct lays out clear expectations and is in line with the best international practices in the areas of labor rights, health, safety, the environment, and ethical business. Our governance-driven approach to sustainable procurement is strengthened by the requirement that all suppliers abide by relevant national and international laws.

We have put in place a strict evaluation procedure for shortlisting and onboarding essential suppliers because we understand how important our supply chain is to reach our ESG objectives. These suppliers are subjected to thorough evaluations in accordance with Environmental, Social, and Governance (ESG) criteria, guaranteeing compliance with our standards for ethical behavior. Every supplier must sign our Code of Conduct after being chosen, committing ourselves to upholding social, ethical, and environmental obligations. We provide a systematic handholding program for suppliers who don't meet expectations to encourage capacity building and ongoing development.

Topic	Target	FY 21-22 Base year	FY 22-23	FY 23-24	FY 24-25
Sustainable Suppliers	Does the Supplier Code of Conduct include environmental and social clauses?	No	Yes	Yes	Yes



10 WAY
FORWARD

WAY FORWARD

The year past has been one of grounding and acceleration, grounding in data, governance and discipline, and acceleration in the pace at which sustainability is becoming inseparable from how we grow, make, and connect. Yet we know that what has been achieved is only the beginning. The decade ahead demands sharper intent, deeper collaboration, and measurable shifts across every layer of our value chain.

Decarbonisation is where the change must strengthen. Our present footprint reflects both the gains we have made in renewable adoption and efficiency, and the scale of work still to be done in Scope 3. In the coming years, our plants will draw progressively more from clean sources, with renewables set to cover a quarter of our requirement within the next year, and close to half before the decade turns. At the same time, intensity reductions will be driven through technology upgrades, process refinements, and operational excellence. Beyond our gates, suppliers will be engaged not only on compliance but on shared pathways to low-carbon materials and logistics, with Scope 3 mapped, disclosed, and progressively reduced.

Our stewardship of water has shown how operational rigour translates into impact, halving withdrawals in a single year while embedding reuse and harvesting systems. The course ahead is to convert efficiency into resilience: zero freshwater use in landscaping, expanded closed-loop circuits, and a further reduction of withdrawals, supported by real-time monitoring at each site.

Waste, already diverted at levels above 98%, will move closer to true circularity. This means not just recycling more, but redesigning what enters our system: packaging that is recyclable by design, material flows that avoid leakage, and certified end-use channels that close the loop. The outcome we seek is a system where disposal becomes negligible, and recovery is integral.

Equally, we recognise that sustainability must extend into the living fabric around us. The biodiversity baselines established this year are a foundation to build ecological value in every hectare we touch. The forests planted will be nurtured with survival and soil quality as indicators, while habitat management plans will make nature a measurable co-beneficiary of growth.

Our products, too, will carry this responsibility forward. Low-smoke, halogen-free and solar cables, energy-efficient appliances, and safer materials are already part of our portfolio. What follows is a deeper integration of life-cycle thinking, product LCAs, Environmental Product Declarations, and eco-design principles at the gates of innovation. This is how future growth will be not just compliant, but demonstrably sustainable.

The supply chain, which forms the backbone of our business, is where shared progress must be visible. Our commitments to assess, tier, and train suppliers on ESG parameters will evolve into measurable coverage and corrective action plans, while procurement itself begins to factor emissions alongside cost and quality. In parallel, people remain central to our ability to deliver any of this change. Our plants will all move to certified safety systems, our turnover will be actively addressed through capability and pathways, and our workforce will reflect a steadily rising share of women across levels.

None of this can be sustained without governance that holds ambition to account. Our three-tier ESG structure, active Board oversight, and independent assurance already anchor credibility. Going forward, leadership incentives will be tied to clear ESG metrics, disclosures will deepen to cover more of our impact, and risk will be managed through forward-looking scenario planning.

In communities, our investments will shift from reach to outcomes, in learning proficiency, in digital inclusion, in infrastructure that endures. RRoshani, already present in thousands of classrooms, will be evaluated not only by how many are touched but by how well students thrive.

The way forward is not a separate path; it is the continuation of the same current that runs through our wires and our work. It is in the measurable reduction of emissions and water, in the closing of material loops, in the strengthening of ecosystems and communities, and in the embedding of sustainability into every decision. It is a future where performance and purpose are indistinguishable, and where every connection we enable carries the assurance of responsibility.

GRI CONTENT INDEX

GRI 2021 Standards Mapping & References

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	
	2-3 Reporting period, frequency and contact point	
	2-4 Restatements of information	
	2-6 Activities, value chain and other business relationships	About RRKabel
	2-9 Governance structure and composition	Maintaining Trust Through Governance
	2-10 Nomination and selection of the highest governance body	
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	
	2-14 Role of the highest governance body in sustainability reporting	
	2-16 Communication of critical concerns	Social Responsibility
	2-17 Collective knowledge of the highest governance body	Maintaining Trust Through Governance
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	
	2-22 Statement on sustainable development strategy	
	2-23 Policy commitments	
	2-24 Embedding policy commitments	
	2-25 Processes to remediate negative impacts	
	2-26 Mechanisms for seeking advice and raising concerns	
	2-27 Compliance with laws and regulations	
	2-28 Membership associations	About RRKabel
	2-29 Approach to stakeholder engagement	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Approach to Sustainability
	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	Environmental Stewardship

GRI Standard	Disclosure	Location
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain
GRI 302: Energy 2016	302-1 Energy consumption within the organization 302-2 Energy intensity 302-4 Reduction of energy consumption 302-5 Reduction in energy requirements of products and services	Environmental Stewardship
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Environmental Stewardship
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Environmental Stewardship
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions 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	Environmental Stewardship
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts 306-3 Waste generated	Environmental Stewardship
GRI 403: Occupational Health and Safety 2018	401-3 Parental leave 403-1 Occupational health and safety management system 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	Social Responsibility
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	Social Responsibility

GRI Standard	Disclosure	Location
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 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	Social Responsibility
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Social Responsibility
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	Sustainable Supply Chain
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	Sustainable Supply Chain
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Maintaining Trust Through Governance