

An aerial photograph of a dense green forest. A narrow dirt road winds through the trees, and a small white car is visible on the road.

WIRED TO A
BRIGHTER
TOMORROW

A photograph of several wind turbines in a field, with hills in the background. The image is overlaid with a green circular graphic element.

**Sustainability
Report** **FY23**

SUSTAINABILITY REPORT FY23

CONTENTS

About the report	4
Message from the CEO	5
The Many Blocks That Build Us	6
RR Kabel Highlights	6
Who we are	7
Geographical presence	10
Our Approach towards Sustainability	11
Maintaining Trust through Governance	13
Leadership	13
Our Policies	14
Building Meaningful Relationships	17
Stakeholder engagement framework	17
Materiality	18
Managing Risks and Seizing Opportunities	19
Targets & Commitment to continuous improvement	20
Enhancing Efficiency of Our Resources	22
Environmental Management System	22
Energy Management	22
GHG Emissions	23
Waste/ Hazardous Waste Management	24
Water Quality & Wastewater Management	24
Biodiversity	25
Responsible Operations	26
The backbone of RR Kabel	30
Occupational health and safety	33
Giving Back to those who Make Us	35
GRI content index	36

"Rewiring the future: Our journey towards sustainability"

About the report

It's the second year of RR Kabel of disclosing environmental, economic, and social performance. RR Kabel has published the Sustainability Report as a stand-alone document. This mode of reporting allows us to explain RR Kabel's progress towards sustainability. Through sustainability reporting, we analyse our company's strategy, set goals and targets, measure and advance our performance, and ultimately develop a sustainable business model that adds value to the society.

RR Kabel uses the Sustainability Report as a reference to all Stakeholders, in a coherent, rigorous and engaging manner, and let know how environmental, social and governance sustainability have become central to the Group's activities. We report in reference with the latest version of the Global Reporting Initiative (GRI) Standards. Furthermore, the report aligns with the recommendations of CDP and Sustainable Development Goals (SDGs).

The sustainability performance data provided in the report covers information from RR Kabel's financial year, 01 April 2022 to 31 March 2023. The reporting cycle is aligned with the financial disclosure cycle. The electronic version of the report can be found on our website for reporting on sustainability at: <https://www.rrkabel.com/sustainability/sustainability-report>

Reporting scope & boundary

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

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

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



Managing Director's MESSAGE



Climate change has profoundly influenced the world, manifesting in heightened temperatures, altered weather patterns, and ecological shifts. This global phenomenon has also left an indelible mark on the electrical industry. The sector has grappled with increased demand due to temperature-related energy spikes, supply chain disruptions from extreme weather events, and regulatory pressures to adopt greener technologies. At RR Kabel, we recognize the imperative for corporate action to support India in fulfilling its international climate and social obligations.

With immense pride and a profound sense of responsibility, we are introducing the second edition of our Sustainability Report at RR Kabel. Our commitment to sustainability remains steadfast and resolute as we navigate the dynamic currents of the modern business landscape.

Our corporate purpose establishes the shared foundation that binds us all together at RR Kabel Ltd.: Meaningful changes to the lives we touch. Our methodical ESG strategy commenced with formulating our ESG objectives, which encompass fulfilling sustainability expectations of our customers, tracking and sharing vital metrics, and bolstering our resilience against future ESG risks. The selected KPIs align with fundamental sustainability themes such as emissions and climate change, water management, diversity, human capital, environmental management system (EMS), and governance.

These pages will give you a comprehensive account of our journey towards a more sustainable and resilient future. Our deep-rooted values of integrity, innovation, and environmental stewardship have always underpinned our pursuit of excellence. This report is a testament to our strides and our results in harmonising the often-intricate balance between economic growth, social progress, and environmental protection.

Our efforts are not merely about compliance or optics; they reflect our unwavering dedication to creating lasting value for our stakeholders and the communities we serve. Our ESG Policy demonstrates our focus on sustainability, combined with operational excellence and enhanced offerings, underscores our dedication to achieving RR Kabel's climate-related objectives. We're not only helping customers decrease their carbon footprint but also addressing their demands for performance, durability, and economic value by investing in energy transition technologies, operational efficiency, and emissions reduction. Environmental sustainability is just one facet of our ESG commitment.

Our efforts extend to cultivating a diverse, inclusive, and safer workforce, while collaborating with partner agencies to build resilient communities worldwide, showcasing our strong corporate citizenship. Continuing our tradition of providing products and services that elevate living standards and contribute to sustainable development, we support consumers through the energy transition, contributing to a brighter and more sustainable world.

As we traverse the path ahead, we recognize the interconnectedness of our actions and their repercussions on the world around us. This report underscores our transparency in communicating our successes, challenges, and the opportunities we see on the horizon. It is a call to collaborate, innovate, and redouble our efforts to pursue a more sustainable and equitable world.

I extend my heartfelt gratitude to every member of our RR Kabel family, our partners, and our stakeholders for their unwavering support and dedication to our shared vision. The journey towards sustainability is ongoing, and as we continue to evolve, we remain committed to pushing the boundaries of possibility and leading by example.

THE MANY BLOCKS THAT BUILD US

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



RR KABEL HIGHLIGHTS

AWARDS

- GEO Excellence Award: "Best Practices and Innovation in the Field of HR" Award
- Kaizen Award: Won first prize and second prize as runner-up in this competition.
- Times Now Super employee 2022: The Company has nominated the 2 best employees based on the above criteria, which in turn was facilitated by Time Group of Magazine with certification of "Time Super Employee of the Year-2022".

SILVASSA PLANT

- Saarthi Award
- HEM Sampark
- Best Performer in NWHW 2023
- One of our fellow team members Mr Akash Chavan represented India at WAKO Seniors Asian Kickboxing Championship in Bangkok, Thailand wherein he won the Bronze Medal.

MEMBERSHIP ASSOCIATIONS

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

WHO WE ARE

1998

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

1999

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

2011

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

2012

Started manufacturing LT cables.

2013

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

2014

Started manufacturing special application cables.

2017

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

2020

Launched HT Cable & Acquired Arraystorm.

2022 - 23

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

RR Kabel is a global distributor of wires and cables, switches, lighting solutions and other consumer products, with more than 17 years of combined experience and serves more than 80 countries around the world. RR Kabel is part of RR Global, a USD 1.25 billion conglomerate in the electrical sector with a presence in over 90+ countries globally. The group's extensive knowledge and experience has made RR Kabel, one of the most indispensable brands, highlighting its consistent quality and safety. We are known for manufacturing the widest range of Wires & Cables.

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

Our much-acclaimed initiative of being the first to introduce the REACH & RoHS compliance and several other ground-breaking innovations has brought us 27 international credentials, including ISO 9001, ISO 50001, 45001 and ISO 14001.

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

1200+
ELECTRICAL
SOLUTIONS

PRESENCE
IN OVER
90+
COUNTRIES

PAN INDIA
REACH
STATISTICS
800+
OF DISTRIBUTORS

PAN INDIA
REACH
STATISTICS
800+
OF ELECTRICIANS

PAN INDIA
REACH
STATISTICS
800+
OF DEALERS

PAN INDIA
REACH
STATISTICS
800+
OF RETAILERS

OUR VISION MISSION AND VALUES

**TRUST
IS OUR
CORE VALUE**



**INNOVATION
IS OUR
PASSION**



**QUALITY
WE DELIVER
BY DEFAULT**



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

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

BUSINESS SEGMENTS OF RR KABEL

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

Electrical Wires:

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

Cables:

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

Electrical Accessories:

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



Products



Construction
and Building
Range



Single Core



Control Cables



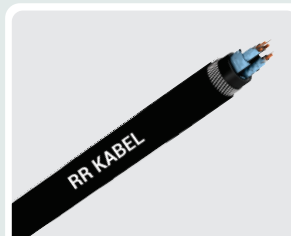
Drag Chain
& Servo Cables



Data &
Communication
Cables



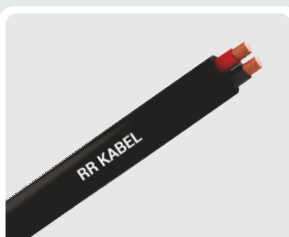
Appliance
Wiring Material



Instrumentation
Cables



Silicon Cables



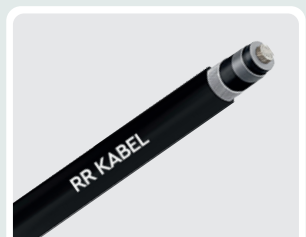
Auto Cables



Fire And
Security Cables



LT Power
Cables

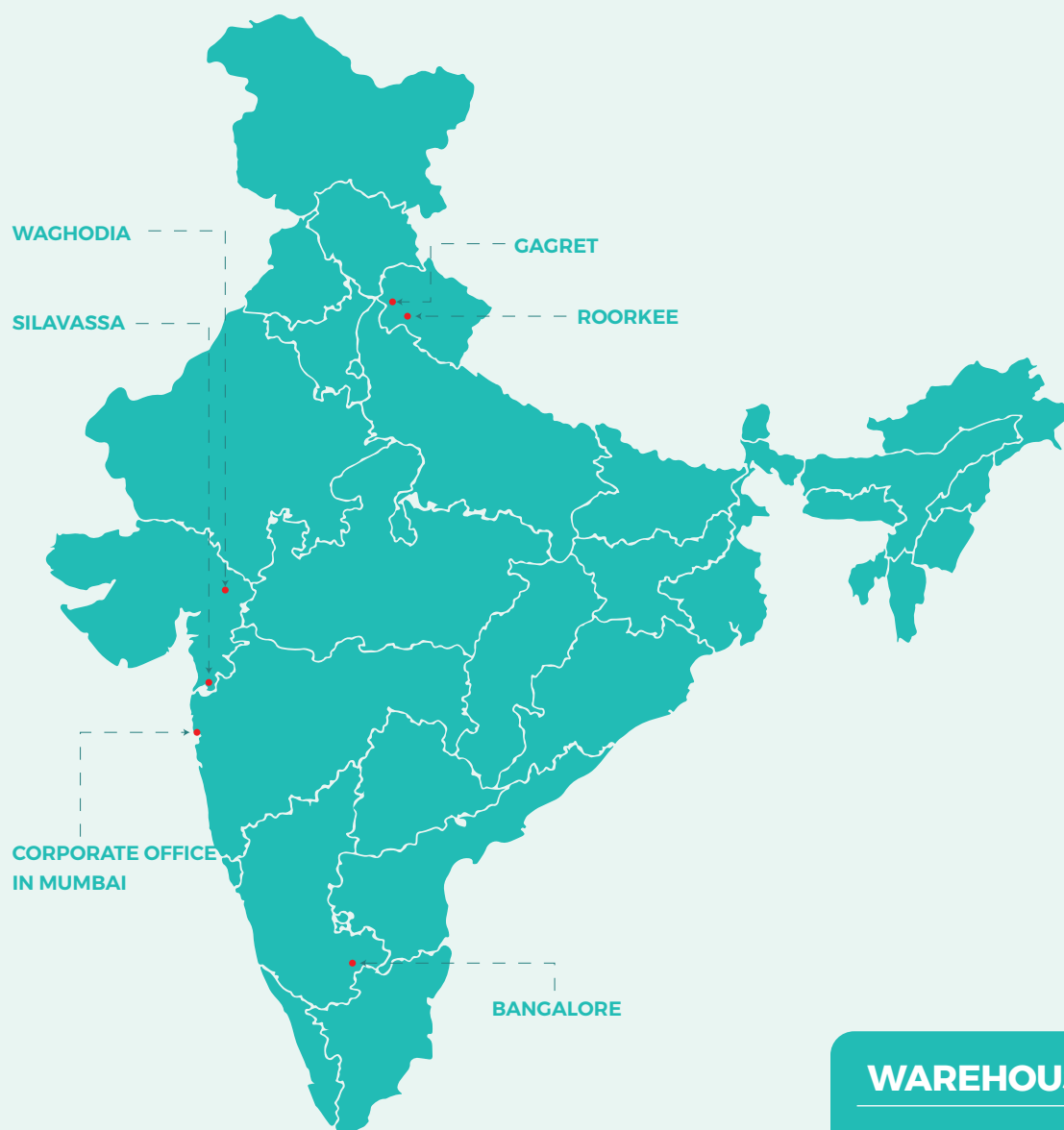


HT Power
Cables



Application
Based Cables

GEOGRAPHICAL PRESENCE



WAREHOUSES

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

SUBSIDIARIES, ASSOCIATES & JOINT VENTURES

A full-page photograph of a forest. Sunlight filters through the dense green canopy, creating a bright starburst effect on the left. A path of fallen leaves leads into the distance between tall, slender trees. The overall mood is peaceful and natural.

OUR APPROACH TOWARDS SUSTAINABILITY

Creating a brighter future for people, planet and society

Our corporate purpose defines the common ground that unites all of us at RR Kabel Ltd.: Meaningful change to the lives we touch. With our pioneering spirit, our knowledge, our products and technologies, we want to enrich and improve the lives of billions every day and shape a viable future for the next generations. Our sustainability strategy is inspired by our vision. We will actively drive the transformation to a sustainable economy and society, help to protect and regenerate the natural environment, contribute to strong communities and to strengthen trust with our stakeholders.

Our structured approach to ESG began with the articulation of our ESG goals, viz., meeting our customer expectations on sustainability, measuring, monitoring and communicating key metrics and being prepared for the future by being resilient against ESG risks. This was followed by an identification of material ESG issues, gap assessment with respect to existing policies, benchmarking with peers and finalization of key performance indicators (KPIs) to translate the above ESG goals into action. The chosen KPIs are part of some core sustainability themes like emissions & climate change, water, diversity, human capital, environment management system (EMS) and governance. We plan to formalize data capture, measurement, reporting and disclosing on these KPIs across our core functions over the upcoming years to ensure progress of our ESG goals.

The United Nations adopted the Sustainable Development Goals (SDGs) in September 2015, designed to end poverty, fight inequality, and injustice, and tackle climate change by 2030.

We support the United Nations Sustainable Development Goals (SDGs) within the sphere of our corporate business strategy. We contribute to a number of the SDGs and are particularly pleased to see a dedicated goals. The SDGs have been an integral part of our sustainability reporting.



ESG journey at RR Kabel



Wired through our operations

RR Kabel Ltd. strives to operate sustainably in support of the SDGs. We have adopted several policies and programs that directly contribute to them, as do our sustainability targets and goals. Our sustainability efforts are not limited within the organization, but span across the entire supply chain – promoting optimal use of resources and establishing ourselves as the partner of choice for our customers. Our entire range of wires and cables are ROHS and REACH compliant for distribution in the Indian and overseas market. 60% of our facilities are ISO 14001 and ISO 45001/ OHSAS 18001 certified. As we are an energy & water intensive business, we are committed to resource efficiency and undertake low-cost, efficient operations.

Wired through our stakeholders

We recognize people as our most valuable resource, and their health and well-being are critical to our success. To protect our workforce, we have formulated an enterprise-wide safety system with robust policies and standards under the umbrella of Environment, Health, and Safety (EHS).

Wired through our leadership

A dedicated ESG function with a governance charter is being planned to give further impetus to the KPIs being rolled out across the organization. Our governance also plans to drive sustainability in our supply chain by implementing supplier audits, integrating ESG in supplier contracts and incorporating ESG factors in supplier reviews.

ESG policy

The inclusion of sustainability as a focal area, along with operational excellence, improved offerings and services, demonstrates our efforts to meet climate-related goals of RR Kabel. We are assisting our customers in reducing their carbon footprint while simultaneously satisfying their demands for performance, durability, and economic value by investing in technology that facilitates energy transition, operating efficiency, and lower emissions. Environmental sustainability is just one aspect of our ESG commitment.

We are working to create a more diverse and inclusive, safer and highly skilled workplace. Through our partner agencies which support the development of stronger, more durable, and sustainable communities all over the world, we also exhibit strong corporate citizenship. We are continuing our tradition of offering goods and services that boost living standards and contribute to sustainable development, helping our consumers through the energy transition as they create a brighter, more sustainable world.





MAINTAINING TRUST THROUGH GOVERNANCE

LEADERSHIP

Our Board Consists of 14 members, constituting Independent and whole-time directors, meeting quarterly.



**SHRI
TRIBHUVANPRASAD
KABRA**
Chairman



**SHRI
SHREEGOPAL
KABRA**
Managing Director



**SHRI
MAHENDRAKUMAR
KABRA**
Jt. Managing Director



**SHRI
MITESH DAGA**
Director



**SHRI
BHAGWAT SINGH
BABEL**
Independent Director



**SHRI
VIPUL SABHARWAL**
Independent Director



**SMT.
JYOTI
DAVAR**
Independent Director



**SHRI
RAMESH
CHANDAK**
Independent Director

AUDIT COMMITTEE

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

NOMINATION AND REMUNERATION COMMITTEE

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

CSR COMMITTEE

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

RISK MANAGEMENT COMMITTEE

NAME	DESIGNATION
• Tribhuvanprasad Rameshwarlal Kabra	Chairman
• Bhagwat Singh Babel	Member
• Dinesh Aggarwal	Member

STAKEHOLDERS RELATIONSHIP COMMITTEE (SRC)

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

FINANCE COMMITTEE

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



Our Policies

The ethical command of an organization is an essential element in establishing its credibility and furthering its mission. The purpose of this code is to provide a clear framework within which employees of RR Kabel are expected to conduct themselves. The RR Kabel's management strives to maintain a work environment for its staff in which honesty integrity and respect for fellow employees and the customers/stakeholders and suppliers of the company is constantly reflected in personal behaviour and standards of conduct.



CSR POLICY



QUALITY POLICY



ENVIRONMENT POLICY



HUMANRIGHTS POLICY



HEALTH AND SAFETY POLICY



VIGIL MECHANISM POLICY



RELATED PARTY TRANSACTION POLICY



RISK MANAGEMENT POLICY

We are an equal opportunity employer, which means we will hire, employ, terminate employees on the sole basis of merit and the candidate's ability to perform the requirements of the role. RR Kabel shall not be engaged in any form of discrimination under the basis of caste, religion, gender, status, disability, etc. The organization has a formal target process to document and report incidents, complaints, corrective actions and closure relating to cases of discrimination by 2025. The company is committed to develop a culture where it encourages safety and anonymity for all employees to raise concerns about an unacceptable practice or any event of misconduct.

RR Kabel is committed to the recognition of merit as the base of providing employment and shall provide equal opportunities to all its employees without regard to their race, caste, religion, colour, ancestry, marital status, sex, age, nationality, and disability. Employees of RR Kabel shall be treated with dignity and in accordance with the RR global principles and maintain a work environment free of sexual harassment, whether physical, verbal or psychological.

RR Kabel has policy on preventing and eliminating all forms of child and forced labour. Zero incidents reported for FY 22-23.

RR Kabel is committed to uphold the commitment of the company to provide an environment that is free from discrimination, prejudice, gender bias and sexual harassment. To tighten the policy further, awareness workshops are conducted by the Learning & Development depart-

ment on an annual basis, capturing the attendance of employees present during the workshop.

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

Zero Number of incidents of non-compliance with regulations and/or voluntary codes, relating to health & safety impacts of products and services for FY 22-23

Nomination and Remuneration Process

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

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

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

IT & Cyber Security

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

Drive GTM Strategy through Sales Analytics leveraging PowerBI dashboards

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

Value led ERP Transformation

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

Migration to Modern Workplace

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

Automated online weighing on production lines

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

Skill enhancement of IT team to adopt new age technologies

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

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



BUILDING MEANINGFUL RELATIONSHIPS

STAKEHOLDER ENGAGEMENT FRAMEWORK

Stakeholder	Channels of Communication	Frequency of Engagement	Stakeholder Engagement
 Customers			<p>Through sharing Scope 142 millions to aid supply chain transparency and introducing more sustainable products and services, we are listening to and anticipating our customer's needs</p>
 Suppliers			<p>RR Kabel is committed to ethical sourcing and supplier conduct in procurement across the organization. The evolving Supplier Code of Conduct would identify and outline the critical Environmental and Social requirements that will be expected of the suppliers in all procurement dealings. We work closely with suppliers to understand their own sustainability journey and, when appropriate, bring them onto our journey.</p>
 Employees	<ul style="list-style-type: none"> • HRMS, Notice Board, Email, Virtual Meeting, Social media, HR Connect 	<ul style="list-style-type: none"> • As and when required • Monthly • Quarterly • Regularly 	<ul style="list-style-type: none"> • To conduct training session related to process, policies. • To understand general concerns/feedback and share updates on the employee engagement /development. • New joinee announcement, Organisation Announcement, Significant achievements/ updates.
 Investors			<p>By proactively working with our investors, we are ensuring that current priorities are identified. supporting our efforts to successfully navigate ESC driven change. Our proactive investor engagement helps to address priorities on the horizon, such as the management of climate-related risks and DEA-related disclosures.</p>

Selection of stakeholder categories

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

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

Materiality

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

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

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

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

MANAGING RISKS AND SEIZING OPPORTUNITIES



Climate Change

Our major focus till date was on business expertise and our organization is under the process to recognize the need for climate- related expertise and actively seek to include board members with relevant competence in the next two years. Currently, we have established external advisory groups or have engaged consulting with experts in the field. These groups subject area that provide guidance, expertise, and recommendations on climate- related issues to help inform the boards decision-making process.

R R Kabel is well aware of its role in both contributing to and alleviating the challenge of climate change. Its operations, like those of many industrial enterprises, unavoidably influence the environment. While cables and wires are necessary for contemporary infrastructure, their manufacture and distribution consume energy and materials. RR Kabel, on the other hand, takes a proactive position in recognising these difficulties and is working hard to reduce its impact on climate change. The firm intends to reduce its operating carbon footprint through severe energy efficiency measures, sustainable material procurement, and responsible waste management. Furthermore, R R Kabel's focus on developing innovative, ecologically friendly goods underlines its commitment to crafting a more sustainable future.

Management of responsibility for climate-related issues

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

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

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

TARGETS & COMMITMENT TO CONTINUOUS IMPROVEMENT

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

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

ESG Pillars	Topic	Target	Target status for FY 21-22	Target status for FY 22-23	Target set for 2025
Social	Diversity, Equity & Inclusion	Does the organization have a statement or policy on DE&I	NO	YES	YES
		Proportion of women in workforce	8.26%	6%	10%
		Proportion of female employees hired in this reporting period	5%	7%	14%
		Does the organization have a formal process to document and report incidents, complaints, corrective actions and closure relating to cases of discrimination?	NO	YES	YES
	Sustainable Supply Chain	Does the Supplier Code of Conduct include environmental and social clauses?	NO	YES	YES
	Occupational Health & Safety	Proportion of facilities certified with OHSAS 18001 or ISO 45001	75%	60%	100%
		Average Hours of safety training per employee	0.5 hrs.	0.51 hrs.	4 hrs.
		Proportion of employees given health and safety training	6.41%	21.79%	>40%

ESG Pillars	Topic	Target	Target status for FY 21-22	Target status for FY 22-23	Target set for 2025
	Occupational Health & Safety	Workplace accident frequency rate/Lost Time Injuries Frequency Rate	0.08	0.07	0
		Rate of injury	3.36	0.17	0.5
		Rate of injury	3.26	0.14	3.0
		Employee work-related fatality incident rate	0	0	0
Governance	Business Ethics	Proportion of employees trained on Code of Conduct	0%	100%	>90%
	Human Rights	Does the organization provide paid parental leave?	NO	NO	YES
		Does the organization have a policy on human rights?	NO	YES	YES
		Does the organization have a statement or policy on preventing and eliminating all forms of child & forced labour?	NO	YES	YES
		Employee Turnover Rate	12.91%	19.82%	12%
	Risk & Control	Is there board-level oversight of sustainability issues within your organization?	NO	YES	YES
Environment	EMS	Percentage of facilities that are ISO 14001 certified	75%	60%	100%
		Has the organization been involved in any incidents of non-compliance with environmental laws or regulations?	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
		Scope 2 emission intensity (TCO2/ Million USD)	79.81	70.65	65
	Energy	Energy Intensity - Revenue Based	0.10	0.109	0.10
		Proportion of renewable energy in total energy consumption	5.23%	1.90%	15%
		Does the organization have energy related targets?	NO	YES	YES
		Does the organization have initiatives to reduce energy consumption	NO	YES	YES

ENHANCING EFFICIENCY OF OUR RESOURCES



Environmental Management System

Climate change is a pressing issue today, and we recognize the importance of addressing it for a brighter tomorrow. We are committed to adopting appropriate measures and best practices to help mitigate climate risks and the associated impacts on our business operations. Our ambition to deliver world-class sustainability solutions to reduce our customers' footprint also requires us to reduce our own emissions and the impact of our own operations. A better tomorrow starts from within, and we are progressing on achieving our targets by 2025.

ACT

Rectification and preventive measures along with supervisory evaluation should be taken.

PLAN

Environmental Management Plan Goals & Objectives

CHECK

Monitoring Internal/ External Audits

DO

Implementation Training & Education

Energy Management

We operate in an energy intensive industry and to mitigate the risks associated with energy requirements, we have undertaken strategic initiatives in our value chain for energy sourcing and also in developing our in-house capacity to cater to that demand. Use of alternative fuels, waste recovery and use of renewable energy like: solar, implementation of energy management system (ISO 50001) further strengthen our energy management landscape. 40% of our facilities are ISO 50001 certified.

At our Waghodia plant, we have installed energy efficient LED bulbs and HVLS fans. The shop floor roof is designed for maximum use of sunlight. Further, the plant doesn't use any lights in the daytime on the shop floor.

ENERGY CONSUMPTION (KWH)

FY 22-23

TOTAL ENERGY CONSUMPTION	67.83
TOTAL FUEL CONSUMPTION BY ORGANIZATION (SCOPE 1)	4.57
TOTAL CONSUMPTION OF PURCHASED ELECTRICITY (SCOPE 2)	61.97
TOTAL RENEWABLE ENERGY CONSUMPTION	1.29

Procurement

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

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

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

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

Case Study: Steering Solar for energy efficiency

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

Solar Panel Features of Waghodia plant:

- No. of Photovoltaic & Ratings: 3800 Nos. & 320 W
- SPV Module types & Make: Polycrystalline & JA Solar
- Inverters Type & Make: String & Delta
- No. of inverter & Rating: 19 Nos. & 15 kW
- Transformer: 1100 kVA
- Total solar produced units: 1027585 kWh out of that we have exported the 31905 kWh to MGVCL during the weekly off.
- Amount of solar power generated and used in INR: INR – Generated: Rs. 84,26,197.00 & Used: Rs. 81,64,576.00
- Energy Conservation: Power factor and EHV rebate. In Energy conservation initiative we are working on the power factor improvement and also benefits due to the 66 kV substation. (Power factor + EHV rebate).

Solar Panel Features of Silvassa plant:

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

GHG Emissions

For many years we have worked to reduce emissions from our operations. We have now additionally taken target-based measurements for our Scope 1, and 2 emissions. The target covers Scope 1 and Scope 2 gross operated emissions as these are the emissions over which we have the most control. We have also calculated our Scope 3 emissions for FY 22-23.

Scope (tonnes /CO2)	FY 2021-22	FY 2022-23
Scope 1 emissions	703.19	1227.3
Scope 2 emissions	40,586.19	44,001.2
Scope 3 emissions	0	14,488.8

GHG Emission intensity Revenue based (Million USD)	FY 2021-22	FY 2022-23
Scope 1 and 2	81.19	72.62
Scope 2	79.81	70.65

Waste/ Hazardous Waste Management

Operating in a resource-intensive industry, the focus of our strategy is to optimize efficiency and create less waste. We reuse or recycle any waste we generate wherever possible, rather than sending it to landfill, which provides us with an additional supply of valuable resources.

Waste Management at Waghodia facility

- Products are REACH & ROHS compliant
- Total solid waste generated (in MT) in FY 22-23: 710.73

Water Quality & Wastewater Management

We use water in our operations for a variety of reasons, including preventing equipment scaling, corrosion and fouling, removing lubrication and chemical residues and providing clean surfaces for treatment. In 2021, we continued to take measures to align water management practices across our locations with our sustainability ambitions. Wherever feasible, we used closed-loop water systems to help reduce our water consumption and to minimize pollution.

Water Management at Waghodia facility

- Rainwater harvesting installed special nozzles to reduce water usage
- 10 Rechargeable borewells
- 2 of the 10 recharge borewells were added in FY 22-23 in premises to effectively increase the conservation of available rainwater runoff.
- Rainwater recharge quantum of 48440 m³/year was increased to **XX** m³/year with construction of additional borewells.

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

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

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

Given these facts, our authorities have decided to augment available rainwater runoff by constructing suitable ground water recharge structures in premises for which technical study was allotted to “Reva Consultancy, Ahmedabad”. Seeing this opportunity, the company has constructed 8 Recharge wells in premises with a rainwater recharge quantum of 48440 m³/year.

Biodiversity

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

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

Green Spaces

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

We have planted more than 30 different species of trees. All degraded and open land area in our vicinity has been developed to reap vegetation helping better soil quality containing microbes and bacteria. We have created large percolating wells which collect roof top rain runoff and divert water. As a result, rainwater can penetrate the soil and gradually reach underground aquifers and reservoirs. This has resulted in the increase of the ground water level substantially within the campus. Our green areas are helping the climate regulation, retain moisture in the soil and increase transpiration.

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

Total 17165 Trees and shrubs are planted at RR Kabel Waghodia, out of which 2906 were planted in FY 22-23

Flourishing Fauna

As part of our initiative to work towards maintaining social balance and biodiversity we have installed a cow shed in the unused land within our campus. We have developed and propagated progenies of a breed called "Gir" maintaining their progeny lineage by not interbreeding them, so that the cows are healthy and sturdy, and surviving diseases. We

donate the calves to surrounding farmers. Till date 22 calves have been donated. Using the cow dung, urine and buttermilk we have improved patches of land which were saline to fertile land where vegetables, creepers, and flowers have flourished.

RESPONSIBLE OPERATIONS

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

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

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

Product and Profit

We aim to achieve customer satisfaction by consistently meeting the needs and expectations related to its products and services. In its pursuit of excellence, we expect to achieve quality objectives at all levels, meet the applicable requirements – legal and others (including the requirements of ISO 9001:2015 and IATF 16949:2016) and have a robust Quality Management System. We foresee continually improving our products, processes, systems and services in order to achieve customer delight.

One of the featured products of RR Kabel under Construction and building range is “FIREX LSOH: Low Smoke 0 Halogen. These cables are ideal for domestic applications, conduit wiring and fixed, protected installations. Apart from residential and commercial properties, these cables are best suited for Auditoriums, Hospitals, Hotels, Schools, Stadiums and all constructions for Public usage. These cables are ideal for use in environments where high-performance, reliability and safety is a norm.

Description

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

Supply Chain Management

RR Kabel believes in the Kaizen mechanism, creating continuous Improvement based on the idea that small, ongoing positive changes can reap significant improvements.

Typically, it is based on cooperation and commitment and stands in contrast to approaches that use radical or top-down changes to achieve transformation. It was developed in the manufacturing sector to lower defects, eliminate waste, boost productivity, encourage worker participation, accountability, and promote innovation. Kaizen can use several approaches that document, analyse, and improve information or material flows required to produce a product or service to focus on quality improvements.

Kaizen cycle for continuous improvement

- Get employees involved. Seek the involvement of employees, including soliciting their help in identifying issues and problems. Doing so creates buy-in for change. Often, this is organized as specific groups of individuals charged with gathering and relaying information from a wider group of employees.
- Identify Issues: Utilize comprehensive input from all staff members to compile a catalog of challenges and potential prospects. In case of numerous concerns, organize them into a list.
- Create a solution: Encourage employees to offer creative solutions, with all manners of ideas to be encouraged. Pick a winning solution or solutions from the ideas presented.
- Test the solution. Implement the winning solution chosen above, with everyone participating in the rollout.
- Analyse the results: Monitor the advancement by establishing clear plans, designating responsible individuals, and ensuring the continued involvement of frontline employees.
- Assess the effectiveness of the implemented changes: If results are positive, adopt the solution throughout the organization.

Global Kaizen initiatives

Area	Saving Amount (Rs.)	Instances
5S	460256	6
Energy Saving	XX	XX
Productivity & Environment	1366500	10
Ergonomics	XX	XX
Productivity	1556694	19
Productivity & Quality	XX	1
Safety	XX 1292819	XX 15
Cost Saving	563435	5

Product Governance

We aim to achieve customer satisfaction by consistently meeting the needs and expectations related to its products and services in its pursuits of excellence, we expect to achieve quality objectives at all levels, meet the applicable requirements-legal and others (including the requirements of 9001:2015 and IATF 16949:2016) and have a robust Quality Management System. We foresee continually improving our products, processes, systems and services in order to achieve customer delight related to sustainable procurement.

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

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

Customer Relations

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

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

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

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

THE BACKBONE OF RR KABEL



Making RR Kabel a better place to work

At RR Kabel, we are committed to creating a safe, healthy, and inclusive work environment for all our employees. We strive to provide a workplace where everyone can thrive and contribute to our success.

Our commitment to safety is reflected in our comprehensive safety programs, including regular training, safety audits, and a strong safety culture. We ensure that all our employees are equipped with the knowledge and resources to work safely.

We also focus on promoting a healthy work-life balance. Our flexible work arrangements and wellness programs help our employees maintain their physical and mental health, leading to increased productivity and engagement.

Inclusivity is a core value at RR Kabel. We foster a diverse and inclusive workplace where all voices are heard and valued. Our employee resource groups and diversity training initiatives support this commitment.

Continuous improvement is a key part of our strategy. We regularly seek feedback from our employees and use it to enhance our workplace environment, ensuring it remains a great place to work.

At RR Kabel, we believe that a better workplace leads to a better business. We are dedicated to ongoing efforts to create a positive and supportive work environment for all.

Join us at RR Kabel, where we work together to make a difference. We are proud to be a part of a team that values safety, health, and inclusivity.

For more information about our workplace initiatives, please visit our website or contact our HR department. We are always looking for ways to improve and welcome your input.

Thank you for being a part of the RR Kabel family. We are committed to making RR Kabel a better place to work for everyone.

RR Kabel
Creating a better place to work, one step at a time.

Training and Development Opportunities

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

Focused Internal Promotions:

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

360-degree Feedback Approach:

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

RR Kabel Star Scholarship Programme



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

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



Employee diversity and inclusion initiatives

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

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



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

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

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

KPI	RR Kabel FY21-22	RR Kabel FY22-23
Does the organization have a statement or policy on Diversity, Equity and Inclusion (DEI)	NO	YES
Proportion of female employees hired in	5%	7%
Does the organization have a policy on human rights?	NO	YES
Proportion of employees given health and safety training	6.4%	21.79%
Proportion of women workforce	8.26%	6%
Employee Turnover rate	12.91%	19.82%

EMPLOYEE ENGAGEMENT PROGRAMS

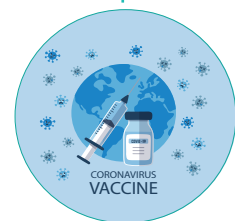
With the implementation of employee engagement programs, employees feel more connected, excited to come to work, and fully prepared to contribute. The positive effects of employee engagement extend beyond fostering a strong work culture and include reduced turnover, increased productivity, improved work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



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

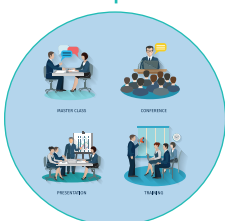
Covid-19 Vaccination Booster Dose Drive-30 July 2022

As a part of the Vaccination drive after the completion of camps for the first and second doses of Covid Vaccine, Booster Dose's camp was arranged to facilitate the employees and increase their immunities.



Stress Management - Emotional Freedom Techniques

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





Action for Happiness

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

Mindfulness at workplace

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

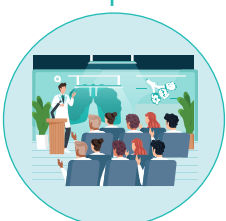


Yoga Session

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

Health check-up

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



Seminar on Tuberculosis

For the purpose of raising awareness among our employees, RR Kabel organized this session. It was attended by 58+ employees from various departments. The session was participatory, and employees exited the auditorium with a better understanding of the topic.

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

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

Recognition for Long-Term Commitment:

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

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

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

Occupational health and safety

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

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

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

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

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

Safety Measures

Safety Education, Training & Interaction

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

Safety Events Celebrations

- Global & National Safety Days celebrated each year with Safety Poster, Safety Quiz, Safety Slogan Competitions
- World Environment Day-2022 celebrated with the theme "Only One Earth"
- Rewards given to competition winners on Safety Events
- Monthly special recognition to employees for Safety Kaizens and Ideas

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

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

**GIVING BACK
TO THOSE WHO
MAKE US**

RR Kabel Limited stands committed to the social and economic development of the communities in which it operates. The Company's commitment towards this includes contributing to Institutions which are engaged in activities aligned to the activities forming part of its CSR policies.

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

- Livelihood enhancement projects.
- Ensuring environmental sustainability.
- Promoting education.
- Other activities defined in Schedule VII as may be identified in future by the CSR Committee.

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

WHAT	WHERE	HOW
Centres are placed for Training and skill development for promoting Education. Total Amount spent in FY 22-23 is ₹ 134.00 Lakhs. Duration of the project is 2 years.	Bhubaneswar, Odisha	Through Ekal Gramothan Foundation
₹ 16 lakh was spent for Development of socially weak & vulnerable children in promoting education.	Vadodara, Gujarat	Through Vadodara District Probation and Aftercares
RRoshni	Place	Through

WHAT

WHERE

HOW

CSR

GRI content index

Statement of use

RR Kabel has reported the information cited in this GRI content index for the period 1st April 2022 to 31st March 2023 with reference to the GRI Standards.

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

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

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Enhancing Efficiency of Our Resources
	306-3 Waste generated	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	The backbone of RR Kabel
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	
	401-3 Parental leave	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	The backbone of RR Kabel
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-9 Work-related injuries	
	403-10 Work-related ill health	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	The backbone of RR Kabel
	404-2 Programs for upgrading employee skills and transition assistance programs	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Maintaining Trust through Governance
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Maintaining Trust through Governance
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Maintaining Trust through Governance

GRI STANDARD	DISCLOSURE	LOCATION
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Maintaining Trust through Governance
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Maintaining Trust through Governance
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Maintaining Trust through Governance
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	Giving Back to those who Make Us
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Operations
	414-2 Negative social impacts in the supply chain and actions taken	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Responsible Operations
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Responsible Operations

