

POLYCAB INDIA LIMITED

CIN: L31300GJ1996PLC114183

#29, The Ruby, 21st Floor, Senapati Bapat Marg, Tulsi Pipe Road,
Dadar (West), Mumbai -400028

Tel: +91 22 2432 7070-74

Email: shares@polycab.com Website: www.polycab.com



Date: June 08, 2023

To
Department of Corporate Services
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai - 400001

To
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G, Bandra
Kurla Complex, Bandra, Mumbai - 400051

Scrip Code: 542652 Scrip Symbol: Polycab

ISIN: INE455K01017

Dear Sir(s) / Madam(s),

Sub: Submission of Business Responsibility and Sustainability Report for Financial Year 2022-23

Pursuant to Regulation 34(f)(2) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2022-23, which also forms part of the Integrated Annual Report for FY 2022-23.

This is for the information of the exchange and the members.

Kindly take the same on your record.

Thanking you

Yours Faithfully
For **Polycab India Limited**

Manita Carmen A. Gonsalves

Company Secretary and Head Legal

Membership No.: A18321

Address: #29, The Ruby, 21st Floor, Senapati Bapat Marg,
Tulsi Pipe Road, Dadar (West), Mumbai, MH-400028



Registered Office:
Unit No.4, Plot No.105, Halol Vadodara Road
Village Nurpura, Taluka Halol, Panchmahal, Gujarat-389350
Tel : 2676- 227600 / 227700

Business Responsibility and Sustainability Report

Section A: General Disclosures

Sr. No.	Details of the listed entity:	
1.	Corporate Identity Number (CIN) of the Entity	L31300GJ1996PLC114183
2.	Name of the Listed Entity	Polycab India Limited (the Company / Polycab)
3.	Year of Incorporation	1996
4.	Registered Office Address	Unit No.4, Plot No.105, Halol Vadodara Road, Village Nulpura, Taluka Halol, Panchmahal, Gujarat – 389350
5.	Corporate Address	Polycab India Limited #29, “The Ruby”, 21 st Floor, Senapati Bapat Marg, Tulsi Pipe Road, Dadar West, Mumbai – 400 028
6.	E-mail	shares@polycab.com
7.	Telephone	022-673511400
8.	Website	www.polycab.com
9.	Financial Year for which report is being done	FY 2022- 23
10.	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11.	Paid-up Capital (₹)	₹1,497.65 million
12.	Name and contact details (telephone, email) of the person who may be contacted in case of queries on the BRSR report	Ms. Manita Carmen A. Gonsalves Company Secretary and Head Legal Telephone No: 022-673511400 e-mail id: shares@polycab.com
13.	Reporting Boundary (Standalone or Consolidated basis)	The disclosures made in this report are on a standalone basis.

Products and Services:

14. Details of business activities (accounting for 90% of the turnover):

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Wires and Cables	Manufacturing of wires and cables	89%
2.	FMEG	Manufacturing of fans, lighting and luminaires, switchgear, switches, and small domestic appliances.	9%

15. Product/Services sold by the entity (accounting for 90% of the entity's turnover):

Sr. No.	Product/ Service	NIC Code	% of Total Turnover Contributed
1.	Wires and Cables	2732	89%
2.	FMEG	2710/2740/2750	9%

Operations:

16. Number of locations where plants and/or operations/ offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	25- Manufacturing Facilities 23- Warehouses and Depots	1-Corporate Office 4- Regional Offices 9-Local Offices	62
International	-	-	-



Business Responsibility and Sustainability Report

17. Markets Served by the Entity:

a) Number of Locations:

Location	Number
National (No. of States)	Pan India
International (No. of Countries)	70 Countries

b) What is the contribution of exports as a percentage of the total turnover of the entity?

In FY 2022-23, exports contributed 10% of the Company's revenue through our international business. This growth was driven by strong orders from key markets like the USA, Europe, and Asia. Through Project Leap, we focused on new product development, expanding into new geographies, and obtaining approvals. Our aim is to become the preferred provider of cable and wiring solutions internationally by delivering superior products, exceptional service, and expanding our distribution network. We are confident that these efforts will increase our market share and drive future growth.

c) A brief on types of customers?

Polycab is India's largest manufacturer of Wires and Cables, and a prominent player in the Fast-Moving Electrical Goods (FMEG) space. Our products are used across industries like Infrastructure, Oil & Gas, Transport, Power, Telecom, Real Estate, Defence, Chemicals, Metals, Technology, Manufacturing, Renewables, Non-metals, Cement, Agriculture, Data Centers and Consumer Durables and other original equipment manufacturers operating in the above segments. Our products are mostly sold through dealers and distributors. Our EPC division has completed a range of government and private projects including refinery works, rural and urban electrification and extra high voltage cable laying etc. Polycab is also one of the largest exporters of cables in India, serving customers across Renewables, Oil & Gas, Infrastructure and many other sectors globally.

Employees:

18. Details as at the end of Financial Year 2022-23

a) Employees and Workers

Employees (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	2,565	2,397	93%	168	7%
2.	Other than Permanent Employees	1,082	1,058	98%	24	2%
3.	Total Employees (1+2)	3,647	3,455	95%	192	5%

Workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	1,920	1,919	100%	1	0%
5.	Other than Permanent Workers	7,073	6,866	97%	207	3%
6.	Total Workers (4+5)	8,993	8,785	98%	208	2%

b) Differently abled Employees and Workers

Differently Abled Employees

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
1.	Permanent Employees	6	6	100%	0	0%
2.	Other than Permanent Employees	1	1	100%	0	0%
3.	Total Employees (1+2)	7	7	100%	0	0%

Differently Abled Workers

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
4.	Permanent Workers	1	1	100%	0	0%
5.	Other than Permanent Workers	0	0	0%	0	0%
6.	Total Workers (4+5)	1	1	100%	0	0%

19. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors (BOD)	11 [#]	2	18%
Key Management Personnel*	1	1	100%

[#] Mr. Bhaskar Sharma has been appointed as an Independent Director on 12 May 2023.

*Excluding BOD

20. Turnover rate for permanent employees and workers:

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	38%	18%	17%	20%	17%	8%	18%	8%
Permanent Workers	3%	0%	3%	12%	0%	12%	1%	0%	1%

Holding, Subsidiary and Associate Companies (including joint ventures):

21. Names of holding/ subsidiary/ associate companies/ joint ventures

Sr. No.	Name of the holding/ subsidiary/ associate company/ joint venture	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/No)
1.	Tirupati Reels Private Limited	Subsidiary	55%	No
2.	Dowells Cables Accessories Private Limited	Subsidiary	60%	No
3.	Silvan Innovation Labs Private Limited	Subsidiary	100%	No
4.	Polycab Australia Pty Limited	Subsidiary	100%	No
5.	Polycab Support Force Private Limited	Subsidiary	100%	No
6.	Uniglobus Electricals and Electronics Private Limited	Subsidiary	100%	No
7.	Polycab USA LLC	Subsidiary	100%	No
8.	Polycab Electricals and Electronics Private Limited	Subsidiary	100%	No
9.	Steel Matrix Private Limited	Subsidiary	75%	No
10.	Techno Electromech Private Limited	Joint Venture	50%	No

CSR Details:

22. (i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
(ii). Turnover (in ₹)	139,116 million
(iii). Net Worth (in ₹)	66,091 million

Transparency and Disclosures Compliances:

23. Complaints/ Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group	Grievance Redressal Mechanism in place (Yes/No) (Provide web-link of policy)	Current Financial Year 2022-23			Previous Financial Year 2021-22		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities	Yes. Refer Point 1.	0	0		0	0	
Shareholders	Yes. Refer Point 2.	250	0		112	0	
Employees and Workers	Yes. Refer Point 3.	0	0		0	0	
Customers	Yes. Refer Point 4.	337,022	861	0.26% cases pending against total calls & 99.74% calls resolved	325,350	914	0.28% pending against total calls & 99.72% calls resolved
Value Chain Partners	Yes. Refer Point 5.	1	0		0	0	



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The Company has ensured that all the stakeholder groups of Polycab have a dedicated point of contact to address their grievances.

1. Communities – Polycab through its social welfare foundation engages with experts in respective fields by appointing NGOs and consultants for specific projects, programs and activities. The communities can raise concerns, provide feedback on ongoing projects, and raise grievances related to CSR projects/ programs/ activities, by accessing dedicated email id: shares@polycab.com. [Refer link](#)
2. Shareholders – Investors and shareholders have direct access to the Company Secretary and Compliance Officer via a dedicated email ids: investor.relations@polycab.com and shares@polycab.com. [Refer link](#)
3. Employees and Workers – The Company’s ‘Whistle-Blower Policy’ is a mechanism that allows not only employees and workers but also other stakeholders to report grievances. It also ensures that complainants are protected with full anonymity and any anti-retaliation or victimisation practices. [Refer link](#)
4. Customers – To connect with customers and register their grievances, Polycab has setup a dedicated customer care service that resolves customer grievances and quality and product related complaints via different mechanisms including toll free tele-calling and email: customercare@polycab.com. [Refer link](#)
5. Value Chain Partners - The Company’s Supplier Code of Conduct includes suppliers, service providers, vendors, traders, agents, consultants, contractors, dealers, distributors, business associates and joint venture partners third parties including their employees, agents, and other representatives. The suppliers may raise a concern as per the Whistle-Blower Policy of the Company. 1) [Refer link](#) 2) [Refer link](#)

Principle-wise (as per NVGs) BR Policy/policies

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility.

Principle No.	Principle	Policies	Hyperlink
1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	Anti-Bribery Policy Conflict of Interest Policy	Weblink Weblink
2	Businesses should provide goods and services in a manner that is sustainable and safe	Quality Policy	Weblink
3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Code of Conduct Whistle Blower Policy Human Rights Policy Organisation Health Safety & Environment Policy (OHSE Policy) Policy for Prevention of Fraud Investigation Policy Disciplinary Action Policy	Weblink Weblink Weblink Weblink Weblink - -
4	Businesses should respect the interests of, and be responsive towards all its stakeholders	POSH Policy CSR Policy	Weblink Weblink
5	Businesses should respect and promote human rights	Human Rights Policy Equal Opportunity Policy	Weblink Weblink
6	Businesses should respect and make efforts to protect and restore the environment	OHSE Policy Supplier Code of Conduct	Weblink Weblink
7	Businesses, when engaged in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	-----	-
8	Businesses should promote inclusive growth and equitable development	Equal Opportunity Policy CSR Policy	Weblink Weblink
9	Businesses should engage with and provide value to their customers in a responsible manner	Code of Conduct Quality Policy Data Protection & Privacy Policy	Weblink Weblink Weblink

24. Overview of the entity's material responsible business conduct issues

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

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
1	Climate Change and Energy	Opportunity	<ul style="list-style-type: none"> Polycab is committed to utilising technology to empower customers and foster collaborative efforts in combatting global climate change while promoting energy efficiency. Our innovative range of renewable energy products plays a crucial role in ensuring the long-term sustainability of our business. This transition enables us to position ourselves as a customer-focused provider of solar solutions, aligning seamlessly with our commitment to environmental consciousness and green initiatives. Polycab offers a comprehensive solar energy solution in domestic and international markets, showcasing our commitment to eco-friendly practices. We have developed power cables, rubber (elastomeric) cables, and electron-beam irradiated cables that meet the increasing demand for sustainable products, reflecting global market trends and growing ecological awareness among consumers. Polycab's transition to renewable energy sources not only addresses the pressing need to combat climate change but also brings long-term cost savings to the organisation. Embracing renewables allows Polycab to reduce its energy expenses while actively contributing to the global initiative of addressing the urgent environmental challenges. Polycab incorporates various alternative energy sources, such as wind-solar hybrid systems and innovative power purchase contracts, to enhance renewable energy consumption in its operations. 		Positive
2	Health and Safety	Risk	<ul style="list-style-type: none"> Health and safety of our employees and workers is of paramount importance to the organisation. Identifying health and safety issues and hazards, placing measures to minimise the risks to life and property instills confidence in our employees and workforce. 	<ul style="list-style-type: none"> Our major manufacturing facilities in Halol and Daman follow processes as per ISO 45001 and adhere to the best practices in operational health and safety. We provide regular health and safety trainings to all our employees and workers in order to foster a safety culture and create safe working environment. 	Negative

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Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
3	Innovation	Opportunity	<ul style="list-style-type: none"> Rising customer demand for low carbon sustainable products and solutions. Our research and development activities are focused towards delivering sustainable high-performance products. There are processes in place to understand and analyse market requirements related to products that are environmentally sustainable. Research and development remain one of our key strengths which enables Polycab to achieve product differentiation and offer unique value proposition to our consumers, distributors, dealers as well as institutional customers. To keep pace with the emerging industry trends and consumer preferences, we intend to invest more in the development of energy-efficient and other specialised environment friendly products. 		Positive
4	Water Management	Risk	<ul style="list-style-type: none"> Water management is a key material issue in areas of operation which fall under water stress zones. Shortage of water can impact production capacities, while mismanagement of water can lead to actions or penalties from regulatory authorities. 	<ul style="list-style-type: none"> We are conscious of our responsibility to ensure sustainable water management, especially in areas of operation that come under water stress zones. 	Negative
5	Waste Management	Risk	<ul style="list-style-type: none"> For a manufacturing company, appropriate handling and disposal of waste is vital for environmental protection and safety. Inappropriate handling and management of waste can also lead to legal fines and litigations. 	<ul style="list-style-type: none"> There are appropriate waste management processes in place that allows proper collection, segregation, and disposal of waste in a safe manner. The Company has collaborated with vendors approved and authorised by the Central Pollution Control Board and State Pollution Control Board for safe disposal of hazardous waste. 	Negative
6	Diversity and Inclusion	Opportunity	<ul style="list-style-type: none"> Polycab wants to build an organizational culture that creates a sense of belonging and a culture of openness. The Company has an 'Equal Opportunity Policy' that encourages non-discrimination in recruitment, promotion, transfer, training, wages, and salary administration and working conditions. Polycab strives to amplify its diversity and inclusion initiatives that goes beyond gender and looks at truly creating a diverse workforce which will contribute effective ideas and thoughts that cut across barriers and overcome biases. 		Positive
7	Responsible Supply Chain	Risk & Opportunity	<ul style="list-style-type: none"> Our supply chain consists of both local and global suppliers, with a significant part of our raw materials being supplied by international suppliers. 	<ul style="list-style-type: none"> The organization has managed to forge long-term relationships with our significant raw material suppliers, with a significant number of our suppliers having the best practices for sustainability. We have put in practice a necessary due-diligence process before engaging with any supplier or logistics delivery partner for long-term contracts. 	Negative/Positive

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity
8	Labour Management	Risk & Opportunity	<ul style="list-style-type: none"> As a manufacturing organization, compliance to labour management and labour laws is critical. 	<ul style="list-style-type: none"> The Company has a dedicated software platform to ensure complete compliance with all the applicable labour rules and regulations. Also, the 'equal opportunity policy' ensures that all the employees have the right to work in an environment that respects the dignity, self-worth, and basic human rights of every individual. 	Negative/Positive
9	Product Stewardship	Opportunity	<ul style="list-style-type: none"> The responsibility to minimise a product's environmental impact throughout all stages of its life cycle, is at the core of responsible actions by Polycab. Polycab products follow European Union (EU) directives, restriction of hazardous substances (RoHS), and registration, evaluation, authorisation, and restriction of chemicals (REACH) compliance. The organization has focused to enhance its product design and processes to encourage the safe, efficient, and sustainable use of its products and mitigate the environmental impact. Polycab Green Wire is manufactured using improved grade raw materials that can be recycled & ensures low carbon emission, power efficiency, and deliver greater protection. It meets the stringent European norms in environmental sustainability and cable safety. Our BLDC fans combine energy efficiency, advanced technology and convenient features to provide comfortable and eco-friendly cooling solution for residential and commercial spaces. Polyshield's Residual Current circuit breaker (RCCB) used in association with miniature circuit breakers (MCB) detects leakage currents minimises fire risks, thus protecting people and equipment. The MCBs are also one of the most energy efficient MCBs available with power loss values up to 70% lower than specified by IEC/IS. 		Positive
10	Employee training and development	Opportunity	<ul style="list-style-type: none"> To continue to deliver quality consistently in the current levels of operations and business, it is imperative to continuously train and upgrade the skills of our employees and workers. To develop the skills of our employees and workers, job specific and personal development trainings are provided. A leadership development program is crafted as per the strategic requirements of the organization that identifies upcoming and relevant development opportunities for individuals. 		Positive



Business Responsibility and Sustainability Report

Section B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a) Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b) Has the policy been approved by the Board? (Yes/No)	The policies/ procedures are approved by the functional heads, and few of them have been adopted by the Board/ Board Committees.								
c) Web Link of the policies, if available	Policies are available on the website of the Company i.e., www.polycab.com. Policies which are internal to the Company are available on the intranet of the Company.								
2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • ISO 17025 – R&D center to support own manufacturing • ISO 9001:2015 • ISO 14001:2015 • ISO 45001:2018 • ISO 50001:2018 • IATF 16949: 2016 • British Approval Service for Cables (BASEC) • Importer – Exporter Code (IEC) • Underwriter laboratories (UL) certifications • RoHS & REACH compliant 								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Polycab has identified ESG key focus areas and has set ESG targets internally which are monitored and acted upon continuously. Our sustainability strategy is closely aligned with the UN SDGs to contribute towards meaningful change around the world.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.									
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>Polycab being a responsible corporate citizen, is fully conscious of its duties towards society. The Company strongly believes that embedding Environmental, Social & Governance (ESG) principles in its business operations and its adherence is essential to building resilience in the business, transforming culture and for long-term value creation of all our stakeholders. Sustainability is at the heart of our business philosophy. Our sustainability strategy considers key sustainability trends and all possible impacts of our business operations on our stakeholders. Furthermore, we consider key opportunities and risks while developing our short-term and long-term strategies. This year marks the beginning of our structured approach towards ESG, through the development of our long-term ESG framework, aligned with international ESG protocols and guidelines. We have identified our key material topics, covering factors pertaining to climate change and energy, health and safety, innovation, corporate governance, ethics, and integrity among others, which will form the basis of management's approach towards business going ahead. We will measure and evaluate our performance against these ESG parameters to create long-term sustainable value for all our stakeholders.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies)	The Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes/No). If "Yes", provide details	<p>The Board of Directors</p> <p>Board Level Committee: Corporate Social Responsibility and ESG Committee</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any Other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes									Annually/Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes																	

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No).

If “Yes”, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

12. If Answer to Question (1) Above is “NO”, i.e. not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any Other Reason (please specify)	Not Applicable								



Business Responsibility and Sustainability Report

Section C: Principle-wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors & Key Managerial Personnel	11	Polycab conducts detailed and exhaustive familiarisation programs on various topics including National Guidelines on Responsible Business Conduct (NGRBC) principles, factory visit, awareness related to statutory and regulatory changes, interactions with institutional investors, etc. It also includes familiarisation training for i-Power, Code of Conduct, core values and business purpose to the Independent Directors of the Company.	100%
Employees other than BoD and KMPs	201	Polycab affirms that investing in human capital training and development not only serves as motivation, but it also enables the Company to create a highly skilled, effective and efficient workforce. Continuous learning and development for our employees sets the tone for sustainability within and outside the organization. Employees are encouraged consistently to improve their skillsets, competencies, and knowledge. Various trainings are undertaken for skill development for our employees such as trainings on occupational health and safety, machine operational study, communicational skills, interpersonal skills and upgrading knowledge on software, and enhancing their IT skills. Additionally, several awareness programs are conducted on work ethics, compliances, governance, prevention of sexual harassment (POSH), HR policies, practices and codes, IT security and data privacy, ethical and social behavior, soft skills, team building and other human right related aspects.	100%
Workers	312	Programs are conducted on work ethics, health and safety, quality system, HR policies and practices, environment, fire drills and safety, prevention of sexual harassment, importance of safety (PPE) tools and safety kits, readiness to accidents and preventive reporting of dangerous occurrences.	100%

2. There were **no instances** of any material (monetary and non-monetary) fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year FY 2022-23.

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

Not Applicable

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

Yes. The Company has adopted an '[Anti Bribery Policy](#)' in line with legal and statutory framework on anti-bribery and anti-corruption legislation prevalent in India. The policy encompasses all permanent and temporary employees, subsidiaries, joint venture partners, associate companies, third parties associated with the Company to abstain from engaging in any form of bribery or corruption. It reflects the Company's commitment to maintain the highest ethical standards and undertake fair business practices.

5. There were **no instances** of any disciplinary action taken by any law enforcement agency for the charges of bribery/ corruption against Directors/ KMPs/ employees/ workers.
6. There were **no complaints** received in relation to issues of conflict of interest of the Directors and KMPs during the reporting period FY 2022-23.
7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

Leadership Indicators

1. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No). If “Yes”, provide details of the same.

Yes. The Company has a policy on management of ‘[Conflict of interest](#)’ in order to identify actual or potential conflict of interest of Polycab with its directors and employees, that may arise during its business activities. The Company has implemented organizational and administrative processes to safeguard, mitigate and prevent conflict of interest along with escalation mechanisms. The Company has a guidance mechanism in place for directors/senior management to address potential conflict of interests that may arise in recommending/approving proposals for investments/granting loans.

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

Essential Indicators

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

	Current Financial Year 2022-23	Previous Financial Year 2021-22	Details of improvements in environmental and social impacts
R&D	77%	NA	The Company has implemented Robotic arm & Auto Grinding Technology, which has resulted into reduction of plastic waste generation. Furthermore, the Company is also dedicated to creating cutting-edge, energy-efficient products, such as BLDC fans and green wires, to promote sustainability and reduce carbon footprint.
Capex	31%	NA	

Note: NA- Not Available for FY 2021-22

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

Yes

- b. If “Yes”, what percentage of inputs were sourced sustainably?

As a corporate philosophy, Polycab believes in conducting ethical, safe, fair and environmentally responsible business. The Company manufactures products that are RoHS and REACH compliant, thus reducing and eliminating use of restricted raw materials. We aim at partnering with our suppliers to improve the sustainability performance across our value chain. Our Supplier Code of Conduct (SCoC) has been developed in line with national and international standards and global best practices on safety, health, environment, labour, human rights, ethics, and fair business. Therefore, we expect our suppliers to adhere to the standards mentioned in the SCoC and fully comply with applicable national and international laws, rules, and regulations. This ensures responsible sourcing and implementation of sustainable business practices throughout our value chain. In FY 2022-23, 70% of purchased inputs by value were sourced sustainably.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for:**

Plastics (including packaging)	Polycab has developed waste management systems and processes for collection, segregation and disposal of hazardous and non-hazardous waste generated at the manufacturing premises.
E- Waste	
Hazardous Waste	Polycab follows the environmental regulatory requirements and disposes the hazardous waste generated at the manufacturing units through authorised dealers. The Company is actively working on implementing systems to identify, evaluate, and safely manage the end-of-life process of its products, including reusing, recycling, and proper disposal. The hazardous waste generated is stored and disposed according to the applicable regulatory laws and guidelines.
Other Waste	



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4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).

- If "Yes", whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board?
- If "Not", provide steps taken to address the same.

Yes. Waste collection processes are in line with the EPR guidelines and steps are being taken for working out modalities for efficient and effective waste management.

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

Essential Indicators

1.(a) Details of measures for the well-being of Employees:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	2,397	2,397	100%	2,397	100%	NA	NA	0	0%	0	0%
Female	168	168	100%	168	100%	168	100%	NA	NA	0	0%
Total	2,565	2,565	100%	2,565	100%	168	100%	0	0%	0	0%
Other than Permanent Employees											
Male	1,058	1,058	100%	1,058	100%	NA	NA	0	0%	0	0%
Female	24	24	100%	24	100%	24	100%	NA	NA	0	0%
Total	1,082	1,082	100%	1,082	100%	24	100%	0	0%	0	0%

(b) Details of measures for the well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	1,919	1,919	100%	1,919	100%	NA	NA	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	NA	NA	0	0%
Total	1,920	1,920	100%	1,920	100%	1	100%	0	0%	0	0%
Other than Permanent Workers											
Male	6,866	6,866	100%	6,866	100%	NA	NA	0	0%	0	0%
Female	207	207	100%	207	100%	207	100%	NA	NA	0	0%
Total	7,073	7,073	100%	7,073	100%	14	100%	0	0%	0	0%

Note: NA- Not Applicable

2. Details of retirement benefits, for Current FY 2022-23 and Previous FY 2021-22

Benefits	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF						
Gratuity	100% as per eligibility	100% as per eligibility	Yes	100% as per eligibility	100% as per eligibility	Yes
ESI						

3. Accessibility of Workplaces

Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

If “Not”, then whether any steps are being taken by the entity in this regard.

Polycab’s premises/offices are accessible and accommodative to the differently abled employees and workers.

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

‘Respect’ is one of the integral values of Polycab wherein we respect people for what they are and their well-being as well as recognise each other’s efforts and contributions. We aim to create an environment where employees are valued, respected, and have freedom to develop their skills and perform to their best potential. At Polycab, we encourage diversity at workplace in terms of gender, ethnicity, age, religious belief, education, sexual orientation, or physical ability among others. We have an [‘Equal opportunities Policy’](#) that aims at recognizing and providing equal opportunities in employment and creating an inclusive work environment.

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

In FY 2022-23, 3 female employees had availed maternity leave, out of which 1 employee was due for return to work during the reporting period but has left the organization and 2 employees are eligible to return in FY 2023-24. Therefore, the return to work rate and retention rate is 0.

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external agency – Yes, the independent assessment has been carried out by KPMG Assurance and Consulting Services LLP.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If “Yes”, give details of the mechanism in brief:

Permanent Workers		
Other than Permanent Workers		
Permanent Employees	Yes	Policy link
Other than Permanent Employees		

The Company has in place [‘Code of Conduct’](#), [‘Whistle Blower Policy’](#), [‘Human Rights Policy’](#), [‘Disciplinary Action Policy’](#) (Available on Polycab Intranet), [OHSE Policy](#) and [Policy for Prevention of Fraud](#) which is available to all employees on intranet to ensure that business principles are safeguarded, and adequate facilities are provided to for employees, workers, suppliers, customers, and other stakeholders to disclose information, practices or actions that may be inappropriate or illegal and violate our codes, policies, and business ethics amongst others. The Complaints, based on their nature and severity, are segregated, and assigned to the Business Unit Head, Chief Human Resource Officer, Internal Complaint Committee & Whistle Officer and are then followed up by the Whistle Officer for redressal and appropriate disciplinary action. The Company encourages all its stakeholders to raise concerns, grievance, and alerts. The Complainant is provided adequate protection under the policies.

All employees and workers can report via below modes:

- Through email at: speakup@polycab.com.
- In case of letters (protected disclosure) submitted by hand-delivery, courier or by post addressed to the Chairman of the Audit Committee at address T P Ostwal & Associates LLP, Chartered Accountants Suite # 1306-1307, Lodha Supremus, Opp. Kamla Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai – 400013.

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

Polycab does not have any employees or worker unions or associations. However, in line with the Policy on Respect for Human Rights, Company recognises right to freedom of association.



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8.(a). Details of training given to employees and workers on “Health and Safety Measures”

Category	Current Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)
Employees			
Male	3,455	570	16%
Female	192	79	41%
Total	3,647	649	18%
Workers			
Male	8,785	3,168	36%
Female	207	24	12%
Total	8,992	3,192	35%

Note: We have initiated monitoring of training data on health and safety measures from the financial year 2022-23

Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external agency – Yes, the independent assessment has been carried out by KPMG Assurance and Consulting Services LLP.

(b) Details of training given to employees and workers on “Skill Upgradation”

Category	Current Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)
Employees			
Male	3,455	1,903	55%
Female	192	156	81%
Total	3,647	2,059	56%
Workers			
Male	8,785	2,514	29%
Female	208	30	14%
Total	8,993	2,544	28%

9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	3,455	3,455	100%	4,596	4,596	100%
Female	192	192	100%	203	203	100%
Total	3,647	3,647	100%	4,799	4,799	100%
Workers						
Male	8,785	8,785	100%	3,374	3,374	100%
Female	207	207	100%	12	12	100%
Total	8,993	8,993	100%	3,386	3,386	100%

10. Health and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If “Yes”, then coverage of the system.	Yes. The Company’s Occupational Health and Safety Management System is based on the International Standards for Occupational Health and Safety (ISO 45001:2018) and has been implemented at our major manufacturing facilities in Halol and Daman.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	Occupational Health Safety and Environment Policy (OHSE) aims at ensuring our way forward for excellence and leadership in Health, Safety and Environment protection by continual improvement in our structured Health, Safety and Environment management system. The goal of Hazard identification is to find and record all possible hazards that may be present at workplace and ensuring mitigation or bringing the risk to as low as reasonably possible or acceptable for all routine processes. For non-routine processes, we have Permit to Work system which ensures that adequate measures are taken before initiating any non-routine activity tasks. <ul style="list-style-type: none"> • Hazard Identification and Risk Assessment (HIRA) registers. • Procedure for non-conformity and incident investigation. • On-Site Emergency Plans. • Procedure for communication, participation, and consultation. • Procedure for monitoring and performance management. • Procedure for operational control. • Procedure for Permit to Work.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)	Yes. The workers can report work-related hazards through internal platforms such as Whistle-Blower policy, and safety committee meetings. Any employee or worker can pause and recuse themselves from unsafe acts and situations they believe could cause injury.
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Apart from medical and healthcare facilities available to the employees / workers on occupational health and safety risks, the employees/ workers have access to non-occupational medical and healthcare services and are further covered under Company’s health insurance policy.

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

Safety Incidents/Number	Category	Current Financial Year 2022-23	Previous Financial Year 2021-22
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0
	Workers	0.13	0.15
Total recordable work-related injuries	Employees	0	0
	Workers	2	-
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external agency – Yes, the independent assessment has been carried out by KPMG Assurance and Consulting Services LLP.

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

The organization prioritizes employee and worker safety by conducting safety awareness campaigns, delivering internal and external trainings, and installing visual controls, signs, and ‘Do’s and Don’ts’. To inspire trust and increase operational efficiency, the Company has developed its safety practices in accordance with the International Standard for Occupational Health and Safety (ISO 45001).

To foster a zero-harm attitude in its workforce, the Company has incorporated lean safety measures such as the ‘5S - Sort, Set in order, Shine, Standardize, and Sustain’. Workers’ engagement and collaboration in decision making in their everyday operating operations drives health and safety at Polycab. To guarantee ongoing improvement in safety, the organization undertakes cross-unit safety audits and reviews on a regular basis.



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The emphasis on safety is reinforced throughout the year through events such as National Safety Week, National Fire Week, and Road Safety Week. Various awareness events are held on these days, such as fire drills and hands-on practice with firefighting equipment, shopfloor quizzes, and Hazard Hunts, among others. The Company has processes in place to identify, mitigate, and eliminate risks, and contingency plans in case of emergencies. The Company also makes certain that statistical information and analysis of safety-related occurrences and near-miss events are displayed on the shopfloor.

13. No complaints were made on working conditions and health and safety conditions by employees and workers during safety committee meetings.

14. Assessment for the Year (2022- 23):

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

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

With an aim to provide safe working conditions, the health and safety team conducts exercise for identification of hazards, occupational health issues, and working environmental aspects of all the processes within the Company's operations. The team also performs root cause analysis, maintains an aspect-impact register, and risk-opportunity registers are available for all the processes which are reviewed periodically to identify and mitigate risks and capitalize on opportunities. Corrective actions suggested, basis root cause analysis is disseminated parallelly across our manufacturing locations for implementation.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail.

Yes. The Company has covered all the employees under group life insurance in the event of any unfortunate death of the employee. The Company has a Demise Policy for supporting an employee's family in the eventuality of untimely demise of an employee while providing services to Polycab .

2. There were **no cases** of the employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities needing rehabilitation or placement in suitable employment.

3. Polycab does not provide transition assistance programs to facilitate continued employability and/or manage career endings resulting from retirement or termination of employment.

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

Essential Indicators

1. Describe the process for identifying key stakeholder groups of the entity.

As a responsible Company, focused on driving growth through the strong foundation of stakeholder relationships, Polycab believes in listening, connecting, and partnering with its key set of stakeholders to understand their concerns, working with them to minimise risks, improving credibility, and gaining their trust. We consider our key stakeholders to be those who can create considerable business and social impact and are significantly impacted by our business. We identify our stakeholders based on inclusivity and make active efforts to engage with them to understand their key priorities and concerns. We carefully analyse the information received in the form of suggestions, comments, grievances, feedback, and recommendations from these engagements and utilize them to align our strategies with stakeholder's expectations. Successful execution of these strategies paves the way for the creation of sustainable value across stakeholder groups.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees (on-roll and contractual workforce)	No	<ul style="list-style-type: none"> E-mail Town-hall meetings Webcasts Intranet portal Newsletters Feedback and Surveys 	As and when necessary	<p>Polycab workforce is critical for continuity of the operations, design, production, sales, research, and development. Their support helps us move towards realizing our corporate vision.</p> <p>Key areas of interest:</p> <ul style="list-style-type: none"> Training & Development Rewards & Recognition Top-down communication about important changes, policies Information about Company's business growth plans and business performance
Shareholders/ investors and Analysts	No	<ul style="list-style-type: none"> Annual General Meeting; Investor Relations Web Page Quarterly condensed financial statements Detailed quarterly presentations Annual Report Quarterly investor conference calls Broker conferences Media briefings conducted quarterly/annually and on need basis Press Releases 	Engagement sessions conducted periodically	<p>Provide financial capital needed to fund the operations. Their faith is important for the continued growth of the Company.</p> <p>Key areas of interest:</p> <ul style="list-style-type: none"> Business Update Financial Performance ESG Disclosures Corporate Governance Regulatory Compliance
Channel partners, distributors, retailers and influencers	No	<ul style="list-style-type: none"> After sales services Relationship building activities Surveys and feedback sessions 	Engagement sessions conducted periodically	<p>Enable strong brand connect, act as our ambassadors, enhance goodwill and drive profitable growth. Provide critical support in getting us direct feedback from the market.</p> <p>Key areas of interest:</p> <ul style="list-style-type: none"> Providing information regarding products and services Rewards & Recognition
End consumers	No	<ul style="list-style-type: none"> Collation and analysis of customer feedback Engagement through website, social media, in-store promotions In-house and third-party market research surveys, meetings Brand campaigns conducted regularly, during festive seasons and sales promotions 	As and when necessary	<p>End consumers hold a paramount role as key stakeholders, as their satisfaction and delight constitute a pivotal component of our strategy for achieving success.</p> <p>Key areas of interest:</p> <ul style="list-style-type: none"> Information on business offerings, environment friendly products Product quality, product availability & product pricing
Government agencies, regulatory bodies and local authorities	No	<ul style="list-style-type: none"> Disclosures and filings for compliance reporting Meeting authorities for permissions/ approvals 	Audits conducted periodically/ monthly/ quarterly/ annually and on need basis	<p>The government agencies and regulatory bodies provide requisite regulatory framework and registrations essential to conduct the businesses smoothly.</p> <p>Key areas of interest:</p> <ul style="list-style-type: none"> Compliance Tax Payments Policy Advocacy



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Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities and environment	Yes	<ul style="list-style-type: none"> CSR initiatives Volunteering initiatives 	Community events and functions conducted on regular basis	Responsible corporate citizenship Key areas of interest: <ul style="list-style-type: none"> To develop the CSR project along with the community, according to the need of the community Monitoring & Evaluation
Vendors	No	<ul style="list-style-type: none"> Capacity building and sustainability for suppliers 	Surveys by calls, virtual meets, email or in person supplier meets conducted on continuous basis	Quality raw material availability from registered suppliers enable us to produce quality products on time. Key areas of interest: <ul style="list-style-type: none"> Due-diligence during on-boarding Periodic assessments of services Quality & Cost Understand new market trends

The Company has in place Policy for prevention of Sexual Harassment of Women at workplace and Corporate Social Responsibility Policy.

Leadership Indicators

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

Yes. The Company engages with various stakeholders in the form of stakeholder engagement exercise to arrive on the identification and management of material issues.

Refer to 'Our Stakeholders and Deep Dive into our material issues' section of the Integrated Report for further details.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	Current Financial Year 2022-23		
	Total (A)	Number (B)	Percentage (%) (B/A)
Employees			
Permanent	2,565	2,565	100%
Other than permanent	1,082	1,028	95%
Total Employees	3,647	3,647	100%
Workers			
Permanent	1,920	1,920	100%
Other than permanent	7,073	6,111	86%
Total Workers	8,993	8,049	90%

Note: The Company has initiated monitoring of training related data from financial year 2022-23.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	Current Financial Year 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)
Employees					
Permanent					
- Male	2,397	0	0%	2,397	100%
- Female	168	0	0%	168	100%
Other than Permanent					
- Male	1,058	0	0%	1,058	100%
- Female	24	0	0%	24	100%
Workers					
Permanent					
- Male	1,919	1	0.05%	1,918	99.95%
- Female	1	0	0%	1	100%
Other than Permanent					
- Male	6,866	2,888	42%	3,978	58%
- Female	207	196	94%	11	6%

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

Particulars	Male		Female	
	Number	Median salary/ wage of respective category	Number	Median salary/ wage of respective category
Board of Directors (Executive Director)	5	25,051,945	-	-
Board of Directors (Independent Director)	4 [#]	3,620,000	2	2,092,500
Key Managerial Personnel	-	-	1	4,306,108
Employees other than BoD and KMP*	2,392	689,006	167	750,000
Workers*	1,919	240,240	1	197,112

[#] Mr. Bhaskar Sharma has been appointed as an Independent Director on 12 May 2023.

* For the above purpose permanent employees and permanent workers are considered.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Polycab's '[Human Rights Policy](#)' and '[Equal Opportunity Policy](#)' aims at recognizing and protecting the dignity of all human beings at workplace. The Whistle Officer/ Whistle Committee / Internal Committee of the Company shall be responsible to deal with the grievances related to a wide range of topics that include prevention of sexual harassment, misuse of managerial authority, human trafficking and modern slavery, safety at workplace, human dignity, child and forced labour, equal opportunity and inclusion, anti-bullying, and harassment. Stakeholders can raise protected disclosure by writing to the email: speakup@polycab.com

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

Polycab has the '[Human Rights Policy](#)' which is applicable and binding on all employees, directors, officers of the Company and its subsidiaries, joint venture partner(s) and associate companies. The policy is framed and guided by the fundamental principles enumerated in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration"). The policy encompasses topics ranging from sexual harassment, misuse of managerial authority, human trafficking and modern slavery, safety at workplace, human dignity, child and forced labour, equal opportunity and inclusion, anti-bullying, and harassment. Additionally, the Company has 'Disciplinary Action Policy', available to all employees on intranet and a disciplinary action committee comprising of the Chairman and Managing Director, Chief Human Resource Officer, Company Secretary & Compliance Officer, Chief Financial Officer, and a functional head exists to take necessary action in cases of serious misconduct and inappropriate corporate behavior. The committee determines the severity of the incident and its impact, based on which appropriate action is taken by the committee head which is final and binding. The complainant may raise protected disclosure by writing at the email: speakup@polycab.com. Further details regarding the procedure adopted to handle complaints is mentioned in 'Whistleblower Policy' <https://polycab.com/wp-content/uploads/2021/07/Whistle-Blower-Policy-1.pdf>.



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6. There have been **no complaints** related to sexual harassment, discrimination at workplace, child labour, forced labour/ involuntary labour, wages or any other human rights related issues during FY 2022-23 and FY 2021-22 by employees / workers.

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external agency – Yes, the independent assessment has been carried out by KPMG Assurance and Consulting Services LLP.

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

Our Whistleblower policy has clearly laid down the guidelines to prevent retaliation against a complainant. A complainant has the right to complete anonymity unless required by law enforcement agencies. The organization prohibits retaliation against a complainant that may include discrimination, reprisal, harassment, or vengeance in any manner. The whistleblower will not be at the risk of losing her/ his job or business or adverse impact or suffer loss in any other manner like transfer, rejection, termination, demotion, refusal of promotion, or the like including any direct or indirect use of authority to obstruct the Whistle-Blower’s right to continue to perform his/her duties/functions including making further Protected Disclosure, as a result of reporting under this Policy. A complainant may file a written complaint under Protected Disclosure to the Chairman of the Audit committee.

To handle cases related to sexual harassment, Polycab has an Internal Committee for time-bound redressal of complaints. The Internal Committee is constituted by the management and consists of a presiding officer, minimum of two employee members committed to the cause of women or who have experience in social work or have legal knowledge, and a member from an NGO/lawyer/any external body. The committee is responsible to inquire into every formal written complaint of sexual harassment, make appropriate recommendations and remedial measures to respond to any substantiated allegations of sexual harassment, discourage and prevent employment-related sexual harassment. The Internal Committee will thereafter provide advice or extend support as requested and will conduct inquiry to resolve the matter. It ensures confidentiality is maintained for all complaints and the complainant is protected against any form of victimization and discrimination.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. The business agreements, purchase orders and contracts with our suppliers include our Supplier Code of Conduct (SCoC). The SCoC is applicable to all our suppliers. ‘Supplier’ here includes suppliers, service providers, vendors, traders, agents, consultants, contractors, dealer, distributors, business associates and joint venture partners, third parties including their employees, agents and other representatives, who have a business relationship with and provide, sell, seek to sell, any kinds of goods or services to the Company or any of its subsidiaries, affiliates or divisions. The Company expects the suppliers to fully comply with applicable laws, rules and regulations and adhere to internationally recognised environmental, social and governance standards including working conditions and well-being of their employees, anti-harassment, anti-discrimination, abolition of child and forced labour.

9. Assessment for the FY 2022-23:

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

10. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Qs. 9, above.

Not applicable

Leadership Indicators

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

Polycab’s premises and offices have the necessary infrastructure provisions to enable access to differently abled visitors.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Current Financial Year 2022-23 (in GJ)	Previous Financial Year 2021-22 (in GJ)
Total Electricity Consumption (Grid) (A)	620,211	466,902
Total Fuel Consumption (B)	108,936	NA
Energy (Electricity) consumption through Other Sources (Renewable – Solar & Wind) (C)	124,136	94,484
Total Energy Consumption (A+B+C) (in GJ)	853,283	561,386
Energy intensity per rupee of turnover (GJ/₹ Crore)	61.34	46.40
(Total energy consumption/turnover in rupees)		

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency. – Yes the independent assessment was carried out by KPMG Assurance and Consulting Services LLP.

NA- Not Available for FY 2021-22. We have widened the scope of fuel consumption data from current financial year.

2. Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India? (Yes/No) If “Yes”, disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not applicable, as Polycab does not fall under PAT scheme of Government of India.

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

Polycab prioritizes environmental conservation and resource management, aiming for increased efficiency and quality in our manufacturing practices. Despite not being a water-intensive industry, we understand the water stress in India and emphasize responsible water usage. We maintain a water balance and implement innovative technologies, efficient monitoring systems, and water recycling to minimise consumption. Our manufacturing units have ETPs for operational wastewater and STPs for domestic wastewater, ensuring responsible water management as per regulatory guidelines. Our goal is to preserve this shared resource and contribute to a sustainable water future. In line with our CSR initiatives focused on environmental concerns, Polycab has taken proactive measures to address severe water scarcity in Gujarat’s communities. We have constructed four new check dams and renovated four existing ones in villages like Rayankhand, Vavdi, and Pandol. These efforts aim to alleviate water shortages and enable villagers to cultivate a second crop alongside their monsoon season crops.

Parameter	Current Financial Year 2022-23	Previous Financial Year 2021-22
Water withdrawal by source (in kilo-litres)		
(i). Surface Water	0	NA
(ii). Groundwater	752,685	NA
(iii). Third Party Water	9,918	NA
(iv). Seawater/ Desalinated water	0	NA
(v). Others (Please specify)	0	NA
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	762,603	800,000
Total volume of water consumption (in KL)	762,603	800,000
Water intensity per rupee of turnover (KL/₹ Crore) (water consumed/ turnover)	55	66
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency. – Yes, the independent assessment has been carried out by KPMG Assurance and Consulting Services LLP.

Polycab consumes the same amount of water as it withdraws.

NA-Not Available for FY 2021-22. We have begun monitoring for various sources of water consumption data from current financial year.

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4. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If “Yes”, provide details of its coverage and implementation.

Polycab manufacturing units are equipped with effluent treatment plants (ETPs) and sewage treatment plants (STPs) facilities. The domestic wastewater generated from the toilet and canteen facilities is treated in STPs while the wastewater from operational activity is treated in ETPs. The STP treated water is utilized within the premises for flushing and gardening activities, ensuring no discharge of water outside of the premises. Our manufacturing units follow applicable guidelines as given by the regulatory bodies.

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

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
NOx	µg/m ³ (sum of avg of all locations)	252	Within permissible limits
Sox	µg/m ³ (sum of avg of all locations)	228	Within permissible limits
Particulate Matter (PM)	µg/m ³ (sum of avg of all locations)	824	Within permissible limits

Note: We undertake third party lab testing for each of these air emission parameters including NOx and SOx for all locations periodically to ensure the parameters are within permissible limits. We also submit the reports to the concern authority.

6. Please provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	6,528	NA
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	123,181	105,053
Total Scope 1 and Scope 2 emissions per crore rupee of turnover	MTCO ₂ e/ ₹ crore	9.32	8.68

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If “Yes”, name the external agency – Yes, the independent assessment has been carried out by KPMG Assurance and Consulting Services LLP.

NA- Not Available for FY 2021-22. We have widened the scope of GHG emissions data from current financial year.

7. Does the entity have any project related to reducing Greenhouse gas emissions?

If “Yes”, then provide details.

Yes. Polycab has taken several measures for reduction of energy consumption. The Company takes continuous efforts towards improving the operational efficiencies thus minimising consumption of energy and reducing greenhouse gas emissions.

- 34.5 million KWH electricity has been consumed from renewable energy sources in FY23. This has led to reduction of 24,482.31 MTCO₂e emission reduction in FY 2022-23.
- We are using 100% LED lighting (at Halol location) and have stopped buying conventional lights (HPSV/HPMV, CFL etc).
- Polycab has installed Variable Frequency Drives (VFD) in Air compressors and pumps, resulting in additional energy savings of approximately 68 GJ and approximately 13.72 MTCO₂e emissions avoided.
- Polycab has also installed Energy Efficient Motors in new machines.
- Our BLDC fans combine energy efficiency, advanced technology, and convenient features to provide comfortable and eco-friendly cooling solution for residential and commercial spaces.

8. Provide details related to waste management by the entity, in the following format:

Parameter	Current Financial Year 2022-23
Total Waste Generated (in metric tonnes)	
Plastic Waste (A)	63
E-Waste (B)	1.3
Bio-medical Waste (C)	0.01
Construction and Demolition Waste (C&D) (D)	0
Battery Waste (E)	0
Radioactive Waste (F)	0
Other Hazardous Waste generated (G) (Please specify, if any)	1,923
Other Non-Hazardous Waste generated (H) (Please specify, if any)	7,132
Total Waste Generated (A+B+C+D+E+F+G+H)	9,120

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency. - Yes, the independent assessment has been carried out by KPMG Assurance and Consulting Services LLP.

For hazardous category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons). - None

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category Waste Name: Hazardous Waste	Current Financial Year 2022-23
(i) Incineration	-
(ii) Landfilling	-
(iii) Other disposal operations	1,916
Total	1,916

For Non-Hazardous category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) – None

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category Waste Name: Non-Hazardous Waste	Current Financial Year 2022-23
(i) Incineration	-
(ii) Landfilling	-
(iii) Other disposal operations	7,196
Total	7,196

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

Polycab aims at reducing generation of waste during the entire lifecycle of its products. The Company has systems and processes for waste management, segregation, collection, and disposal. The Company practices efficient and environment-friendly end-of-life disposal methods. The waste is disposed through authorised agencies. The Company has green wires portfolio that uses only lead free, non-carcinogenic, and non-hazardous raw materials that are RoHS (Restriction of Hazardous Substances) and REACH compliant.



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

None of the offices or plant locations are around ecologically sensitive areas.

11. During FY 2022-23, the Company has not conducted any environmental impact assessments.

12. The Company is compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder

Leadership Indicators

1. Provide break up of the total energy consumed (in Joules or multiples) from Renewable Energy and Non-Renewable sources, in the following format:

Parameter	Current Financial Year 2022-23 (GJ)	Previous Financial Year 2021-22 (GJ)
From Renewable Sources		
Total electricity consumption (A)	124,136	94,483
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	124,136	94,483
From Non-Renewable Sources		
Total electricity consumption (D)	620,211	466,902
Total fuel consumption (E)	108,936	NA
Energy consumption through other sources (F)	-	-
Total energy consumed from Non-Renewable Sources (D+E+F)	729,147	466,902

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency – Yes, the independent assessment has been carried out by KPMG Assurance and Consulting Services LLP.

NA-Not Available for FY 2021-22. We have widened the scope of fuel consumption data from current financial year.

2. Provide the following details related to water discharge:

Polycab manufacturing units are equipped with appropriate ETP and STP facilities with the primary focus to promote recovery, recycling, and reuse of water. After processing the wastewater through treatment mechanisms, water is then reused to fulfil non-process requirements.

3. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in kilo litres):

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

- i. Name of area: Daman
- ii. Nature of operations: Production and manufacturing of wires
- iii. Water withdrawal, consumption, and discharge in the following format:

Parameter	Current Financial Year 2022-23
Water withdrawal by source (in kilo litres)	
(i) Surface Water	0
(ii) Ground Water	21,686
(iii) Third Party Water	0
(iv) Seawater/Desalinated Water	0
(v) Others	0
Total volume of water withdrawal (in KL)	21,686
Total volume of water consumption (in KL)	21,686
Water intensity per rupee of turnover (water consumed/ turnover)	0
Water intensity (optional)- the relevant metric may be selected by the entity	0

Polycab manufacturing units are equipped with effluent treat plants (ETPs) and sewage treatment plants (STPs). All the domestic wastewater generated from the toilet and canteen facilities is treated in STPs while the wastewater from operational activities is treated in ETPs to usable quality water. The treated water is utilized within the premises for flushing and gardening activities, ensuring no discharge of water outside of the premises.

4. None of Polycab's units are in ecologically sensitive areas.

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

Essential Indicators

1. (a) Number of affiliations with trade and industry chambers/ associations: **11**
- (b) List the top 11 trade and industry chambers/ associations (determined based on the total numbers of such body) the entity is member of/ affiliated to.

Sr. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Federation of Indian Chambers of Commerce and Industry	National
2.	The Associated Chambers of Commerce and Industry of India	National
3.	Confederation of Indian Industry	National
4.	Electrical & Electronics Manufacturing Association	National
5.	Federation of Indian Export Organizations	National
6.	Bombay Chamber of Commerce and Industry	National
7.	ASMECHEM Chamber of Commerce and Industry of India	National
8.	Indian Fan Manufacturers Association	National
9.	Fire & Security Association of India (FSAI)	National
10.	Consulting Electrical Engineers Association of Maharashtra (CEEAMA)	National
11.	National Federation of Engineers for Electrical Safety (NFE)	National

2. There has been **no action** taken or underway on any issues related to anti-competitive conduct by the entity, based on any adverse orders from regulatory authorities.



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Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

- Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2022-23:**
Not Applicable
- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**
Not applicable

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

Polycab India Limited established Polycab Social Welfare Foundation (PSWF) in 2020 as a not-for-profit organization aimed at providing a dedicated approach to community development and to fulfil CSR commitments of Polycab Group. PSWF works towards various social causes including removing malnutrition, improving healthcare and healthcare infrastructure, supporting education, women empowerment, environment, skill development, disaster management, agriculture, animal husbandry, sanitation, national heritage, and culture. PSWF also partners with non-governmental organizations (NGOs) that visit communities, interact with the people, to address grievances and supports Polycab to create a positive impact amongst the local communities. The governance for CSR at Polycab is a two-tier system with CSR and ESG committee recommending and monitoring CSR Annual Action Plan and Board of Directors approving and reviewing it annually. Robust mechanisms are put in place to resolve queries and redress grievances of the community and the CSR projects/programs/activities by reaching out at cs@polycab.com.

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

	Current Financial Year 2022-23
Directly sourced from MSMEs / Small producers	3.3%
Sourced directly from within the district and neighboring districts	5.4%

Leadership Indicators

- (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)**
Polycab awards contracts based on merit and not on preferences.

2. Details of beneficiaries of CSR Projects:

Sr. No.	CSR projects	CSR activities	No. of persons benefitted from CSR Projects [#]	% of beneficiaries from vulnerable and marginalised groups
1.	Health Care	1. Health camps in villages 2. i Breast Check-up camp 3. De addiction session 4. Girl Child Health Award 5. Camps on awareness of healthy newborn baby 6. Support to Eye Hospital 7. Health Mobilisers 8. Dialysis Centre Support 9. Accessories to disabled 10. Nutrition Kits 11. Health check-up camps 12. Support to Cancer Centre 13. Cochlear Implants to children	69,463	94%
2.	National Heritage Art & Culture	1. Support to Public Library	Footfall of 150 person per day	45%

Sr. No.	CSR projects	CSR activities	No. of persons benefitted from CSR Projects#	% of beneficiaries from vulnerable and marginalised groups
3.	Education	1. Support for domestic wiring village and 3 Ashramshalas 2. Training on Advance Sewing Course to Girls 3. Training on domestic wiring and welding 4. Trained women SHG group on agarbatti making 5. Computer Classes to students 6. Martial Arts training for Girls 7. Dance classes for Girls 8. Infrastructural support for building Science Lab 9. LEAAD in 12 Schools 10. Smart Classes in Ashram Schools 11. Career Counselling 12. Science Fair 13. Scholarship Scheme 14. Workshop -in Ashram Schools 15. Science Tuition Classes 16. Anganwadi Teacher's Training 17. Infrastructural support in Anganwadis 18. Benches in School 19. Support for School Accessories	18,113	87%
4.	Rural Development	1. Sessions on sustainable farming 2. Mushroom Farming/ Organic Farming 3. Vermicompost 4. Sports Schemes Awareness Sessions 5. Pashu Arogya Sathi 6. Sports & Competitions in Villages	7,983	95%
5.	Environment	1. Construction and renovation of water harvesting structures, Check Dams Pond deepening and Coastal cleaning - Daman 2. Animal Check-up Camps, Animal husbandry session 3. Clinic Renovation	8,542 126 per day	85%

Approximately.

Principle 9: Business should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

Polycab has developed standard protocols to take cognizance of all the consumer complaints and feedbacks from multiple channels as mentioned below.

The customers can reach Polycab through multiple communication channels that include a centralized helpline number, email-id & online service request on Polycab web site. These centralized consumer response centers receive customer queries, complaints, and feedbacks.

1. Polycab Helpline number 1800 267 0008
2. Email ID-customercare@polycab.com
3. Online Service request on www.polycab.com

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

	As percentage to total turnover
Environmental and social parameters relevant to the product	17%
Safe and responsible usage	100%
Recycling and/or safe disposal	-



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3. Number of consumer complaints in respect of the following:

	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Received	Pending at end of year	Remarks	Received	Pending at end of year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Customer Complaints	337,022	861	0.26% cases pending against total calls & 99.74% calls resolved	325,350	914	0.28% pending against total calls & 99.72% calls resolved

4. There have been **no instances** of product recalls (voluntary or forced) on account of safety issues during the financial year FY 2022-23.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No).

If available, provide a web-link of the policy.

Yes. The Company has '[Data Protection and Privacy Policy](#)'.

6. There have been **no occurrences** on issues relating to advertising, health, safety, marketing and labelling regulations, delivery of essential services, cyber security and data privacy of customers or any product recalls for Polycab. All customer complaints received on various channels mentioned above (indicator 1 of this principle) are dealt with on a priority basis and resolved effectively in a time-bound manner.

Leadership Indicators

1. Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if possible)

The details for all of the Company's products and services can be accessed on the Company website: <https://polycab.com/contact-us>. Additionally, the Company also publishes Integrated Annual Report, engages on social media platforms and media advertisements/publications.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.

The Company displays product information on the product label, over and above what is mandated as per local laws. The Company has set up experience centres at various locations and conducts meetings and trainings to its dealers, influencers, distributors and consumers about its products,.

3. Mechanism in place to inform consumers of any risk of disruption/ discontinuation of essential services.

Polycab, as a manufacturer of electrical wires and cables, is not directly involved in providing essential services (as defined in 'The Essential Services Maintenance Act, 1981). However, Polycab supplies its products to customers that may be providers of essential services.

4. a. Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable). If "Yes", provide details in brief.

Yes. Polycab displays product information on the product label as mandated by law. All Polycab products carry details with regards to the safe handling and usage. Moreover, on product packaging, the Company engraves markings relevant to 'recycling, fragile, umbrella, etc.' and relevant compliances such as RoHS, REACH, etc.

b. Did your entity carry out any survey with regard to customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No).

Yes. The Company collects customer feedback through feedback forms and outbound calls.