



Finolex
Cables Limited
AN IS/ISO 9001 CERTIFIED COMPANY

FCL:SEC:SE:23:97

5th September, 2023

Corporate Relations Department BSE Limited 1st Floor, New Trading Ring Rotunda Building, P J Towers Dalal Street, Fort Mumbai – 400 001 in	The Manager Listing Department National Stock Exchange of India Ltd 'Exchange Plaza', C-1, Block G, Bandra – Kurla Complex, Bandra (E), Mumbai – 400 051	Mr Tom Schmit Luxembourg Stock Exchange PO Box 165 L-2011 Luxembourg Grand-Duchy of Luxembourg EUROPE
Scrip Code: 500144	Scrip Code: FINCABLES	

Dear Sir/Madam,

Subject: Submission of the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2022-23

Ref: Regulation 34 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015 (Listing Regulations)

Pursuant to the above mentioned Regulation, please find attached herewith a copy of the Business Responsibility and Sustainability Report (“BRSR”) of the Company for the Financial Year 2022-23. Please note that the said BRSR also forms part of the 55th Annual Report of the Company for the Financial Year 2022-23.

A copy of the said BRSR is also available on the website of the Company at <https://finolex.com/investor/>

You are requested to kindly take the same on your record.

Thanking you,

Yours truly,

For FINOLEX CABLES LIMITED

Gayatri Kulkarni
Assistant Company Secretary
& Compliance Officer

Registered Office:

26-27, Mumbai-Pune Road, Pimpri, Pune – 411018. Tel: 020 27506200.
Visit us at: www.finolex.com | Email: sales@finolex.com | CIN: L31300MH1967PL016531

XCEEDS
EXPECTATIONS

Annexure J

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

Sr. No	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the Listed Entity:	L31300MH1967PLC016531
2.	Name of the Listed Entity:	Finolex Cables Limited
3.	Year of incorporation:	1967
4.	Registered office address:	26-27 Mumbai-Pune Road, Pimpri, Pune 411 018, Maharashtra (India)
5.	Corporate address:	26-27 Mumbai-Pune Road, Pimpri, Pune 411 018, Maharashtra (India)
6.	E-mail	sales@finolex.com
7.	Telephone	02027475963
8.	Website	www.finolex.com
9.	Financial year for which reporting is being done	1 st April 2022 – 31 st March 2023
10.	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange (BSE) , National Stock Exchange (NSE) and Luxembourg Stock Exchange (LSE)
11.	Paid-up Capital	Rs. 30,58,78,690/- (Rupees Thirty Crore Fifty-Eight Lakhs Seventy-Eight Thousand Six Hundred and Ninety only) comprising of 15,29,39,345 equity shares of Rs.2/- each.
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Pranab Kumar Mishra President - Account, Finance & Taxation (Telephone 02027475963 and Email Id: pranabkumar_mishra@finolex.com)
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Disclosures in this Report are made on a standalone basis.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Cable manufacturing	Shielded Cables, Twisted Pair Cables, Coaxial Cables, Fiber Optics Cable	95
2.	Electrical equipment manufacturing	Products that generate, distribute and use electrical power. Manufacture of electrical lighting, signalling equipment and electric household appliances.	5

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Electrical Cables	2732	82
2.	Communication Cables	2732	13
3.	Copper Rods	2432	1
4.	FMEG Products (Lighting, Fans, Water Heater, Iron, Switchgear, Accessories, Conduits & Fittings and fixtures)	2740, 2750	4

III. 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	5	22	27
International	Nil	Nil	Nil

17. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States and UT)	37*
International (No. of Countries)	Nil

*Includes 29 states and 8 union territories

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

1 %

c. A brief on types of customers

The company's products are used by a wide range of customers across various industries including construction, industrial, telecommunications, government and residential.

IV. Employees**18. Details as at the end of Financial Year:****1. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	824	789	96%	35	4%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	824	789	96%	35	4%
WORKERS						
4	Permanent (F)	722	710	98%	12	2%
5	Other than Permanent (G)	1608	1608	100%	0	0%
6	Total workers (F + G)	2330	2318	99%	12	1 %

2. Differently abled Employees and workers:

The Company does not have any differently abled employees/ workers.

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	17%
Key Management Personnel*	2	0	0%

*Includes Chief Financial Officer and Company Secretary

20. Turnover rate for permanent employees and workers

	FY 23			FY 22			FY 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26%	1%	27%	25%	1%	26%	20%	*0. %	20%
Permanent Workers	6%	0%	6%	7%	0%	7%	13%	*0. %	14%

*Below 0.5 %

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Finolex Industries Ltd (FIL)	Associate	32.39%	No
2.	Finolex J-Power Systems Ltd (FJPSL)	Joint Venture	49.00%	No
3.	Corning Finolex Optical Fibre Pvt. Ltd. (CFOFPL)	Joint Venture	50.00%	No

VI. CSR Details

22. a. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes

b. Turnover (in Rs.): 4,481.1 Crore

c. Net worth (in Rs.): 3,709.6 Crore

VII. Transparency and Disclosures Compliances

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

The stakeholders of Finolex Cables encompass our investors, clients, employees, vendors/partners, government, and the community. An robust whistleblower policy and a non-retaliation clause are extended to all our stakeholders. Our whistleblower policy can be accessed at <https://finolex.com/wp-content/uploads/2023/08/Whistle-Blower-Policy.pdf>

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 23			FY 22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	8	0	Complaints Resolved	1	0	Complaint Resolved
Employees and workers	Yes	21	0	Complaints Resolved	23	0	Complaints Resolved
Customers	Yes	41	0	Refer Note below.	79	0	Refer Note below
Value Chain Partners	Yes	7	0	-	5	0	-
Other (please specify)	-	-	-	-	-	-	-

Note: Concerns and suggestions received on social media, Consumer email id and Customer care number and Complaints Resolved

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, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Risk and opportunity	<p>FCL is committed to utilise technology which empowers customers and combatting global climate change by promoting energy efficient machinery and products.</p> <p>Extreme weather conditions can lead to disruptions in the supply chain.</p>	Our innovative range of renewable energy products will play 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.	<p>Positive: Being conscious of the effects of climate change will help the Company to be better prepared and control the losses that would have otherwise materialised.</p> <p>Negative: Inability of the Company to create alternative operational capabilities could jeopardise the order fulfilment and affect the bottom-lines.</p>
2.	Human Capital	Risk and Opportunity	<p>Opportunity: Consistent investment in the growth & development of our people can make our human resources a key source of strength and a key competitive advantage.</p> <p>Risk: Retaining key talent and higher turnover could lead to increased rehiring costs and decreasing morale among existing workforce.</p>	<p>Finolex Cables asserts that allocating resources to enhance the skills and knowledge of their workforce not only serves as an incentive, but also empowers the Company to cultivate a highly capable, efficient, and effective staff. A variety of training sessions are organized to foster the skill enhancement of our staff. These encompass areas like Soft Skills, New Employee Induction, Negotiation Techniques, ISO Training, Quality Tools for Problem Solving, Human Rights Considerations, Work Ethics, Environmental Awareness, Fire Drills and Safety Protocols, Plastic Waste Management, and an array of awareness programs spanning work ethics, regulatory adherence, governance, Prevention of Sexual Harassment (POSH),</p>	<p>Positive: Retention of key talent leads to increased productivity in the long run.</p> <p>Negative: Higher attrition increases rehiring costs.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p>HR protocols, operational practices, codes of conduct, IT security, data privacy, ethical conduct, social responsibility, and team cohesion are also conducted.</p> <p>We are focused on creating a diverse workforce, providing employees with an engagement framework, and addressing any concerns they may have through a reliable grievance redressal mechanism. Our ultimate goal is to create a more agile and engaged workforce that is better equipped to help us achieve our business objectives.</p>	
3.	Labour Rights and Practices	Risk	The company's management of labour practices and supply chain can potentially create social risks, such as labour rights violations and substandard working conditions.	<p>By implementing equitable labour practices, the company can enhance its standing and reputation, promote greater employee loyalty, and ultimately improve productivity while reducing employee turnover.</p> <p>The Company has a dedicated Compliance Tool to ensure complete compliance with all the applicable labour rules and regulations.</p>	Positive: FCL also has an equal opportunity policy' which 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.
4.	Community Relations	Opportunity	Building strong community relations can improve the company's reputation in the eyes of stakeholders, customers, employees, and investors. A positive reputation can lead to increased brand loyalty and trust.	<p>Engaging with the local community and supporting social causes can foster a sense of loyalty among customers who appreciate a company's commitment to making a difference.</p> <p>Building positive relationships with the community can act as a buffer during challenging times, helping to mitigate reputational and operational risks.</p>	<p>Positive: Community relations can create opportunities for partnerships, joint ventures, and collaborations with local organizations or businesses.</p> <p>Companies with strong community relations are more likely to have a sustainable and enduring presence, as they are deeply integrated into the local fabric</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>Code of fair disclosure Policy https://finolex.com/wp-content/uploads/2017/04/Code-of-Fair-Disclosure.pdf</p> <p>Board diversity Policy https://finolex.com/wp-content/uploads/2023/08/Policy-on-Board-Diversity.pdf</p> <p>CSR Policy https://finolex.com/wp-content/uploads/2023/03/CSR-Policy.pdf</p> <p>Whistle Blower Policy https://finolex.com/wp-content/uploads/2023/08/Whistle-Blower-Policy.pdf</p> <p>Prevention and punishment of sexual harassment of women Policy https://finolex.com/wp-content/uploads/2017/04/Policy-for-the-Prevention-Prohibition-and-Punishment-of-Sexual-Harassment-of-Women.pdf</p> <p>Privacy Policy: https://finolex.com/wp-content/uploads/2020/10/Privacy-Policy.pdf</p>								
2. Whether the company has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle.	Yes, the policies adhere to international standards like IS/ISO 9001 and the certification of environmental management systems in accordance with IS/ISO 14001. They also comply with national legal requirements such as the Companies Act of 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations of 2015.								
5. Specific commitments, goals and targets set by the company with defined timelines, if any.	In the next three years, we are planning to install renewable power generation plant at Goa and Roorkee.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the company against the specific commitments, goals and targets along-with reasons in case the same are not met.	The company's long-term goal is to become carbon neutral. To achieve this, the company is focusing on using energy-efficient equipment and machinery, as well as maximizing the utilization of solar energy in the upcoming three years.								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed company has flexibility regarding the placement of this disclosure)	Our unwavering dedication to building a better tomorrow extends beyond the conventional emphasis on financial gain, as we prioritize sustainability, inclusivity, and prosperity. We firmly believe that sustainable growth can only be achieved by proactively addressing environmental, social, and governance issues. That is why we have taken strategic steps to promote equality both within and outside our organization, foster trust with our stakeholders, and contribute to a cleaner future. We aspire to lead by example, providing sustainable and dependable products in our field, bolstering our brand and reputation. Our efforts are aimed at creating a brighter future for all, filled with opportunities and prosperity.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors								
9. Does the company have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes / No). If yes, provide details.	The Board of Directors Board Level Committee: Corporate Social Responsibility Committee and Risk Management Committee								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by the 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	Board committees									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non – compliance	Board Committees									Quarterly								

11. Has the Company carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/ No) If yes, provide the name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
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No. However, Finolex Cables has implemented a resilient internal review mechanism for its core policies. Active efforts have been dedicated to enhancing management systems and performance criteria to harmonize with the Company's sustainability framework.

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:
Not applicable.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable**Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	Finolex Cables conducts detailed and exhaustive familiarisation programs on various topics/areas, including Leadership, Economy Awareness, Risk Management, Team Building, Cybersecurity, Information Security, Marketing and Brands Strategy and Awareness programs are conducted on work ethics, compliances, governance, prevention of sexual harassment (POSH).	100%
Key Managerial Personnel	4	Leadership Development, Team Building, ICSI Seminar, Risk Management, Cybersecurity, Information Security, Marketing and Brands Strategy and Awareness programs are conducted on work ethics, compliances, governance, prevention of sexual harassment (POSH).	100%
Employees other than BoD and KMPs	29	<ol style="list-style-type: none"> 1. Finance for Non-Finance, 2. Plastic Waste Management, 3. Negotiation Skills, 4. Team Building, 5. Stress management, 6. ISO Trainings, 7. Problem solving Quality Tools, 8. Soft Skills 9. Induction programme for new employees 10. Human right aspects. 11. 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 behaviour, and team building. 	45%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Workers	59	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, Safety week celebration and awareness, ISO Systems Trainings, Process Improvements, Customer Complaint Management, On job training and Skill up gradation	65%

2. Details of 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, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

Not applicable

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

Yes. <https://finolex.com/wp-content/uploads/2023/08/Anti-Corruption-and-Anti-Bribery-Policy.pdf>

The Company ensures that its directors, senior management and other personnel comply with the Code of Conduct. It periodically obtains their confirmation of adherence to the Code. The purpose of the Code is to offer direction and aid in identifying and addressing ethical concerns, establish channels to report unethical behaviour, and cultivate an environment of integrity and responsibility. The goal is to promote the utmost levels of ethical behaviour, openness, and responsibility when interacting with stakeholders.

The Company has also implemented a Whistle Blower Policy that outlines the procedures for reporting any unethical behaviour or breach of the Code of Conduct. Staff members have the option to inform the Management of any occurrences of unethical behaviour, suspected fraud, or violations of the Code of Conduct or ethical policies.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

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. Details of complaints with regard to conflict of interest:

There were **no complaints** received in relation to issues of conflict of interest of the Directors and KMPs during the current financial year.

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

The Company has a Code of Conduct that outlines specific instructions for the Board of Directors and senior management personnel on how to avoid and report any real or potential conflicts of interest with the Company. Each year, the Board of Directors and senior management personnel are required to submit a declaration disclosing any interests they have in other entities. Furthermore, the Company ensures that it obtains the necessary approvals required by relevant laws before engaging in any transactions with these entities.

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

Essential Indicators

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

	FY 23	FY 22	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not applicable
Capex	0.40%	2%	Improvements in energy efficiency and reduced consumption of electricity across the operations of the Company. The Company is committed to producing advanced, energy-saving items like BLDC fans and eco-friendly wires in order to foster sustainability and diminish carbon emissions.

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

Yes. The company believes in harmonizing its business practices with sustainability objectives to secure sustainable growth. As inhabitants of the planet, we acknowledge that our operations rely on natural resources. Our objective is to establish a network of environmentally responsible practices that can be easily integrated into the supply chain. Prior to on boarding suppliers, the company obtains acknowledgment from vendors by collecting details of quality, health, safety, environment, information security management, and ISO parameter registrations. This is done to ensure adherence to ethical sustainability practices.

In our Purchase Order’s commercial terms and conditions, we have included a clause stating that the vendor must ensure that health, safety, and environmental requirements are clearly understood and faithfully implemented.

The Company manufactures products that are RoHS and REACH compliant, thus reducing and eliminating use of restricted raw materials.

Our objective is to collaborate with our suppliers in enhancing sustainability performance throughout our value chain. To achieve this, our Supplier Code of Conduct (SCoC) has been meticulously crafted to align with national and international standards, as well as global best practices concerning safety, health, environment, labour, human rights, ethics, and fair business.

As a result, we expect our suppliers to diligently follow the guidelines specified in the Supplier Code of Conduct (SCoC) and wholeheartedly abide by pertinent national and international laws, rules, and regulations. This dedication is vital in promoting responsible sourcing and the implementation of sustainable business practices throughout our value chain.

b. If yes, what percentage of inputs were sourced sustainably?

It is worth highlighting that in FY 2022-23, around 70% of purchased inputs, by value, were procured from sustainable sources.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Finolex Cables Ltd is committed to environmentally friendly practices and the sensible utilisation of resources. The company works constantly to reduce the environmental impact of its activities. Likewise, it is dedicated to fostering and maintaining a healthy community and ecosystem:

- Plastic: The Company responsibly disposes off plastic waste to authorised dealers.
- E-waste: The Company responsibly hands over the electronic products that are unwanted, not working, and nearing or at the end of their useful life to authorised dealers.
- Hazardous waste: Hazardous waste mis-management can have hugely harmful effects on the surrounding and community around operations. Contemplating the effects, the company's hazardous waste is disposed of by an authorised dealer.
- Other Waste: Reduction and reuse are the most effective ways one can save natural resources; thus, wooden pallets from major customers are brought back for recycling, reuse or disposed of to a scrap dealer at the end of its life.

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 Boards? If not, provide steps taken to address the same.

Yes, the waste collection procedures adhere to the EPR guidelines, and active measures are being pursued to develop strategies for achieving efficient and impactful waste management practices.

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

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
Permanent employees											
Male	789	0	0%	789	100%	0	0%	0	0%	0	0%
Female	35	0	0%	35	100%	35	100%	0	0%	0	0%
Total	824	0	0%	824	100%	35	4%	0	0%	0	0%

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	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	710	0	0%	710	100%	0	0	0	0%	0	0%
Female	12	0	0%	12	100%	12	100%	0	0%	0	0%
Total	722	0	0%	722	100%	12	2%	0	0%	0	0%
Other than Permanent workers											
Male	1608	1608	100%	1608	100%	0	0%	0	0%	0	0%
Female	0	0	0	0	0	0	0%	0	0%	0	0%
Total	1608	1608	100%	1608	100%	0	0%	0	0%	0	0%

2. Details of retirement benefits, for Current FY and Previous Financial Year

Benefits	FY 23			FY 22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	2%	5%	Y	4%	31%	Y
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplace

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, whether any steps are being taken by the entity in this regard.

Yes, although the workforce does not comprise persons with disability, our plants and offices are designed keeping in mind challenges faced by differently abled employees.

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

The Company ensures that all employees and workers are treated with respect and dignity and are not discriminated against on the basis of caste, creed, religion, sex, disabilities, etc.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male [^]	N.A.	N.A.	N.A.	N.A.
Female	*67%	100%	100%	100%
Total	100%	100%	100%	100%

[^] Male employees and workers are not provided parental leaves.

*In FY 2022-23, a total of 6 female employees had availed maternity leave. Among them, 2 employees were due to return to work during the reporting period but had left the organization. During the year, 4 employees and 1 female worker availed maternity leave and returned to work.

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers	We offer several lines of communication for employees and workers to address their concerns. One of these options is a suggestion box/drop box, which is available at all locations and does not have camera surveillance. Alternatively, they can also share their concerns via email using a dedicated email address specifically established for this purpose. Also, daily meetings are scheduled to understand the grievances of the staff and the probable solutions to the concerns raised. In case of no solution with a reasonable time, they can escalate the matter to the Unit head for resolution.
Permanent Employees Other than Permanent Employees	Employees are encouraged to talk to their immediate supervisors on issues/concerns that they might have. The second line of escalation in the departmental head followed by the HR head of the Company. Also the company has in place 'Code of Conduct', and 'Whistle Blower Policy' which is available to all employees and workers.

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

Category	FY 23 (Current Financial Year)			FY 22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association (s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association (s) or Union (D)	% (D / C)
Total Permanent Employees	824	0	0%	827	0	0%
- Male	789	0	0%	791	0	0%
- Female	35	0	0%	36	0	0%
Total Permanent Workers	722	357	49.45%	762	363	47%
- Male	710	354	49.86%	749	360	48%
- Female	12	03	25%	13	03	23%

The Company has employees and workers' union named Finolex Cables Employees Union at its Urse and Pimpri location. The Company recognises the right to freedom of association and does not discourage collective bargaining.

8. Details of training given to employees and workers:

Category	FY 23					FY 22				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill up gradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	789	110	14%	219	28%	791	127	16%	247	31%
Female	35	5	14%	9	26%	36	7	19%	10	28%
Total	824	115	14%	228	28%	827	134	16%	257	31%
Workers										
Male	710	198	28%	411	58%	749	235	31%	432	58%
Female	12	10	83%	11	92%	13	10	77%	10	77%
Total	722	208	29%	422	58%	762	245	32%	442	58%

9. Details of performance and career development reviews of employees and worker:

Category	FY 23			FY 22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Permanent Employees						
Male	789	618	78%	791	612	77%
Female	35	29	83%	36	31	86%
Total	824	647	79%	827	643	78%
Permanent Workers						
Male	710	671	95%	749	350	47%
Female	12	11	92%	13	07	54%
Total	722	682	94%	762	357	47%

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, the coverage of such a system?**

Yes, occupational health and safety management system (ISO 45001:2018) has been implemented in major plants.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Yes, the company makes use of a risk management strategy that allows to evaluate both routine and non-routine risks in order to prevent work-related hazards. The risks might come from a variety of areas of the workplace, such as tools, hazardous chemicals, unsafe working procedures, and human conduct. The company focuses on processes used to minimize risk by practicing the procedures of Hazard Identification & Risk Assessment (HIRA), having safety committees at various levels to assess the sufficiency of safety resources and to assist the adoption of safety management systems. Recurring safety audits and inspections are performed across all sites to maintain a healthy and safe work environment. The company ensures every year, its employees undergo routine medical examinations to identify work-related health issues which might affect their productivity at work.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, we have implemented processes for workers to report work-related hazards and prevent themselves from such risk.

Workers possess the opportunity to notify about work-related risks through internal channels such as the Whistle-Blower policy or safety committee assemblies.

Also, company has placed a suggestion box inside the plants where all suggestions to improve the working atmosphere are invited. Workers from the shop floor are included in the safety committee who on a regular basis discuss the safety related issues during the committee meetings held every month.

d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Medical and healthcare facilities available to the employees / workers on occupational health and safety risks. However, all plants have tie-ups with nearby hospitals where workers can be shifted for treatment.

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

Safety Incident/Number	Category	FY 23	FY 22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.04	0.82
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	8	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Finolex Cables Ltd has numerous measures in place to ensure a safe and healthy workplace, some of which are outlined here below:

- We have Safety Committee who on a regular basis discuss the safety related issues during the committee meetings held every month. And also Health and safety management system (ISO 45001) has been implemented in major plants.
- Mandatory safety training is provided to newly joined employees/ workers as part of their induction.

- Training programmes are conducted on a regular basis for all employees and workers.
- The Company celebrates Safety Week every year where safety and health related training programmes, quiz, demonstrations, slogans, essay competition and lifesaving skills such as mock drills are held.
- A medical professional is available in the factory to help/direct any medical assistance needed at any time.
- Proper maintenance of personal protection equipment is done to minimize work hazards.
- Regular monitoring through air ambient tests, noise levels, and safe drinking water tests are conducted.

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

	FY 23			FY 22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	N.A.	Nil	Nil	N.A.
Health & Safety	Nil	Nil	N.A.	Nil	Nil	N.A.

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

All units are subjected to safety audits by third parties every year.

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

The company encourages the implementation of operational procedure changes in order to address non-compliance and other undesirable circumstances. Corrective actions are typically taken to address prolonged instances of non-conformance. Safety guards are installed at moving parts of machines and standard operating procedures for safely performing technical, repetitive processes are displayed at each machine in the workplace. Every employee is provided with necessary training on how to operate the machines safely. Additionally, safety awareness programs are organized to systematically implement and monitor the company's ability to prevent future instances of non-conformance.

The Safety team also conducts root cause analysis, and ensures the availability of risk-opportunity registers for all processes. These registers are periodically reviewed to pinpoint and address risks while taking advantage of opportunities.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Yes, the company provides compensatory package to their employees which is covered under Group Personal Accident policy and ESI, whereas workers which are on contract basis are covered under ESIC.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The company ensures that any mandatory payments related to transactions within its scope are deducted and deposited in compliance with current regulations. This process is also subject to review during both internal and statutory audits. The company expects its partners in the value chain to adhere to business responsibility principles and uphold the values of transparency and accountability.

In addition to this, the service contract between Finolex Cables and the service provider also contains a clause under 'payment terms' for the necessary statutory payments, such as PF (Provident Fund), ESI (Employee State Insurance), etc., to be made by the service provider.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 23	FY 22	FY 23	FY 22
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

It is an ongoing process to upgrade the skills of all employees. The Company has not found it necessary to offer transition assistance programs to retirees as they are usually highly skilled.

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

Essential Indicators

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

Any individual or group of individuals or institution that adds value to the business chain of the Corporation is identified as a core or key stakeholder. This inter alia includes employees, shareholders and investors, customers, channel partners and key partners, regulators, lenders, research analysts, communities and suppliers amongst others.

Inclusivity forms the basis for identifying our stakeholders, and we actively make efforts to engage with them. Through this engagement, we seek to gain an understanding of their key priorities and concerns.

The Company strongly believes in the principles of listening, connecting, and collaborating with its key stakeholders to gain insights into their concerns. By working together to mitigate risks, enhance credibility, and build trust, it aims to nurture valuable relationships with its stakeholders.

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 & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and Workers	No	Email, Learning Centre meetings, Notice Board, Newsletters, announcements and feedback and Surveys	As and when Necessary	Training and Awareness programs are conducted on job training, work ethics, compliances, governance, prevention of sexual harassment (POSH), important changes, HR policies and practices, health and safety, quality system, environment, fire drills ,feedback, discussions on career development and reviews, importance of safety (PPE) tools and safety kits, and Skill up gradation

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	Email, newspaper advertisement, website, intimation to stock exchanges, Annual General Meetings, Investor Update Web Page, Quarterly condensed financial statements, Detailed quarterly presentations, Analyst Conference, Annual Report Quarterly investor conference calls, Media updates are organized regularly on quarterly/annually and as required and Press Releases	Need based	To update on the Business Performance, Financial Performance, Corporate Governance corporate developments and Regulatory Compliance.
Customers	No	Website, advertisements in print , Social media, And, in Shop and store branding & promotions, Brand campaigns and sales promotions conducted Regularly.	Need based	Introduction to new products, marketing and publicity, Information about the products/ services provided by the business, environment friendly products, Product quality, product availability & product pricing.
Channel Partners, distributors and retailers	No	Email, business meetings, After sales services, Activities focused on cultivating and nurturing relationships,	Need based	To increase reach, Facilitate a robust brand connection, Enhance goodwill and promote profitable expansion and business development, Providing information regarding products and services.
Communities	Yes	Meetings, Discussions, etc.	Need based	Providing the support to projects of social importance.
Regulators	No	Email, discussions, site visits, concalls , Documentation and submissions for regulatory compliance, Engaging with authorities for obtaining permissions/approvals.	Need based	Discussions on Compliance and regulations, inspections, approvals, Tax Payments and other Regulatory compliance.

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The organization places great importance on fostering continuous engagement with its primary stakeholders, aiming to facilitate effective communication regarding its performance and strategic direction. In line with this commitment, the company actively seeks out opportunities to engage with key stakeholders, seeking valuable insights into their perspectives, concerns, grievances, and suggestions related to environmental, social, and governance (ESG) material issues. These meaningful interactions take place through a diverse range of engagement channels, facilitating the exchange of ideas and information among stakeholders, company management, board members, and relevant officials.

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

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

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

Before commencing any projects, the Company conducts comprehensive need assessments within the communities where it operates. As part of our commitment to inclusive and responsible project implementation, we prioritize active stakeholder consultations and engagements to gain a thorough understanding of their perspectives and address any concerns they may have. By fostering meaningful dialogue, we strive to ensure that our projects align with the needs and aspirations of the communities we serve.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 23			FY 22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Permanent	824	369	45%	827	369	45%
Other than permanent	Nil	Nil	NA	Nil	Nil	NA
Total Employees	824	369	45%	827	369	45%
Permanent	722	469	65%	762	464	61%
Other than permanent	1608	1045	65%	1589	985	62%
Total Workers	2330	1514	65%	2351	1449	62%

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

Category	FY 23					FY 22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	789	03	*0%	782	100%	791	01	*0%	790	100%
Female	35	02	6%	33	94%	36	02	6%	34	94%
Other than Permanent										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent										
Male	710	25	4%	685	96%	749	02	*0%	736	100%
Female	12	0	0%	12	100%	13	0	0%	13	100%
Other than Permanent										
Male	1608	1172	73%	436	27%	1589	1219	77%	369	23%
Female	0	0	0%	0	0%	0	0	0%	0	0%

*Less than 0.5 %

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	22,28,117	1	19,92,771
Key Managerial Personnel	4	2,52,75,110	-	-
Employees other than BoD and KMP	785	7,24,884	35	5,08,032
Workers	710	5,23,932	12	5,14,242

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)

Yes. The Chief Internal Auditor of the Company is responsible to drive the mechanism on the prevention of sexual harassment cases. The company's Whistle Blower / Human Resources department is charged with the duty of addressing grievances concerning a diverse range of human rights issues.

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

The Company considers respect for human rights as a fundamental and core value and endeavours to uphold ethical and fair business and employment practices that support, protect, and promote human rights. The company is committed to maintaining a safe and harmonious business environment and workplace for all individuals, regardless of their ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation, or any other similar parameters. The Company believes that every workplace should be free from violence, harassment, intimidation, or any other unsafe or disruptive conditions that may arise from external or internal threats. The Company has implemented reasonable safeguards to ensure the privacy and dignity of employees while at work.

6. Number of Complaints on the following made by employees and workers:

	FY 23			FY 22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	N.A.	02	0	Amicably settled
Discrimination at workplace	Nil	Nil	N.A.	Nil	Nil	N.A.
Child Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Forced Labour/Involuntary Labour	Nil	Nil	N.A.	Nil	Nil	N.A.
Wages	Nil	Nil	N.A.	Nil	Nil	N.A.
Other human rights related issues	Nil	Nil	N.A.	Nil	Nil	N.A.

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

Finolex Cables Limited prioritizes cultivating a healthy and inclusive work environment where all employees, regardless of their gender, caste, creed, or social class, can thrive. The company is committed to fostering equality throughout the workplace, ensuring that employees can carry out their responsibilities free from discrimination, gender bias, or sexual harassment concerns. Each individual is highly valued and respected, and the organization is unwavering in its dedication to preserving their dignity. As part of this commitment, the company maintains a zero-tolerance policy towards sexual harassment, imposing severe disciplinary measures for any instances of such misconduct. To promote awareness and understanding, the organization has implemented a comprehensive strategy encompassing prevention, prohibition, and punishment of sexual harassment. This strategy aims to educate employees on the behaviours that constitute sexual harassment.

The Whistle Blower Policy has been formulated to provide a mechanism for Directors, Employees and workers of the Company to raise concerns about any violations of legal or regulatory requirements. This policy aims to create an environment where individuals feel free and secure to report issues. Additionally, it ensures that whistle-blowers are protected from any form of retribution, whether from within or outside the organization.

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

Yes. Our Supplier Code of Conduct (SCoC) is incorporated into all business agreements, purchase orders, and contracts with our suppliers.

The SCoC applies to a wide range of entities, including suppliers, service providers, vendors, traders, agents, consultants, contractors, dealers, distributors, business associates, joint venture partners, and third parties, along with their employees, agents, and representatives, who engage in business dealings with our Company or any of its subsidiaries, affiliates, or divisions.

We expect our suppliers to fully comply with applicable laws, rules, and regulations, while also adhering to internationally recognized environmental, social, and governance standards. These standards encompass the well-being of their employees, anti-harassment and anti-discrimination measures, and the abolition of child and forced labour.

9. Assessments for the year:

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

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

Not Applicable

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

The company is firmly committed to preventing any violations of human rights. It ensures policy compliance through a mechanism overseen by the HR Department and subject to regular monitoring by the Audit committee at the board level. All stakeholders are provided with secure and 24x7 access to raise grievances and report any breaches related to human rights.

2. 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?

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

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	Unit	FY 23	FY 22
Total electricity consumption (A)	GJ	2,69,137	2,24,130
Total fuel consumption (B)	GJ	9,882	11,530
Energy consumption through other sources (C)		NIL	NIL
Total energy consumption (A+B+C)	GJ	2,79,019	2,35,660
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)		0.000006227	0.000006254
Energy 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? (Y/N) If yes, name of the external agency - No

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? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable, we don't fall under PAT scheme of Government of India.

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

Parameter	FY 23	FY 22
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Ground Water	84,591	73,421
(iii) Third Party Water	2,27,289	2,04,466
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,11,880	2,77,887
Total volume of water consumption (in kilolitres)	3,11,880	2,77,887
Water intensity per rupee of turnover (Water consumed / turnover)	0.000006959	0.000007375
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? (Y/N)
If yes, name of the external agency: No

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Our manufacturing units are equipped with sewage treatment plants (waste water from operational activities). The treated water from the STPs is used on-site for flushing and gardening, preventing any water discharge beyond the premises. We adhere to the guidelines provided by regulatory bodies. The STPs handle domestic waste water from toilets and canteens.

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

Parameter	Specify Unit	FY 23	FY 22
NOx	mg/Nm ³	239.52	209.20
Sox	mg/Nm ³	47.23	44.06
Particulate matter (PM)	mg/Nm ³	179.17	287.86
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil
Others- please specify		Nil	Nil

Note: We conduct third-party laboratory testing for each of these air emission parameters, including NOx and SOx, at all locations regularly to ensure compliance with permissible limits. Additionally, we submit the reports to the relevant authorities.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency: No

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

Parameter	Specify Unit	FY 23	FY 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)	Metric tonnes of CO ₂ equivalent	659	769
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)	Metric tonnes of CO ₂ equivalent	17,430	14,515
Total Scope 1 and Scope 2 emission	Metric tonnes of CO ₂ equivalent	18,089	15,284
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000004037	0.0000004056
Total Scope 1 and Scope 2 emission 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? (Y/N) If yes, name of the external agency: No

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Finolex Cables has implemented various measures to reduce energy consumption. The Company consistently strives to enhance operational efficiencies, thereby minimizing energy usage and decreasing greenhouse gas emissions.

- In FY2023, we have consumed 6.87 million KWH of electricity from renewable energy sources, resulting in a reduction of 1601.87 MTCO₂e emissions in FY 2022-23.
- We have transitioned to using 100% LED lighting in all our plants and have ceased purchasing conventional lights such as HPSV/HPMV, CFL, etc.
- We are in the process of transitioning to cleaner fuels, with a focus on enhancing efficiency. This involves adopting Natural Gas, Biogas and renewable electricity supply whenever feasible.
- We are continually working to enhance our products, aiming for increased energy efficiency during usage and minimized energy consumption:
 - a. In the financial year 2023, we launched two new models of Wiggle ES fans featuring 5-star BLDC motor technology, consuming only 32 watts. These fans contribute to significant power savings, reducing energy consumption by up to 65-70% in the ceiling fan category.
 - b. BEE 3-star rating LED Bulbs (3 w, 5w, 7w, and 9w) with total number 2.4 million.
- Finolex Cables has implemented energy-efficient equipment, machinery and other related work in its major plants, prioritizing power savings and reducing energy consumption.

E.g. installed Variable Frequency Drives (VFD) in Air compressors and pumps, replace old 120TR chiller with 2x25TR chiller refrigerant: R407C, Automatic Harmonic filter panel 730A installed for Power quality improvement, MWD line overhauling has been carried out to enhance machine efficiency and minimize energy consumption, chiller tanks combined in insulation line to minimize energy consumption in chiller etc.

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

Parameter	FY 23	FY 22
Total Waste Generated (in Metric Tonnes)		
Plastic waste (A) (Non Hazardous)	3396.43	2115.03
E-waste (B)	3.41	6.47
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	5.94	2.42
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1,683.22	1,659.52
Total (A+B + C + D + E + F + G + H)	5,089	3,783.44
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	NIL	NIL
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
Total	5,089	3,783.44

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

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.

The company is fully dedicated to improving its performance in terms of safety, worker health, and environmental preservation within its business operations. It strongly emphasizes the importance of maintaining high standards of cleanliness, sanitation, and environmental protection. Consequently, our manufacturing process adheres strictly to practices that eliminate the generation of trade effluent and the use of toxic chemicals. The only types of hazardous waste produced are used oil and oil-soaked cotton waste, which are stored in a designated area on our factory premises in accordance with the guidelines set by the State Pollution Control Board (PCB). We maintain meticulous records of these materials and ensure their proper disposal by selling them to an PCB-approved authorized party.

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:

Not Applicable. The company does not have any operations/ offices around such areas.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

None.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:
Yes, the entity is compliant with the applicable environmental law/ regulations/ guidelines in India.

Leadership Indicators

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

Parameter	FY 23	FY 22
From renewable sources (GJ)		
Total electricity consumption(A)	24,735	25,374
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	24,735	25,374
From non-renewable sources (GJ)		
Total electricity consumption (D)	2,44,402	1,98,756
Total fuel consumption (E)	9,882	11,530
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	2,54,284	2,10,286

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - **No**

2. Provide the following details related to water discharged:

The company does not discharge major volume of water as the manufacturing units are equipped with sewage treatment plants (waste water from operational activities). The treated water from the STPs is used on-site for flushing and gardening, preventing any water discharge beyond the premises. The STPs handle domestic waste water from toilets and canteens. We also adhere to the guidelines provided by regulatory bodies.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Not Applicable as none of the offices/ plants are located in water stressed areas.

4. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable.

5. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Usgaon plant: Usage of LPG as the fuel in the furnace	LPG being a cleaner fuel than other types of fuel.	Emission level within the consent level.

Sr. Initiative undertaken No.	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2. Verna Plant: <ul style="list-style-type: none"> • Reduced chilled water line length by installation of common localized Chiller for LDC insulating lines. • New high efficiency Atlas Copco GA37+PA7 series compressors installed • AirNet pipe lines used instead of conventional steel pneumatic lines • Armaflex insulation installed for chilled water troughs and pipelines • STP plant capacity increased to 22-25KL and ultrafiltration and UV treatment incorporated • Automatic Harmonic filter panel 730A installed at GCAB 	<ul style="list-style-type: none"> • Replacement of 120TR old remote chiller with 2x25TR chiller and 25hp water circulation pump with 5 HP pump • Installed during new LED expansion project • Installed at GCON plant • To improve STP output quality • For improvement in power quality 	<ul style="list-style-type: none"> • Power Savings Old 120TR chiller refrigerant: R134A New Chiller refrigerant: R407C (More environment friendly) • Increased operational efficiency and power savings. • Reduction in transmission losses • Reduced losses and limited or negligible water condensation • Compliance with new norms • Improved power factor and reduced harmonics
3. Roorkee Plant: <ul style="list-style-type: none"> • Cooling tower output pipeline designed with a new header system in place of an individual /dedicated line for all cooling towers • Centralized PVC conveying system upgraded with latest PLC in place individual / customized obsolete controller. • Improved preventive maintenance of machines • Insulation line up gradation done for SCADA/PLC and drive for • Old MWD line overhauling done to • Phase wise Replacement of old MS pneumatic pipe line with PPR pipe • Old high bay and medium bay Medal halide light fittings converted to LED light fittings 	Designed to meet environment requirements.	<ul style="list-style-type: none"> • Reduced power consumption in pumps. • Reduced energy losses • Reduced breakdown hours • Improved machine efficiency and reduced energy consumption. • Reduced compressed air consumption and energy consumption in the chiller. • Reduced energy consumption.
4. Pimpri Plant: <ul style="list-style-type: none"> • The process of converting old high bay and medium bay metal halide light fittings to LED light fittings is underway to minimize energy consumption. • An old compressor has been replaced with a new variable frequency drive (VFD) • A proof of concept (POC) is currently being developed for the Pimpri office to minimize energy losses. 	Designing to meet environmental requirements.	<ul style="list-style-type: none"> • Reduction in energy consumption and cost savings • Reduction in noise level and reliability

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

Yes. The Company does have a Disaster Recovery Policy for its IT services and provides the required continuity in service in the event of a disaster or unforeseen contingency with the following objectives:

- To establish data security and business continuity
- ISMS Policy to train our personnel on handling challenges related to data security and disaster recovery.
- To provide information to Management about ability to continue IT Operations in case of disaster.

The Company has an information Security Management System (ISMS) which is ISO 27001 certified and demonstrates its commitment to continual improvement, and protection of sensitive information. The Company has implemented a Disaster Recovery Policy and procedures to continue its business operations. It also conducts information cyber security awareness training and do's and don'ts practices. Its business continuity / contingency plans and incident response procedures are tested periodically and helps to further strengthen the technological infrastructure.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

NA

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**Essential Indicators****1. a. Number of affiliations with trade and industry chambers/ associations.**

The Company is affiliated with 3 associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of India Industry (CII)	National
2	Mahratta Chambers of Commerce, Industries and Agriculture (MCCIA)	National
3	Export Engineering Promotion Council (EEPC)	National

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

None

Leadership Indicators**1. Details of public policy positions advocated by the entity:**

The company, through its executives, makes various recommendations/representations before regulators and associations regarding the new enactments that impact the company, its industry and other related areas.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

None

2. 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.

We have Stakeholders Relationship Committee to receive and redress grievances. Grievances of the community are received and resolved by the CSR Committee which works closely with them on various CSR projects.

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

	FY 23	FY 22
Directly sourced from MSMEs/ small producers	2.84%	4.00%
Sourced directly from within the district and neighbouring districts	13%	7%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Uttarakhand	Haridwar	43,00,000

3. a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes, FCL has preferential procurement policy, where we give preference to MSME suppliers.

b) From which marginalized /vulnerable groups do you procure?

MSME Vendors

c) What percentage of total procurement (by value) does it constitute?

4%

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge.

Not Applicable.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	CSR Activities	% of beneficiaries from vulnerable and marginalized groups
1.	Education	i. Supplied projectors, water filters, and benches to various schools in Roorkee; ii. Provided Cupboard, floor mats, library book and scientific lab equipment's at Shree Mahalasa Narayani School, Verna Goa; iii. Provided School Bus for Deaf & Dumb School, Chinchwad Pune; iv. Support for College & School Renovation, Roorkee; v. Support for Art Centres on Artificial intelligence at Vidya Pratishthan, Baramati	100%

S. No.	CSR Project	CSR Activities	% of beneficiaries from vulnerable and marginalized groups
2.	Environment	i. Support for Amrit Sarovar Scheme, Roorkee; ii. Construction done for Storm Water Drain Pipeline, Urse;	100%
3.	Health	i. Support provided to Maharaj Jagat Singh Medical Trust; Beas, Punjab ii. Diabetic children treatment at Jehangir Hospital, Pune; iii. Ambulance running service at Pawana Hospital, Urse iv. Installed Intensive care units (ICUs) and TV control system and provided support for Paediatric heart surgery to underprivileged people at Mangeshkar Medical Foundation, Pune; v. Provided of TRAX AMBULANCE VAN, Artificial Limbs and anaesthesia machine to Inlakhs Hospital, Pune vi. Installed CIM machine and MIC analyser machine for laboratory in Morya Hospital, Pune; vii. Provided furniture for cancer unit in Inlakhs Hospital, at Pune viii. Every day, Free breakfast to 100 underprivileged children from Yerwada Basti through the Sadhu Vaswani Mission in Pune	100%
4.	Food and Nutrition	Distribution of Food and nutrition to the Akshaya Patra Foundation	100%
5.	Rural Development	i. Provided a Bolero vehicle to the Roorkee Police; ii. Support to Urse Police station with an Inverter;	100%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

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

Our company's foundation rests upon the trust, satisfaction, and loyalty of our esteemed customers, who are considered one of our primary stakeholders. Ensuring the well-being of our customers nationwide, we remain steadfast in our commitment to delivering products that are safe and secure. We actively foster customer engagement through diverse channels, including dealers' meetings, enabling us to gain valuable insights into their unique requirements and preferences.

The Company actively interacts with its customers through a variety of platforms. Customers can register their complaints by calling the company's Call Centre on toll free No. 18002090166. Alternatively, they can use WhatsApp to register their complaints on (020-27506219) or send an email to the company's customer service email address Service@finolex.com. By utilizing these communication channels, customers can effortlessly and promptly connect with the company and receive the support they require.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	68%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 23		Remarks	FY 22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	N.A.	Nil	Nil	N.A.
Advertising	Nil	Nil	N.A.	Nil	Nil	N.A.
Cyber-security	Nil	Nil	N.A.	Nil	Nil	N.A.
Delivery of essential services	Nil	Nil	N.A.	Nil	Nil	N.A.
Restrictive Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Unfair Trade Practices	Nil	Nil	N.A.	Nil	Nil	N.A.
Other	41	0	N.A.	79	0	N.A.

4. Details of instances of product recalls on account of safety issues:

Not applicable.

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. Finolex Cables Limited has a framework and policy in place to safeguard its digital assets and guarantee the privacy, accuracy, and accessibility of their data. The company's Privacy policy can be accessed through the following link:

<https://finolex.com/wp-content/uploads/2020/10/Privacy-Policy.pdf>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not applicable.

Leadership Indicators

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

Information related to products manufactured by the Company are available on the Company's website, <https://finolex.com>. In addition, the Company makes use of multiple social media and digital platforms to spread awareness about its products.

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

The Company exhibits product details on the product label, surpassing the stipulated local legal requirements. Additionally, the Company has established Experiential Hubs in diverse locations and organizes gatherings and training sessions for its dealers, influencers, distributors, and consumers to educate them about its product range.

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

Although the company's products do not really fall within the ambit of essential services, the Company has yet never experienced the possibility of disruption/ discontinuation.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer 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)

Information mandated by statutory requirements is displayed on the products as part of product information.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

Nil

b. Percentage of data breaches involving personally identifiable information of customers

Nil.

Annexure K

DETAILS AS REQUIRED BY THE SEBI CIRCULAR NO. SEBI/HO/CFD/CFD-POD-1/P/CIR/2023/123 DATED JULY 13, 2023.

A) Trust Deed & Supplemental Trust deed.

Sr. No	Particulars	Details
1	If the listed entity is a party to the agreement details of the counterparties (including name and relationship with the listed entity)	Not Applicable
2	If listed entity is not a party to the agreement, i. name of the party entering into such an agreement and the relationship with the listed entity; ii. details of the counterparties to the agreement (including name and relationship with the listed entity) iii. date of entering into the agreement.	Mr. Pralhad Parasram Chhabria settled a Private determinate trust known as the "Pralhad Chhabria Trust" where under the Board of Trustees would comprise of the following members: i. Late Pralhad Chhabria ii. Mrs. Aruna Katara iii. Mr. Vijay Chhabria iv. Mr. Deepak Chhabria v. Mr. Prakash Chhabria The aforesaid individuals are Promoters of the Company. Trust deed dated 12 th March 2012 1 st Supplemental Trust deed dated 20 th August 2012 2 nd Supplemental Trust deed dated 4 th January 2014
3	Purpose of entering into the agreement;	Pralhad Chhabria Trust was created so that the Finolex Group remains an integral, vibrant, growth oriented industrial group which will collectively progress and grow in the future for a long time.
4	shareholding, if any, in the entity with whom the agreement is executed	Not Applicable
5	significant terms of the agreement (in brief)	Clause no. 12, 13 & 13 (a) 12. On the basis of above referred shareholding of Orbit settled in this Trust from time to time and in particular the shares in Orbit which will be received by way of gift from the Settlor in future or as per the Will of the Settlor in future in favour of the Trust, the Trustees would be entitled to exercise the voting rights in Finolex Group Companies, i.e., Finolex Industries Limited, Finolex Cables Limited, Finolex Plasson Limited & I2IT Private Limited. They would exercise such rights in a manner that Orbit would support the management of Mr. Prakash Pralhad Chhabria or his nominee successor in Finolex Industries Limited, that of Mr. Deepak Chhabria or his nominee successor in Finolex Cables Limited and that of Mr. Vijay Chhabria or his nominee successor in Finolex Plasson Limited and that of Mrs. Aruna Katara or her nominee successor in I2IT Private Limited. 13. It is already clarified that there is a cross holding between Finolex Industries Limited and Finolex Cables Limited. The shares of Finolex Plasson Limited are held substantively by Finolex Industries Limited & the shares of I2IT Private Limited are also held by various entities in the group. Apart from that, even the family members are holding certain shares of these four companies individually or through their relatives or their concerns. It may so happen that because of such holding, they will get the powers on their own to intervene or vote in each other's companies directly or indirectly. The Settlor has already made clear that it is his intention that Mr. Prakash Chhabria, Mrs. Aruna Katara, Mr. Deepak Chhabria and

Sr. No	Particulars	Details
		<p>Mr. Vijay Chhabria or their respective nominees amongst their direct lineal descendants remain in charge of the day to day management of Finolex Industries Limited, I2IT Private Limited, Finolex Cables Limited and Finolex Plasson Limited respectively without causing any harm to each other's individual interests. Thus, the Settlor expects each one of them to follow the above intention in day to day matters and support each other in the management of their respective Companies. If any of the Beneficiaries/Trustees dies not support the management of the other Beneficiary or his nominee Successor in the respective Companies as mentioned above or acts against the interest of any other Beneficiary on the basis of any other shareholding in these companies directly or indirectly through their family members or concerns, such person would cease to be the Beneficiary/Trustee in this Trust and his/her share in the Trust Fund and Income would be distributed amongst the other remaining Beneficiaries equally. On this issue, the Trustees are directed to take a decision in consultation with two renowned legal experts and their opinion would be final. In case of any difference of opinion amongst them, they will refer the issue to a third renowned legal expert and his decision would be final.</p> <p>In this clause, I have made it clear that each of the beneficiaries shall support the management of the other beneficiaries in their respective companies. To make my intention clear, I direct that the Trustees shall support and ensure as also use their voting powers whether at a meeting or otherwise in a manner that the following persons or their nominees shall be made the Chairman / Chairperson of their respective companies as mentioned hereunder subject to the Board Approval of the respective companies —</p> <ul style="list-style-type: none"> i) Shri Deepak Chhabria shall be the Chairman of Finolex Cables Ltd. and after his death or in case of his incapacitation, his nominee shall succeed him as the Chairman of Finolex Cables Ltd. ii) Shri Prakash Chhabria shall be the Chairman of Finolex Industries Ltd. and after his death or in case of his incapacitation, his nominee shall succeed him as the Chairman of Finolex Industries Ltd. iii) Shri Vijay Chhabria shall be the Chairman of Finolex Plasson Ltd. and after his death or in case of his incapacitation, his nominee shall succeed him as the Chairman of Finolex Plasson Ltd. iv) Mrs. Aruna Katara shall be the Chairperson of I2IT Pvt. Ltd. and, after her death or in case of her incapacitation, her nominee shall succeed her as the Chairman of I2IT Pvt. Ltd. <p>Accordingly, none of the beneficiaries directly or indirectly shall do any acts, matters, deeds or things or use their voting power which shall in any manner adversely affect the directorship or the Chairmanship, as the case may be, of the respective beneficiaries in the companies mentioned hereinafter.</p>

Sr. No	Particulars	Details
6	extent and the nature of impact on management or control of the listed entity	<p>The trust deed inter alia provides for Mr. Deepak Chhabria and his direct lineal descendants to wield management and control of the Company.</p> <p>Shri Deepak Chhabria shall be the Chairman of Finolex Cables Ltd. and after his death or in case of his incapacitation, his nominee shall succeed him as the Chairman of Finolex Cables Ltd.</p> <p>None of the beneficiaries directly or indirectly shall do any acts, matters, deeds or things or use their voting power which shall in any manner adversely affect the directorship or the Chairmanship, as the case may be, of the respective beneficiaries in the companies mentioned hereinafter.</p>
7	details and quantification of the restriction or liability imposed upon the listed entity	Not Applicable
8	whether the said parties are related to promoter/promoter group/ group companies in any manner. If yes, nature of relationship	<p>The parties of the Trust deed are promoters of the Company.</p> <p>Late Pralhad Chhabria - was</p> <p>(a) a promoter shareholder of FCL (b) Real Brother of Mr. Kishan P. Chhabria (c) the father of Prakash Chhabria and Aruna Katara, (d) uncle of Mr. Deepak Chhabria and Mr. Vijay Chhabria</p> <p>Mr. Prakash Chhabria - is</p> <p>(a) a promoter shareholder of FCL (b) Son of Late Pralhad Chhabria (c) Cousin Brother of Mr. Deepak Chhabria and Mr. Vijay Chhabria (d) Real Brother of Mrs. Aruna Katara,</p> <p>Mr. Deepak Chhabria - is</p> <p>(a) a promoter shareholder of FCL (b) Real Brother of Mr. Vijay Chhabria (c) Cousin Brother of Mr. Prakash Chhabria and Mrs. Aruna Katara,</p> <p>Mrs. Aruna Katara - is</p> <p>(a) a promoter shareholder of FCL (b) Daughter of Late Pralhad Chhabria (c) Real Sister of Mr. Prakash Chhabria (d) Cousin Sister of Mr. Deepak Chhabria and Mr. Vijay Chhabria</p> <p>Mr. Vijay Chhabria - is</p> <p>(a) a promoter shareholder of FCL (b) Real Brother of Mr. Deepak Chhabria (c) Cousin Brother of Mr. Prakash Chhabria and Mrs. Aruna Katara,</p>
9	Whether the transaction would fall within related party transactions? If yes, whether the same is done at "arm's length"	<p>The said trust deed is not one of the transactions as stipulated in Section 188(1) (a) to (g) of the Companies Act, 2013. In view thereof, the question of whether it was entered into on an 'arm's length basis' does not arise.</p>
10	in case of issuance of shares to the parties, details of issue price, class of shares issued	Not Applicable

Sr. No	Particulars	Details
11	any other disclosures related to such agreements, viz., details of nominee on the board of directors of the listed entity, potential conflict of interest arising out of such agreements, etc.	There are disputes relating to the Trust deed (as amended) which are sub-judice and pending before various courts/ fora. Since these are sub-judice proceedings, FCL is not commenting further on the same.
12	<p>in case of rescission, amendment or alteration, listed entity shall disclose additional details to the stock exchange(s):</p> <p>i. name of parties to the agreement;</p> <p>ii. nature of the agreement;</p> <p>iii. date of execution of the agreement;</p> <p>iv. details and reasons for amendment or alteration and impact thereof (including impact on management or control and on the restriction or liability quantified earlier);</p> <p>v. reasons for rescission and impact thereof (including impact on management or control and on the restriction or liability quantified earlier)</p>	<p>Names of the Trustees :</p> <p>i. Late Pralhad Chhabria ii. Mrs. Aruna Katara iii. Mr. Vijay Chhabria iv. Mr. Deepak Chhabria v. Mr. Prakash Chhabria</p> <p>Nature : Trust Deed</p> <p>Date of Execution : Trust deed dated 12th March 2012 1st Supplemental Trust deed dated 20th August 2012 2nd Supplemental Trust deed dated 4th January 2014</p> <p>Details and reasons for amendment: 1st Supplemental Trust deed dated 20th August 2012: To bring clarity and remove ambiguity about the terms and conditions of the Trust and also about clarifying intentions behind creating the trust</p> <p>2nd Supplemental Trust deed dated 4th January 2014: Again to make certain amendments and clarification to the original trust deed and to ensure carrying of management of the trust smoothly after death of Late Pralhad Chhabria.</p> <p>Impact thereof including impact on management or control The trust deed inter alia provides for Mr. Deepak Chhabria and his direct lineal descendants to wield management and control of the Company.</p> <p>Shri Deepak Chhabria shall be the Chairman of Finolex Cables Ltd. and after his death or in case of his incapacitation, his nominee shall succeed him as the Chairman of Finolex Cables Ltd.</p> <p>None of the beneficiaries directly or indirectly shall do any acts, matters, deeds or things or use their voting power which shall in any manner adversely affect the directorship or the Chairmanship, as the case may be, of the respective beneficiaries in the companies mentioned hereinafter.</p>

B) Memorandum of Understanding

Sr. No	Particulars	Details
1	If the listed entity is a party to the agreement details of the counterparties (including name and relationship with the listed entity)	Finolex Industries Limited (FIL) Associate and Shareholder of the Company
	If listed entity is not a party to the agreement,	Not Applicable
	i. name of the party entering into such an agreement and the relationship with the listed entity;	
	ii. details of the counterparties to the agreement (including name and relationship with the listed entity)	
	iii. date of entering into the agreement.	
	Purpose of entering into the agreement;	FIL and FCL each desire that in mutual interest their respective shareholding in the other company should continue in the long term for business reasons and not to disturb the arrangement of crossholdings between the parties.
4	shareholding, if any, in the entity with whom the agreement is executed	FIL holds 22,187,075 fully paid up equity shares of Rs. 2 each in FCL which represents 14.51% of the paid up Equity share capital of FCL. FCL holds 40,192,597 fully paid up equity shares of Rs. 10 each in FIL which represents 32.39% of the paid up Equity share capital of FIL.
5	significant terms of the agreement (in brief)	Clause (5) FIL hereby notes that Shri Deepak K Chhabria is presently the Managing Director of FCL. Similarly, FCL hereby notes that Shri Prakash P Chhabria is presently the Managing Director of FIL. Each party hereby agrees to ensure that their respective voting rights in the other company are not utilized to inconvenience or displace or remove: (i) Shri Prakash P Chhabria from the post of Managing Director or any other higher post to which he may be elevated to in FIL in future unless he is incapacitated or otherwise disqualified or unwilling to act as such in FIL; or (ii) Shri Deepak K Chhabria from the post of Managing Director or any other higher post to which he may be elevated to in FCL in future unless he is incapacitated or otherwise disqualified or unwilling to act as such in FCL.
6	extent and the nature of impact on management or control of the listed entity	Shri Deepak K Chhabria is presently the Executive Chairman and a whole-time Director of FCL. FIL hereby agrees to ensure that their respective voting rights in the FCL are not utilized to inconvenience or displace or remove Shri Deepak K Chhabria from the post of Managing Director or any other higher post to which he may be elevated to in FCL in future unless he is incapacitated or otherwise disqualified or unwilling to act as such in FCL.
7	details and quantification of the restriction or liability imposed upon the listed entity	The parties shall at all times and from time to time do their utmost to ensure that their respective shareholding in the other company does not get diluted in any manner whatsoever.

Sr. No	Particulars	Details
8	whether the said parties are related to promoter/promoter group/ group companies in any manner. If yes, nature of relationship	FIL is shareholder of FCL FCL is shareholder of FIL
9	whether the transaction would fall within related party transactions? If yes, whether the same is done at "arm's length"	Not applicable
10	in case of issuance of shares to the parties, details of issue price, class of shares issued	Not applicable
11	any other disclosures related to such agreements, viz., details of nominee on the board of directors of the listed entity, potential conflict of interest arising out of such agreements, etc.	There are disputes relating to the MOU which are sub-judice and pending before courts. Since these are sub-judice proceedings, FCL is not commenting further on the same.
12	in case of rescission, amendment or alteration, listed entity shall disclose additional details to the stock exchange(s): i. name of parties to the agreement; ii. nature of the agreement; iii. date of execution of the agreement; iv. details and reasons for amendment or alteration and impact thereof (including impact on management or control and on the restriction or liability quantified earlier); v. reasons for rescission and impact thereof (including impact on management or control and on the restriction or liability quantified earlier)	Not Applicable