

July 15, 2024

Corporate Relationship Department  
**BSE Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Mumbai – 400 001

**National Stock Exchange of India Limited**  
Exchange Plaza, Plot No. C-1,  
Block G, Bandra – Kurla Complex,  
Bandra (East), Mumbai – 400 051

**Script Code: 543981**

**Symbol: RRKABEL**

**Sub: Business Responsibility and Sustainability Report**

Dear Sir/Madam,

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 (“Listing Regulations”), we are submitting herewith the Business Responsibility and Sustainability Report for FY 2023-24, which forms an integral part of the Annual Report FY 2023-24 submitted to the Exchanges.

We request you to take this on record and to treat the same as compliance with the applicable provisions of the Listing Regulations.

Thanking you,

Yours sincerely,

**For R R KABEL LIMITED**

**Himanshu Navinchandra Parmar**  
**Company Secretary and Compliance officer**  
**M. No. – F10118**

# Business Responsibility and Sustainability Report

## SECTION A - GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the listed entity-	L28997MH1995PLC085294
2.	Name of the listed entity-	R R Kabel Limited
3.	Year of incorporation-	1995
4.	Registered office address-	Ram Ratna House, Victoria Mill Compound (Utopia City), Pandurang Budhkar Marg, Worli, Mumbai 400 013, Maharashtra, India.
5.	Corporate address -	Alembic Business Park (West), Ground Floor, Bhailal Amin Marg, Gorwa, Vadodara 390 003, Gujarat, India
6.	E-mail -	investorrelations.rrkl@rrglobal.com
7.	Telephone -	+91 265 6830 800
8.	Website -	www.rrkabel.com
9.	Financial year for which reporting is being done -	FY 2023-24
10.	Name of the Stock Exchange(s) where shares are listed -	(a) National Stock Exchange of India Limited (NSE) (b) BSE Limited (BSE)
11.	Paid-up Capital -	56,40,93,805 INR
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.-	Mr. Himanshu Parmar Company Secretary, Telephone No. 0265-6830800, Email Id : investorrelations.rrkl@rrglobal.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).	The disclosures made in this report are on a standalone basis i.e. R R Kabel Limited ("RR Kabel" or "the Company"). The business responsibility and Sustainability Reporting (BRSR) is in conformance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
14.	Name of assurance provider-	Not Applicable
15.	Type of assurance obtained-	Not Applicable

### II. Products/services

#### II-16. 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.	Wires & Cables	Manufacturing and selling of house wires, industrial wires, low and medium voltage power cables and special cables.	88%
2.	FMEG	Manufacturing and selling of consumer products such as Fans, lighting, switches switchgear and appliances.	12%

#### II-17. 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.	Wires & Cables	27320	88%
2.	FMEG	27104 / 27400 / 27503	12%

### III. Operations

#### III-18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Plants	Number of Offices	Total
National	05 Manufacturing facilities 16 warehouses	01 Regional Office 01 Corporate offices 16 Regional offices	39
International	0	0	0

#### III-19. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	34*
International (No. of Countries)	59

Including Union Territories

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

In FY 2023-24, exports contributed 26.45% of the revenue through our international business. Nearly one quarter of our sales comes from exports to over 50 countries across the world. Our focus is to become the preferred supplier of cables and wires internationally by delivering quality products and providing better services and expanding our reach to new geographies. Company is presently supplying to more than 50 countries across the globe.

##### c. A brief on types of customers

RR Kabel is one of the largest manufacturers of Wires and Cables, and a prominent player in the Fast-Moving Electrical Goods (FMEG) space. RR Kabel is also one of the largest exporters of cables in India, serving customers across various sectors such globally. Spread across multiple business verticals including Wires & Cables, Switches, Fans, Lighting, Switchgears & Appliances, we continue to endeavour to create top-quality products using futuristic advances in design and engineering. We offer an extensive range of products used for residential, commercial, industrial, and infrastructure purposes. As one of India's largest cable exporters, RR Kabel serves a diverse global customer base across various sectors.

### IV. Employees

#### IV-20. Details as at the end of Financial Year

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	1915	1772	92.53%	143	7.47%
2.	Other than Permanent (E)	861	830	96.40%	31	3.60%
3.	Total employees (D + E)	2776	2602	93.73%	174	6.27%
<b>Workers</b>						
1.	Permanent (F)	1194	1121	93.89%	73	6.11%
2.	Other than Permanent (G)	2958	2804	94.79%	154	5.21%
3.	Total Workers (F + G)	4152	3925	94.53%	227	5.47%

## Business Responsibility and Sustainability Report (Contd.)

## b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
<b>Differently Abled Employees</b>						
1.	Permanent (D)	1	1	100.00%	0	0.00%
2.	Other than Permanent (E)	2	2	100.00%	0	0.00%
3.	Total differently abled employees (D + E)	3	3	100.00%	0	0.00%
<b>Differently Abled Workers</b>						
1.	Permanent (F)	3	3	100.00%	0	0.00%
2.	Other than Permanent (G)	0	0	0.00%	0	0.00%
3.	Total Workers (F + G)	3	3	100.00%	0	0.00%

## IV-21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel*	4	0	0.00%

\*Key Managerial Personnel Excludes whole Time Directors and Managing Director as they are already included under Board of Directors.

## IV-22. Turnover rate for permanent employees and workers. (Disclose trends for the past 3 years)

	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14%	21%	15%	13%	15%	13%	21%	12%	14%
Permanent Workers	3%	0%	3%	4%	2%	4%	5%	3%	5%

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

## V-23.

## (a) 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	RR IMPERIAL ELECTRICALS LIMITED	JOINT VENTURE	35%	NO

## VI. CSR Details

VI-24. (i). Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

VI-24. (ii). Turnover (in INR). - 6594.57 Crores

VI-24. (iii). Net worth (in INR)- 1824.33 Crores

## VII. Transparency and Disclosures Compliances

## VII-25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-2024			FY 2022-2023		
		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 Communities while interacting during the community engagement programmes, can report their grievances	0	0	-	0	0	-
Investors (other than shareholders)	Yes <a href="https://www.rrkabel.com/investor-contact/">https://www.rrkabel.com/investor-contact/</a>	0	0	-	0	0	-
Shareholders	Yes, as per SEBI Regulations.	269	0	All the complaints have been resolved	0	0	-
Employees and workers	Yes, concerns and suggestions received through various formal and informal modes. Grievance Redressal Policy (internal HR portal) Whistle-Blower-Policy Hyperlink <a href="https://www.rrkabel.com/policies/">https://www.rrkabel.com/policies/</a>	0	0	-	0	0	-
Customers	Yes Concerns and suggestions received on social media, consumer email id and Website <a href="https://www.rrkabel.com/head-office/">https://www.rrkabel.com/head-office/</a>	446476	0	-All the complaints have been resolved	338128	0	0
Value Chain partners	Yes <a href="https://www.rrkabel.com/rr-connect/">https://www.rrkabel.com/rr-connect/</a>	0	0	-	0	0	-
Other (please specify)							

## Business Responsibility and Sustainability Report (Contd.)

VII-26. 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	Emissions and Climate Change	Opportunity	RR Kabel's transition to renewable energy sources not only addresses the pressing need to combat climate change but also brings long-term cost savings to the organisation. Embracing renewables allows RR Kabel to reduce its energy expenses while actively contributing to the global initiative of addressing the urgent environmental challenges. RR Kabel incorporates various alternative energy sources, such as wind-solar hybrid systems, to enhance renewable energy consumption in its operations. Our innovative range of low emission products such as FIREX LSOH (Low smoke zero halogen) cable plays a crucial role in ensuring the long-term sustainability of our business. This transition enables us to position ourselves as a customer focused provider of energy efficient solutions, aligning seamlessly with our commitment to environmental consciousness and green initiatives.	To mitigate potential risks, we will continuously monitor and evaluate the performance of renewable energy systems, ensuring they meet operational needs. We will also invest in employee training to handle new technologies and maintain flexibility in energy sourcing to adapt to market and technological changes.	Positive
2	Occupational Health and Safety	Risk	Health and safety of our employees and workers is very crucial to the organisation. Identifying health and safety issues and hazards, placing measures to minimise the risks to life and property instils confidence in our employees and workforce.	Our major manufacturing facilities follow processes as per ISO 45001 and adhere to the best practices in operational health and safety. We provide regular health and safety trainings to all our employees and workers to create safe working environment.	Negative

## Business Responsibility and Sustainability Report (Contd.)

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)
3	Diversity, Equity & Inclusion	Opportunity	<p>RR Kabel wants to build an organisational culture that creates a sense of belonging and a culture of openness.</p> <ul style="list-style-type: none"> <li>The Company has a 'Diversity, Equity &amp; Inclusion' and 'Non-discrimination &amp; Equal Opportunity Policy' that encourages non-discrimination in recruitment, promotion, transfer, training, wages, and salary administration and working conditions.</li> <li>The Company strives to amplify its diversity and inclusion initiatives related to gender and looks at truly creating a diverse workforce.</li> </ul>	To mitigate the risk of not achieving a culture of belonging and openness, RR Kabel regularly reviews and updates its Diversity, Equity & Inclusion and Non-Discrimination & Equal Opportunity policies to ensure they are effectively implemented. The company provides continuous training to employees on these policies and actively promote a diverse workforce by setting measurable diversity goals and monitoring progress. Additionally, fostering open communication channels and encouraging feedback helps maintain a culture of inclusivity and address any issues promptly.	Positive
4	Sustainable Supply Chain	Risk & Opportunity	Our supply chain consists of both local and global suppliers, with a significant part of our raw materials being supplied by international suppliers.	We have put in practice a Supplier code of conduct and Supply chain procurement Standard Operating Process before engaging with any supplier or logistics delivery partner for long term contracts.	Negative/ Positive

**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.

## Business Responsibility and Sustainability Report (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. b. Has the policy been approved by the Board? (Yes/No)	The Policies/ Procedures are approved by the Functional heads, and few of them have been approved by the Board / Board Committees.								
1. c. Web Link of the Policies, if available	Policies are available on the website of the Company i.e., <a href="https://www.rrkabel.com">https://www.rrkabel.com</a> . Policies which are internal to the Company are available on the internal portal of the Company								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 ISO 14001:2015 ISO 45001:2018 RoHS & REACH compliant British Approval Service for Cables (BASEC) ISO/IEC 17025 – R&D centre to support own manufacturing Bureau of Indian Standards (BIS) Verband der Elektrotechnik (VDE) Canadian Standards Association (CSA) Underwriter laboratories (UL) certifications								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	RR Kabel has identified important ESG focus areas and set internal targets that we continuously monitor and act upon. Our sustainability strategy aligns with the United Nations Sustainable Development Goals (UN SDGs), reflecting our commitment to a sustainable future. This alignment helps us improve our environmental, social, and governance metrics as we grow in scale.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has taken internal targets to improve its environment performance. The Company's Long-term goal is to minimise the GHG emissions by promoting energy efficiency, renewable energy use, water conservation & waste reduction.								

**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	As a responsible corporate entity, RR Kabel recognises its societal obligations and prioritises sustainability, inclusivity, and prosperity. We believe that sustainable growth can only be achieved by proactively addressing environmental, social, and governance (ESG) issues, integrating these principles into our operations to build resilience, foster a positive culture, and create lasting value for all stakeholders. Our sustainability strategy addresses major trends and evaluates the impact of our operations on stakeholders, considering both opportunities and risks in developing our strategies.
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Business Responsibility and Sustainability Report (Contd.)

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Company has formed an ESG Management Committee which consist of members from CXO level
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	No, The ESG Management committee is not a Board level committee.

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

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

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

No, however as a part of the ISO Systems certification process and ongoing periodical assessments, policies on quality, safety, health and the environment are subject to internal and external audits. Through the internal audit mechanism, other policies are periodically evaluated for their effectiveness.

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**

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

**Essential Indicators**

**EI-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	Percentage of persons in respective category covered by the awareness programmes
Board of directors	7	A Comprehensive presentation of various topics, such as enterprise risk management, environment, social, governance (ESG), cybersecurity and information security, brand and marketing strategy. This offers comprehensive familiarisation programs on range of topics including the National Guidelines on Responsible Business Conduct (NGRBC) Principles	100%

## Business Responsibility and Sustainability Report (Contd.)

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Key Managerial personnel	295 (total trainings held across KMP/ Employees/Value chain partners etc.)	The training encompassed a diverse range of topics, including skill development, social awareness, policy awareness, product knowledge, and onboarding. *Skill development sessions focused on enhancing core competencies such as communication and problem-solving. *Social awareness modules aimed at fostering inclusivity and understanding diverse perspectives. *Policy awareness training ensured compliance with organisational regulations and industry standards. *Product knowledge sessions deepened understanding of our offerings and customer needs. *Onboarding procedures facilitated seamless integration for new hires. Overall, these initiatives significantly enhanced employee proficiency, cohesion, and alignment with organisational goals.	100%
Employees other than BoD and KMPs			100%
Workers			100%

**EI-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.

**EI-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

**EI-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. The Company has implemented an 'Anti-Bribery and Anti-Corruption Policy' aligned with the legal and statutory framework which is available on the Company's internal portal. It underscores the Company's dedication to upholding the utmost ethical standards and conducting business with fairness and integrity. Additionally, RR Kabel has a Vigil Mechanism and Whistle-Blower Policy to deal with reporting and investigating issues related to anti-corruption and anti-bribery. <https://www.rrkabel.com/policies/>.

**EI-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.

**EI-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.

**EI-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:**

There were no cases of corruptions or conflicts of interest which required action by regulators/ law enforcement agencies/ judicial institutions.

## Business Responsibility and Sustainability Report (Contd.)

**EI-8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:**

Particulars	Current Financial Year	Previous Financial Year
Number of days of accounts payables	30	24

**EI-9. Open-ness of business. Provide details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format. Concentration of Purchases:**

Parameter	Metrics	FY 2023-2024	FY 2022-2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0	0
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	65.30%	66.31%
	b. Number of dealers / distributors to whom sales are made	6119	4935
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	16.38%	16.50%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.22%	2.48%
	b. Sales (Sales to related parties / Total Sales)	4.36%	3.81%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	31.17%	21.43%

**Leadership Indicators****LI-1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

S. No.	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Multiple training/Awareness sessions carried out during the year	Ethics, Sustainability, Human rights, Inclusive Environment, Customer Management	100%

**LI-2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same:**

Yes. The Company has a Code of Conduct for Board of Directors and Senior Management Personnel to manage the conflict of interests among the Board of Directors & Senior Management Personnel

## Business Responsibility and Sustainability Report (Contd.)

**PRINCIPLE 2 : Businesses should provide goods and services in a manner that is sustainable and safe****Essential Indicators****EI-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.**

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	3.30 Crores*	2.19 Crores*	The Company is committed to pioneering cutting-edge, energy-efficient products like BLDC fans aimed at fostering sustainability efforts and minimising carbon footprint.
Capex			RR Kabel is pioneer in manufacturing Halogen free flame retardant (HFFR) cable (1999) and UNILAY ensuring maximum safety from fire. We have manufactured the product "FIREX LSOH (Low smoke zero halogen) cable" which has higher current carrying capacity and higher resistant to temperature subsequently does not lead to short circuit or fire explosion easily. Also, these cables have zero toxic smoke generation in event of fire and thus reduces the risk of injuries.

Total value of expense against R&D provided

**EI-2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)- Yes****EI-2. b. If yes, what percentage of inputs were sourced sustainably?**

RR Kabel manufactures products that adhere to RoHS and REACH compliance standards, effectively reducing and eliminating the use of restricted raw materials. We are committed to collaborating with our suppliers to enhance sustainability performance throughout our value chain. Our Supplier Code of Conduct is crafted in accordance with global best practices encompassing safety, health, environmental concerns, labour rights, human rights, ethics, and fair business practices. Hence, we expect our suppliers to uphold the standards outlined in the Code and fully comply with relevant national and international laws, regulations, and rules. This commitment ensures responsible sourcing and the adoption of sustainable business practices across our value chain.

**EI-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-**

RR Kabel has implemented comprehensive waste management systems and procedures to effectively manage the collection, segregation, and disposal of both hazardous and non-hazardous waste produced at its manufacturing facilities. The company strictly adheres to environmental regulatory standards, ensuring that hazardous waste generated at its manufacturing units is managed responsibly. This waste is disposed of through vendors authorised by the Central Pollution Control Board (CPCB) and State Pollution Control Boards (SPCB). To maintain compliance, hazardous waste is meticulously stored and disposed of following all applicable regulatory laws and guidelines.

**EI-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 implemented in our factory are aligned with the principles of Extended Producer Responsibility (EPR) guidelines, ensuring that waste is handled in accordance with regulatory standards by authorised third-party vendors. We are actively working on developing strategies to further enhance the efficiency and effectiveness of our waste management practices.

**Leadership Indicators****LI-1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

As of now we have not conducted LCA for any of our products.

## Business Responsibility and Sustainability Report (Contd.)

**LI-2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Not Applicable

**LI-3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY2023-2024	FY2022-2023
The percentage of recycled or reused input material to total material (by value) used in production is not available.	Not Available	Not Available

**LI-4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY2023-2024			FY2022-2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
E-waste	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Hazardous waste	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available
Other waste	Not Available	Not Available	Not Available	Not Available	Not Available	Not Available

**LI-5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Not Applicable

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

### Essential Indicators

**EI-1. a. Details of measures for the well-being of employees (Permanent 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)
<b>Permanent Employees</b>											
Male	1772	1772	100.00%	1772	100.00%	0	0.00%	1772	100.00%	0	0.00%
Female	143	143	100.00%	143	100.00%	143	100.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>1915</b>	<b>1915</b>	<b>100.00%</b>	<b>1915</b>	<b>100.00%</b>	<b>143</b>	<b>7.47%</b>	<b>1772</b>	<b>92.53%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than permanent Employees</b>											
Male	830	830	100%	830	100%	0	0.00%	0	0.00%	0	0.00%
Female	31	31	100%	31	100%	31	100%	0	0.00%	0	0.00%
<b>Total</b>	<b>861</b>	<b>861</b>	<b>100%</b>	<b>861</b>	<b>100%</b>	<b>31</b>	<b>3.60%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

## Business Responsibility and Sustainability Report (Contd.)

## EI-1.b. Details of measures for the well-being of workers. (Permanent Workers).

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)
<b>Permanent Workers</b>											
Male	1121	1121	100.00%	1121	100.00%	0	0.00%	1121	100.00%	0	0.00%
Female	73	73	100.00%	73	100.00%	73	100.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>1194</b>	<b>1194</b>	<b>100.00%</b>	<b>1194</b>	<b>100.00%</b>	<b>73</b>	<b>6.11%</b>	<b>1121</b>	<b>93.89%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than permanent Workers</b>											
Male	2804	2804	100%	2804	100%	0	0.00%	0	0.00%	0	0.00%
Female	154	154	100%	154	100%	154	100%	0	0.00%	0	0.00%
<b>Total</b>	<b>2958</b>	<b>2958</b>	<b>100%</b>	<b>2958</b>	<b>100%</b>	<b>154</b>	<b>5.21%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

## EI-1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Particulars	Current Financial Year	Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.24%	0.22%

Note: The expenditure is related to staff welfare

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

Benefits	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/N.A.). (PY)
PF	100% as per eligibility	100% as per eligibility	Yes	100% as per eligibility	100% as per eligibility	Yes
Gratuity	100% as per eligibility	100% as per eligibility	Yes	100% as per eligibility	100% as per eligibility	Yes
ESI	100% as per eligibility	100% as per eligibility	Yes	100% as per eligibility	100% as per eligibility	Yes
Others – please specify	0	0	0			

## EI-3. 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, our premises and offices are accessible to differently abled employees and workers. We continually review and enhance our infrastructure to ensure an inclusive and supportive workplace for all.

## EI-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.

Referring to the act, the Company has a Diversity, Equity & Inclusion policy that is available on internal portal. As per the Policy, the Company gives equal opportunities to persons with disabilities in terms of recruitment, compensation, benefits, professional development, trainings and promotions. Also, our 'Non-Discrimination and Equal Opportunity Policy' is designed to promote equal opportunities in employment and cultivate an inclusive work environment.

## Business Responsibility and Sustainability Report (Contd.)

**EI-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	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**EI-6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, Grievance Redressal Policy is available, and Grievance Redressal Committee is formed which ensures that proper mechanism is adopted by the Company. The company also has in place 'Code of Conduct', 'Whistle Blower Policy', 'Human Rights Policy' and 'EHS Policy' which is available to all employees to ensure the protection of business principles and the provision of sufficient facilities for employees, workers, suppliers, customers, and other
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

**EI-7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY2023-2024			FY2022-2023		
	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)
<b>Total Permanent Employees</b>	<b>1915</b>	<b>0</b>	<b>0.00%</b>	<b>1874</b>	<b>0</b>	<b>0.00%</b>
- Male	1772	0	0.00%	1741	0	0.00%
- Female	143	0	0.00%	133	0	0.00%
<b>Total Permanent Workers</b>	<b>1194</b>	<b>448</b>	<b>37.52%</b>	<b>1162</b>	<b>353</b>	<b>30.38%</b>
- Male	1121	432	38.54%	1090	337	30.92%
- Female	73	16	21.92%	72	16	22.22%

**EI-8. Details of training given to employees and workers:**

Category	FY2023-2024					FY2022-2023				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	2602	-	-	-	-	2280	-	-	-	-
Female	174	-	-	-	-	164	-	-	-	-
<b>Total*</b>	<b>2776</b>	<b>2923</b>	<b>105.30%</b>	<b>6362</b>	<b>229.18%</b>	<b>2444</b>	<b>717</b>	<b>29.34%</b>	<b>5726</b>	<b>234.29%</b>
<b>Workers</b>										
Male	3925	-	-	-	-	1274	-	-	-	-
Female	227	-	-	-	-	80	-	-	-	-
<b>Total*</b>	<b>4152</b>	-	-	-	-	<b>1354</b>	-	-	-	-

Remarks: Provided details is a number of attendees in the training session. A single employee might have attended multiple trainings.

\*The company doesn't have bifurcation for both genders as well as employees & workers categories

## Business Responsibility and Sustainability Report (Contd.)

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

Category	FY2023-2024			FY2022-2023		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2602	2234	85.86%	2280	2038	89.39%
Female	174	155	89.08%	164	134	81.71%
<b>Total</b>	<b>2776</b>	<b>2389</b>	<b>86.06%</b>	<b>2444</b>	<b>2172</b>	<b>88.87%</b>
<b>Workers</b>						
Male	3925	2804	71.44%	1274	1200	93%
Female	227	154	67.84%	80	79	96%
<b>Total</b>	<b>4152</b>	<b>2958</b>	<b>71.24%</b>	<b>1354</b>	<b>1279</b>	<b>94%</b>

**EI-10. a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes. The Company's Occupational Health and Safety Management System is implemented as per the International Standards for Occupational Health and Safety (ISO 45001:2018) and has been deployed at our major manufacturing facilities.

**EI-10. b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

To identify work-related hazards and evaluate risks on a routine and non-routine basis as per ISO 45001:2018, RR Kabel has implemented following measures / initiatives:

- Hazard identification and Risk assessment with Shop floor people
- Internal and External audit
- Work permit system
- On-Site Emergency Plans.
- Procedure for communication, participation, and consultation.
- Procedure for monitoring and performance management.

**EI-10. c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, the company implemented process for Hazard and Near miss reporting.

**EI-10. d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, medical and healthcare facilities are provided to the employees / workers to address occupational health and safety risks. Additionally, all plants have tie-ups with nearby hospitals, facilitating prompt transfer of employees/workers for necessary treatment.

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

Safety Incident/Number	Category	FY2023-2024	FY2022-2023
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0.13	0
	Workers	0.37	0.07
Total recordable work-related injuries	Employees	1	2
	Workers	2	5
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	3
	Workers	0	1

Remarks: =1000000/7247348EmployeesLTIFR)



## Business Responsibility and Sustainability Report (Contd.)

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

Being a certified Great Place to Work (GPTW) workplace, RR Kabel has adopted a management policy on quality, environment, occupational health and safety that depicts its commitment to prevent injury or any health hazard for all of its stakeholders. Employees and workers are provided with suitable PPE, access to occupational health centres and periodic health examinations. As an employer, we provide healthy and safe work conditions which involve both prevention of physical and mental harm, and the promotion of workers' health. No. of sessions are regularly conducted on safety awareness campaigns, first aid, medical checks, health services, medical camps, and fire drills. The emphasis on safety is reinforced throughout the year through events such as National Safety Week.

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

	FY2023-2024			FY2022-2023		
	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	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

**EI-14. Assessments for the year.**

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

**EI-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.**

In pursuit of ensuring safe working environments, the health and safety team conducts exercises to identify hazards, address occupational health concerns, and evaluate the environmental aspects of all processes involved in the company's operations. As part of our proactive approach, Safety Inspections and Audits are carried out at regular intervals. These inspections involve thorough assessments of various work areas, equipment, and procedures to identify any potential risks or areas for improvement. Additionally, Safety Audits are conducted periodically to assess compliance with established safety protocols and regulatory requirements. Corrective actions are being taken for all the observations given by the auditors (internal as well as external).

**Leadership Indicators****LI-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 has covered all employees under medical health Insurance, Accident Insurance in the event of any unfortunate death of the employee.

**LI-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 remittance of all statutory dues, such as PF and ESI. RR Kabel also verifies periodically on a monthly basis for contract workers. The Plant HR is responsible for this activity.

## Business Responsibility and Sustainability Report (Contd.)

**LI-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 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	
	FY2023-2024	FY2022-2023	FY2023-2024	FY2022-2023
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

**LI-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)**

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

**LI-5. Details on assessment of value chain partners:**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

**LI-6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

Not Applicable

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

### Essential Indicators

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

Key stakeholders are determined depending on how the given stakeholder groups have an immediate impact on the operations and workings of the Company or how much of a material influence RR Kabel's business decisions and results have on them. The Company has identified employees, customers, investors, vendors, contractors, collaborators/technical partners, the local community and government/regulators as its key stakeholders.

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

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
1	Customers	No	Emails, through the website and social media platforms	As and when necessary	Customer feedback and testimonials to enhance quality of services and build strong relationships. We are also introducing more sustainable products as per customers' demand.

## Business Responsibility and Sustainability Report (Contd.)

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
2	Suppliers & Service providers	No	Virtual & physical meetings, website	Quarterly or as and when necessary	<p>RR Kabel collaborates closely with suppliers and service providers, ensuring adherence to our robust ESG-focused code of conduct. Through regular assessments and supportive engagement, we foster a sustainable supply chain that aligns with our commitment to ethical and responsible business practices.</p> <p>We have programs for engagement with electricians (Kabel Dost) &amp; suppliers (Kabel Partners) through which they are made aware about the Company's process, quality control, new product developments &amp; future plans which help build trust with the suppliers.</p>
3	Employees	No	HRMS, Notice Board, Email, Meetings, Social media, HR Connect	As and when necessary	<p>Scope of engagements including performance and career reviews, training programs related to process &amp; policies, and learning opportunities. Through engagement, the Company also understands general concerns/ feedback and share updates on the employee engagement /development. New joinee announcement, Organisation Announcement, Significant achievements/ updates also cover the engagements with employees</p>

## Business Responsibility and Sustainability Report (Contd.)

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
4	Investors	No	Virtual & Physical meetings	As and when necessary	The Company engages with investors to align sustainability goals with their expectations. Key topics include the integration of ESG factors into financial performance, environmental impact mitigation, social responsibility initiatives, and robust governance practices. This dialogue ensures transparency and strengthens stakeholder trust.

### Leadership Indicators

**LI-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.**

A ESG Management Committee has been formed by RR Kabel. The ESG committee oversees informing the Board of changes as they occur and soliciting feedback from the Directors. Continuous stakeholder interaction helps the organisation align its operations with ESG, enabling it to better serve its stakeholders. This is complemented with an in-depth examination of relevant ESG issues by the committee.

**LI-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.**

Yes, the Company engages with various stakeholders in the form of stakeholder engagement exercise to arrive on the identification and management of material issues. The stakeholder responses played a pivotal role in identifying key material issues relevant to the company. Moving forward, we are committed to enhancing the robustness of this process. We also intend to make it a regular exercise to engage with stakeholders and incorporate their feedback into the company's strategy.

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

Not Applicable

**PRINCIPLE 5 : Businesses should respect and promote human rights****Essential Indicators**

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

Category	FY2023-2024			FY2022-2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1915	-	-	1874	-	-
Other than permanent	861	-	-	570	-	-
<b>Total Employees*</b>	<b>2776</b>	<b>1851</b>	<b>66.68%</b>	<b>2444</b>	<b>658</b>	<b>26.92%</b>
<b>Workers</b>						
Permanent	1194	-	-	1162	-	-
Other than permanent	2958	-	-	-	-	-
<b>Total Workers*</b>	<b>4152</b>	<b>-</b>	<b>-</b>	<b>1162</b>	<b>-</b>	<b>-</b>

Remarks: Provided details is a number of attendees in the training session. A single employee might have attended multiple trainings.

\*The company doesn't have bifurcation for both genders as well as employees & workers categories

**EI-2. Details of minimum wages paid to employees, in the following format:**

Category	FY2023-2024					FY2022-2023*				
	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)
<b>Employees</b>										
<b>Permanent</b>	1915	105	5.50%	1810	94.50%	1874	1874	100.00%	0	0.00%
Male	1772	93	5.25%	1679	94.75%	1741	1741	100.00%	0	0.00%
Female	143	12	8.40%	131	91.60%	133	133	100.00%	0	0.00%
<b>Other than Permanent</b>	861	0	861	0	0.00%	570	570	100.00%	0	0.00%
Male	830	0	0.00%	0	0.00%	539	539	100.00%	0	0.00%
Female	31	0	0.00%	0	0.00%	31	31	100.00%	0	0.00%
<b>Workers</b>										
<b>Permanent</b>	1194	451	37.77%	743	62.23%	1162	1162	100.00%	0	0.00%
Male	1121	407	36.31%	714	63.69%	1090	1090	100.00%	0	0.00%
Female	73	44	60.27%	29	39.73%	72	72	100.00%	0	0.00%
<b>Other than Permanent</b>	2958	2378	80.39%	580	19.61%	-	-	-	-	-
Male	2804	2233	79.64%	571	20.36%	-	-	-	-	-
Female	154	145	94.16%	9	5.84%	-	-	-	-	-

\* For FY2022-2023, the bifurcation for minimum wage & more than minimum wage is not available. As a conservative approach, 100% reporting is done under minimum wage.

## Business Responsibility and Sustainability Report (Contd.)

**EI-3. a. Details of remuneration/salary/wages, in the following format: Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	25200000	1	0
Key Managerial Personnel	3	13500000*	0	0
Employees other than BoD and KMP	2544	525084	168	513456
Workers	1194	266700	73	252288

\*Key Managerial Personnel Excludes Managing Director as already included under Board of Directors.

**EI-3. b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	5.41%	5.22%

**EI-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, Mr. Vinod Parur, our Chief Human Resource Officer, oversees this responsibility. He leads a dedicated committee to monitor, evaluate, and ensure compliance with human rights standards across all operations, identifying risks, implementing corrective measures, and promoting ethical practices.

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

RRK's internal mechanisms to redress grievances related to human rights issues include a whistleblower helpline, an accessible grievance reporting system, and regular training sessions for employees on human rights policies.

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

	FY2023-2024			FY2022-2023		
	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	-	1	0	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

**EI-7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

Particulars	Current Financial Year	Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	1
Complaints on POSH as a % of female employees / workers	Nil	0.42%
Complaints on POSH upheld	Nil	Nil

**EI-8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

RR Kabel's Whistleblower Policy has clearly outlined guidelines on protection, confidentiality and discretion, retaliation & recourse in the event of retaliation. The company ensures that whistle-blowers are protected from any form of retribution, whether from within or outside the organisation

## Business Responsibility and Sustainability Report (Contd.)

**EI-9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes, human rights requirements form part of our business agreements and contracts. We include specific clauses that mandate compliance with human rights standards, ensuring our partners uphold ethical practices. Periodical reviews are conducted to monitor adherence to these requirements.

**EI-10. Assessments for the year:**

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

**EI-11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

Not Applicable

**Leadership Indicators****LI-1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.**

RR Kabel has implemented procedures for reporting and addressing grievances to provide better support and protection for employees. Regular reviews and feedback mechanisms are in place to monitor the effectiveness of these changes and make further adjustments as needed.

**LI-2. Details of the scope and coverage of any Human rights due diligence conducted.**

A social audit was conducted by a third party for three manufacturing facilities. The following parameters under Human Rights were assessed—Trainings, Diversity – Equity – Inclusion, Grievance Redressal, Retrenchment, Attrition, Forced Labor, HR Policies, Employee Engagement, Migrant Workforce

**LI-3. 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?**

Certain section of the manufacturing & office premises are accessible to differently abled visitors. We are making plans to improve accessibility in other sections.

**LI-4. Details on assessment of value chain partners:**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	-

**LI-5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

Not Applicable

Business Responsibility and Sustainability Report (Contd.)

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators****EI-1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-2024	FY 2022-2023
Total electricity consumption (A)	43072.90	4628.52
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	43072.90	4628.52
<b>From non-renewable sources</b>		
Total electricity consumption (D)	251741.08	223086.62
Total fuel consumption (E)	15121.87	16445.00
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	266862.95	239531.62
<b>Total energy consumed (A+B+C+D+E+F)</b>	309935.85	244160.14
<b>Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)</b>	46.99 GJ / Crores	43.60 GJ / Crores
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</b>	2.06 GJ / Crores	1.91 GJ / Crores
<b>Energy intensity in terms of physical output</b>	0.09 GJ /CKM*	0.07 GJ /CKM*
<b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>	5.28GJ/MT**	4.61 GJ/MT**

\*The energy intensity in terms of physical output accounts for 88% of the business (Wires &amp; Cables)

\*\*The optional energy intensity accounts for remaining 12% of the business (FMPEG)

**EI-1. 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 independent assessment/ evaluation/assurance has been carried out by an external agency

**EI-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, as we don't fall under PAT Scheme of the Government of India.

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

Parameter	FY 2023-2024	FY 2022-2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	93944	94869.69
(iii) Third party water	576	0
(iv) Seawater / desalinated water	0	0
(v) Others	7494	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>102014</b>	<b>94869.69</b>
<b>Total volume of water consumption (in kilolitres)</b>	102014	94869.69



## Business Responsibility and Sustainability Report (Contd.)

Parameter	FY 2023-2024	FY 2022-2023
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	15.46 KL / Crores	16.94 KL / Crores
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)</b>	0.67 KL / Crores	0.74 KL / Crores
<b>Water intensity in terms of physical output</b>	0.03 KL / CKM	0.03 KL/CKM
<b>Water intensity (optional) – the relevant metric may be selected by the entity. KL / of</b>	1.74 KL/MT	1.79 KL/MT

\*The water intensity in terms of physical output accounts for 88% of the business (Wires & Cables)

\*\*The optional water intensity accounts for remaining 12% of the business (FMEG)

**EI-3. 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 independent assessment/ evaluation/assurance has been carried out by an external agency

**EI-4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)**

Parameter	FY 2023-2024	FY 2022-2023
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third parties		
- No treatment	Nil	Nil
With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
With treatment – please specify level of treatment	20447.05 ETP, STP	10603.372 ETP, STP
<b>Total water discharged (in kilolitres)</b>	20447.05	10603.372

**EI-4. 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 independent assessment/ evaluation/assurance has been carried out by an external agency

**EI-5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

No At present we don't have Zero Liquid Discharge mechanism. RR Kabel's manufacturing units are equipped with effluent treatment plants (ETPs) and sewage treatment plants (STPs) facilities. We utilise the treated water from STP & ETP within premise for gardening purpose. Our manufacturing units follow applicable guidelines as given by the regulatory bodies.

## Business Responsibility and Sustainability Report (Contd.)

**EI- 6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	kg/year	143.54	86.79
SOx	kg/year	175.04	104.99
Particulate matter (PM)	kg/year	104.76	63.56
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

**EI-6. 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 independent assessment/ evaluation/assurance has been carried out by an external agency

**EI-7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO2E & its intensity, in the following format:**

Parameter	Unit	FY 2023-2024	FY 2022-2023
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	1280.30	1,227.28
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	49648.94	44001.16
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	TCO <sub>2</sub> e / rupee of turnover	7.72 TCO <sub>2</sub> e / Crores	8.07 TCO <sub>2</sub> e / Crores
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO <sub>2</sub> e / rupee of turnover	0.33 TCO <sub>2</sub> e / Crores	0.35 TCO <sub>2</sub> e / Crores
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO <sub>2</sub> e / rupee of turnover	0.01 TCO <sub>2</sub> e /CKM	0.01TCO <sub>2</sub> e /CKM
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	TCO <sub>2</sub> e / of	0.87 TCO <sub>2</sub> e /MT	0.85 TCO <sub>2</sub> e /MT

\*The Scope 1 and Scope 2 emission intensity in terms of physical output accounts for 88% of the business (Wires & Cables)

\*\*The optional Scope 1 and Scope 2 emission intensity accounts for remaining 12% of the business (FMEG)

**EI-7. 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 independent assessment/ evaluation/assurance has been carried out by an external agency

**EI-8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. -**

Yes, the company has taken various initiatives towards improving the operational efficiency and reducing Green House Gas Emission details of the same are as under:

- Achieve energy efficiency through retrofitting, utilisation of natural lighting, optimised use of equipments including compressed air system and replacing inefficient equipments with new energy efficiency equipments such as (a) Replacing IE2 motors with IE3 motors, (b) Replacing varnish burner with electric heater
- Adoption of renewable energy sources like solar & wind, through power purchase agreement

**EI-9. Provide details related to waste management by the entity, in the following format:**

Parameter	FY2023-2024	FY2022-2023
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	236.97	145.00
E-waste(B)	810.72	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	47.11	41.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1586.93	2246.00
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>2681.72</b>	<b>2432.00</b>
<b>Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)</b>	<b>0.40 MT / Crores</b>	<b>0.43 MT / Crores</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)</b>	<b>0.01 MT / Crores</b>	<b>0.02 MT / Crores</b>
<b>Waste intensity in terms of physical output</b>	<b>0.00 MT / CKM</b>	<b>0.00 MT / CKM</b>
<b>Waste intensity (optional) the relevant metric may be selected by the entity</b>	<b>0.05 MT/MT</b>	<b>0.05 MT/MT</b>
*The waste intensity in terms of physical output accounts for 88% of the business (Wires & Cables)		
**The optional waste intensity accounts for remaining 12% of the business (FMEG)		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste - Plastic</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - E-Waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Bio-medical waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Construction and demolition waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

## Business Responsibility and Sustainability Report (Contd.)

Parameter	FY2023-2024	FY2022-2023
<b>Category of waste - Battery waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Radioactive waste*</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Other Hazardous waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Other Non-Hazardous waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste - Plastic</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - E-Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Bio-medical Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Construction and demolition waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

## Business Responsibility and Sustainability Report (Contd.)

Parameter	FY2023-2024	FY2022-2023
<b>Category of waste - Battery</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste – Radioactive*</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Other Hazardous waste. Please specify, if any</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Other Non-hazardous waste generated</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

Note: The company has agreements with authorised recyclers/vendors. The different generated waste categories are stored & segregated at the facilities and recycled through authorised vendors.

\*The Company doesn't generate any radioactive waste

**EI-9. 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 independent assessment/ evaluation/assurance has been carried out by an external agency

**EI-10. 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 has introduced several initiatives to address waste management at all their facilities. Few of the initiatives are-

- The facility maintains records of One Point Lesson (OPL) for hazardous and non-hazardous waste. Handling procedure, precautionary measures and attendance records for the same are also maintained.
- Food waste from the canteen is also being disposed through decomposition machine.
- Few facilities have also initiated a waste recycling plant in which cable scrap is recycled to produce black granules which is further used in the manufacturing process.

**EI-11. 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, we don't have any office or Plant Location in/around ecologically sensitive areas.

Business Responsibility and Sustainability Report (Contd.)

**EI-12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Not Applicable

**EI-13. 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, entity is Compliant with the applicable environmental law / regulations / guidelines India.

**Leadership Indicators**

**LI-1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): (i) Name of the area-**

None of the company's facilities are in a water stress area

**LI-1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): (ii) Nature of operations**

None of the company's facilities are in a water stress area

**LI-1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Water withdrawal, and consumption in the following format:**

None of the company's facilities are in a water stress area

**LI-1. 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 independent assessment/ evaluation/assurance has been carried out by an external agency

**LI-2. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity, in the following format:**

Parameter	Unit	FY 2023-2024	FY 2022-2023
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	464566.21	14488.80
Total Scope 3 emissions per rupee of turnover	TCO <sub>2</sub> e / rupee of turnover	70.44 TCO <sub>2</sub> e / Crores	2.58 TCO <sub>2</sub> e / Crores
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

\* FY 2023-2024: Categories covered are (1) Purchased goods & Services, (2) Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2, (3) Business Travel, (4) Employee Commuting, (5) Downstream Transportation & Distribution

\*\* FY 2022-2023: Categories covered are (1) Business Travel, (2) Employee Commuting, (3) Downstream Transportation & Distribution

**LI-2. 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 independent assessment/ evaluation/assurance has been carried out by an external agency

**LI-3. With respect to the ecologically sensitive areas reported at Question 11 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

## Business Responsibility and Sustainability Report (Contd.)

**LI-4. 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	Waste reduction initiative	Paper Wastage Reduction through introduction of Mold calendar in Modular Front cover Plates to avoid Manual Batch code pasting in Moulded Parts	Approximately 1333 Nos. White Sticker Paper / Annum were saved
2	Resource Efficiency	Unutilised Polycarbonate Grey material was utilised in Modular Grid Plates	Utilisation of around 2MT Polycarbonate Plastic Material worth INR 2,52,000
3	Green Packaging	Replacement of thermocol packaging with pulp tray made of 100% recycled material	1.44 MT Thermocol Replaced

**LI-5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes, RR Kabel has Risk Management Policy that is overseen by the Risk Management Committee. The Committee periodically reviews risk management process including risk identification, risk assessment, risk mitigation and monitoring & reporting. These form inputs to our business continuity and disaster management plan.

**LI-6. 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.**

Not Applicable

**LI-7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

100%

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

#### Essential Indicators

**EI-1. a.** Number of affiliations with trade and industry chambers/ associations. - 04

**EI-1. b.** List the top 10 trade and industry chambers/ associations (determined based on the total members of such 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 Indian Industry	National
2	Electrical & Electronics Manufacturing Association	National
3	Gujarat Employers Organisation	State
4	Federation of Gujarat Industries	State

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

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

## Business Responsibility and Sustainability Report (Contd.)

## Leadership Indicators

## LI-1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	NA	NA	NA	NA	NA

## PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development

## Essential Indicators

## EI-1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Not Applicable

## EI-2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&amp;R) is being undertaken by your entity, in the following format:

Not Applicable

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

The Company executes several community programmes to develop healthy relationships with the community & address their concerns, as a part of CSR activities. The Company also has several platforms to receive feedback & complaints from stakeholder, including communities. These platforms include such as website contact page on website, emails & social media.

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

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	1.47%	5.66%
Sourced directly from within India	76.30%	72.68%

## EI-5. Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost. (Place to be categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	Current Financial Year	Previous Financial Year
Rural	2.83%	2.82%
Semi-urban	30.91%	29.55%
Urban	16.19%	15.57%
Metropolitan	50.07%	52.07%

## Leadership Indicators

## LI-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



**LI-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	Odisha	Bhubaneswar	16 Lakhs
2	Gujarat	Vadodara	16 Lakhs
3	Maharashtra	Pune	5.5 Lakhs
4	Rajasthan	Shahpur	11.37 Lakhs

Note: In addition to above three projects are ongoing against which company has allocated budget of INR 407 Lakhs and same has transferred to separate Bank Account as per the provisions of Companies Act 2013 and rules made thereunder.

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

No, currently we do not have-a preferential procurement policy

**LI-3. b.** From which marginalised /vulnerable groups do you procure?

Not Applicable

**LI-3. c.** What percentage of total procurement (by value) does it constitute?

Not Applicable

**LI-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:**

RR Kabel do not own or acquired intellectual property based on traditional knowledge.

**LI-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

**LI-6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Training and skill development Center	2413	100%
2	Development of socially weak & venerable children	81	100%

**PRINCIPLE 9 : Businesses should engage with and provide value to their consumers in a responsible manner****Essential Indicators****EI-1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Customers can raise complaints or provide feedback through multiple channels: call centre, toll-free number, website, social media, email, letter, or directly with channel partners. Each complaint is handled with a specific Turn Around Time (TAT) and an established escalation process.

## Business Responsibility and Sustainability Report (Contd.)

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

**EI-3. Number of consumer complaints in respect of the following:**

	FY2023-2024			FY2022-2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	18	0	The issues are resolved	12	0	The issues are resolved
Other	446476	0	The issues are resolved	338128	0	The issues are resolved

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

Nil

**EI-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. -**

RR Kabel has an Information Security Policy that abides by the requirements of ISO 27001: 2022 Standard, available on the Company's internal portal. The Company recognises that information is a critical business asset which needs to be protected from loss, theft, destruction, unauthorised access & unauthorised alteration. The Company ensures to take measures to protect its information security management system from internal & external threats and vulnerabilities.

**EI-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

**EI-7. Provide the following information relating to data breaches**

- Number of instances of data breaches along-with impact- Nil
- Percentage of data breaches involving personally identifiable information of customers- Nil
- Impact, if any, of the data breaches- Not Applicable

**Leadership Indicators**

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

The details for all of the Company's products and services can be accessed on the Company website: Additionally, the Company also publishes Annual Report and Sustainability report, engages on social media platforms and media advertisements/publications. [www.rrkabel.com](http://www.rrkabel.com)

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

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

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

The Company values its customers and ensures continuous connects through various modes like advertisements, emails, social media for any product & business updates

**LI-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)**

The Company engraves markings on product packaging relevant to 'recycling, fragile, umbrella, etc.' and relevant compliances such as RoHS, REACH, etc.