

27 June 2025

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 of the Company for the financial year 2024-25 – Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“the SEBI Listing Regulations”)

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI Listing Regulations, we are submitting herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2024-25, which forms a part of the Annual Report of the Company for the financial year 2024-25 submitted to the stock exchanges.

We request you to take this on record.

Thanking you,

Yours faithfully,
For R R Kabel Limited

Anup Vaibhav C. Khanna
Company Secretary and Compliance Officer
M. No.: F6786

Encl.: as above



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.rkl@rrglobal.com
7	Telephone	+91 265 6830 800
8	Website	www.rrkabel.com
9	Financial year for which reporting is being done	FY 2024-25
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	INR 56,53,64,505/-
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. Anup Vaibhav C. Khanna, Company Secretary & Compliance Officer, Telephone No. 0265-6830800 Email Id : investorrelations.rkl@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%

Business Responsibility and Sustainability Report (Contd.)

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	5	22	27
International	0	1	1

III-19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	53

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

In FY 2024–25, exports contributed 25.57% of the Company's total revenue. RR Kabel currently supplies products to over 53 countries worldwide. Nearly one-quarter of our sales are driven by international markets, underscoring our commitment to becoming a preferred global supplier of wires and cables. Our focus remains on delivering high-quality products, expanding our footprint across geographies, and enhancing customer service in global markets.

c. A brief on types of customers

RR Kabel is one of India's largest manufacturers of wires and cables and a prominent player in the Fast-Moving Electrical Goods (FMEG) sector. As a leading exporter, the Company serves a diverse global clientele across various industries. RR Kabel's business spans multiple verticals, including wires and cables, switches, fans, lighting, switchgears, and appliances. With a focus on innovation and advanced engineering, the Company delivers high-quality, future-ready products tailored for residential, commercial, industrial, and infrastructure applications. It caters to critical sectors such as power, oil & gas, defence, and renewables. RR Kabel operates across both B2B and B2C segments, supplying to OEMs, utilities, institutional buyers, and international customers.

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)
Employees						
1	Permanent (D)	1708	1597	93.50%	111	6.50%
2	Other than Permanent (E)	616	607	98.54%	9	1.46%
3	Total employees (D + E)	2324	2204	94.84%	120	5.16%
Workers						
1	Permanent (F)	1970	1873	95.08%	97	4.92%
2	Other than Permanent (G)	2644	2470	93.42%	174	6.58%
3	Total Workers (F + G)	4614	4343	94.13%	271	5.87%

b. Differently abled Employees and workers:

No	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	2	2	100.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total differently abled employees (D + E)	2	2	100.00%	0	0.00%



Business Responsibility and Sustainability Report (Contd.)

No	Particulars	Total (A)	Male		Female	
			No (B)	% (B/A)	No (C)	% (C/A)
Differently Abled Workers						
1	Permanent (F)	6	6	100.00%	0	0.00%
2	Other than Permanent (G)	0	0	0.00%	0	0.00%
3	Total Workers (F + G)	6	6	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*	2	0	0.00%

*Key Managerial Personnel Excludes Board of Directors

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

	FY 2024-25			FY 2023-24#			FY 2022-23#		
	(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	23.31%	24.43%	23.38%	20.32%	30.91%	21.04%	23.75%	32.00%	24.29%
Permanent Workers	4.05%	3.09%	4.00%	4.01%	0.00%	3.77%	6.39%	3.77%	6.23%

#To enhance accuracy and align with evolving best practices, the Company has revised its methodology for calculating certain ESG metrics in the current reporting cycle. As a result, select data points from the previous reporting period have been restated to ensure consistency and comparability. These changes reflect the Company's commitment to transparent, robust, and standards-aligned sustainability reporting.

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 the Companies Act, 2013 – Yes

ii) Turnover (in INR) – 76015804673

iii) Net worth (in INR) - 21384564461

Business Responsibility and Sustainability Report (Contd.)

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 24-25			FY 23-24#		
		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 https://www.rrkabel.com/investor-contact/	4	0		0	0	
Shareholders	Yes As per SEBI Regulations	2	0		269	0	
Employees and workers	Yes Concerns and suggestions received through various formal and informal modes. Grievance Redressal Policy (internal HR Portal) Whistle-Blower-Policy https://www.rrkabel.com/policies/	0	0		0	0	
Customers*	Yes Concerns and suggestions received on social media, consumer email id and Website https://www.rrkabel.com/head-office/	121	2		156	0	
Value Chain partners	Yes https://www.rrkabel.com/rr-connect/	0	0		0	0	
Other (please specify)							

*Customer complaints are mentioned for Wire & Cable Division. For FMEG & Wire Devices and Switch Gear Division most of the complaints are product performance related queries.

#To enhance accuracy and align with evolving best practices, the Company has revised its methodology for calculating certain ESG metrics in the current reporting cycle. As a result, select data points from the previous reporting period have been restated to ensure consistency and comparability. These changes reflect the Company's commitment to transparent, robust, and standards-aligned sustainability reporting.

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



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)
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.	Not Applicable	Positive
2	Occupational Health and Safety	Risk	Safeguarding the health and safety of employees and workers is essential for operational continuity, workforce confidence, and compliance with legal and regulatory standards. Any lapse in safety can lead to serious consequences, including injuries, downtime, and reputational impact.	Our major manufacturing facilities in Gagret (in Himachal Pradesh) Silvassa (in Dadra & Nagar Haveli), Waghodia (in Gujarat) and Bangalore (in Karnataka) follow processes as per ISO 45001 and adhere to the best practices in operational health and safety. The company provides 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	Fostering diversity, equity, and inclusion enhances employee engagement, innovation, and decision-making, while building a more resilient and future-ready workforce. RR Kabel's DEI and Non-Discrimination & Equal Opportunity Policies promote fair practices in recruitment, career growth, compensation, and workplace conditions. The company also aims to increase gender diversity and create a culture of openness and belonging.	Not Applicable	Positive
4	Sustainable Supply Chain	Risk	RR Kabel relies on a network of local and international suppliers for critical raw materials. This global dependency can expose the Company to risks such as supply disruptions, quality inconsistencies, and regulatory non-compliance.	Adoption of Supplier code of conduct and Supply chain procurement policy process before engaging with any supplier or logistics delivery partner for long term contracts.	Negative
5	Sustainable Supply Chain	Opportunity	Engaging responsible and reliable suppliers presents an opportunity to enhance supply chain resilience, support ethical practices, and strengthen business continuity.	Not Applicable	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., https://www.rrkabel.com/policies/ . Policies which are internal to the Company are available on the intranet of the Company.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015 ISO 14001:2015 ISO 45001:2018 ISO 27001:2022 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 the Company 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 the Company 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. As a responsible corporate entity, RR Kabel recognises its societal obligations and prioritises sustainability, inclusivity, and prosperity.								

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 broader societal and environmental obligations. Over the past year, we have made meaningful progress in integrating sustainability into our core business strategy. We have strengthened our ESG governance structure, set measurable targets, and undertaken company-wide initiatives to build awareness and institutionalise sustainable business practices.
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 consists of members from CXO level.

Business Responsibility and Sustainability Report (Contd.)

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.
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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.

While no standalone external evaluations have been conducted for the policies listed above, RR Kabel's policies related to quality, safety, health, and environment are periodically reviewed as part of ISO systems certification and associated internal and external audits. Additionally, other internal policies undergo periodic evaluation through the Company's internal audit mechanism to ensure ongoing relevance and 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	3	The training on role of Independent Directors, the Company's Business Model, reviews of business and financial updates, amendments to the Companies Act, 2013 and SEBI Regulations and their impact on the Company, as well as discussions on strategic alternatives and the progress of ongoing strategic initiatives. This offers comprehensive familiarisation programs on range of topics including the National Guidelines on Responsible Business Conduct (NGRBC) Principles	100.00%



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 Employees other than BoD and KMPs Workers	195 (total trainings held across KMP/ Employees/Value chain Partners etc.)	<p>The training encompassed a diverse range of topics:</p> <ul style="list-style-type: none"> • Skill development – Focused on enhancing communication, problem-solving, and core functional competencies. • Social awareness – Encouraged inclusivity and sensitivity to diverse perspectives. • Policy awareness – Reinforced compliance with internal policies and industry norms. • Product knowledge – Improved understanding of offerings and customer engagement. • Onboarding – Ensured smooth assimilation for new employees. <p>These initiatives significantly enhanced employee proficiency, cohesion, and alignment with organisational goals.</p>	100.00%

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) 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 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.

Business Responsibility and Sustainability Report (Contd.)

El-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.

El-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	44.48	29.29

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

Parameter	Metrics	FY 24-25	FY 23-24#
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00%	0.00%
	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	0.00%	0.00%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	64.41%	65.30%
	b. Number of dealers / distributors to whom sales are made	5172	6119
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	16.17%	16.38%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.24%	0.22%
	b. Sales (Sales to related parties / Total Sales)	3.80%	4.02%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	78.00%	31.17%

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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	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	1	Awareness Training for Value Chain Partners on ESG	2.28%

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.**

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	74.89%	87.97%	The Company's R&D investments focused on innovations enhancing energy efficiency, safety, and environmental sustainability. Key developments included: (i) energy-efficient BLDC ceiling fans with up to 50% lower electricity consumption; (ii) multifunctional fan designs (e.g., underlight ceiling fans), reducing auxiliary appliance needs and associated e-waste; and (iii) adoption of sustainable packaging solutions such as recyclable plastics, biodegradable pulp trays, cotton-based fasteners, and bio-based inks. Additionally, R&D enabled the development of advanced cable products, including halogen-free, low-smoke fire survival cables (BS 6724, LPCB-certified) and solar cables (EN 50618, IEC 62930), offering improved safety, lower toxic emissions, and compliance with environmental standards.
Capex	0.22%	0.21%	Capital investments were focused on upgrading manufacturing infrastructure to support the production of high-performance, environmentally safer cables. Key enhancements included facilities for producing e-beam cross-linked solar cables (EN 50618 and IEC 62930 certified), which are UV-resistant, halogen-free, and designed for long-term clean energy applications. Additional investments expanded capacity for fire-resistant, low-smoke cable variants (BS 6724, UL 44, LPCB-certified), contributing to improved fire safety and reduced toxic gas emissions during fire events. These upgrades strengthen compliance with international safety and environmental standards while broadening the Company's portfolio of sustainable cable solutions.

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 in compliance with RoHS and REACH standards, ensuring the elimination or reduction of restricted hazardous substances. The Company actively collaborates with suppliers to improve sustainability performance across the value chain. A comprehensive Supplier Code of Conduct—aligned with global best practices on safety, health, environment, labour and human rights, and ethical business—is in place. Suppliers are expected to adhere to this Code and comply with all applicable national and international laws and regulations, supporting responsible sourcing and sustainability-led procurement practices.

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

Category	Description
(a) Plastics (including packaging)	Currently, there is no formal product take-back or recycling mechanism for post-consumer plastic packaging. However the Company is registered under EPR - plastic packaging as a Brand Owner & complying with the norms.
(b) E-waste	No end-of-life consumer return system is in place.
(c) Hazardous waste	Hazardous waste from manufacturing is managed in line with applicable regulations and disposed of via authorised vendors. No consumer-facing mechanisms exist.
(d) Other waste	Other industrial waste (e.g., metal scraps) is sold to registered scrap vendors. No take-back system exists for product-derived waste.

RR Kabel has robust waste management systems in place at its manufacturing facilities, ensuring full compliance with applicable environmental regulations. Waste is collected, segregated, stored, and disposed of via CPCB/SPCB-authorised vendors, maintaining a high standard of environmental stewardship.

Business Responsibility and Sustainability Report (Contd.)

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 company's waste collection protocols at its manufacturing facilities adhere to the principles of Extended Producer Responsibility (EPR). Waste is handled and disposed of through authorised vendors in accordance with EPR guidelines. RR Kabel is actively enhancing its EPR strategy to further improve waste traceability and management efficiency.

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.

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).

Not Available

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

Not Applicable

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:

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	1597	1597	100.00%	1597	100.00%	0	0.00%	1597	100.00%	0	0.00%
Female	111	111	100.00%	111	100.00%	111	100.00%	0	0.00%	0	0.00%
Total	1708	1708	100.00%	1708	100.00%	111	100.00%	1597	100.00%	0	0.00%
Other than permanent Employees											
Male	607	607	100.00%	0	0.00%	0	0.00%	607	100.00%	0	0.00%
Female	9	9	100.00%	0	0.00%	9	100.00%	0	0.00%	0	0.00%
Total	616	616	100.00%	0	0.00%	9	100.00%	607	100.00%	0	0.00%



Business Responsibility and Sustainability Report (Contd.)

EI-1.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	1873	1873	100.00%	1873	100.00%	0	0.00%	1873	100.00%	0	0.00%
Female	97	97	100.00%	97	100.00%	97	100.00%	0	0.00%	0	0.00%
Total	1970	1970	100.00%	1970	100.00%	97	100.00%	1873	100.00%	0	0.00%
Other than permanent Workers											
Male	2470	2470	100.00%	0	0.00%	0	0.00%	2470	100.00%	0	0.00%
Female	174	174	100.00%	0	0.00%	174	100.00%	0	0.00%	0	0.00%
Total	2644	2644	100.00%	0	0.00%	174	100.00%	2470	100.00%	0	0.00%

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 wellbeing measures as a % of total revenue of the Company	0.27%	0.24%
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	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	29.56%	81.73%	Y	30.01%	80.01%	Y
Others – please specify*	70.44%	18.27%	NA	69.99%	19.99%	NA

*Medical Insurance Nos are covered which are not covered in ESI

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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. RR Kabel's premises and offices are accessible to differently abled employees and workers. The Company continually reviews and upgrades infrastructure to ensure an inclusive and supportive work environment for all.

Business Responsibility and Sustainability Report (Contd.)

El-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.

Yes, RR Kabel has an Equal Opportunity Policy aligned with the Rights of Persons with Disabilities Act, 2016. The policy is available on the Company's internal portal. The Company also has a comprehensive Non-Discrimination Policy that prohibits bias based on age, gender, caste, disability, ethnicity, sexual orientation, or other attributes. It ensures fairness in recruitment, compensation, and career advancement, with defined responsibilities and a grievance redressal mechanism. In addition, a Diversity, Equity, and Inclusion (DEI) Policy is in place to foster a culture of inclusivity and respect. This policy includes strategic actions such as equitable hiring, leadership accountability, periodic performance tracking, and employee sensitisation programs.

El-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	100.00%	88.37%	100.00%	98.68%
Female	100.00%	57.14%	Not Applicable	Not Applicable
Total	100.00%	84.00%	100.00%	98.68%

No. of Permanent Workers - Female who have availed Maternity Leave in the specific reporting period is Zero.

El-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. A formal Grievance Redressal Policy is in place, supported by a dedicated Grievance Redressal Committee. The Company also has established policies such as the Code of Conduct, Whistle Blower Policy, Human Rights Policy, and EHS Policy, which are accessible to all employees. These collectively ensure adherence to ethical business practices and provide multiple channels for workers, employees, suppliers, and customers to report grievances and seek redressal.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 24-25			FY 23-24		
	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	1708	0	0.00%	1915	0	0.00%
Male	1597	0	0.00%	1772	0	0.00%
Female	111	0	0.00%	143	0	0.00%
Total Permanent Workers	1970	521	26.45%	1194	448	37.52%
Male	1873	505	26.96%	1121	432	38.54%
Female	97	16	16.49%	73	16	21.92%



Business Responsibility and Sustainability Report (Contd.)

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

Category	FY 24-25					FY 23-24#				
	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)
Employees										
Male	2204	2204	100.00%	2204	100.00%	2602	2602	100.00%	2602	100.00%
Female	120	120	100.00%	120	100.00%	174	174	100.00%	174	100.00%
Total	2324	2324	100.00%	2324	100.00%	2776	2776	100.00%	2776	100.00%
Workers										
Male	4343	4343	100.00%	4343	100.00%	3925	3925	100.00%	3925	100.00%
Female	271	271	100.00%	271	100.00%	227	227	100.00%	227	100.00%
Total	4614	4614	100.00%	4614	100.00%	4152	4152	100.00%	4152	100.00%

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

Category	FY 24-25			FY 23-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	%(D / C)
Employees						
Male	2204	2204	100.00%	2602	2234	85.86%
Female	120	120	100.00%	174	155	89.08%
Total	2324	2324	100.00%	2776	2389	86.06%
Workers						
Male	4343	4343	100.00%	3925	2804	71.44%
Female	271	271	100.00%	227	154	67.84%
Total	4614	4614	100.00%	4152	2958	71.24%

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 has implemented an Occupational Health and Safety Management System in alignment with ISO 45001:2018 standards. This system is operational across its major manufacturing facilities located in Waghodia, Silvassa, Gagret, and Bangalore.

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.

Business Responsibility and Sustainability Report (Contd.)

El-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 has established a mechanism for workers to report hazards and near-miss incidents. Workers are empowered to withdraw from unsafe conditions and report them through formal channels.

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

Yes, The Company provides medical and healthcare support to employees and workers. All manufacturing units have tie-ups with nearby hospitals to ensure quick access to treatment in case of emergencies, in addition to addressing broader occupational and non-occupational health needs.

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

Safety Incident/Number	Category	FY 24-25	FY 23-24#
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.21	0.23
	Workers	0.34	0.37
Total recordable work-related injuries	Employees	1	1
	Workers	2	2
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
Number of Permanent Disabilities	Employees	0	0
	Workers	0	0

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

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 conducted on safety awareness campaigns, first aid, medical checks, health services, awareness, medical camps, and fire drills. The emphasis on safety is reinforced throughout the year through events such as National Safety Week.

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

	FY 24-25			FY 23-24		
	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

El-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	100.00%
Working Conditions	100.00%



Business Responsibility and Sustainability Report (Contd.)

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.

RR Kabel adopts a proactive and systematic approach to occupational health and safety through ongoing Hazard Identification and Risk Assessment (HIRA) across all manufacturing units. Significant risks identified are mitigated through structured control measures, including reinforced supervision, mandatory use of Personal Protective Equipment (PPE), and focused safety training interventions. In the event of a safety-related incident, the Company conducts a detailed Root Cause Analysis (RCA) to determine contributory factors and implements both corrective and preventive measures accordingly. Routine safety inspections and audits—conducted internally and by external agencies—ensure continuous monitoring and improvement. Observations from these audits are addressed promptly. To institutionalise safety governance, a Monthly Safety Review is chaired by senior plant leadership. Insights, key learnings, and action items from these reviews are disseminated across all sites to ensure alignment and consistency in safety performance. This comprehensive and responsive framework reinforces RR Kabel's commitment to maintaining a safe and healthy working environment for all employees and workers.

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. All employees and workers are covered under Group Medical Insurance and Group Personal Accident Insurance policies. These policies offer compensatory benefits, including financial support to the nominee in the event of the employee's death or permanent disability.

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 monitors statutory compliance by value chain partners, particularly regarding Provident Fund (PF) and Employees' State Insurance (ESI) contributions. A monthly compliance verification process is undertaken by Plant HR to ensure timely remittance of statutory dues for contract workers.

LI-3. Provide the number of employees or workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in EI-11 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 24-25	FY 23-24	FY 24-25	FY 23-24
Employees	0	0	0	0
Workers	0	0	0	0

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)

No. Currently, RR Kabel does not offer formal transition assistance programs related to continued employability or career endings arising from retirement or termination. However, the Company provides statutory retirement benefits such as gratuity, leave encashment, and settlement of final dues in accordance with applicable laws.

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

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	2.06%
Working Conditions	2.06%

Business Responsibility and Sustainability Report (Contd.)

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.

RR Kabel has initiated assessments of health and safety practices across its value chain as part of its broader ESG engagement strategy. While no significant risks have been formally identified to date, the Company encourages all partners to adhere to structured health and safety protocols. Capacity-building support and guidance are provided where gaps are observed, and periodic reviews are undertaken to promote continuous improvement in working conditions across the value chain.

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.

RR Kabel identifies key stakeholder groups based on the degree of their influence on the Company's operations and the material impact of the Company's activities on them. This includes both direct operational relevance and broader reputational or regulatory implications. Key stakeholders identified include employees, customers, investors, vendors, contractors, technical partners, the local community, and government/regulatory bodies. Their identification is revisited periodically through internal assessments, engagement feedback, and evolving business priorities.

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	Frequency of engagement	Purpose and scope of 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. The company is also introducing more sustainable products as per customer's demand.
2	Suppliers & Service providers	No	Virtual & physical meetings, website HRMS, Notice Board, Email, Virtual Meeting, Social media, HR Connect	As and when necessary	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, the Company fosters a sustainable supply chain that aligns with our commitment to ethical and responsible business practices. There are programs for engagement with electricians (Kabel Dost) & suppliers (Kabel Partners) through which they are made aware about the Company's process, quality control, new product developments & future plans which help build trust with the suppliers.



Business Responsibility and Sustainability Report (Contd.)

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement
3	Employees	No	HRMS, Notice Board, Email, Virtual Meeting, Social media, HR Connect	As and when necessary	Scope of engagements including performance and career reviews, training programs related to process & policies, and learning opportunities. Through engagement, the Company also understands general concerns/ feedback and share updates on the employee engagement/ development. New joiner announcement, Organisation Announcement, Significant achievements/updates also cover the engagements with employees.
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.

An ESG Committee has been constituted at RR Kabel to oversee the Company's sustainability agenda. The committee is responsible for regularly updating the Board on ESG-related developments and integrating feedback from Directors into ongoing initiatives. Stakeholder consultations are a core input mechanism for the ESG Committee, helping the Company align its operations with evolving expectations. These consultations are complemented by periodic assessments and in-depth reviews of key ESG topics.

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 conducts structured stakeholder engagement exercises to identify and manage material environmental and social topics. Insights gathered during these engagements have been instrumental in shaping the Company's materiality matrix. The stakeholder feedback has directly informed the prioritisation of ESG topics and will continue to play a key role in guiding policy development and business strategy. RR Kabel aims to institutionalise these consultations as a regular component of its ESG management process.

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

Not Applicable

Business Responsibility and Sustainability Report (Contd.)

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	FY 24-25			FY 23-24 [#]		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total(C)	No. of employees / workers covered (D)	%(D / C)
Employees						
Permanent	1708	1708	100.00%	1915	1915	100.00%
Other than permanent	616	616	100.00%	861	861	100.00%
Total Employees	2324	2324	100.00%	2776	2776	100.00%
Workers						
Permanent	1970	1970	100.00%	1194	1194	100.00%
Other than permanent	2644	2644	100.00%	2958	2958	100.00%
Total Workers	4614	4614	100.00%	4152	4152	100.00%

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

Category	FY 24-25					FY 23-24 [#]				
	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	1708	6	0.35%	1702	99.65%	1915	105	5.48%	1810	94.52%
Male	1597	6	0.38%	1591	99.62%	1772	93	5.25%	1679	94.75%
Female	111	0	0.00%	111	100.00%	143	12	8.39%	131	91.61%
Other than Permanent	616	0	0.00%	616	100.00%	861	0	0.00%	861	100.00%
Male	607	0	0.00%	607	100.00%	830	0	0.00%	830	100.00%
Female	9	0	0.00%	9	100.00%	31	0	0.00%	31	100.00%
Workers										
Permanent	1970	40	2.03%	1930	97.97%	1194	451	37.77%	743	62.23%
Male	1873	39	2.08%	1834	97.92%	1121	407	36.31%	714	63.69%
Female	97	1	1.03%	96	98.97%	73	44	60.27%	29	39.73%
Other than Permanent	2644	2644	100.00%	0	0.00%	2958	2478	83.77%	580	19.61%
Male	2470	2470	100.00%	0	0.00%	2804	2333	83.20%	571	20.36%
Female	174	174	100.00%	0	0.00%	154	145	94.16%	9	5.84%

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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	1760000	1	1400000
Key Managerial Personnel	4	7557532	0	0
Employees other than BoD and KMP	1566	683742	111	605916
Workers	1873	249852	97	253152

KMP excludes Managing Director and whole time directors as they are already included under Board of Directors.

EI-3. b. Provide information on Gross wages paid to females by the entity, in the following format:

Particulars	Current Financial Year	Previous Financial Year
Gross wages paid to females as % of total wages	5.25%	5.41%

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.

RR Kabel has established a structured grievance redressal mechanism to address human rights-related concerns. This includes an internal grievance portal, a whistleblower helpline, and escalation channels available to all employees and workers. The Company has also instituted periodic training and awareness programs to ensure familiarity with the Human Rights Policy and reporting procedures. All reported grievances are reviewed by a designated internal committee to ensure timely and impartial resolution, in line with the Company's Code of Conduct and Human Rights Policy.

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

	FY 24-25			FY 23-24		
	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	2	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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)	2	0
Complaints on POSH as a % of female employees / workers	0.45%	0.00%
Complaints on POSH upheld	2	0

Business Responsibility and Sustainability Report (Contd.)

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

RR Kabel is committed to maintaining a safe and inclusive workplace. Mechanisms to prevent retaliation against complainants include confidential reporting under the Whistle Blower and Vigil Mechanism Policy, and protections outlined in the Company's POSH Policy. All complaints are handled with discretion and impartiality, with oversight from designated internal committees to ensure fair resolution and safeguard complainant rights.

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

Yes, human rights requirements form an integral part of our business agreements and contracts. We include specific clauses that mandate adherence to internationally recognised human rights standards such as the prohibition of child labour, forced or compulsory labour, non-discrimination, humane disciplinary practices, fair compensation, ethical working hours, and compliance with health and safety regulations. Our Supplier Code of Conduct outlines clear expectations for all vendors and partners. It is mandatory for suppliers to acknowledge and comply with this Code, which is integrated into purchase orders, vendor agreements, and other contractual documents. We promote sustainable and ethical practices throughout our supply chain, encouraging suppliers to adopt environmental stewardship, fair labor practices. Sustainability considerations are progressively being incorporated into supplier assessments and onboarding processes. We are committed to fostering a culture of dignity, respect, and social well-being, both within our operations and across the value chain.

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	100.00%
Forced/involuntary labour	100.00%
Sexual harassment	100.00%
Discrimination at workplace	100.00%
Wages	100.00%
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.**

Yes, the Company has implemented several enhancements to strengthen its human rights framework in response to stakeholder expectations and internal assessments. Key modifications include:

1. Child Labour and Age Verification Age verification protocols, including checks via Aadhaar cards, birth or living certificates, are integrated into the Manpower Management System. Gate controls ensure that underage individuals are denied entry by withholding gate passes.
2. Prevention of Forced Labour Salaries are disbursed directly into employees' bank accounts to prevent wage withholding. Contractor audits now mandate declarations of fair labour practices.
3. Prevention of Sexual Harassment A formal POSH Policy is operational across all locations. Internal Complaints Committees (ICCs) are trained and functional, supported by regular awareness training for employees and contract staff.
4. Grievance Redressal Mechanism A centralised, anonymous grievance platform has been deployed. Monthly reviews by HR and EHS teams help identify systemic issues and ensure resolution timelines are tracked.
5. Social Audits and Human Rights Assessments Third-party audits at key sites assess workforce practices, wage equity, migrant welfare, and diversity. Gaps are addressed through structured corrective action plans.
6. Value Chain Human Rights Integration Supplier contracts include human rights clauses. High-risk vendors are being mapped for assessments and capacity-building interventions in the upcoming fiscal year.



Business Responsibility and Sustainability Report (Contd.)

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

Yes, the Company conducted a third-party Human Rights Social Audit covering major manufacturing facilities. The audit covered key human rights aspects including training and awareness, diversity and inclusion, grievance mechanisms, retrenchment and attrition, forced and child labour prevention, HR policy review, employee conduct, and migrant worker welfare. Based on the findings, improvement actions were undertaken, including enhanced training and awareness on human rights, encouraging greater participation of women in the workforce, and reinforcing policies such as paid parental leave.

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?

Yes, selected areas within the manufacturing and office premises have been made accessible to differently-abled visitors. The Company is in the process of formulating plans to enhance accessibility across other sections of its facilities.

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	2.06%
Discrimination at workplace	2.06%
Child labour	2.06%
Forced/involuntary labour	2.06%
Wages	2.06%
Others – please specify	-

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

Not Applicable

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

Parameter	FY 24-25	FY 23-24#
From renewable sources		
Total electricity consumption (A)	55128.35	43072.90
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	55128.35	43072.90
From non-renewable sources		
Total electricity consumption (D)	273550.74	251741.08
Total fuel consumption (E)	15118.45	15370.20
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	288669.19	267111.28
Total energy consumed (A+B+C+D+E+F)	343797.54	310184.18
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	45.23 GJ / Crores	47.04 GJ / Crores
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	934.38 GJ / Crores	971.75 GJ / Crores
Energy intensity in terms of physical output*	0.10 GJ / CKM	0.10 GJ / CKM
Energy intensity (optional) – the relevant metric may be selected by the entity**	36.32 / MT of FMEG	44.05 / MT of FMEG

Business Responsibility and Sustainability Report (Contd.)

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

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

#To enhance accuracy and align with evolving best practices, the Company has revised its methodology for calculating certain ESG metrics in the current reporting cycle. As a result, select data points from the previous reporting period have been restated to ensure consistency and comparability. These changes reflect the Company's commitment to transparent, robust, and standards-aligned sustainability reporting.

EI-1. Indicate if any independent assessment/evaluation/assurance for energy has been conducted by an external agency. If Yes, provide the name of the agency.

No independent assessment/evaluation/assurance has been carried out by 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 24-25	FY 23-24#
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	45048.23	93944.00
(iii) Third party water	1680.28	576.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	3474.00	7494.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	50202.51	102014.00
Total volume of water consumption (in kilolitres)	54033.47	102014.00
Water intensity per rupee of turnover (Water consumed / turnover)	7.11 KL / Crores	15.47 KL / Crores
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	146.85 KL / Crores	319.59 KL / Crores
Water intensity in terms of physical output*	0.02 KL / CKM	0.03 KL / CKM
Water intensity (optional) – the relevant metric may be selected by the entity. KL / MT of FMEG**	5.71 KL/MT	14.49 KL/MT

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

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

#To enhance accuracy and align with evolving best practices, the Company has revised its methodology for calculating certain ESG metrics in the current reporting cycle. As a result, select data points from the previous reporting period have been restated to ensure consistency and comparability. These changes reflect the Company's commitment to transparent, robust, and standards-aligned sustainability reporting.

Others: Water utilised from storage tank which is being recharged by Rain Harvesting

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 external agency.



Business Responsibility and Sustainability Report (Contd.)

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

Parameter	FY 24-25	FY 23-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	30089.75 STP & ETP	20447.05 STP & ETP
(iii) To Seawater		
- No treatment	0.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties		
- No treatment	1632.00	0.00
With treatment – please specify level of treatment	0.00	0.00
(v) Others		
- No treatment	3474.00	0.00
With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	35195.75	20447.05

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 external agency.

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

Currently, RR Kabel does not operate a Zero Liquid Discharge (ZLD) system. However, all manufacturing facilities are equipped with Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs). The treated water from these systems is reused within the premises, primarily for gardening. Our units operate in compliance with the relevant regulatory guidelines issued by the Central and State Pollution Control Boards.

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	ppm	26.983	22.447
SOx	mg/nm3	29.675	45
Particulate matter (PM)	mg/nm3	54.158	54.9
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify in the remark section	NA	NA	NA

Business Responsibility and Sustainability Report (Contd.)

Remarks: Methodology: Concentration-based reporting method

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EI-6. Indicate if any independent assessment/evaluation/assurance for Air emissions has been conducted by an external agency. If Yes, provide the name of the 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) in MTCO₂e, in the following format:

Parameter	Unit	FY 24-25	FY 23-24*
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)	TCO ₂ e	1103.9	1280.33
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)	TCO ₂ e	53950.29	49648.94
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	TCO ₂ e / rupee of turnover	7.2425 TCO ₂ e / Crores	7.7229 TCO ₂ e / Crores
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / rupee of turnover	149.6282 TCO ₂ e / Crores	159.5529 TCO ₂ e / Crores
Total Scope 1 and Scope 2 emission intensity in terms of physical output*	TCO ₂ e / rupee of turnover	0.0168 TCO ₂ e / CKM	0.0165 TCO ₂ e / CKM
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity**	TCO ₂ e / MT of FMEG	5.82 TCO ₂ e / MT	7.23 TCO ₂ e / MT

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

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

#To enhance accuracy and align with evolving best practices, the Company has revised its methodology for calculating certain ESG metrics in the current reporting cycle. As a result, select data points from the previous reporting period have been restated to ensure consistency and comparability. These changes reflect the Company's commitment to transparent, robust, and standards-aligned sustainability reporting.

EI-7. Indicate if any independent assessment/evaluation/assurance for GHG Emissions (Scope 1 and 2) has been conducted by an external agency. If Yes, provide the name of the 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.

As part of its efforts to improve energy efficiency and reduce its carbon footprint, the Company has undertaken several impactful initiatives:

1. A Biodiversity and Carbon Sequestration Assessment was conducted, identifying a carbon sequestration potential of 747,434.40 tons, showcasing the Company's commitment to green infrastructure and long-term climate resilience.
2. Several energy-efficient measures were implemented across operations:
 - a. Cooling Tower Motor Upgrade: Replacing 10 HP traditional motors with IE5 motors resulted in an annual electricity saving of 191.5 kWh per motor, equivalent to a GHG reduction of 139.33 kg CO₂ per motor per year.
 - b. Vacuum Motor Optimisation: Replacing a 1.1 kW motor with a 0.9 kW motor in the Rosendahl insulation hopper led to 1,300 kWh saved annually, translating to a GHG reduction of 945.1 kg CO₂ per year.
 - c. Automated Packing Machines: Installation of two fully automatic coiling and packing machines resulted in 13,230.6 kWh saved annually, contributing to a GHG reduction of 9,612.6 kg CO₂ per year.



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3. The Company's BLDC ceiling fans consume up to 50% less electricity than conventional fans. This not only reduces household electricity bills but also contributes to lowering GHG emissions during the usage phase.
4. These interventions collectively support the Company's goal of reducing energy intensity, optimising operational efficiency, and progressing toward its climate commitments.

EI-9 Provide details related to waste management by the entity for the Current Financial Year:

Parameter	FY 24-25	FY 23-24*
Total Waste generated (in metric tonnes)		
Plastic waste (A)	93.62	118.48
E-waste(B)	0.06	0.12
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	48.93	47.22
Other Non-hazardous waste generated (H). Please specify, if any.	2715.23	2516.01
Total (A + B + C + D + E + F + G + H)	2857.84	2681.84
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.3760 MT / Crores	0.4067 MT / Crores
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	7.7671 MT / Crores	8.4017 MT / Crores
Waste intensity in terms of physical output	0.0009 MT / CKM	0.0009 MT / CKM
Waste intensity (optional) the relevant metric may be selected by the entity	0.3019 MT / MT of FMEG	0.3808 MT / MT of FMEG

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste – Plastic

(i) Recycled	93.62	118.48
(ii) Re-used	NaN	NaN
(iii) Other recovery operations	NaN	NaN
Total Plastic Waste Recycled, Re-used and other recovery operations	93.62	118.481

Category of waste - E-Waste

(i) Recycled	NaN	NaN
(ii) Re-used	NaN	NaN
(iii) Other recovery operations	NaN	NaN
Total E-Waste Recycled, Re-used and other recovery operations	0	0

Category of waste - Bio-medical waste

(i) Recycled	NaN	NaN
(ii) Re-used	NaN	NaN
(iii) Other recovery operations	NaN	NaN
Total Bio-medical Waste Recycled, Re-used and other recovery operations	0	0

Business Responsibility and Sustainability Report (Contd.)

Parameter	FY 24-25	FY 23-24 [#]
Category of waste - Construction and demolition waste		
(i) Recycled	NaN	NaN
(ii) Re-used	NaN	NaN
(iii) Other recovery operations	NaN	NaN
Total Construction Waste Recycled, Re-used and other recovery operations	0	0
Category of waste - Battery waste		
(i) Recycled	NaN	NaN
(ii) Re-used	NaN	NaN
(iii) Other recovery operations	NaN	NaN
Total Battery Waste Recycled, Re-used and other recovery operations	0	0
Category of waste - Radioactive waste		
(i) Recycled	NaN	NaN
(ii) Re-used	NaN	NaN
(iii) Other recovery operations	NaN	NaN
Total Radioactive Waste Recycled, Re-used and other recovery operations	0	0
Category of waste - Other Hazardous waste		
(i) Recycled	NaN	NaN
(ii) Re-used	1.69	3.30
(iii) Other recovery operations	NaN	NaN
Total Other Hazardous Waste Recycled, Re-used and other recovery operations	1.6934	3.3
Category of waste - Other Non-Hazardous waste		
(i) Recycled	2715.23	2516.01
(ii) Re-used	NaN	NaN
(iii) Other recovery operations	NaN	NaN
Total Other Non-hazardous Waste Recycled, Re-used and other recovery operations	2715.23	2516.015
Total	2810.5434	2637.796
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Plastic		
(i) Incineration	NaN	NaN
(ii) Landfilling	NaN	NaN
(iii) Other disposal operations	NaN	NaN
Total Plastic Waste Incineration, Landfilling and other disposal operations	0	0
Category of waste - E-Waste		
(i) Incineration	NaN	NaN
(ii) Landfilling	NaN	NaN
(iii) Other disposal operations	0.06	0.12
Total E-waste Waste Incineration, Landfilling and other disposal operations	0.06	0.119
Category of waste - Bio-medical Waste		
(i) Incineration	0.00	NaN
(ii) Landfilling	NaN	NaN
(iii) Other disposal operations	NaN	NaN
Total Bio-medical Waste Incineration, Landfilling and other disposal operations	0.0037	0



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Parameter	FY 24-25	FY 23-24*
Category of waste - Construction and demolition waste		
(i) Incineration	NaN	NaN
(ii) Landfilling	NaN	NaN
(iii) Other disposal operations	NaN	NaN
Total Construction Waste Incineration, Landfilling and other disposal operations	0	0
Category of waste - Battery		
(i) Incineration	NaN	NaN
(ii) Landfilling	NaN	NaN
(iii) Other disposal operations	NaN	NaN
Total Battery Waste Incineration, Landfilling and Other disposal operations	0	0
Category of waste - Radioactive		
(i) Incineration	NaN	NaN
(ii) Landfilling	NaN	NaN
(iii) Other disposal operations	NaN	NaN
Total Radioactive Waste Incineration, Landfilling and Other disposal operations	0	0
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	47.23	43.92
(ii) Landfilling	NaN	NaN
(iii) Other disposal operations	NaN	NaN
Total Other Hazardous Waste Incineration, Landfilling and Other disposal operations	47.234	43.92
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	NaN	NaN
(ii) Landfilling	NaN	NaN
(iii) Other disposal operations	NaN	NaN
Total Other Non-hazardous Waste Incineration, Landfilling and Other disposal operations	0	0
Total	47.2977	44.039

The figures reported under the "Recycle (MT)" column include all scrap material sold to recognised and authorised scrap dealers. Accordingly, all scrap generated is considered recycled.

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EI-9. Indicate if any independent assessment/evaluation/assurance for Waste has been conducted by an external agency. If Yes, provide the name of the 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.

RR Kabel has implemented a range of initiatives to strengthen waste management practices across all manufacturing facilities. These include: Hazardous and Non-Hazardous Waste Handling: Each facility maintains One Point Lessons (OPL)

Business Responsibility and Sustainability Report (Contd.)

for both hazardous and non-hazardous waste. These documents detail handling procedures, precautionary measures, and are supported by staff attendance and training records. Canteen Waste Management: Food waste generated in canteens is processed using onsite decomposition machines to reduce organic waste. In-House Recycling: Select facilities operate in-house recycling plants that process cable scrap into black granules. These granules are reintroduced into the manufacturing process, contributing to circular material use. To minimise hazardous and toxic substances, RR Kabel prioritises the use of RoHS- and REACH-compliant materials in its products. Ongoing efforts are made to identify safer alternatives and enhance chemical handling protocols, in compliance with applicable environmental regulations.

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.

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 Complaint with the applicable environmental law / regulations / guidelines in 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.

(ii) Nature of operations

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

(iii). Water withdrawal, consumption and discharge in areas of water stress (in kilolitres) for the current year: Water withdrawal, and discharge in the following format:

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

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

Parameter	FY 24-25	FY 23-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	319162.17	464566.21
Total Scope 3 emissions per rupee of turnover	41.99 TCO ₂ e / Crores	70.45 TCO ₂ e / Crores
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	33.71 TCO ₂ e / MT	65.97 TCO ₂ e / MT

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.



Business Responsibility and Sustainability Report (Contd.)

LI-3. With respect to the ecologically sensitive areas reported at EI-11 above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

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	Shrink Film Optimisation	Reduced thickness from 85 to 75 microns in packaging	1.5 MT plastic saved annually
2	Reusable Pallet Straps	Replaced single-use stretch film with reusable strapping for pallet racking	600 kg plastic reduced annually
3	Recycled Copier Paper	Shifted 40% of copier paper use from virgin to recycled biocopier paper	Lower paper consumption; promotes circularity
4	Recycled Shrink Film	Moved from 100% virgin to 30% recycled shrink film	Reduced virgin plastic use
5	PP Sheet Light-weighting	Replaced 2.0 mm PP sheets with 0.8 mm in specific packaging applications	850 kg plastic saved
6	Green Packaging in FMEG Business	Introduced recyclable plastic bags, biodegradable pulp trays, cotton threads, and bio-ink for fan packaging	Reduced packaging waste and environmental impact
7	Underlight Ceiling Fan	Developed ceiling fan with integrated lighting, replacing the need for separate night lamps or chandeliers.	Reduced e-waste and overall material usage by combining multiple functions into a single product.

LI-5. Does the entity have a business continuity and disaster management plan? If yes, please give details in 100 words or input web link.

Yes, RR Kabel has a comprehensive Risk Management Policy overseen by the Risk Management Committee, which periodically reviews the risk framework, covering strategic, operational, financial, and compliance-related risks. The Committee ensures effective risk identification, assessment, mitigation, and reporting, feeding directly into the Company's Business Continuity and Disaster Recovery plans. RR Kabel is ISO 27001:2022 certified, reinforcing its commitment to information security. The company participates in a mutual-aid program for shared crisis support, has Quick Response Teams (QRTs), and conducts regular drills. Redundant infrastructure and secure data backups ensure resilience, with periodic reviews to address emerging threats and ensure service continuity.

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.

Not Available

LI-8. How many Green Credits have been generated or procured?

- Generated by the listed entity - 0
- Procured by the top ten (in terms of value of purchases and sales, respectively) value chain partners - 0

Business Responsibility and Sustainability Report (Contd.)

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/International)
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 have been no actions taken or currently underway concerning anti-competitive conduct, as no adverse orders have been issued against the entity by any regulatory authorities.

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	Web Link, if available
1	Not Applicable				

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&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.

RR Kabel undertakes several community development initiatives under its CSR programme to foster trust and address local concerns. To facilitate two-way communication, the Company has established multiple channels for receiving community feedback and grievances, including a dedicated contact section on its website, email communication, and social media platforms. Concerns received are reviewed and addressed through an internal escalation mechanism to ensure timely resolution.



Business Responsibility and Sustainability Report (Contd.)

EI-4. Input material sourced from suppliers (by value):

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	1.93%	1.47%
Sourced directly from within India	76.21%	76.30%

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	10.80%	2.83%
Semi-urban	8.71%	30.90%
Urban	41.46%	16.20%
Metropolitan	39.03%	50.07%

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Leadership Indicators**LI-1. If any Social Impact Assessments have been reported in EI-1, please provide details of actions taken to mitigate any negative social impacts identified:**

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	Assam, Gujarat, Madhya Pradesh, Maharashtra, Rajasthan, West Bengal	Dibrugarh, Chotaudepur, Dahod, Narmada, Panchmahal, Khandwa, Nashik, Pali, Dakshin Dinajpur	11000000
2	Rajasthan	Shahpura	139000
3	Gujarat	Vadodara	1600000
4	Uttar Pradesh	Ayodhya	4500000
5	Uttar Pradesh	Ayodhya	4200000
6	Maharashtra	Pune & Nashik	1765000

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?

0.00%

Business Responsibility and Sustainability Report (Contd.)

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:

R R Kabel Limited 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	One Teacher School Project	13963	100%
2	Development of Socially Weak & Venerable Children	81	100%
3	To Set up computer Lab	251	100%
4	Jankhmbha Water Dispenser*	3000	100%

*Sl.No. 4 - This project approved in FY 2023-24 and is being executed in FY 2024-25.

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 share their feedback or raise complaints through multiple channels, including the call centre, toll-free number, website, social media platforms, email, written correspondence, or directly via channel partners. All complaints are tracked and addressed within a defined Turn Around Time (TAT) through a structured grievance redressal mechanism with established escalation protocols to ensure timely and effective resolution.

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	0.00%
Safe and responsible usage	0.00%
Recycling and/or safe disposal	0.00%

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

	FY 24-25			FY 23-24#		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	11	0	The issues were resolved	18	0	The issues were resolved
Other	121	2	-	156	0	-



Business Responsibility and Sustainability Report (Contd.)

#To enhance accuracy and align with evolving best practices, the Company has revised its methodology for calculating certain ESG metrics in the current reporting cycle. As a result, select data points from the previous reporting period have been restated to ensure consistency and comparability. These changes reflect the Company's commitment to transparent, robust, and standards-aligned sustainability reporting.

Other Section : Customer complaints are mentioned for Wire & Cable Division. For FMEG & Wire Devices and Switch Gear Division most of the complaints are product performance related queries.

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.

Yes. RR Kabel has implemented an Information Security Policy aligned with the ISO 27001:2022 standard, available on the Company's internal portal. The policy underscores the importance of information as a critical business asset and outlines measures to prevent loss, theft, destruction, unauthorised access, or modification. The Company has instituted robust controls to safeguard its information systems from internal and external threats, ensuring the confidentiality, integrity, and availability of data.

EI-6. Provide details of any corrective actions taken or underway on issues relating to any of the following: i. Advertising; ii. Delivery of essential services; iii. Cyber security and data privacy of customers; iv. Re-occurrence of instances of product recalls V. 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 - 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).

Detailed information about the Company's products and services is available on the official website: www.rrkabel.com. Additionally, the Company disseminates information through its Annual Report, Sustainability Report, media advertisements, publications, and active engagement across social media platforms.

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

The Company ensures that product labels include information beyond statutory requirements. RR Kabel has established Experience Centres across key locations and regularly conducts training and awareness programs for dealers, influencers, distributors, and consumers to promote responsible and informed product usage.

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

RR Kabel maintains proactive communication with its customers via advertisements, email notifications, and social media updates to inform them about any potential disruptions or discontinuation of services. This helps ensure business continuity and customer preparedness.

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)

Yes. Product packaging includes additional symbols and markings, such as recycling indicators, fragility symbols (e.g., umbrella), and compliance certifications like RoHS and REACH, beyond what is legally mandated.

The company actively monitors consumer sentiment to assess service quality and responsiveness to product-related concerns, thereby driving continuous improvement.