



WIRED TO A
BRIGHTER
TOMORROW



Sustainability
Report **FY22**

SUSTAINABILITY REPORT FY22

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INTRODUCTION

Climate change is one of the most challenging and pressing issues facing mankind and it is often referred to as a 'wicked problem'. It is now well established that unless urgent actions are taken to mitigate the climate crisis, loss caused to humanity and the economy would be immeasurable. India is extremely vulnerable to climate change and at the same time has ambitious growth plans to meet the aspirations of its citizens. As a responsible corporate established more than three decades ago in India, RR Kabel intends to play a significant role in our nation's ambitions of sustainable growth.

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

We have already begun our sustainability journey and are well on our way to progress on specific areas of environment, social and governance. Our first sustainability report is an endeavour to communicate our journey, key initiatives, focus areas and performance across key metrics.

India has embarked on mandating sustainability disclosures for the top 1000 listed companies with the Business Responsibility and Sustainability Reporting (BRSR) with effect from FY 2023. We plan to continuously evolve on our ESG disclosures and communicate our sustainability performance in a clear and accurate manner, by focussing on our material ESG areas. The report discusses the reporting and sustainability approach and highlights the impact of our work on people, planet and profits.



Managing Director's Message



SHREEGOPAL KABRA

Managing Director, RR Kabel &
President, RR Global

The global COVID-19 pandemic resulted in personal, family and community loss and distress and fuelled an economic recession that impacted individuals and businesses. Being a consumer-based business, consumers, regulators, investors and employees have expectations for RR Kabel to deliver strong financial and non-financial ESG performance.

We are delighted to present to you the first edition of our sustainability report, a testimony to our dedication to sustainable development in the past, present, and future. We are now working to integrate RR Kabel's ESG programs into our business strategy and shall share more information in our next year's report.

We have long recognized the importance of leading on **material** sustainability issues including **product quality and safety, business ethics** and **climate change**. We believe we have a huge role to play in this changing climate – to facilitate transition to a low-carbon future through electrification, which is why we coined our theme **“Wired to a Brighter Tomorrow”**.

Exhibiting ESG leadership also means gaining and maintaining people's trust. We highly value engagement with stakeholders and take pride in being accessible, open and transparent about our business practices. We benefit from our engagements, especially as we continue to add to the list of performance metrics and key indicators we report for climate, water, human capital management and safety, aligned with leading frameworks and metrics such as GRI and UN SDG.

WIRED TO A BRIGHTER TOMORROW



About Us

For more than four decades, our products have been an integral part of people's lives across the world in their homes, offices, factories and other locations.



1200+ ELECTRICAL SOLUTIONS



PRESENCE IN OVER 90+ COUNTRIES



Vision

Inspired thinking brings a meaningful change to the lives we touch around the world.



Mission

Delivering products & services that promise superior technology, performance and enhanced value to consumers, stakeholders, employees and society at large.

Who We Are?

RR Kabel is a global distributor of wires and cables, switches, lighting solutions and other consumer products, with more than 23 years of combined experience and serves more than 90 countries around the world.



We are a part of RR Global, a USD 1.25 billion conglomerate in the electrical sector with presence in over 90+ countries globally. The group's extensive knowledge and experience has made us one of the most indispensable brands, highlighting its consistent quality and safety. We manufacture Wires & Cables in India and are known for our extensive range.

Our company has withstood the challenges of time and remained committed in their manufacturing flawless and quality products using various 'state of the art' technologies. Noteworthy amongst these technologies is our pioneering Halogen free flame retardant (HFFR) cable (1999) and UNILAY ensuring maximum safety from fire. Our much acclaimed initiative of being the first to introduce the REACH & RoHS compliance and several other ground-breaking innovations has brought us 27 international credentials, including ISO 9001, ISO 50001 and ISO 14001.

With a corporate office in Mumbai, we have an interesting portfolio of clients, which includes established corporates, renowned developers and even 5 star hotels. The mission of providing coast to coast services is well complemented with the vision of social responsibility towards our clientele across the globe.

**USD 1.25
Billion**
conglomerate
in the electrical sector

First to introduce
**REACH
& RoHS**
Compliance

**ISO 9001
ISO 50001
ISO 14001**

Philosophy and Values

TRUST
IS OUR
CORE VALUE



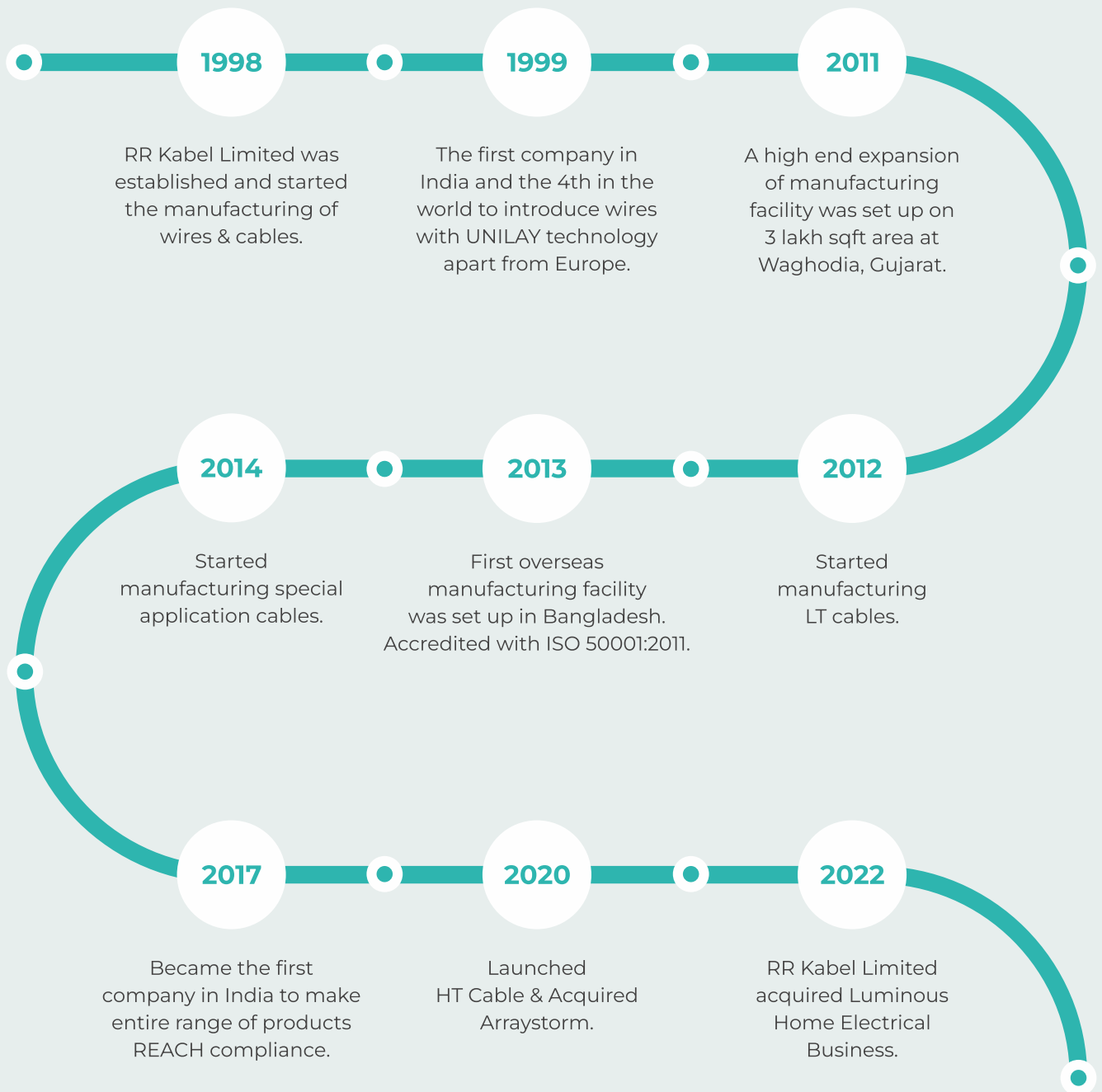
INNOVATION
IS OUR
PASSION



QUALITY
WE DELIVER
BY DEFAULT



Timeline of Key Events



Products



Construction and Building Range



Single Core



Control Cables



Drag Chain & Servo Cables



Data & Communication Cables



Appliance Wiring Material



Instrumentation Cables



Silicon Cables



Auto Cables



Fire And Security Cables



LT Power Cables



HT Power Cables



Application Based Cables

Operations

RR Kabel Limited has always strived to offer best quality products to the market on time.

In order to achieve this, RR Kabel has set up manufacturing plants at two places in India.

These manufacturing plants are located at Silvassa and Waghodia in the state of Gujarat.

Waghodia Plant

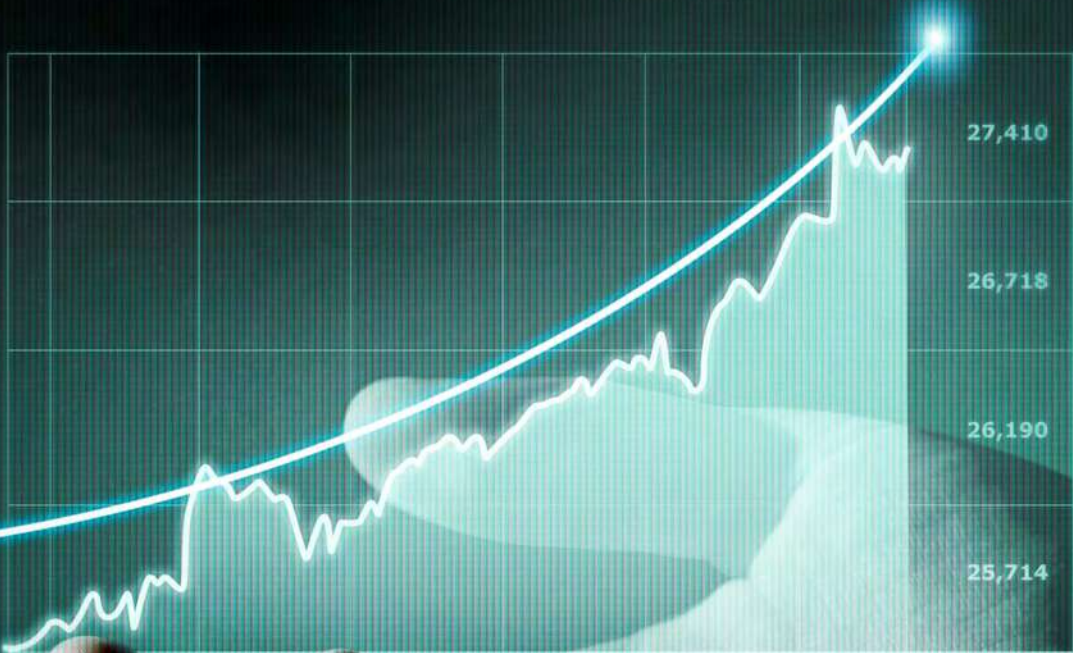


Our manufacturing plants are well-equipped with modern machinery for producing quality products. Our manufacturing units for wires and cables are located at Silvassa and Waghodia and are ISO 9001: 2015, 14001 : 2004, 18001 : 2007 and ISO 45001 certified. Both the plants are continuously upgraded to offer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

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

We also have our plants at Roorkee and Bangalore for our FMEG range of products.

OVERVIEW



A Year In Review



Environment

Energy

- 5.3% of total energy use is renewable energy.
- Steering solar energy use at our manufacturing facilities.

Waste

- Saved ~45 tonnes of paper consumption annually.
- Single Use Plastic for Packing Products.

Supply Chain

- All procurement is REACH and RoHS compliant.
- 59 global and 129 Indian Kaizen practices.

Water

- Invested in rainwater harvesting and rechargeable borewells, and installed special nozzles to reduce water usage.



Social

Occupational Health and Safety

- Certified OHSAS-18001-2007 management system for managing OHS risk at facility.
- Annual Health check-ups and medical facility for all employees including contractor workers.

Key Policies in place

- Non Discrimination
- POSH
- Child and Forced Labour
- DEI

CSR

- Mission RRoshni: 93% of our CSR budget was used to achieve an empowered and educated India.
- Kabel Star: scholarship program to support 1000 children of electricians.



Governance

Established a governance structure

- Board consists of 14 members, meeting quarterly.

IT and Cyber Security

- Value led ERP transformation.
- Initiated Analytics journey by setting up a data warehouse and PowerBI platform.

Key Policies in place

- Code of Conduct
- Whistleblower
- Fair Remuneration

FY22 Highlights

Awards and Recognition



Gold Trophy in the "Safety Concepts Case Study Contest" 2022



Team RR Kabel Limited, Waghodia, Secured Gold Trophy in the "Safety Concepts Case Study Contest" on "Strategies to prevent Workplace Accidents" at the One Day National Safety Convention organized by QCFI-Surat in association with DISH, Govt. of Gujarat on the 4th of June 2022, at RNG Patel Institute of Technology, Bardoli-Surat.

e4m Pride of India The Best of Bharat Awards 2022



We are delighted to announce our win at e4m Pride Of India Brands: The Best Of Bharat Awards 2022.

Best Brand in Building Material & Fittings by ET Infra



We are honoured to be awarded as the "Best Brand in Building Material & Fittings" category at the ET Infra Focus Summit & Awards. At RR Kabel, we always strive to offer the best quality to the consumers and will continue to work towards our mission. A big thank you to the ET team for recognising our efforts.

We are moving towards a Brighter Tomorrow



**SUSTAINABLE
MANAGEMENT**



**ENVIRONMENTAL
PROTECTION**



**OCCUPATIONAL
HEALTH AND SAFETY**



**EMPLOYEE
DEVELOPMENT**



Sustainability has been closely associated with RR Kabel since the company was founded. Otherwise, we would not have been able to exist for more than 23 years. We have always identified with values such as sustainable management, environmental protection, occupational health and safety, and employee development. We have now summarized our initiatives in these areas in the company group's first sustainability report.

Through the publication of the Sustainability Report, the company enhances its transparency to the market on the progress achieved towards our stated sustainability ambitions. Sustainability is firmly embedded in the RR Kabel's strategy as a concrete commitment and an enabler linking growth and sustainable development, to build a brighter tomorrow for us all.

REPORTING APPROACH

This report details our performance during fiscal year 2022 (FY22) in managing key issues and targets identified through our materiality assessment. We are proud to start our sustainability reporting with this report.

Determining what to include in this report begins with an understanding of our impacts throughout our value chain, which include our associations with stakeholders, our work undertaken for clients and our thought leadership activities. This report addresses those items that are of significant interest to our stakeholders and RR Kabel Limited's business strategy. We reviewed the Global Reporting Initiative (GRI) process for determining material topics and, where relevant, assigned indicators.

SUSTAINABILITY AT RR KABEL



Sustainability Approach

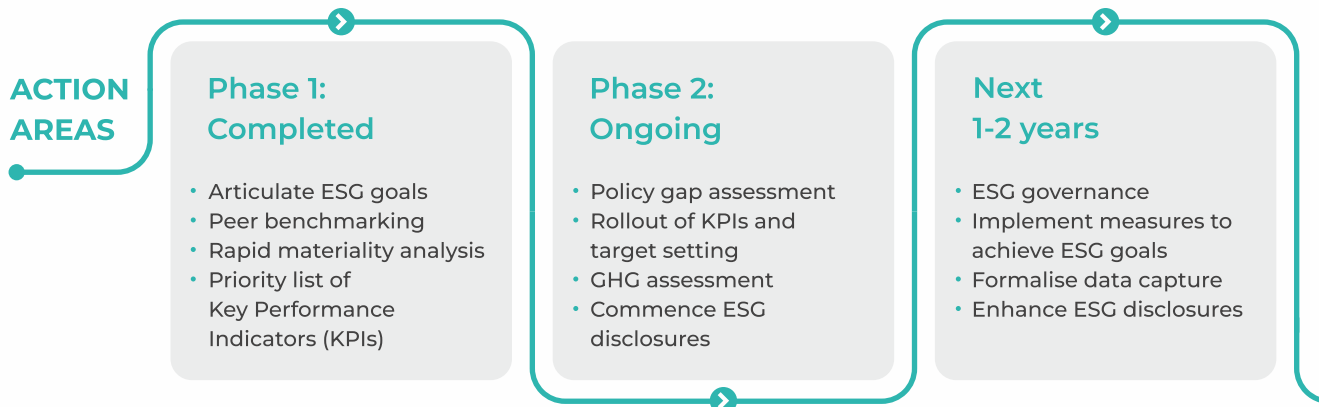
Creating a Brighter Future for People, Planet and Society

Our corporate purpose defines the common ground that unites all of us at RR Kabel: Meaningful change to the lives we touch. With our pioneering spirit, our knowledge, our products and technologies, we want to enrich and improve the lives of billions every day and shape a viable future for the next generations. Sustainable business practices have been an integral part of our culture for decades, and are also a central element of our vision of the future.

Our sustainability strategy is inspired by our vision. We will actively drive the transformation to a sustainable economy and society, help to protect and regenerate the natural environment, contribute to strong communities and to strengthen trust with our stakeholders.



ESG journey at RR Kabel



RR Kabel's support for the SDGs

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

We support a number of SDGs and are particularly pleased to set a goal on renewable energy procurement (SDG 13). We are also aiming to certify 100% of our facilities under ISO 45001 by 2025, aligned with SDG 8.



Wired through our operations

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



Wired through our stakeholders

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



Wired through our leadership

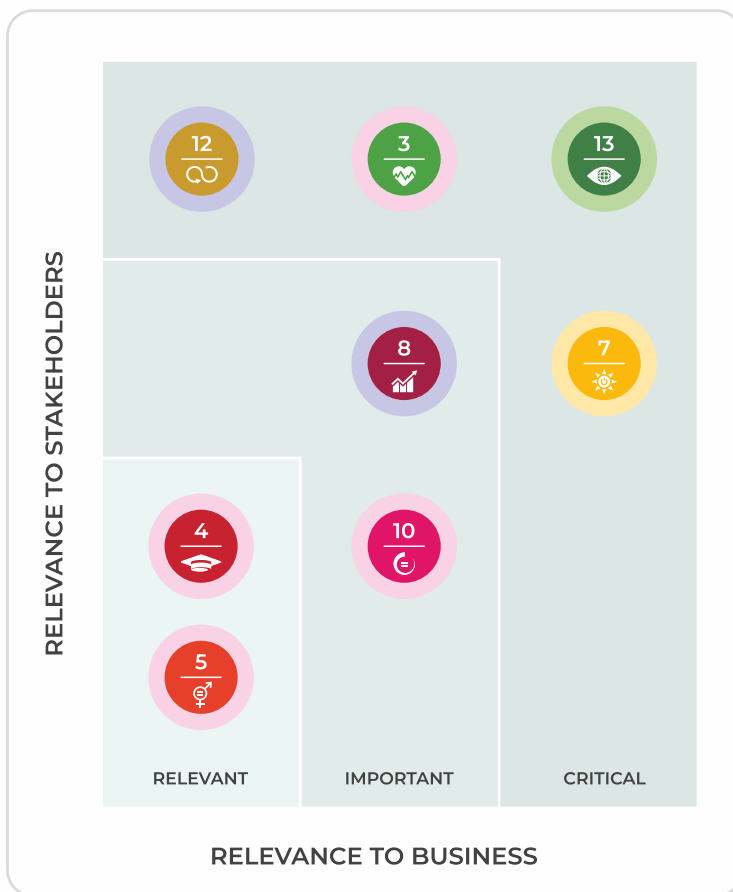
A dedicated ESG function with a governance charter is being planned to give further impetus to the KPIs being rolled out across the organization. Our governance also plans to drive sustainability in our supply chain by implementing supplier audits, integrating ESG in supplier contracts and incorporating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

Material Topics

Assessment Methodology

We articulated the potential and actual impacts of RR Kabel on the environment, economy and society and the substantive influence of these impacts on the assessments and decisions of stakeholders, as required under the Global Reporting Initiative (GRI) standards. A peer benchmarking was undertaken to better understand and evaluate best practices and acknowledge relevant KPIs. (articulated ESG goals, identified the KPIs). We considered how sustainability issues affect RR Kabel's performance, position and development and what can be done to improve our ESG performance. We also considered topics that are not as material to RR Kabel today but could become material in the coming decade. After an extensive materiality assessment process for the first time this year, we have seen a shift in our governance to extensively implement sustainability from previous years as we strive to reflect stakeholder expectations, the evolution of materiality and new disclosure requirements.

Critical Material Topics and SDGs Mapped



○ IMPACT ON PEOPLE
 ○ IMPACT ON PLANET
 ○ IMPACT ON PROFIT
 ○ GOVERNANCE

EMISSIONS AND CLIMATE CHANGE

13 CLIMATE ACTION

ENERGY

7 AFFORDABLE AND CLEAN ENERGY

RISK AND CONTROL

8 DECENT WORK AND ECONOMIC GROWTH

OCCUPATIONAL HEALTH AND SAFETY

3 GOOD HEALTH AND WELL-BEING

HUMAN RIGHTS

5 GENDER EQUALITY

SUSTAINABLE SUPPLY CHAIN

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

BUSINESS ETHICS

8 DECENT WORK AND ECONOMIC GROWTH

DIVERSITY, EQUITY & INCLUSION

4 QUALITY EDUCATION

10 REDUCED INEQUALITIES

ENVIRONMENTAL MANAGEMENT SYSTEM

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

PRODUCT GOVERNANCE

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Stakeholder's Engagement

We engage regularly with key stakeholders as this helps us understand, prioritize and manage our sustainability impacts as an organization as well as evolve our services.

STAKEHOLDER	EXAMPLES OF ENGAGEMENT	STAKEHOLDER ENGAGEMENT OUTCOMES
 <p>Customers</p>	<ul style="list-style-type: none"> • Customer-focused technical expertise. • Ongoing customer ESG collaborative efforts. 	<ul style="list-style-type: none"> • Through sharing Scope 1&2 emissions to aid supply chain transparency and introducing more sustainable products and services, we are listening to and anticipating our customer's needs.
 <p>Suppliers</p>	<ul style="list-style-type: none"> • Passive research on supplier sustainability priorities • Supplier transparency and sustainability collaboration, such as responses to sustainability questionnaires and assessment platforms. 	<ul style="list-style-type: none"> • RR Kabel is committed to ethical sourcing and supplier conduct in procurement across the organization. The evolving Supplier Code of Conduct would identify and outline the critical Environmental and Social requirements that will be expected of the suppliers in all procurement dealings. We work closely with suppliers to understand their own sustainability journey and, when appropriate, bring them onto our journey.
 <p>Employees</p>	<ul style="list-style-type: none"> • Company-wide safety, environmental and ethics and compliance training. • Regular safety and environmental awareness events. • Community engagement and charitable giving. 	<ul style="list-style-type: none"> • Our employees drive the key projects and programs that deliver ESG value for our business and stakeholders. RR Kabel recognizes that its work environment can pose the risk of injury and ill health to its workforce. The Occupational Health & Safety Policy (OH&S) is framed to guide the organization in identifying, managing and monitoring health and safety issues in the workplace.
 <p>Investors</p>	<ul style="list-style-type: none"> • Proactive engagement with our top shareholders. • Support of shareholder sustainability priorities. • Reports and disclosures in line with key investor feedback. 	<ul style="list-style-type: none"> • By proactively working with our investors, we are ensuring that current priorities are identified, supporting our efforts to successfully navigate ESG-driven change. Our proactive investor engagement helps to address priorities on the horizon, such as the management of climate-related risks and DE&I-related disclosures.

2025 Vision

The 2025 Vision formulated by RR Kabel Ltd. is expressed in the statement, “Wired to a brighter tomorrow”.



We have planned organization-wide ESG targets, and a few key ones are listed below:

more than
15% Renewable Energy

Increased sourcing of renewable energy from third party providers, with a goal of reaching more than 15% of overall energy in the coming 2 years, from the current level of 5.3%.

REDUCE workplace accident

Reduce workplace Accident Frequency Rate/Lost Time Injuries Frequency Rate to nil in the next 2 years.

over
10% Women Workforce

Increasing women in the workforce to over 10% beyond 2025, from the current level of just over 8%.

100% OHSAS 18001 or ISO 45001 certified

Aiming to certify 100% of our Proportion of facilities with OHSAS 18001 or ISO 45001 by 2025.

100% ISO 14001 Certified

Aiming to certify 100% of our facilities under ISO 14001 by 2025.

90% Employees Trained

Over 90% of employees trained on Code of Conduct.

IMPACT ON PEOPLE



People Development



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

DE&I and Human Rights

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



Does the organization have a statement or policy on DE&I

✗
NO

RR KABEL FY22

✓
YES

TARGET FY25

Proportion of women in workforce

RR KABEL FY22 8.26%

TARGET FY25 10%

Proportion of female employees hired in this reporting period

RR KABEL FY22 5%

TARGET FY25 14%

Employee turnover rate

RR KABEL FY22 12.91%

TARGET FY25 12%

Does the organization provide paid parental leave?

✗
NO

RR KABEL FY22

✓
YES

TARGET FY25

Does the organization have a policy on human rights?

✗
NO

RR KABEL FY22

✓
YES

TARGET FY25

Occupational Health and Safety

Our manufacturing processes involve extruding, trimming and shaping metal wires, and these processes rely on heavy machinery operating at high speeds. Failing to give this important material topic the attention it deserves can thus result in serious injuries or even fatalities in the workplace. To help achieve a zero-harm safety culture, our activities and workplaces are covered by an occupational H&S system that is internally audited by business unit H&S managers. 75% of our plants have an H&S management system that is ISO 45001 certified and have dedicated management committees in place.



At RR Kabel safety is not just a priority, it is a value for us. We do everything we can to ensure the safety of our employees, whether they are on site or working from home. We have implemented comprehensive measures and policies to protect our employees. RR Kabel sees to it that there will be safe and healthy working conditions in order to prevent work related injury and ill health. The organization shall achieve the intent of this policy by setting occupational health and safety (OH&S) objectives and achieving the targets, fulfilling legal and other requirements, eliminating hazards and reducing OH&S risks and making continual improvements in OH&S management system.

Health & Safety at Waghodia

- Annual and half yearly Health Check up report
- Medical Insurance
- GPA - Workmen Compensation

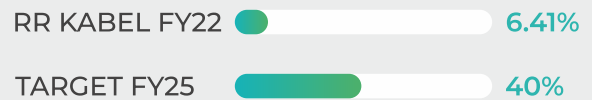
Health & Safety at Silvassa

- Annual Health check-up of All employees including contractor workers

Proportion of facilities certified with OHSAS 18001 or ISO 45001



Proportion of employees given health and safety training



Average Hours of safety training per employee

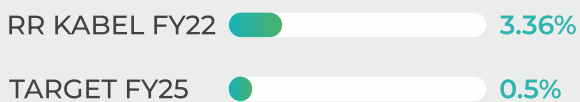
0.5 Hrs.
RR KABEL FY22

4 Hrs.
TARGET FY25

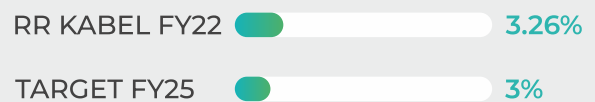
Workplace accident frequency rate/Lost Time Injuries Frequency Rate



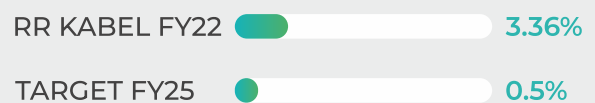
Rate of injury



Lost workday rate



Employee work-related fatality incident rate



OH&S Management System (ISO-45001-2018)



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

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

Our top management is proactively involved in the implementation of the OH&S Management system including management leadership, employee participation, hazard identification, hazard prevention and control, education and training, and program evaluation and improvement.

RR Kabel is continually improving the system by eliminating, isolating, reducing workplace hazards, creating safety awareness amongst employees, and fulfilling of all legal and other requirements within the time scale.

Policies and Risks

Our codes and standards cover a wide range of topics including occupational health and safety, data protection, non-discrimination, prevention of sexual harassment, and zero tolerance of child and forced labor. We have formulated the codes and standards in line with expectations that are relevant to our specific business operations. We revise the documents on a regular basis to ensure that we conduct our business in a way that reflects our commitment to support and respect internationally proclaimed human rights.



Non-Discrimination at Workplace

We are an equal opportunity employer, which means we will hire, employ, terminate employees on the sole basis of merit and the candidate's ability to perform the requirements of the role. RR Kabel shall not be engaged in any form of discrimination under the basis of caste, religion, gender, status, disability, etc.

Does the organization have a formal process to document and report incidents, complaints, corrective actions and closure relating to cases of discrimination?

✗
NO

RR KABEL FY22

✓
YES

TARGET FY25



Equal Opportunities Employer

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



Prevention of Sexual Harassment

RR Kabel is committed to uphold the commitment of the company to provide an environment that is free from discrimination, prejudice, Gender bias and sexual harassment. To tighten the policy further, awareness workshops will be conducted by the Learning & Development department on an annual basis, capturing the attendance of employees present during the workshop.



Zero tolerance to child and forced labor

At RR Kabels, child and forced labor are zero tolerance and we maintain a strict policy of neither engaging nor supporting such labor practices.

Does the organization have a statement or policy on preventing and eliminating all forms of child & forced labor?



NO

RR KABEL FY22



YES

TARGET FY25

Tackling COVID



DURING LOCKDOWN

Adaptability to Work from Home.

Adaptability to Work from Home was done at ease in the organization even though a formal policy is non-existent. Regular HOD meetings were held to help employees adapt to new working style. During lockdown, the company decided to maintain a dashboard. This dashboard was maintained on a regular basis by HR Department for ease in preparing salary. No salary cut was done for employees of any level.

Special Arrangements for COVID-19 prevention



Special SOPs were prepared keeping in mind the Government guidelines. They were prepared in Hindi and English for easy comprehension to employees.



Full factory premises and transport buses were sanitised before starting to the factory. Videos and photos of sanitized transport was shared with employees.



The sitting arrangements in canteen and buses were fixed maintaining social-distance guidelines. Circles were also marked for queues for punching in/out, shop-floor area, canteen and washrooms.



Disinfection of food items was done. For e.g. Milk packets are soaked in soap-soaked water, packaged food brought from outside were kept in isolation for 24 hours and sanitised.



At canteen, gloves were mandatory while serving food. Head Caps were to be worn at all times by servers, and employees were encouraged to take out / clean basic food waste from their plates.



Emergency Response Team (ERT) was prepared and details of it were shared to all levels of the employees to ensure safe working.



List of hospitals authorized to treat COVID-19 were shared to all employees.



Communication regarding AROGYA SETU app was done on regular basis.



E-passes were arranged for employees who were called during lockdown keeping in mind the government guidelines.



Security personnel were provided COVID-19 safety kit and trained for screening of employee temperature using thermal screening gun. In-house pumps for sanitizers and hand-wash basins were installed in plant, offices and canteen at regular distance.

Employee engagement activities and motivating people to come for work

We designed a special edition of engagement activities named “OPPORTUNITIES UNLIMITED” to boost motivation and build team bonding amongst our employees.

We utilised the lockdown to skill and train our employees by providing online sessions on various topics related to their field of work. Online training sessions were conducted on 5s, machine safety, production techniques etc, including Audit and ISO sessions. External online trainings and webinars were also held to build employee morale. We did not restrict our reach to only our employees but extended technical and general trainings to our customers and suppliers.

Employee wellness and job safety

We continued our recruitment process despite lockdown. For employees who exited, We supported them by extending their notice periods based on their request to ensure job security. All employee salaries were paid in full for the whole through this crucial period.

Handling of IR Scenario

We are continuously in touch with our union representatives who have been part of our major decisions. We believe in a proactive IR and have involved our unionized employees in our decision making. Union representatives cooperated with us in convincing employees to join. To support, employee counselling was conducted to familiarize them with safety measures and precautions taken at workplace.

Use of Technology in Handling the Crises

To ensure everyone in the firm was updated we have posted on our social media handles necessary precautions being taken at the facilities. The precautionary measures were also video recorded and were circulated amongst employees over WhatsApp. All these efforts ensured employees and their families of our secure and safe workplace.

POST LOCKDOWN

Adaptability to Work from Home

We continued our system and adaptability of work from home for those whose physical presence at factory was not required.

Special Arrangements for COVID-19 prevention



For punching, finger punch was disabled and face recognition punch system was made mandatory for daily punch-in/out.



Post resuming duties, on the first day, self-declaration forms were filled by employees. The declaration form contained content regarding employee's fitness and ensuring they come from non-containment zone.



Numbers of buses increased and car-pooling system started in order to maintain social distance in buses as per government guidelines.



Screening of temperature was done at entry gate for employees commuting on their own vehicles.



4 washable masks with colour coding and alternate uniform pattern were provided for all employees to ensure hygiene.

Re-skilling, Up-skilling and Multiskilling to cope-up with the emergency needs

We have 2 main production departments – House wire and Power cable. To manage manpower shortage, we decided to start a 60 days training program to develop technical skills of our blue collar workmen and be ready with a batch of multiskilling employees. Employees were identified on skill basis. The selected employees were divided into different groups and trained. Post training, tests were taken for competence. This concept of providing skills to trainees helped to cope up with manpower issues during pandemic. Post completion of training, employees were certificated.

Meeting Customer Concerns

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



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

Right from inception, we are focused on customer satisfaction. Today we are the first & only company to have the highest international product certifications under a single roof. We launched Project Karrma with EY to increase focus at micro-market level by increasing our retailer & influencer engagement & increasing our market share. With changing times, we have also changed a lot with bringing in a lot of focus on “Phygital” initiatives, today we have one of the best loyalty management programs in the industry.

IMPACT ON PLANET



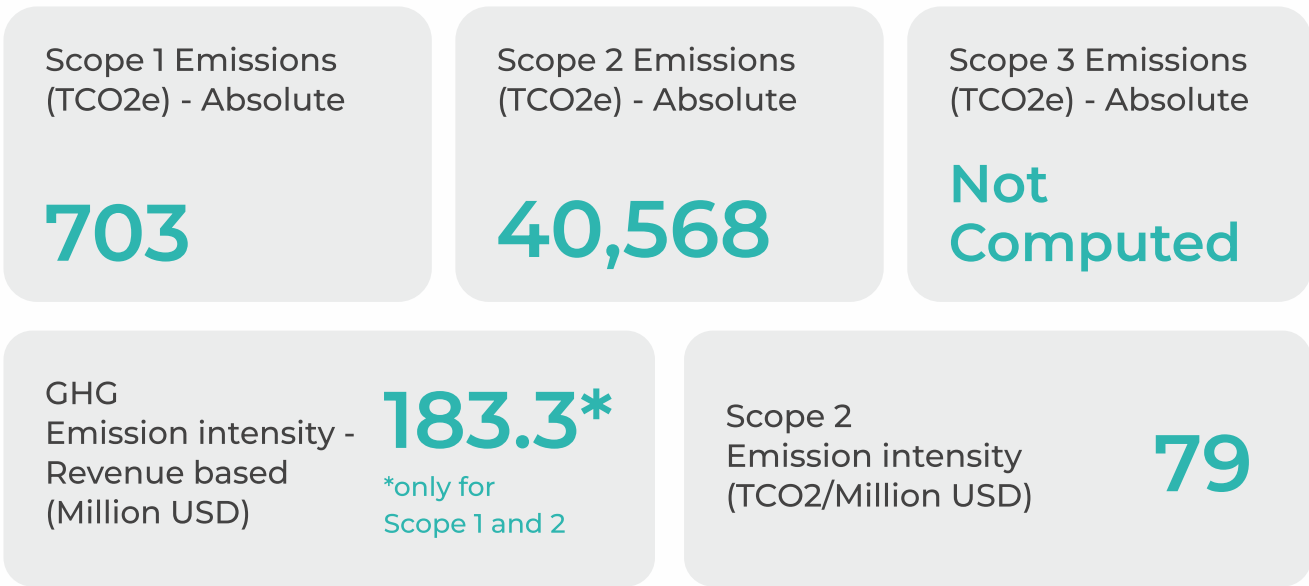
Emissions and Climate Change

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



Emissions

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



Energy

We operate in an energy intensive industry and to mitigate the risks associated with energy requirements, we have undertaken strategic initiatives in our value chain for energy sourcing and also in developing our in-house capacity to cater to that demand. Use of alternative fuels, waste recovery and use of renewable energy like solar, implementation of energy management system (ISO 14001:2015) further strengthen our energy management landscape.



At our Waghodia plant the extent of energy efficiency utilization is seen :

- ✓ Energy efficient LED bulbs and HVLS fans are installed.
- ✓ The shop floor roof is designed for maximum use of sunlight.
- ✓ The plant doesn't use any lights in the daytime on the shop floor.

RR Kabel Ltd. is committed to protect and conserve the environment in and around its planet. For achieving this, RR Kabel follows a set of best practices:

- ✓ Comply with relevant laws, regulations and other obligations.
- ✓ Set environmental objectives and achieve them.
- ✓ Implement the Environment Management System as per ISO 14001:2015 standard.
- ✓ Continually improve and strengthen the environment management system.

Total energy consumption

51.3 (Gwh)

Total renewable energy consumption

2.7 (Gwh)

Renewable energy as % of overall energy consumption

5.3%

Paper Consumption

We have reduced our paper specifications of bottom paper (From 200 GSM to 150 GSM) by which we were able to reduce our paper consumption by 6% on boxes, saved approx. 45 tonnes of paper consumption annually. We are working on a paperless model for all types of approvals/PO's/Comparison Sheets in our new ERP. We have already implemented the paperless process of supplier onboarding in our system.

Procurement

We have started the supplier audit process by which we only consider suppliers who have a proper system to dispose scrap material from manufacturing. We provide proper guidelines for improvement if they are found non-compliant. We are only procuring raw materials which are REACH and RoHS compliance, further adding to environment friendliness.

We have started procuring PVC resin in Jumbo bags against 25kgs bags which has reduced the spillage of powder on the floor. We are procuring plasticizers in Tankers instead of drums which has further reduced these spillages.

Case Study: Steering Solar for energy efficiency at Waghodia

RR Kabel Limited located at Waghodia -Vadodara, installed 990KW AC grid interactive Rooftop Solar Photovoltaic based power plant on the roof of House wire Plant.

Sterling & Wilson renewal energy Limited the operator / Manufacturer of the Solar plant has been ranked 1st in India and 2nd Globally as per Wood Mackenzie's 2020 Global PV Operation & Maintenance report. The Installed Solar Plant is the first in India with Net metering plan i.e. we can use solar generation for own as well as can be export also to Grid Supply.

Solar Panel features:

SPV Module types & Make:

**Polycrystalline
& JA Solar**

No. of Photovoltaic & Ratings:

**3800 &
315Wp**

Inverters Type & Make:

String & Delta

No. of inverter & Rating:

19 & 50KW.

Transformer:

1.1 MVA, 11/0.400 KV, Shilchar make

Total solar produced units

✓ 1135852 out of that we have exported the 48271 Units to MGCL during the weekly off.

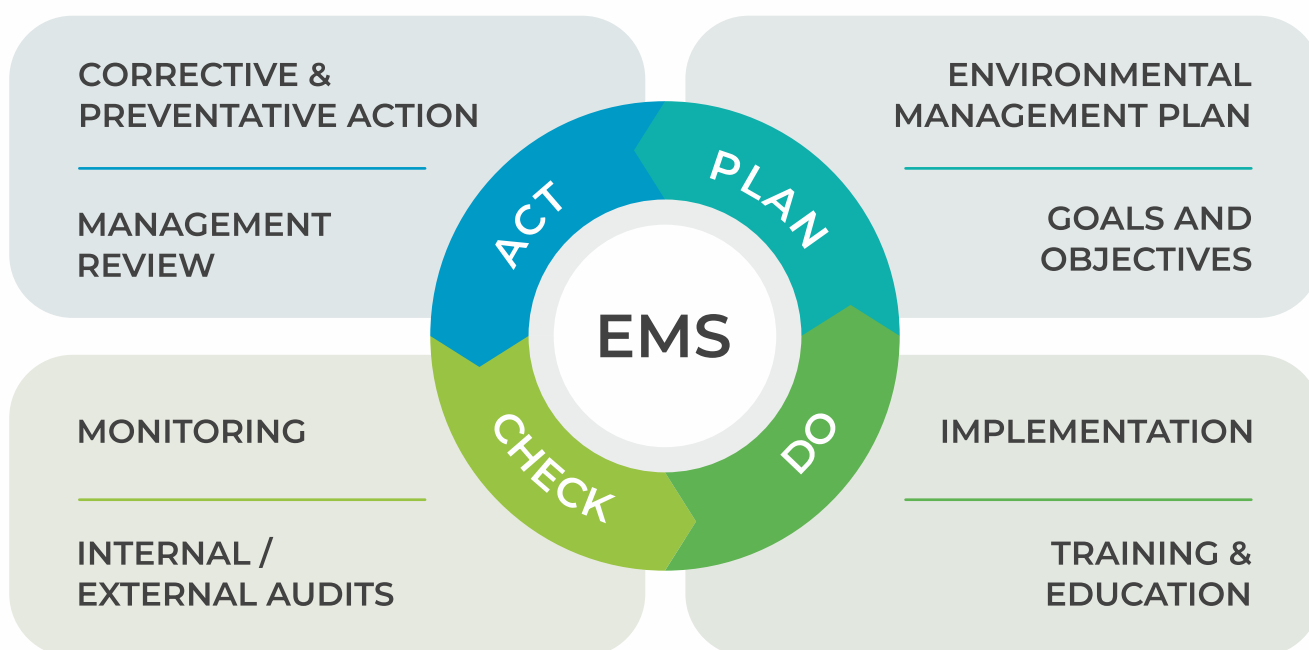
Amount of solar power generated and used in INR

✓ INR – 82,91,719/-

Energy Conservation

✓ Power factor and EHV rebate. In Energy conservation initiative we are working on the power factor improvement and also benefits due to the 66 KV substation. (Power factor + EHV rebate).

Environmental Management System



The Environment Management System (EMS) helps us improve our environmental performance through more efficient use of resources and reduction of waste, gaining a competitive advantage and the trust of stakeholders and to identify, manage, monitor and control an environmental issues in the facility.

RR Kabel limited is an ISO-14001-2015 EMS Management system certified since 2015. The advantages of ISO-14001-2015 EMS are demonstrating compliance with current and future statutory and regulatory requirements, increasing leadership involvement and engagement of employees, improving company reputation and the confidence of stakeholders through strategic communication, and achieving strategic business aims by incorporating environmental issues into business management. We ensure that EMS provides a competitive and financial advantage through improved efficiencies and reduced costs, encouraging better environmental performance of suppliers by integrating them into the organization's business systems.

Our senior management is vocal in framing an environment policy, to tackle pollution from the activities, optimize energy, water and other natural resources consumption, and institutionalize environmental sustainability for continuous environment improvement.

Water Management

We use water in our operations for a variety of reasons, including preventing equipment scaling, corrosion and fouling, removing lubrication and chemical residues and providing clean surfaces for treatment.

In 2021, we continued to take measures to align water management practices across our locations with our sustainability ambitions. Wherever feasible, we used closed-loop water systems to help reduce our water consumption and to minimize pollution.



Water Management at

Waghodia

- Rainwater harvesting
- Rechargeable borewells
- Installed special nozzles to reduce water usage

Case Study: Rainwater Recharge Calculation of RR Kabel Limited Waghodia

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

Catchment	Coefficient	Rainfall(m)	Area mt ²	Run off vol. mt ³
 Roof Top / Shed	0.90	0.598	60963.00 mt ²	32810.28
 Road, Paved Area	0.50	0.598	54029.00 mt ²	16154.67
 Open Land	0.20	0.598	20256.00 mt ²	2422.61
 Green Belt	0.20	0.598	15606.00 mt ²	1866.47
TOTAL			150854.00 mt²	53254.03

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

Waste Management

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



Waste Management at

Waghodia

- Products are REACH & ROHs compliant

Total solid waste generated (in tons),
In the reporting period

762

IMPACT ON PROFIT



Supply Chain Management

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



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

Kaizen cycle for continuous improvement

- 1 Get employees involved. Seek the involvement of employees, including soliciting their help in identifying issues and problems. Doing so creates buy-in for change. Often, this is organized as specific groups of individuals charged with gathering and relaying information from a wider group of employees.

- 2 Find problems. Using widespread feedback from all employees, gather a list of problems and potential opportunities. Create a list if there are many issues.

- 3 Create a solution. Encourage employees to offer creative solutions, with all manner of ideas encouraged. Pick a winning solution or solutions from the ideas presented.

- 4 Test the solution. Implement the winning solution chosen above, with everyone participating in the rollout.

- 5 Analyze the results. At various intervals, check progress, with specific plans for who will be the point of contact and how best to keep ground-level workers engaged. Determine how successful the change has been.








- 6 If results are positive, adopt the solution throughout the organization.

Rewards

To motivate the employees, below are focus areas which are identified and approved by the committee.


AREAS		SHORT DESCRIPTION
 SAFETY		Improve the safety
 PRODUCTIVITY		Quality, Efficiency, Process Modifications, Reduction of Scrap, Deviations, Waste & Downtime etc.
 5S		5S, Housekeeping, Visualization
 ENERGY SAVING		Electricity, Water, Fuels etc.
 OUT OF BOX		Additional Reward for Ides for other dept.

Global Kaizen initiatives

AREAS	SAVING AMOUNT (RS.)	INSTANCES
 5S	₹ 2,000	14
 ENERGY SAVING	₹ 70,274	2
 ENVIRONMENT	₹ 21,61,388	7
 ERGONOMICS	₹ 2,125	2
 PRODUCTIVITY	₹ 14,08,320	14
 QUALITY	₹ 26,500	16
 SAFETY	-	4

Kaizen initiatives at Silvassa plant

A total of 129 initiatives have been undertaken at our India plant based in Silvassa. Most of the initiatives revolved around improvements in product safety and efficiency. For instance, providing a movable safety guard to protect MMH motor, providing a barrier for cage and interlock with door, and implementing a pathway for work at height with double guarder. Our employees also thought of innovative ways to reuse and recycle. A few initiatives include providing additional wire mesh in vibro screen for screening PVC scrap, and making a proper cover for motor which is rust-free. To solve cable damage & breakage, increasing productivity of cable lines and ensuring error-free production line were also themes of high importance.

AREAS	SAVING AMOUNT (RS.)	INSTANCES
 All	₹ 8,93,461	129

Product Governance



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

Improvement initiatives in Supply Chain Management

INITIATIVE - 1

SALES & OPERATION PLANNING



OPPORTUNITY AREA

- Lack of visibility of latest monthly demand potential
- Consensus on demand forecast from the sales leadership
- No platform to make quick & decision making on Demand vs Supply



ACTION TAKEN

- Demand forecasting from the sales workforce started with final consensus from the sales leadership
- Monthly S&OP Meeting were started with cross functional teams to make better-informed decisions through a dynamic connection of plans & strategies across the business



BENEFITS

- Effective coordination with sales & operation team for
- Planning & Inventory management
- Better customer service & order fulfilment rate
- Better inventory management

INITIATIVE - 2

TIMELY CLEARANCE OF HOLD ORDERS PENDING FOR INSPECTION



OPPORTUNITY AREA

- High time in hold order clearance due to inspection
- Inventory & warehouse space management



ACTION TAKEN

- Started fortnightly follow up & collaboration with technical cell & sales team for timely clearance of material



BENEFITS

- Timely clearance of hold orders which were pending for inspection.
- Improved Inventory rotation, thus effective utilisation of space

INITIATIVE - 3

REDUCTION IN SLOB INVENTORY AT DEPOT



OPPORTUNITY AREA

- High inventory of SLOB at Depot



ACTION TAKEN

- Re-alignment of MSL with SKU rationalization
- SKU balancing done w.r.t demand potential at Depot level



BENEFITS

- Reduction in SLOB Inventory
- Inventory rotation has improved

Corporate Social Responsibility

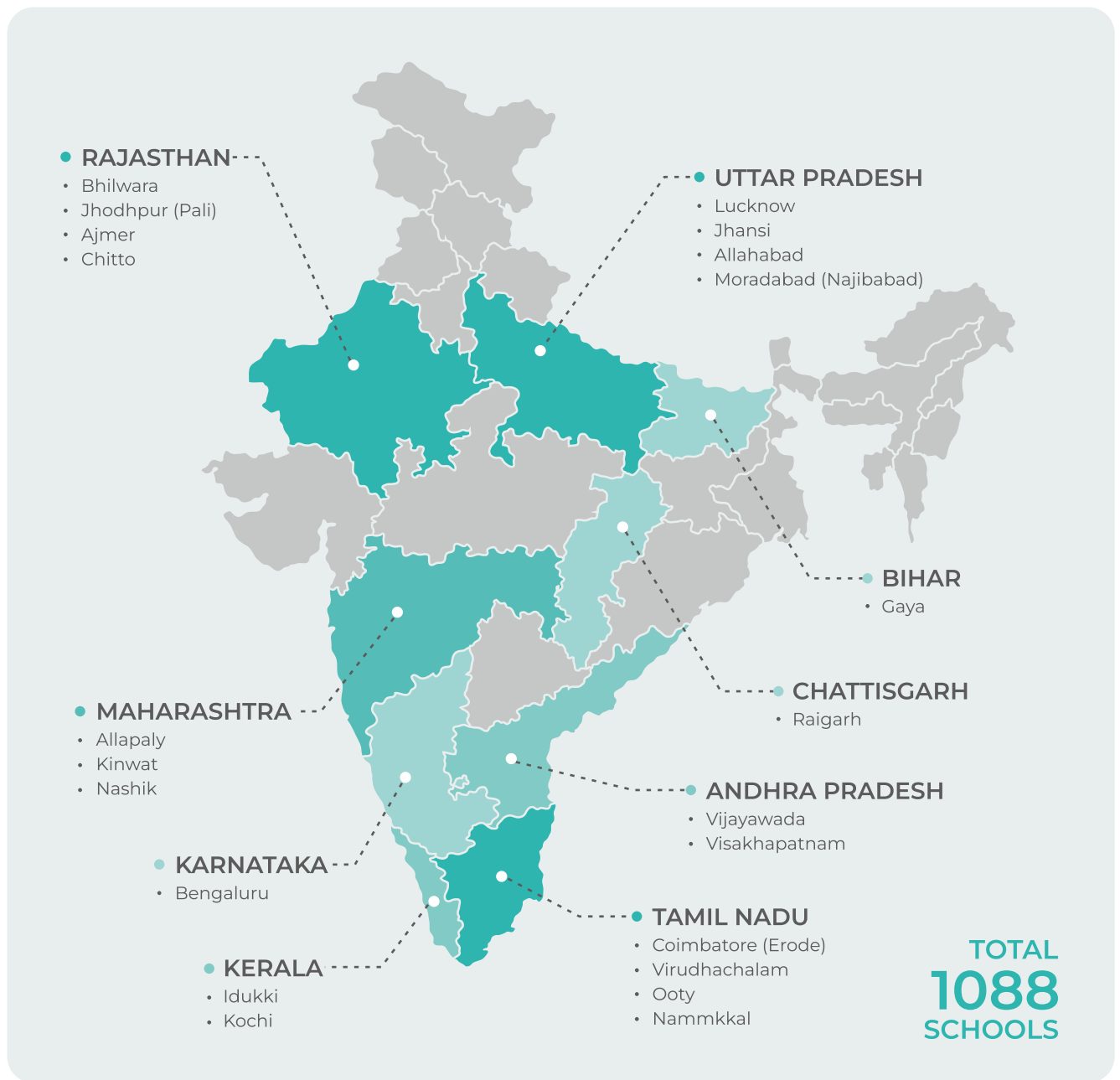
Mission Rroshni

Mission Rroshni is RR Global's endeavour to achieve an empowered and educated India. We are dedicated towards making a positive and lasting change in the lives of rural India. We have spent around 93% of our CSR budget on this mission.

ACTIVITY	REACH	IMPLEMENTING AGENCY	BUDGET (RS. LAKH)	ACTUAL SPENT (RS. LAKH)
One Teacher School – Informal Primary Education: 1088 schools	PAN India	Friends of Tribal Society	239.36	239.36
Construction of Rural Employment Training Centre Building – Jarangloi, Odisha	PAN India	Ekal Gramothan Foundation	24	24
Juvenile Home	Local	Jointly with Vadodara District Probation & Aftercare Service	16	16
Infrastructure to impart Education to the underprivileged section – Women Empowerment	Local	Eklavya Swavalamban Trust	17.30	17.30
Infrastructure to impart Education to the underprivileged section	Local	Through the Society of Educational Improvement & Innovation, DNH	-	5
Infrastructure to impart Education to the underprivileged section	Local	Development of Govt. School (Baroda Young Turks RT)	5	5
TOTAL			301.66	306.66

One Teacher School

The One Teacher School was implemented by a Kolkata based NGO, Friends of Tribal Society, contributing to a strong 72% of our total CSR spend. One-Teacher School focuses on primary education, health-care and Sanskar; educating tribal children from age groups of 6 to 14 years. With an outreach of 25,000 children PAN India, an average of 25-30 children from class in Grades I-III attended school with a duration of 3 hours daily.



GOVERNANCE



Leadership

Good corporate governance is a critical factor to achieving business success and fulfilling our Board of Directors' "Board" responsibilities to shareholders. Our Board believes that our corporate governance practices should align with management and shareholder interests.



The Board has strived hard to achieve long term vision of the company. The Board's actions and decisions are aligned with the company's best interests. The Board is committed to the goal of sustainably elevating the RR Kabel's value and brand creation. The company has defined guidelines and an established framework for the meetings of the Board and Committees. These guidelines seek to systematize the decision-making process at the meetings of the Board and Committees in an informed and efficient manner. The Board critically evaluates the company's strategic direction, management policies and their effectiveness. The agenda for the Board inter alia includes strategic review from each of the committees, a detailed analysis and review of annual operating plans, capital allocation and budgets. Additionally, the Board reviews risks and risk mitigation measures, financial reports and business reports. Frequent and detailed interaction sets the agenda and provides the strategic roadmap for the RR Kabel's future growth.

Executive Members

Our Board consists of 14 members, constituting Independent and Whole-time Directors, meeting quarterly.



SHRI
**TRIBHUVANPRASAD
KABRA**
Chairman



SHRI
**SHREEGOPAL
KABRA**
Managing Director



SHRI
**MAHENDRAKUMAR
KABRA**
Jt. Managing Director



SMT.
**KIRTIDEVI
KABRA**
Whole-time Director



SHRI
**MAHHESH
KABRA**
Whole-time Director



SHRI
**SUMEET
KABRA**
Whole-time Director



SHRI
SANJAY TAPARIA
Whole-time Director



SHRI
RAJESH BABU JAIN
Whole-time Director & CFO



SHRI
MITESH DAGA
Director



SHRI
PUNEET BHATIA
Director



SHRI
R KANNAN
Independent Director



SHRI
MUKUND CHITALE
Independent Director



SHRI
BHAGWAT SINGH BABEL
Independent Director



SHRI
VIPUL SABHARWAL
Independent Director

NAMES	AUDIT COMMITTEE	NRC	CSR
• R KANNAN	Chairman	Chairman	Member
• BHAGWAT SINGH BABEL	Member	Member	Chairman
• MUKUND CHITALE	Member	Member	Member
• MITESH DAGA	Member	Member	Member
• MAHHESH KABRA	Member	Member	Member
• PUNEET BHATIA	Member	Member	Member
• TRIBHUVANPRASAD KABRA	Member	Member	Member
• KIRTIDEVI KABRA	Member	Member	Member

Risk and Control



Legal Risk Management

As our business grew so did our legal risks related to regulatory compliances; employees unknowingly contribute to these legal risks. Compliance management is a cumbersome process, and it is laborious to maintain a comprehensive database of identified applicable compliances at all the business locations. Using manual checklists and isolated measures leads to inevitable failures.

Komrisk is a compliance management tool that helps us identify legal risk and maintain operation edge to be compliance ready and reduce manual tracking of compliances simultaneously changing the organisational approach towards seamless integration of all its manufacturing, warehousing and office facilities by taking us one step towards digitalization.

This tool has provided us a platform to ensure that all the compliances are handled professionally. Applicable compliances are regularly identified and uploaded on the platform. Task owners are identified, and each task is allotted to the owner who has to upload the task completion, which is confirmed by his superior. There is system to give periodic reminders whenever a task is overdue, or the owner can set his own reminders well in advance so that he does not miss on the timelines. If both owner and supervisor fail to respond to the task, the matter is escalated to the higher authorities. The tool gives specific rights to authorised person so that a level of confidentiality is maintained with respect to access to sensitive data / documents. The tool also acts a repository of official documents where all necessary licences and documents.

The user-friendly dashboard on the tool gives us a clear overview of the complex compliances in our business with real-time visibility of our compliance status. Assigning, re-assign, splitting, and scheduling compliance tasks as per our requirements with periodic multi-department updates from the compliances database help us stay compliant on applicable compliances. The tool also sends any new legal updates as Good to know via emails on new subject which can impact or have implications in business operations all over the country.

IT and Cyber Security

Initiatives taken in IT for the year 2021-22 were focussed on driving revenue growth, improving process efficiency, improving customer satisfaction, and enhancing cybersecurity.



Drive GTM Strategy through Sales Analytics leveraging PowerBI dashboards

We initiated the Analytics' journey in RR Kabel by setting up a data warehouse and introducing the PowerBI platform for dashboards and analytics across the organisation. The sales function across the Wires and Cables and CPD organisations have been pioneers in adopting the PowerBI based Sales Analytics' dashboards to drive their GTM strategy, in partnership with E&Y. It has helped them identify and address white spaces and improve sales team productivity, thus driving sales growth and brand visibility in the secondary channel.



Value led ERP Transformation

We have embarked on a journey of value led ERP transformation by initiating an upgrade to the latest version of Microsoft Dynamics365 cloud-based ERP. This transformation project, which is in progress currently, will introduce process efficiencies through the automation of Receivables and Payables processes in Finance, improved turn-around time for customer order servicing and improved fill rates, reduction in inventory days due to introduction of Material Resource Planning (MRP), batch tracking and traceability for improved quality management, and introduce self service capability for our customers and vendors to build better collaboration and partnership.



Migration to Modern Workplace

We have transitioned to Microsoft Office365, which is a cloud based modern workplace solution, which provides a secure and powerful collaboration platform across the organisation. This transition has provided us with a secure audio and video collaboration Teams' platform which has helped in improving efficiency due to faster decision making through better virtual connect with stakeholders.



Automated online weighing on production lines

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



Skill enhancement of IT team to adopt new age technologies

The IT team had undertaken skill enhancement trainings and certifications to prepare themselves for adoption of new technologies for the organisation. The team members have got themselves certified in Microsoft Azure and Power Platform Fundamentals, Microsoft Dynamics365 Fundamentals, Python programming for AI/ML based analytics' modelling, and Scrum Master for initiating Agile development processes. This has helped create awareness regarding these new technologies and drive adoption of these to deliver solutions to business needs, thus improving business-IT partnering.

Business Ethics



Employee Code of Conduct

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



Whistle-blower Policy

The company is committed to develop a culture where it encourages safety and anonymity for all employees to raise concerns about an unacceptable practice or any event of misconduct.



Fair Remuneration

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

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

SEEKING A BRIGHTER TOMORROW

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

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



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