

Ramco Industries Limited



DIAMOND
JUBILEE
YEAR 2025

SUSTAINABILITY REPORT FY 2023-24



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About this Report

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Ramco Industries Limited

RIL acknowledges the critical importance of integrating sustainability into its diverse operations, encompassing

- Roofing products
- Dry Wall
- Ceiling products
- Cotton yarn
- Surgical cotton

Driven by our core values are customer satisfaction, performance, team work, excellence in execution and integrity, RIL is dedicated to pioneering sustainable practices that contribute to the broader goals of environmental stewardship and social well-being.



In our pursuit of leadership in Sustainability, RIL is proud to present its inaugural Environmental, Social, and Governance (ESG) report for the Financial Year 2023-24. This report marks the first time we are systematically documenting our sustainability initiatives and performance. It is meticulously crafted to address the unique challenges and opportunities inherent in our multifaceted industry, highlighting RIL's sustainability performance and reinforcing our role as a key player in promoting sustainable development at both regional and global levels.

Adhering to global best practices, RIL has embraced the Global Reporting Initiative (GRI) Standards. This approach ensures a high level of transparency and accountability, reinforcing RIL's dedication to meeting and exceeding international sustainability reporting norms. By adopting these standards, RIL not only enhances its reporting framework but also solidifies its reputation as a forward-thinking, responsible, and sustainable organization.

This ESG report encapsulates our efforts and progress in embedding sustainable practices across our operations, detailing our strategies, achievements, and future commitments. It serves as a testament to RIL's unwavering commitment to sustainability and our vision of creating lasting value for all our stakeholders through responsible business conduct.



Purpose & Scope

The purpose of this report is to provide a comprehensive overview of RIL's sustainability initiatives, achievements, and future goals. It covers our operations, activities, and impacts across our diverse business segments, Roofing products, Dry Wall & Ceiling products, Cotton yarn and Surgical cotton.

The reporting period is from April 2023 to March 2024, and includes both qualitative and quantitative data to illustrate our performance. This report aims to transparently communicate our efforts towards Sustainability, aligning with our commitment to environmental stewardship, social responsibility, and economic viability.



Reporting Boundary & Currency

The operational boundary of this report encompasses RIL's corporate office in Chennai and its

12 plants
across South Asia
(10 in India and 2 in Sri Lanka).

As one of the leading building materials manufacturers in the region, our reporting includes all relevant activities and impacts within these facilities. All monetary values are presented in Indian Rupees (INR), reinforcing our commitment to transparency and relevance to the local context. This boundary ensures a comprehensive and accurate representation of our sustainability performance across our diverse operations.



Alignment with GRI Standards

Adhering to the GRI Standards, this report addresses the key sustainability topics that are material to our stakeholders and our business. These topics have been identified through a rigorous materiality assessment process, ensuring that we focus on the issues that matter most.

Our report is structured to provide a balanced and transparent account of our economic, environmental, and social impacts, aligning with the core principles of accuracy, clarity, comparability, and reliability.



Our Commitment to Sustainability

As we embark on this reporting journey, RIL is committed to leading the building materials manufacturing sector by embedding sustainability into every facet of our operations. Our approach to sustainability is holistic, encompassing not only our environmental stewardship but also our social responsibility and governance practices. By integrating sustainability into our business strategy, we aim to create long-term value for our stakeholders and contribute to the global transition towards a sustainable and resilient built environment.



Highlights of Our Sustainability Journey

Social Responsibility

Our operations are designed to benefit the communities in which we operate. We engage with local stakeholders to understand their needs and ensure our activities contribute to local economic development, job creation, and social well-being. We also prioritize health and safety for our employees and contractors, fostering a culture of safety and well-being.

Governance and Ethic

Strong governance is the backbone of our sustainability efforts. We adhere to the highest standards of corporate governance, ensuring transparency, accountability, and ethical conduct in all our dealings. Our governance framework supports sustainable decision-making and risk management, aligning with best practices and regulatory requirements.

Environmental Stewardship

We are dedicated to minimizing our environmental footprint by adopting innovative and sustainable practices. This includes optimizing our production processes to enhance energy efficiency, implementing rigorous waste management protocols, and promoting the use of eco-friendly materials in our products.

Feedback and Engagement

We value the feedback and insights of our stakeholders. Your input is crucial in helping us to improve our sustainability practices and reporting processes. Please reach out to us with your comments, questions, or suggestions regarding this report or our sustainability initiatives.

Acknowledgements

We extend our sincere gratitude to our employees, partners, stakeholders, and communities for their unwavering support and collaboration. Together, we are driving positive change and building a sustainable future.

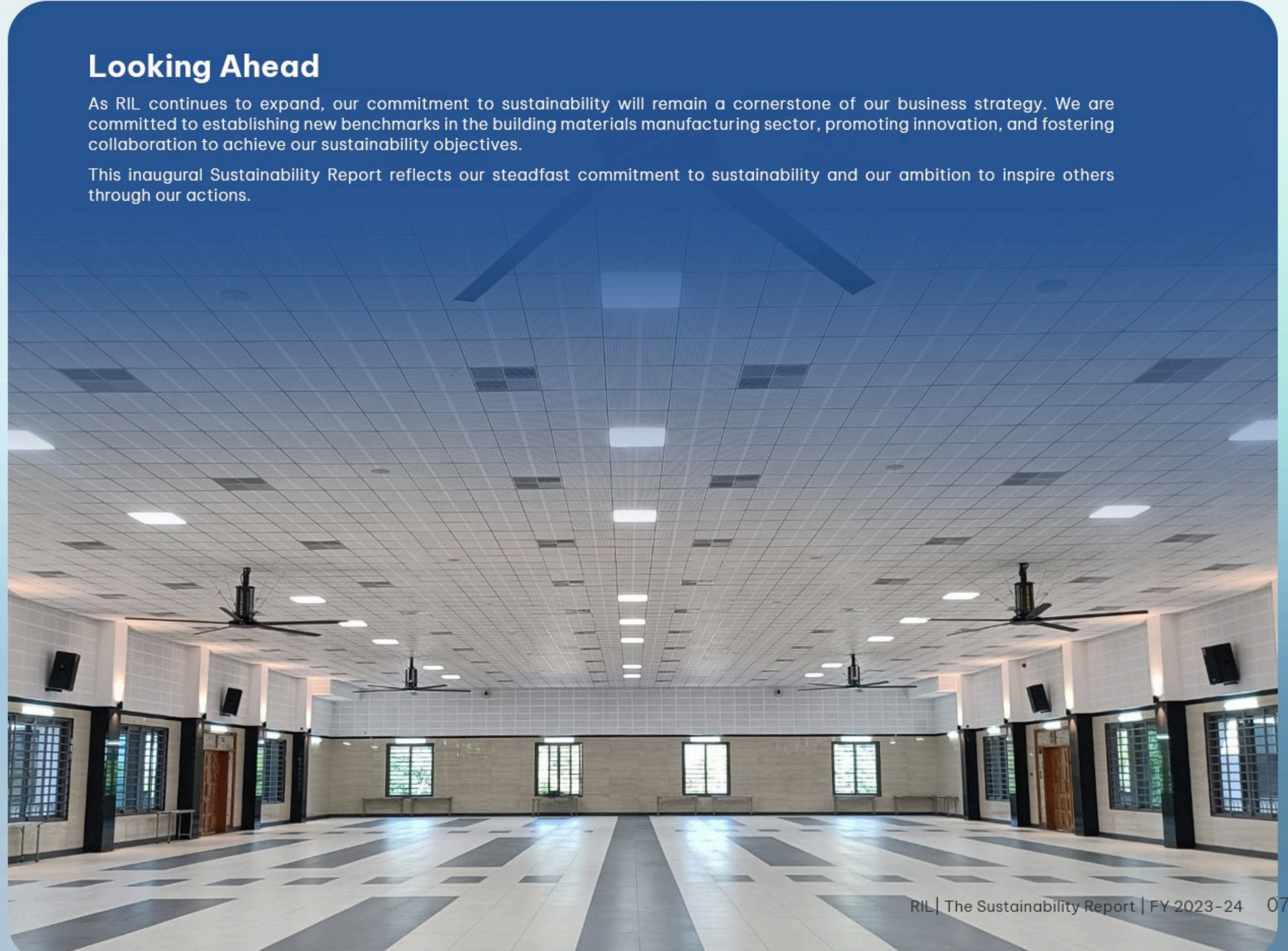
By adhering to the GRI Standards and committing to transparency, RIL aspires to set a new standard in sustainability reporting.

We look forward to sharing our progress & continuing this journey towards sustainability excellence.

Looking Ahead

As RIL continues to expand, our commitment to sustainability will remain a cornerstone of our business strategy. We are committed to establishing new benchmarks in the building materials manufacturing sector, promoting innovation, and fostering collaboration to achieve our sustainability objectives.

This inaugural Sustainability Report reflects our steadfast commitment to sustainability and our ambition to inspire others through our actions.



External Assurance

For our inaugural Environmental, Social, and Governance (ESG) report, covering the Financial Year 2023-24, no external assurance was conducted. Instead, we have undertaken a comprehensive internal assurance process to ensure the accuracy, completeness, and reliability of the information presented in this report.

Internal Assurance Process

Our internal assurance process was conducted in detail, involving multiple levels of review and verification. This process included:

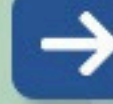
1. Data Collection & Validation

Data for this report was meticulously collected from various departments of RIL Corporate office, Factories and Stakeholders. Each data point underwent a validation process to ensure its accuracy and relevance. We employed robust data management systems and protocols to maintain the integrity of the information.



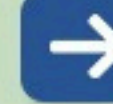
2. Cross-Departmental Review

A cross-functional team, consisting of representatives from our Sustainability, finance, operations, and human resources departments, reviewed the data. This team ensured that the data was consistent with our internal records and aligned with our sustainability goals and objectives.



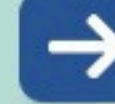
3. Management Review

Senior management conducted a thorough review of the report to ensure it accurately reflects RIL's sustainability performance and strategic initiatives. This review included verifying the alignment of the report's content with our corporate sustainability strategy and objectives.



4. Compliance with GRI Standards

We conducted an internal audit to verify that the report complies with the Global Reporting Initiative (GRI) Standards. This involved cross-checking our disclosures against the GRI guidelines to ensure completeness and transparency.



5. Stakeholder Feedback

We engaged with key stakeholders to gather feedback on our sustainability reporting practices. This feedback was used to refine the report and ensure it addresses the concerns and expectations of our stakeholders.

By implementing this detailed internal assurance process, we aim to provide a transparent and reliable account of our sustainability performance. While external assurance was not conducted, our internal processes ensure that the information in this report is accurate, comprehensive, and reflective of RIL's commitment to sustainability.

We are committed to continuously improving our reporting practices and may consider external assurance in future reports to further enhance the credibility and robustness of our disclosures.

Contact Point

In alignment with our steadfast commitment to Environmental, Social, and Governance (ESG) principles, we are delighted to unveil the establishment of our dedicated expert team for sustainability at RIL. This specialized team serves as a testament to our proactive stance in confronting ESG challenges and underscores our unwavering determination to effect positive change.

Their profound expertise and unwavering passion propel our sustainability initiatives, ensuring that we not only adhere to but surpass the most stringent standards in responsible business practices.

The formation of this dedicated team marks a pivotal moment in our sustainability journey, symbolizing our organizational ethos centred around making a meaningful impact on environmental and social fronts. Through a combination of astute leadership, innovation, and a profound commitment to ethical business conduct, our sustainability team is poised to drive transformative change within our organization and the broader community.

For any inquiries related to this report or further details on our sustainability initiatives, we invite you to reach out to **[Mr.C.Preston Davis – Head Sustainability & EHS]**. Your engagement is pivotal to our ongoing commitment to transparency, and we welcome the opportunity to share insights and foster dialogue around our ESG endeavors.

Together, let us advance the cause of sustainable business practices and contribute to a more resilient and responsible global future.

Message from The CEO

Dear Valued Stakeholders,

I am privileged to present RIL's Sustainability Report, encapsulating our progress and vision for a sustainable future.

“As a leader in South Asia's building materials industry, RIL has continuously spearheaded innovation, tackling complex challenges with definitive solutions and transforming the industry landscape.”

Our dedication to sustainability transcends mere corporate obligation; it is the essence of our identity and purpose. In today's ever-evolving world, the urgency for sustainable business practices has never been more pronounced. This report underscores our commitment to addressing the critical environmental, social, and governance issues of our time.

At RIL, we understand the deep interconnections between our actions and their broader impacts on society and the environment. With this awareness, we have assembled a team of experts dedicated to advancing our sustainability initiatives. This team embodies our values of excellence, passion, and innovation, driving us toward our ambitious goals and ensuring we meet the highest standards in responsible business practices. Our sustainability journey is a testament to our steadfast commitment to making a meaningful impact on environmental and social fronts. From implementing eco-friendly manufacturing processes to engaging with communities and fostering diversity and inclusion, every decision we make reflects our pledge to create value for all stakeholders.

Looking ahead, we are determined to enhance our sustainability efforts within the building materials sector. Our roadmap is guided by several key areas of focus: eco-friendly manufacturing, waste reduction, carbon footprint minimization, water conservation, sustainable supply chain management, innovation and research, community engagement and social responsibility, and transparency and accountability.

By concentrating on these areas, we are confident in our ability to drive substantial positive change within the building materials industry. Our ambitious objectives are within reach, and through unwavering determination, collaboration, and innovative thinking, we will lead the way towards a sustainable and resilient future.

However, we cannot accomplish these goals alone. As we embark on this journey, we invite you – our valued stakeholders – to join us in our quest for sustainability. Your involvement, feedback, and collaboration are crucial as we work together to build a brighter, more sustainable future for generations to come.

In conclusion, I extend my deepest gratitude to our employees, partners, customers, and communities for their unwavering support and dedication to our shared vision. Together, let us seize this opportunity to drive positive change and create a better world for all.

With utmost determination and optimism,

Prem G Shanker

Chief Executive Officer
RIL

Introduction |

Ramco Industries Limited

RIL is a distinguished name in the realm of building materials manufacturing, renowned for its expansive portfolio within the Ramco Group—a conglomerate with global interests spanning **Roofing products, Dry Wall, Ceiling products, Cotton yarn & Surgical cotton.**

With a robust presence across South Asia encompassing **12 plants** and supported by an extensive partner network of **8,000** strong, RIL stands as a cornerstone in the region's building materials sector.

Since its inception in 1967 with the establishment of its pioneering roofing sheets plant in Arakkonam, Tamil Nadu, RIL has consistently pushed the boundaries of innovation.

Today, the company operates eight modern facilities across India, including locations in Gangaikondan (Tamil Nadu), Karur (Karnataka), Maksi (Madhya Pradesh), Silvassa (UT of Dadra & Nagar Haveli), Kharagpur (West Bengal), Vijayawada (Andhra Pradesh), Anjar (Gujarat), and Bihiya (Bihar). These plants collectively boast an aggregate capacity exceeding 7 lakh tons per annum for the manufacture of Fibre Cement Sheets, underscoring RIL's commitment to quality and scale.

RIL has also introduced the revolutionary Ramco Hilux Calcium Silicate Board, leveraging cutting-edge technology from A & A Corporation, Japan. These versatile building materials have garnered acclaim internationally, gradually replacing conventional alternatives such as Gypsum boards, Plywood, and Plaster of Paris. Notably, the Hilux boards and tiles are manufactured at a state-of-the-art facility in Keshwana, Rajasthan, with an annual production capacity of 48,000 metric tons, ensuring superior standards of strength, safety, and aesthetic appeal.



RIL continues to lead the industry with its steadfast dedication to innovation and quality, shaping the future of building materials in South Asia and beyond.

Following are the products of RIL,

RAMCO HILUX
CALCIUM SILICATE BOARD

RAMCO HICEM
Fibre Cement Board

RAMCO HIDDEN
High Density Board

RAMCO GREENCOR

RAMCO HILUXLITE
ULTRA LIGHT CEILING TILE

RAMCO POWEROOF
Fibre Cement Sheets

Our Vision

To lead the building materials sector with sustainable innovations that enhance environmental stewardship and societal well-being.

Our Mission

To integrate sustainability into every aspect of our operations, developing eco-friendly products and practices that create enduring value for communities and future generations.

Promoting Sustainable Development In the Building Material Manufacturing Sector

At RIL, we are steadfast in our commitment to promoting sustainable development within the building material manufacturing sector. Recognizing the vital role that our industry plays in shaping the built environment, we are dedicated to integrating sustainability into every facet of our operations. Our approach is multifaceted, addressing environmental, social, and economic aspects to create lasting positive impacts.

Our primary focus is on environmental stewardship. We have implemented eco-friendly manufacturing processes that minimize waste, reduce greenhouse gas emissions, and conserve natural resources. By investing in advanced technologies and renewable energy solutions, we aim to significantly lower our carbon footprint and promote a greener future. Our ongoing efforts in water conservation, efficient energy use, and responsible sourcing of raw materials are testament to our dedication to environmental protection.

A critical component of our strategy to reduce emissions is improving our procurement and supply chain practices. We are committed to sourcing raw materials from suppliers who adhere to stringent environmental and social standards. By optimizing logistics and transportation routes, and encouraging suppliers to reduce their emissions, we aim to lower the carbon footprint associated with our supply chain. Additionally, we are investing in digital technologies to enhance supply chain transparency and efficiency, ensuring that every link in the chain aligns with our sustainability goals.

In addition to our environmental initiatives, we prioritize social responsibility. We engage with local communities, ensuring that our operations benefit those around us. Our initiatives include health and safety programs, education and skill development, and promoting diversity and inclusion within our workforce. By fostering a culture of social equity and inclusivity, we aim to uplift communities and contribute to their well-being.

Economic resilience is another cornerstone of our sustainability strategy. We strive to create sustainable economic value through innovation and efficiency.

By supporting local economies, generating employment opportunities, and fostering entrepreneurship, we contribute to the overall economic growth and stability of the regions in which we operate. Our commitment to economic sustainability ensures that our business practices support long-term prosperity.



Looking ahead, we are focused on several key areas to further our sustainability agenda. These include advancing eco-friendly manufacturing techniques, reducing waste through innovative recycling and reuse programs, cutting down carbon emissions, conserving water resources, ensuring a sustainable supply chain, fostering community engagement and social responsibility, and upholding transparency and accountability in all our operations.



Sustainable Development Goal (SDG)

Description

SDG 3: Good health



RIL prioritizes employee well-being through comprehensive health initiatives, including regular health checkups. Additionally, the company has implemented a Total Recordable Incident Rate (TRIR) reduction plan to enhance workplace safety and minimize health risks for its workforce.

SDG 4: Quality Education



RIL places a strong emphasis on employee training and development, offering tailored individual development plans to nurture their talents and skills. The company actively identifies and recognizes the unique abilities of its employees, fostering a culture of appreciation and growth.

SDG 6 : Clean water & Sanitation



RIL actively engages in environmental stewardship through initiatives such as "Water conservation" challenges, particularly during monsoon season. The company promotes water conservation through Rain water harvesting, implementation of Sewage Treatment Plants (STP's), and the use of Ordinary Portland Cement to reduce water consumption in manufacturing activities. These efforts underscore RIL's commitment to sustainable practices and environmental responsibility.

SDG 7: Affordable & Clean Energy



RIL contributes to SDG 7 by investing in renewable energy projects, providing affordable and clean energy solutions, and promoting energy access for all. Our efforts help to reduce reliance on fossil fuels, mitigate climate change impacts, and advance sustainable energy transition.

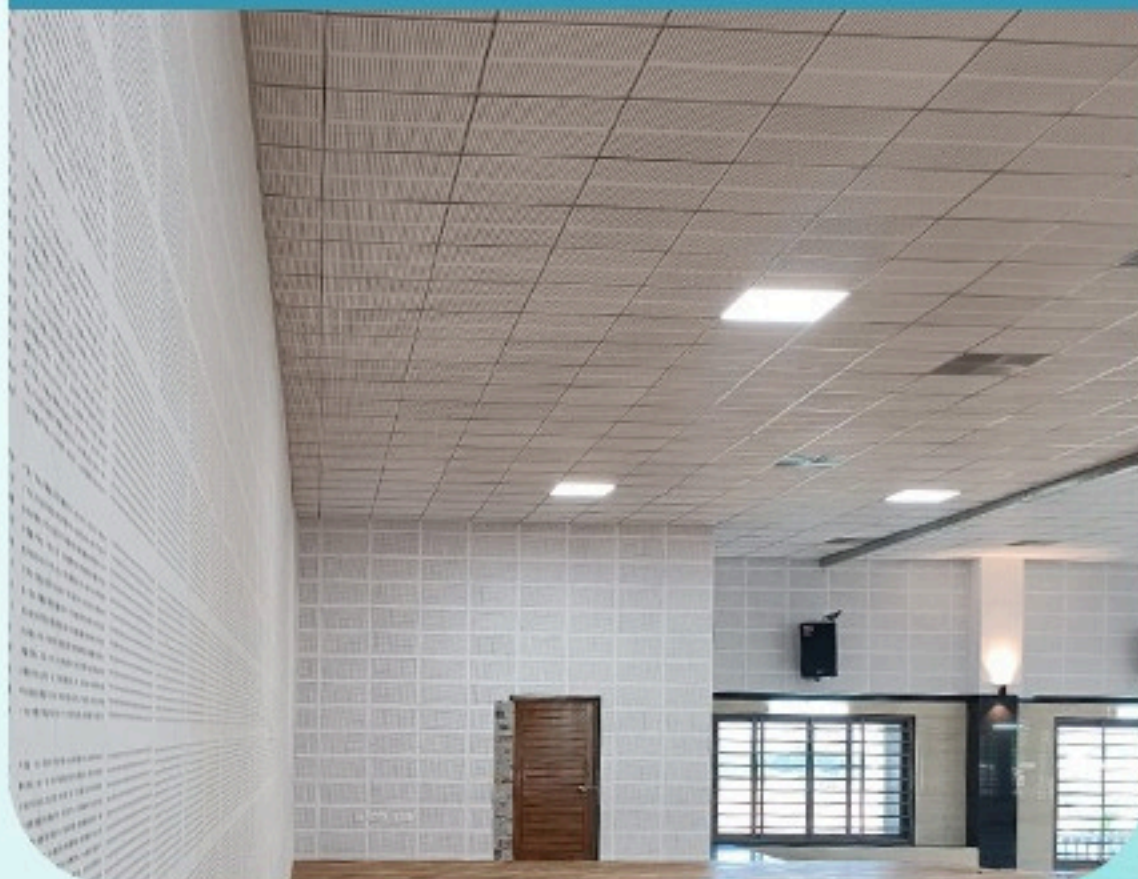
SDG 9: Industry Innovation, & Infrastructure



RIL supports SDG 9 by investing in innovative renewable energy technologies and infrastructure. By fostering innovation, we aim to build resilient infrastructure, promote inclusive and sustainable industrialization, and drive economic growth and development.

Our commitment to sustainability is unwavering, and we are determined to lead by example.

By embedding sustainable practices into our core operations, we are not only contributing to a healthier planet but also creating value for our stakeholders and future generations. Together, we can build a more sustainable and resilient world, where economic growth, social equity, and environmental protection go hand in hand.



SDG 10 : Reduced inequalities



RIL is committed to providing equal opportunities to all individuals, prioritizing performance over factors such as race, religion, color, gender, national origin, or age. The company's dedication to diversity and inclusion ensures that every member of the team has the opportunity to thrive and contribute based on their merits and abilities.

SDG 11: Sustainable Cities & Communities



RIL promotes SDG 11 by developing sustainable energy solutions for urban and rural communities. Our Smart Build Vertical contribute in building resilient, inclusive, and sustainable buildings. This provides Green building there by reducing carbon emission, clean and reliable energy.

SDG 13: Climate Action



RIL is committed to SDG 13 by taking action to combat climate change and its impacts. By investing in renewable energy projects, reducing carbon emissions, and promoting sustainable practices, we contribute to global efforts to mitigate climate change and build a more sustainable future.

SDG 15: Life on land



RIL's initiatives encompass the use of GreenPro certified products, implementation of carbon reduction projects, promotion of a culture of reuse, utilization of solar energy in feasible areas, and developing Miyawaki forests. Additionally, RIL is committed to enhancing biodiversity through native species planting across all factories.

SDG 17: Partnerships for the Goals



RIL supports SDG 17 by fostering partnerships and collaboration with governments, businesses, and other stakeholders. Through association we aim to leverage collective action, share knowledge and accelerate progress towards achieving the Sustainable Development Goals and building a more sustainable world.

Sustainability Governance at RIL

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Sustainability Governance At RIL

At RIL, we recognize that robust governance is the backbone of our sustainability initiatives. Our sustainability governance framework is meticulously designed to seamlessly integrate responsible and sustainable practices into every facet of our operations. This framework ensures that we address critical environmental, social, and governance (ESG) issues with the highest level of accountability and strategic oversight.

Our CEO assume ultimate responsibility for our sustainability strategy. This includes identifying and addressing key ESG issues, thus reinforcing sustainability as a fundamental pillar of our long-term strategic objectives.



The CEO's commitment underscores the importance we place on sustainable development, ensuring it is ingrained in our corporate ethos.

To ensure effective oversight and strategic planning, the CEO collaborates closely with the Sustainability Working Committee (SWC). The SWC is a cross-functional body comprising team members from various sectors, including upstream, downstream, and corporate functions. The SWC convenes regularly to strategize, plan, and assess progress on RIL's sustainability initiatives. By conducting materiality assessments and internal examinations, the SWC remains proactive in addressing ESG concerns and optimizing our sustainability performance.

In addition to the SWC, RIL has established an ESG Steering Committee (ESC) at the executive level. This committee enhances transparency and effectiveness in implementing sustainability initiatives. Comprising senior management, the ESC is dedicated to seamlessly integrating sustainability commitments across all organizational levels. The ESC plays a pivotal role in fostering a culture of Sustainability, ensuring strategic alignment, and driving continuous improvement in our sustainable practices.

Together, the SWC and ESC form the cornerstone of our sustainability governance. They ensure that our sustainability initiatives are not only well-planned and executed but also transparent and accountable. Through robust governance structures and collaborative efforts,

we strive to remain at the forefront of sustainable development, setting new standards for environmental stewardship and social responsibility.



Board of Directors



Sustainability Working Committee (SWC)



ESG Steering Committee (ESC)

Our governance framework also emphasizes stakeholder engagement. We believe that open dialogue with our stakeholders—employees, customers, suppliers, communities, and investors are crucial to our sustainability efforts. By actively seeking their input and feedback, we ensure that our sustainability strategies are aligned with their expectations and contribute to mutual growth and benefit.

At RIL, sustainable governance is more than a mandate; it is a commitment to driving meaningful change. Our structured approach ensures that sustainability is deeply embedded in our corporate strategy, guiding our actions and decisions as we work towards a sustainable and resilient future for all.



Our Sustainability Strategy

In an era marked by unparalleled environmental challenges and societal complexities, the call for sustainable development has reached unprecedented urgency. At RIL, we acknowledge the pivotal role of the building material manufacturing sector in shaping a sustainable future for future generations. Grounded in our unwavering commitment to environmental stewardship, social equity, and economic resilience, we have crafted a holistic sustainability strategy that embodies our ambition, passion, and steadfast dedication to creating a meaningful global impact.

Our Sustainability Vision

At RIL, we envision leading the building material manufacturing sector towards a future where sustainability guides every decision, action, and innovation. Our goal is to see a world empowered with high quality building materials that drives prosperity, resilience, and progress for all, ensuring a sustainable and equitable future for generations to come.

In pursuit of this vision, we are dedicated to pioneering transformative solutions that not only mitigate environmental impact but also promote social progress and economic prosperity. We aim to set new benchmarks in sustainable practices within the manufacturing industry, demonstrating leadership in responsible business conduct and inspiring others to join us.

Our vision is grounded in a profound sense of responsibility towards our planet and its inhabitants.

“By integrating sustainability across our operations, we believe we can forge a brighter, more sustainable future together. Let us embark on this journey towards a world where sustainability becomes intrinsic to our way of life, shaping a better world for future generations.”



Sustainability Mission

At RIL, our vision is to lead the building material manufacturing sector toward a future where sustainability is at the heart of every decision and action.

We envision a world where sustainable practices are seamlessly integrated into the production and use of building materials, resulting in a built environment that is not only resilient and efficient but also in harmony with nature.

Our commitment to this vision is reflected in our relentless pursuit of innovative solutions that address the environmental, social, and economic challenges of our time. We aim to significantly reduce our carbon footprint, enhance resource efficiency, and promote circular economy principles in our operations. By leveraging cutting-edge technologies and sustainable practices, we strive to minimize our impact on the environment while delivering high-quality, durable, and eco-friendly building materials.

Furthermore, we are dedicated to fostering social progress and economic resilience. We prioritize the well-being of our employees, the communities in which we operate, and all stakeholders involved in our supply chain. Our sustainability initiatives are designed to promote health and safety, support local economies, and create inclusive growth opportunities.

“Our vision is not just a statement; it is a guiding principle that shapes our strategy and actions. By embedding sustainability into the core of our business, we aim to set new benchmarks for the building materials industry and inspire others to join us in creating a sustainable future. Together, we can build a world where sustainability thrives, and prosperity is accessible to all.”

Looking ahead, our sustainability vision encompasses several key areas of focus:

Reducing Carbon Emissions

We aim to implement advanced manufacturing techniques and renewable energy solutions to lower our greenhouse gas emissions.



Community Engagement

We will continue to engage with and support the communities where we operate, promoting social equity and development.



Resource Efficiency

We are committed to optimizing resource use, reducing waste, and promoting recycling and reuse in our production processes.



Sustainable Supply Chain

We strive to improve our procurement practices, ensuring that our supply chain partners adhere to high environmental and social standards.



Transparency & Accountability

We will maintain transparency in our sustainability efforts, providing regular updates and engaging with stakeholders to ensure continuous improvement.



Our Sustainability Pillars

At RIL, sustainability forms the cornerstone of our business strategy, guiding our efforts to create a positive impact on the environment, society, and economy. Our sustainability framework is built upon several core pillars that reflect our commitment to responsible and ethical practices across all aspects of our operations.

“These sustainability pillars guide our actions and decisions, enabling us to contribute positively to the global effort towards sustainability. By integrating these principles into our daily operations, we strive to lead by example in the building materials industry and drive meaningful change towards a more sustainable future.”

Environmental Stewardship

We are dedicated to minimizing our environmental footprint through efficient use of resources, reduction of emissions, and adoption of sustainable manufacturing practices. Our initiatives focus on conserving energy, water, and natural resources, and promoting biodiversity conservation.



Sustainable Product Innovation

We are committed to developing and promoting sustainable building materials that meet high standards of durability, performance, and environmental responsibility. Our focus is on continuously improving the sustainability profile of our products, from sourcing raw materials to EoL recycling.



Social Responsibility

We prioritize the well-being of our employees, communities, and stakeholders. Our social responsibility initiatives include promoting health and safety in the workplace, supporting community development programs, and fostering diversity, equity, and inclusion.



Resource Efficiency

We strive to optimize resource utilization throughout our production processes. This includes promoting circular economy principles, enhancing material efficiency, and minimizing waste generation. By implementing innovative technologies and processes, we aim to achieve greater efficiency in resource use.



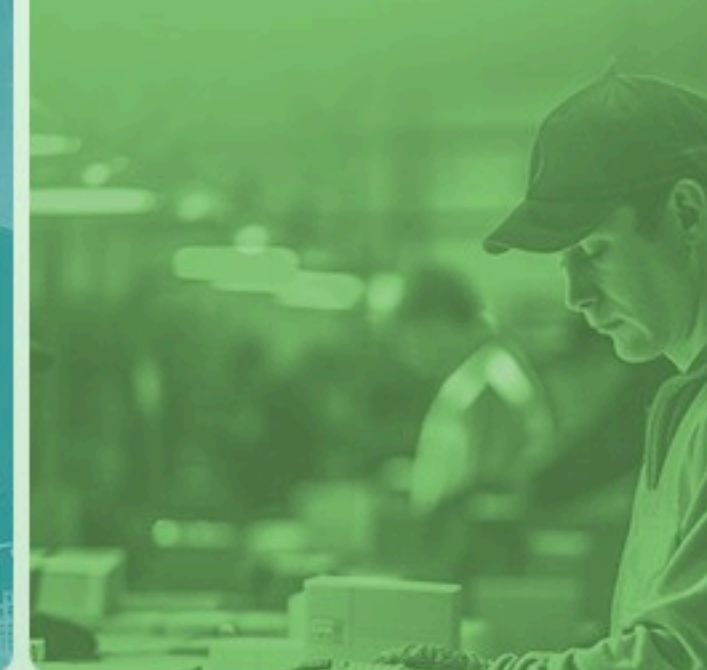
Stakeholder Engagement

We engage with stakeholders including employees, customers, investors, and communities to understand their expectations and incorporate their feedback into our sustainability strategy. Transparent communication and collaboration are key to building trust and achieving mutual sustainability goals.



Supply Chain Sustainability

We collaborate with our suppliers to ensure responsible sourcing practices, ethical standards, and transparency throughout our supply chain. We work towards minimizing environmental and social impacts associated with our supply chain activities.



Governance and Ethics

We uphold high standards of corporate governance and ethics in all our operations. Our governance framework ensures accountability, transparency, and adherence to legal and regulatory requirements. We continuously evaluate and improve our governance practices to align with evolving sustainability challenges.



Sustainability Strategy Enablers

In order to effectively implement our sustainability strategy and achieve our goals, we rely on a set of key enablers. These enablers serve as foundational elements that support and enhance our efforts across various aspects of sustainability. By leveraging these enablers, we strengthen our ability to drive positive change, innovate, collaborate, and uphold transparency and accountability in all our actions.

“ These enablers are integral to the successful implementation of our sustainability strategy, enabling us to innovate, collaborate, and drive positive impact across our operations and beyond. Through their strategic application, we enhance our ability to create value for society, the environment and our business, advancing towards our vision of a more sustainable and prosperous future.”

Innovation and Technology Leadership

We foster a culture of innovation and technological advancement to develop and deploy cutting-edge solutions that address sustainability challenges. By investing in research and development, embracing emerging technologies, and fostering creativity and collaboration, we drive progress towards our sustainability goals.



Governance Excellence & Accountability

We uphold high standards of corporate governance, ethics, and accountability to ensure the integrity and transparency of our sustainability practices. By embedding sustainability principles into our governance structures, policies, and decision-making processes, we demonstrate our commitment to responsible and ethical business conduct.



Strategic Partnerships & Collaboration

We recognize the importance of collaboration and partnership in achieving meaningful impact. We actively engage with governments, NGOs, communities, and industry stakeholders to leverage collective expertise, resources, and networks. Through strategic alliances and collaborative initiatives, we amplify our efforts and accelerate progress towards shared sustainability objectives.

Stakeholder Engagement and Dialogue

We value the perspectives and insights of our stakeholders and actively engage with them in meaningful dialogue. By soliciting feedback, addressing concerns, and incorporating stakeholder input into our decision-making processes, we strengthen trust, build relationships, and ensure that our sustainability efforts are aligned with stakeholder expectations and priorities.



Employee Engagement & Development

We empower our employees to become sustainability champions and actively participate in our sustainability initiatives. Through training, education, and recognition programs, we cultivate a culture of sustainability leadership and foster a sense of ownership and pride in our collective efforts to drive positive change.

Stakeholder Engagement

At RIL, stakeholder engagement is integral to our commitment to sustainability and responsible business practices. We engage with diverse stakeholder groups through structured approaches aimed at fostering dialogue, understanding expectations, and collaborating towards shared goals.



Employees

We maintain open channels of communication with employees through regular town halls, where management shares updates and listens to feedback. Annual surveys are conducted to gauge employee satisfaction and gather insights for continuous improvement. We also encourage ongoing feedback through employee suggestion boxes and intranet platforms.

Customers

Our engagement with customers extends beyond transactions to fostering long-term relationships built on trust and sustainability. We conduct bi-annual surveys to understand customer satisfaction and preferences regarding sustainable products. We organize sustainability workshops & participate in industry conferences to discuss emerging trends and gather feedback.

Suppliers

We collaborate closely with suppliers to ensure ethical practices and sustainability across our supply chain. Annual assessments and audits evaluate supplier performance against sustainability criteria. We conduct capacity-building workshops to support suppliers in enhancing their sustainability practices and participate in supplier forums to share best practices.

Local Communities

Our commitment to local communities includes proactive engagement through quarterly meetings where community members can voice concerns and suggestions. We collaborate with local organizations on community development projects focused on education, healthcare, and environmental conservation to create lasting positive impacts.

Investors

Transparent communication with investors is crucial for building trust and demonstrating our commitment to sustainable growth. We provide comprehensive sustainability reporting aligned with global standards. We engage with investors through annual general meetings, investor roadshows focused on ESG (Environmental, Social, Governance) factors, and specialized reports addressing sustainability performance.

Regulatory Bodies

Compliance with regulations and proactive engagement with regulatory bodies are central to our operations. We participate in policy discussions to influence regulatory frameworks that promote sustainability. Regular updates and participation in industry forums ensure that we stay informed about evolving regulations and best practices.







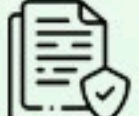

Through these structured engagement approaches, RIL aims to strengthen relationships, enhance transparency, and collaborate effectively with stakeholders to drive sustainable development.

By listening to diverse perspectives and integrating stakeholder feedback into our decision-making processes, we strive to achieve shared sustainability goals and create long-term value for all stakeholders involved.

By adopting a comprehensive stakeholder management approach, we strengthen our ability to navigate complex sustainability challenges, seize opportunities for collaboration and innovation, and create value for all stakeholders involved in our business.



Stakeholder Engagement Table

Stakeholder Group	Engagement Mode	Engagement Approach	Frequency
 Investors	<ul style="list-style-type: none"> • Annual general meetings • Investor calls • Reports 	<ul style="list-style-type: none"> • Sustainability reporting • Investor meetings • Participation in ESG disclosures 	Quarterly/Annually
 Local Communities	<ul style="list-style-type: none"> • Community Meetings • Consultations • Surveys 	<ul style="list-style-type: none"> • Community outreach programs • Partnerships with local organizations 	Monthly/Quarterly/Annually
 Employees	<ul style="list-style-type: none"> • Town hall meetings • Employee surveys • Feedback channels 	<ul style="list-style-type: none"> • Regular communication channels • Feedback mechanisms • Training programs 	Quarterly/Semi-annually
 Customers	<ul style="list-style-type: none"> • Client meetings • Feedback sessions 	<ul style="list-style-type: none"> • Surveys • Sustainability workshops • Customer feedback integration 	Regularly/As required
 Regulatory Bodies	<ul style="list-style-type: none"> • Participation in policy discussions • Compliance with regulations • Industry forums 	<ul style="list-style-type: none"> • Discussions • Compliance updates • Forums 	Regular regulatory updates Industry association meetings
 Suppliers	<ul style="list-style-type: none"> • Supplier assessments • Audits • Capacity-building initiatives 	<ul style="list-style-type: none"> • Assessments • Workshops • Forums 	Annually

Materiality Assessment

“ At RIL, the materiality assessment serves as a crucial process to systematically identify, prioritize, and address sustainability issues that are most relevant to our business and stakeholders.”

This assessment plays a pivotal role in shaping our sustainability strategy, ensuring that we focus our efforts on areas where we can make the most significant impact.

By engaging with stakeholders and evaluating the importance and impact of various environmental, social, and governance (ESG) factors, we aim to enhance transparency, accountability, and sustainable practices throughout our operations. The materiality assessment process enables us to align our business objectives with stakeholder expectations, industry trends, and regulatory requirements, driving continuous improvement and fostering long-term value creation.



Purpose and Objectives

The materiality assessment at RIL serves as a foundational tool to identify and prioritize sustainability issues that significantly affect our business operations and stakeholders. Its primary objective is to inform and guide our sustainability strategy, ensuring that we focus on addressing key environmental, social, and governance (ESG) factors relevant to our role as a leading building materials manufacturing company. By understanding stakeholder expectations and industry trends, we aim to enhance our sustainability performance while creating enduring value.



Process and Methodology

Stakeholder Engagement

We initiate the materiality assessment process by engaging with a diverse range of stakeholders. This includes employees, customers, suppliers, local communities, investors, and regulatory bodies. Through surveys, interviews, workshops, and consultations, we gather insights into their perspectives, concerns, and expectations related to sustainability.

Identification of Sustainability Topics

Based on stakeholder feedback and industry benchmarks, we compile a comprehensive list of potential sustainability topics. These topics encompass environmental impacts (such as resource use, energy consumption, emissions), social issues (including labor practices, community engagement, health and safety), and governance aspects (such as ethical conduct, transparency, regulatory compliance).

Prioritization and Materiality Matrix

Utilizing a materiality matrix, we assess the significance and impact of each identified sustainability topic. This matrix evaluates the importance of each topic to stakeholders against its potential impact on RIL. Topics are categorized as high, medium, or low priority based on their relevance and significance to our business and stakeholders.

Validation and Review

The outcomes of the materiality assessment undergo thorough validation through internal review processes. This involves cross-functional collaboration with teams from sustainability, operations, finance, and senior management. The validation ensures that the identified material topics align with our business strategy, sustainability goals, and regulatory obligations.



Outcomes and Implications

Based on the materiality assessment, RIL identifies and prioritizes key focus areas for sustainability. These include:

Governance and Ethics

Upholding high standards of corporate governance, transparency in operations, and compliance with ethical standards and regulations.

Social Responsibility

Improving workplace conditions, promoting diversity and inclusion, supporting local communities, and fostering ethical labor practices.

Environmental Stewardship

Focusing on reducing environmental footprint, enhancing resource efficiency, and adopting sustainable manufacturing practices.

ESG

“These focus areas guide the development of specific initiatives and action plans aimed at addressing high-priority sustainability topics effectively.”

Continuous Improvement

RIL is committed to continuous improvement in its materiality assessment process. We regularly monitor and reassess sustainability topics to stay aligned with evolving stakeholder expectations, industry best practices, and regulatory requirements. By integrating material issues into strategic decision-making processes, we aim to drive positive impacts, build stakeholder trust, and achieve sustainable growth in the long term.

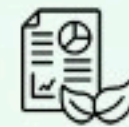
Materiality Assessment Approach

At RIL, our approach to materiality assessment is designed to systematically identify and prioritize sustainability issues that are most relevant to our business operations and stakeholders. This approach ensures that we focus our efforts and resources on addressing key environmental, social, and governance (ESG) factors that have the greatest potential impact on our sustainability performance and stakeholder expectations.



Stakeholder Engagement

We actively engage with a diverse range of stakeholders, including employees, customers, suppliers, local communities, investors, and regulatory bodies. Through surveys, interviews, workshops, and consultations, we gather insights into their perspectives, concerns, and expectations related to sustainability.



Identification of Sustainability Topics

Based on stakeholder feedback and industry benchmarks, we compile a comprehensive list of potential sustainability topics. These topics encompass environmental impacts (such as resource use, energy consumption, emissions), social issues (including labor practices, community engagement, health and safety), and governance aspects (such as ethical conduct, transparency, regulatory compliance).



Prioritization and Materiality Matrix

We use a materiality matrix to assess and prioritize sustainability topics. This matrix evaluates the significance of each topic to stakeholders against its potential impact on RIL. Topics are categorized as high, medium, or low priority based on their relevance and importance to our business strategy and stakeholder interests.



Validation and Review

The outcomes of the materiality assessment undergo rigorous validation through internal review processes involving cross-functional teams and senior management. This ensures alignment with our strategic objectives, sustainability goals, and regulatory obligations.



Integration into Strategy and Reporting

The identified material topics form the basis for developing targeted sustainability initiatives and action plans. These initiatives are integrated into our business strategy to drive positive impacts, enhance stakeholder trust, and achieve long-term sustainability goals. Additionally, material topics guide our sustainability reporting efforts, ensuring transparency and accountability in communicating our performance to stakeholders.

“Through our systematic materiality assessment approach, RIL strives to enhance sustainability practices, address stakeholder expectations, and create shared value for our stakeholders and the communities in which we operate.”

Stakeholders feedback on Material issues & Key Risks

In our commitment to transparency and engaging with stakeholders within the industry, RIL conducted a thorough engagement survey to uncover insights into perceived risks affecting our business. Stakeholders highlighted key focus areas and risks relevant to RIL's operations in the industry.

RIL conducted a comprehensive materiality assessment to identify and prioritize key sustainability topics based on their significance to stakeholders and the company's operations.

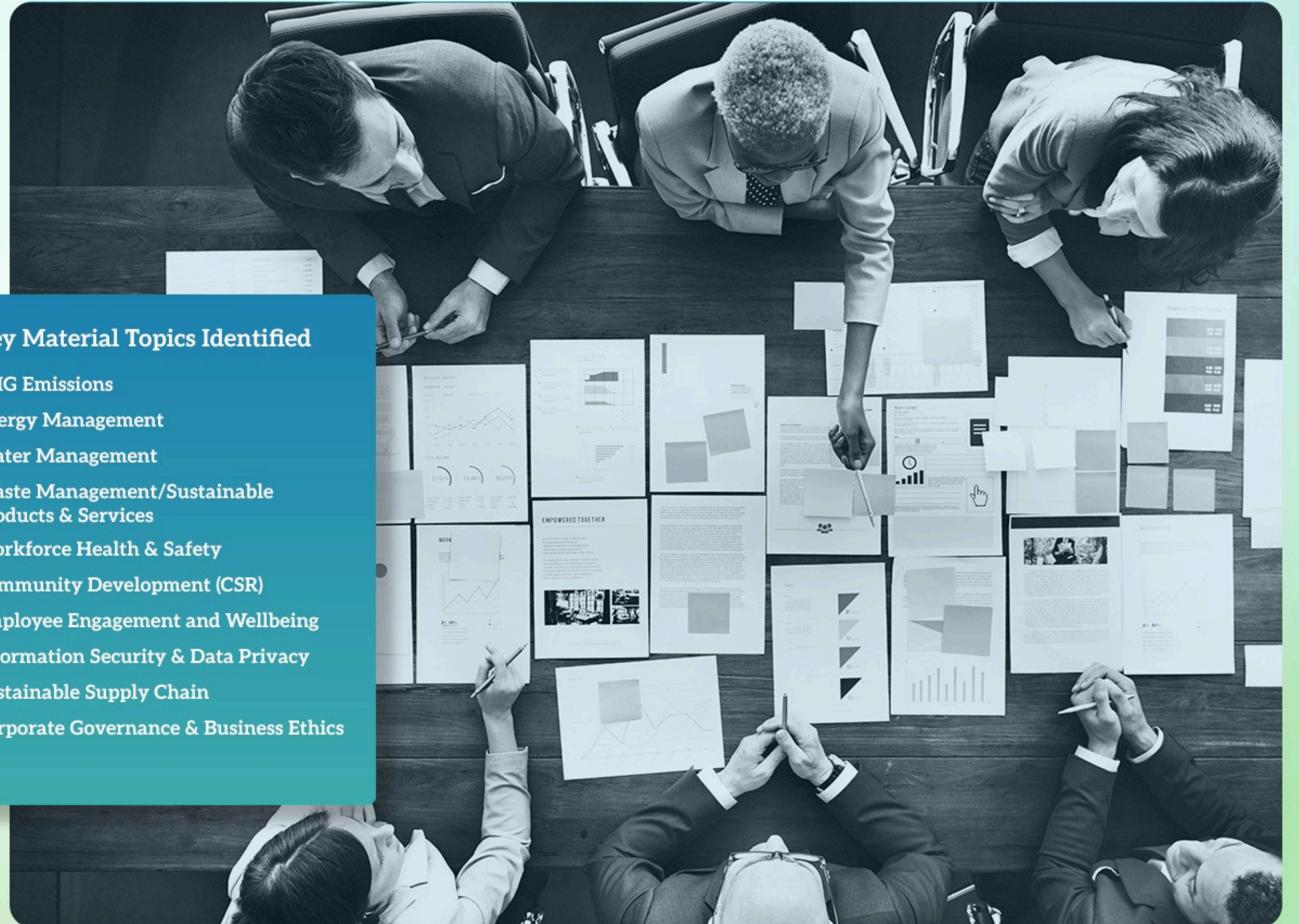
The assessment involved gathering feedback from

225 stakeholders

through structured questionnaires, ensuring a diverse representation of perspectives.

Key Material Topics Identified

- GHG Emissions
- Energy Management
- Water Management
- Waste Management/Sustainable Products & Services
- Workforce Health & Safety
- Community Development (CSR)
- Employee Engagement and Wellbeing
- Information Security & Data Privacy
- Sustainable Supply Chain
- Corporate Governance & Business Ethics



Stakeholders' Perspectives

The feedback from stakeholders provided valuable insights into their expectations, concerns, and priorities regarding these material topics. The responses highlighted:

GHG Emissions

Stakeholders expressed a strong interest in RIL efforts to reduce greenhouse gas emissions and mitigate climate impacts through sustainable practices and innovation.

Energy Management

There was a consensus among stakeholders on the importance of efficient energy use and renewable energy adoption to minimize environmental footprint and operational costs.

Water Management

Concerns were raised about water stewardship practices, emphasizing the need for responsible water use and conservation efforts, especially in water-stressed regions.

Waste Management/ Sustainable Products & Services

Stakeholders emphasized the significance of waste reduction, recycling initiatives, and the development of sustainable products/services to enhance environmental performance.

Community Development (CSR)

There was a strong expectation for RIL to actively contribute to local community development through CSR initiatives, fostering positive socio-economic impacts.

Employee Engagement and Wellbeing

Stakeholders emphasized the importance of employee welfare, including mental health support, work-life balance, and opportunities for professional development.

Workforce Health & Safety

Stakeholders highlighted the criticality of ensuring a safe and healthy workplace environment, underscoring the importance of occupational health programs and safety protocols.

Information Security & Data Privacy

Concerns were expressed regarding data protection measures and compliance with privacy regulations, highlighting the need for robust information security practices.

Sustainable Supply Chain

Stakeholders emphasized the importance of ethical sourcing, supplier diversity, and supply chain transparency to ensure sustainable business practices across the value chain.

Corporate Governance and Business Ethics

There was a strong expectation for RIL to uphold high standards of corporate governance, integrity, and ethical business conduct in all operations and interactions.

“The stakeholders' feedback underscores the criticality of addressing these material topics in RIL sustainability strategy and reporting. By aligning corporate actions with stakeholder expectations, RIL can enhance transparency, accountability, and long-term value creation while contributing positively to society and the environment.”



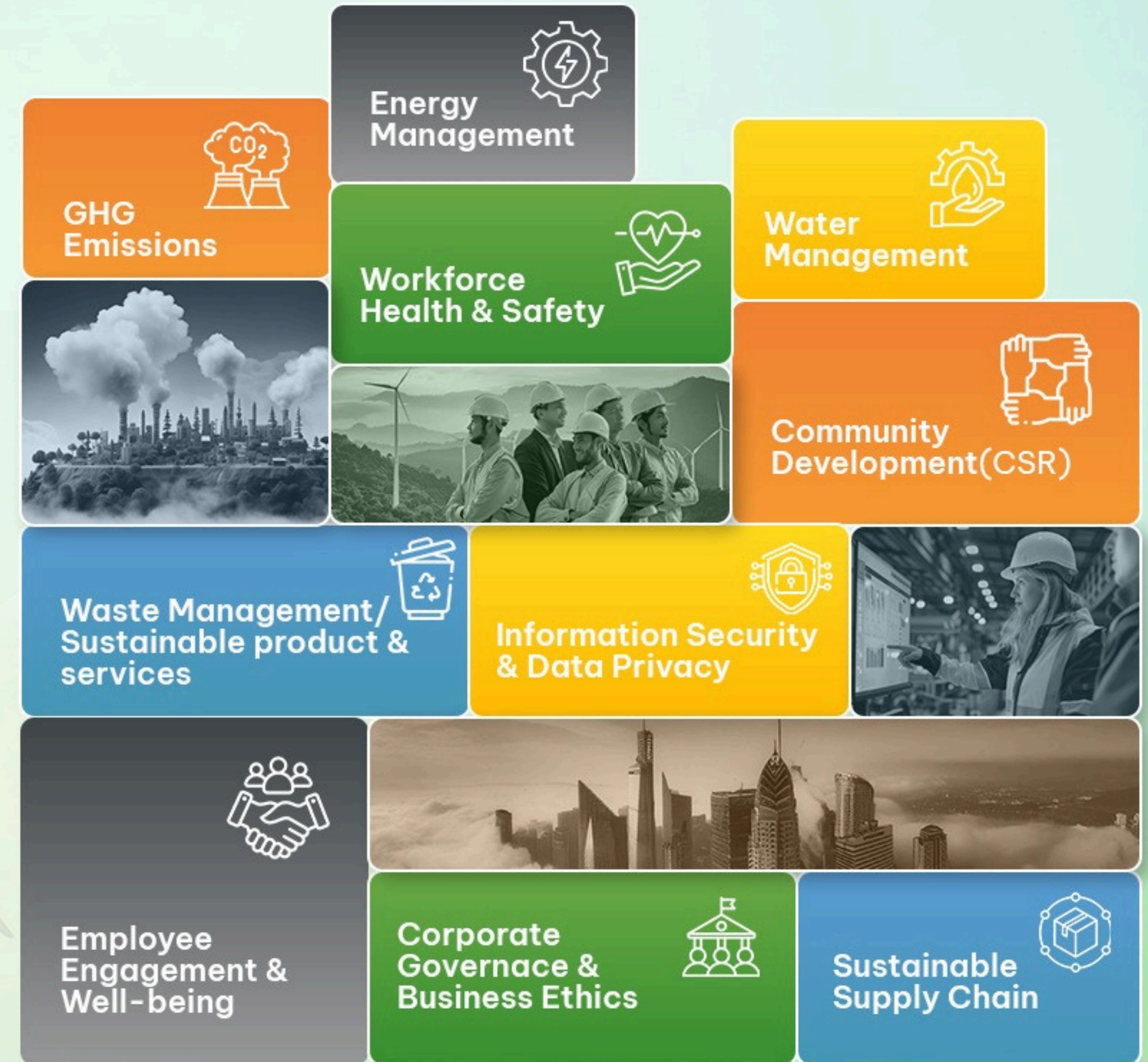
Material Issues

The primary qualitative responses gathered during the stakeholder feedback session at RIL were systematically transformed into secondary quantitative scores for each stakeholder category. Subsequently, a weighted average method was applied to calculate the ultimate average score for each potential material topic.

These scores were then translated into percentiles and grouped into different percentile categories. Following extensive discussions with senior management at RIL, 10 topics most material to our business were singled out and plotted on an X-Y Cartesian plane, resulting in the development of the Materiality Matrix.

Post the stakeholder engagement and the subsequent mapping of material topics, in-depth one-on-one interviews were conducted with RIL senior management, including the Sustainability Working Committee. These interviews facilitated the collection of qualitative data, offering insights into the strategic perspectives of the company's management concerning Ramco's current approach to ESG and its future vision.

It's worth noting that a double materiality process was employed in this assessment. This approach ensured not only a thorough understanding of the external stakeholder landscape but also an in-depth exploration of RIL internal considerations, aligning with the principles of double materiality within the context of sustainability reporting in the industry. Through this comprehensive process, the final list of material topics was refined and strategically mapped, emphasizing the dual perspective of RIL's impact on the external environment and the influence of external factors on RIL sustainability performance.



Our Corporate Governance

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Corporate Governance Approach 31

Business Ethics –
Nurturing Integrity in our industry 32

At RIL, we uphold robust corporate governance practices as the cornerstone of our commitment to transparency, accountability, and sustainable growth. As a leading manufacturer in the building materials sector, our priorities extend beyond operational excellence to encompass environmental stewardship, social responsibility, and ethical business conduct.

RIL is dedicated to upholding the highest standards of ethical conduct and integrity across all facets of our operations. By integrating sustainable practices into our manufacturing processes and supply chain management, we strive to minimize environmental impact while promoting resource efficiency and circular economy principles. Our commitment to community engagement ensures that we actively support local economies and foster positive relationships with stakeholders.

// Through transparency in financial reporting and proactive engagement with investors, customers, and regulatory authorities, we aim to build trust and uphold our reputation as a responsible corporate citizen."

Aspect

Description

Table : Corporate Governance

Code of Conduct

A comprehensive code that outlines ethical standards for employees and stakeholders, emphasizing integrity, honesty, and respect for human rights. It guides decision-making and behaviour at all levels of the organization.

Risk Management Framework

A systematic approach to identify, assess, and manage sustainability-related risks. This includes environmental risks, social risks (such as community impacts), and governance risks (including compliance and regulatory issues). It integrates risk considerations into strategic planning and operational processes.

Board Oversight

The Board of Directors provides robust oversight of sustainability issues. It reviews and approves sustainability strategies, monitors performance against targets, and ensures alignment with corporate values and long-term business objectives.

Stakeholder Engagement

RIL engages with a diverse range of stakeholders, including investors, employees, customers, and local communities. Through structured dialogues, surveys, and consultations, we gather feedback to inform our sustainability decisions and enhance mutual understanding and trust.

Transparency and Disclosure

We are committed to transparent reporting of our sustainability performance. This includes publishing annual sustainability reports that adhere to international reporting standards (such as GRI and SASB), disclosing relevant metrics, targets, and progress made towards sustainability goals. We also provide timely updates on key developments and initiatives through various communication channels.

Executive Compensation

Executive compensation is linked to sustainability performance indicators, ensuring that sustainability goals are integrated into the incentive structure. This incentivizes leadership to prioritize sustainable practices and outcomes in decision-making processes.

Training and Awareness

We conduct regular training sessions and awareness programs to educate employees about sustainability issues, policies, and practices. These initiatives aim to foster a culture of sustainability within the organization, empowering employees to contribute actively towards our sustainability goals.

This comprehensive narrative, along with the table, encapsulates RIL's dedication to integrating sustainability into its corporate governance framework, ensuring alignment with ethical standards and long-term value creation.

At RIL, we continue to innovate and adapt to evolving industry challenges, driven by our unwavering commitment to sustainable development and creating long-term value for all stakeholders.

Corporate Governance Approach

At RIL, we uphold a comprehensive corporate governance framework that serves as the foundation for our commitment to transparency, accountability, and sustainable business practices. As a prominent manufacturer in the building materials sector, we recognize the pivotal role of effective governance in guiding our strategic decisions and ensuring the long-term success and resilience of our business.



Governance Structure and Oversight

Our governance structure is designed to provide robust oversight and strategic guidance across all facets of our operations. The Board of Directors assumes ultimate responsibility for governance oversight, comprising experienced professionals with diverse backgrounds and expertise. They oversee the management team and ensure alignment with our corporate values and strategic objectives. The Board is supported by specialized committees, including the Audit Committee, Sustainability Committee, Governance Committee, Risk Management Committee, Compliance Committee, and Innovation and Technology Committee. Each committee plays a crucial role in enhancing governance practices, overseeing risk management strategies, and driving sustainable growth initiatives.



Ethical Standards and Compliance

At RIL, we maintain unwavering adherence to the highest ethical standards in all our business dealings. Our Ethics and Compliance Committee monitors compliance with legal and regulatory requirements specific to the manufacturing industry. This committee ensures that our operations are conducted ethically, transparently, and with integrity. We prioritize ethical behaviour across our supply chain, from procurement practices to customer relationships, fostering trust and credibility among stakeholders.



Sustainability Integration

Sustainability is deeply embedded in our corporate governance approach as a core principle guiding our operations. The Sustainability Committee plays a pivotal role in formulating and implementing our sustainability strategy. This strategy encompasses initiatives aimed at reducing environmental impact, enhancing resource efficiency, and promoting circular economy practices. We prioritize sustainability throughout our value chain, from product design and manufacturing processes to logistics and distribution. By integrating sustainability into our business model and decision-making processes, we mitigate risks, identify opportunities for innovation, and create long-term value for our stakeholders and the communities in which we operate.





Stakeholder Engagement and Accountability

We prioritize proactive stakeholder engagement as a cornerstone of our governance philosophy. Through regular and transparent communication with investors, customers, employees, and local communities, we seek to understand their expectations and concerns. This engagement informs our strategic priorities and decision-making processes, ensuring alignment with stakeholder interests. We maintain robust mechanisms for feedback and grievance redressal, fostering a culture of accountability and responsiveness.

Our corporate governance approach at RIL reflects our enduring commitment to integrity, excellence, and sustainability. By maintaining rigorous governance standards, fostering ethical conduct, integrating sustainability into our business model, engaging stakeholders proactively, and embracing innovation, we strive to build a resilient and responsible organization.

“Through these efforts, we aim to deliver sustainable value over the long term, contributing positively to society and the environment while meeting the expectations of our stakeholders.”



Continuous Improvement and Innovation

RIL is committed to continuous improvement and innovation in governance practices. Our Innovation and Technology Committee explores opportunities to leverage emerging technologies, enhance operational efficiency, and drive product innovation. We embrace digital solutions to streamline governance processes, enhance transparency, and adapt to evolving industry trends and regulatory requirements. By fostering a culture of innovation, we aim to stay ahead of market dynamics, anticipate future challenges, and capitalize on emerging opportunities.

Business Ethics - Nurturing Integrity in our industry

At RIL, we are dedicated to upholding the highest ethical standards across all facets of our operations in the building materials manufacturing sector. Our commitment to ethical business practices is integral to our corporate culture and operational philosophy, guiding every decision we make and interaction we have.



Core Values and Ethical Framework

Our ethical framework is rooted in core values of integrity, transparency, fairness, and respect. These values are enshrined in our comprehensive Code of Ethics and Conduct, which serves as a guiding compass for employees, suppliers, and business partners alike. The Code outlines clear principles and standards of behaviour that govern our business activities, ensuring alignment with ethical norms and legal requirements.

Facets of our Ethical Framework

INTEGRITY

We adhere to uncompromising honesty and ethical behavior in all interactions.

FAIRNESS

We promote equity and fairness in our dealings with employees, customers, & stakeholders.

RESPECT

We uphold respect for human rights, diversity, and the communities in which we operate.

TRANSPARENCY

We maintain openness in communication & decision-making processes.

Ethics Training and Awareness

We prioritize continuous ethics training and awareness programs to empower our employees with the knowledge and tools necessary to uphold our ethical standards. These initiatives include regular workshops, online resources, and scenario-based training sessions that equip our workforce to navigate ethical dilemmas effectively. By fostering a culture of ethical awareness, we ensure that ethical considerations are integrated into every aspect of our business practices.



Ongoing Initiatives

Supplier Code of Conduct

We maintain a Supplier Code of Conduct that outlines our expectations regarding labor practices, environmental sustainability, human rights protection, and ethical business conduct. Regular assessments and audits are conducted to monitor supplier compliance and drive continuous improvement.

Customer Relationships

Integrity guides our relationships with customers, ensuring transparency in product information, pricing, and service delivery. We prioritize customer satisfaction while upholding ethical standards in all customer interactions.

Ethical Procurement Practices

We have established robust whistle-blower protection mechanisms to encourage the reporting of unethical behaviour or misconduct. These mechanisms include

Whistleblower Protection

We focus on ethical sourcing and procurement practices, ensuring that our supply chain upholds environmental, social, and governance (ESG) criteria.

Community Engagement

We engage with local communities to understand their needs and ensure our operations contribute positively to their well-being and development.

Business ethics are fundamental to RIL's commitment to sustainable business practices and corporate responsibility. By embedding integrity, transparency, and accountability into our organizational culture and operations, we strengthen stakeholder trust, mitigate risks, and enhance our reputation as a responsible corporate citizen. Upholding high ethical standards enables us to drive long-term value creation while contributing positively to society and the environment.

"As we look back on our path, we reaffirm our steadfast dedication to ethics and integrity. During the reporting period, our organization has maintained a clean record with no instances of business ethics violations or corruption."

This achievement is a testament to the ethical culture cultivated by every member of our team. As we look ahead, we remain dedicated to fostering a culture of transparency, trust, and ethical excellence in our industry.

Advancing Environmental Sustainability

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Principles and Leadership

At RIL, we are deeply committed to environmental stewardship, guided by strong principles and visionary leadership tailored for the manufacturing sector:

Commitment to Sustainable Materials and Processes

We prioritize the use of sustainable materials in our manufacturing processes, ensuring that our products are designed for durability, energy efficiency, and recyclability. By reducing the environmental impact of our materials, we contribute to sustainable construction practices and support the circular economy.

Environmental Compliance and Regulatory Excellence

We uphold stringent environmental standards and comply with all applicable regulations governing our industry. Our proactive approach includes regular environmental audits, assessments, and partnerships with regulatory authorities to ensure full compliance and accountability. By exceeding regulatory requirements, we demonstrate our commitment to environmental responsibility and earn the trust of our stakeholders.

Energy Efficiency and Resource Conservation

We continuously strive to enhance energy efficiency across our manufacturing facilities. Through investments in modern technologies and process optimization, we minimize energy consumption, lower greenhouse gas emissions, and reduce our overall carbon footprint. Resource conservation measures, such as water recycling and waste reduction initiatives, further underscore our commitment to sustainable manufacturing practices.

Employee Engagement and Sustainability Culture

We empower our employees to champion sustainability within our manufacturing centers. Training programs, awareness campaigns, and incentives for sustainable practices foster a culture where every employee plays a role in reducing environmental impact. By encouraging innovation and collaboration, we harness the collective expertise of our workforce to continuously improve our environmental performance.

Innovative Technologies for Environmental Impact Reduction

Embracing innovation in sustainable technologies is central to our environmental strategy. We invest in research and development to deploy advanced manufacturing processes that reduce emissions, improve air quality, and mitigate environmental risks. By integrating state-of-the-art technologies, such as low-emission kilns and eco-friendly additives, we aim to lead the industry in environmentally responsible manufacturing practices.

Continuous Improvement and Stakeholder Engagement

We are committed to ongoing evaluation and improvement of our environmental performance. Through robust monitoring, reporting, and stakeholder engagement, we solicit feedback, address concerns, and strive for transparency in our sustainability efforts. Continuous improvement initiatives ensure that we remain at the forefront of sustainable manufacturing practices and uphold our commitment to environmental stewardship.

Leadership Commitment and Governance

Our leadership team, guided by our Board of Directors and dedicated environmental committees, sets the tone for our environmental stewardship initiatives. Through strategic planning, goal setting, and transparent communication, we drive a culture of sustainability throughout our organization. Leadership commitment ensures that environmental considerations are integrated into our business decisions and operational practices.

At RIL, our dedication to environmental stewardship isn't just a commitment; it's an intrinsic part of our transformative journey woven into every aspect of our operations in the building material manufacturing. In this sustainability report, we illuminate the proactive strategies and sustainable practices that exemplify our unwavering commitment to a responsible and eco-conscious approach.



This comprehensive approach aligns RIL environmental stewardship principles with the unique challenges and opportunities within the building material manufacturing sector, emphasizing sustainable materials, energy efficiency, innovation, compliance, leadership commitment, employee engagement, and continuous improvement

Key Environmental Metrics

In our relentless commitment to Sustainability, RIL vigilantly tracks and oversees crucial environmental metrics to assess our impact and advancement toward our sustainability objectives. These metrics span across multiple dimensions of our operations and resource utilization, showcasing our unwavering dedication to responsible environmental stewardship. Here are the pivotal environmental metrics that guide our efforts.

GHG Emissions

RIL, leading the charge in environmental responsibility, diligently monitors its greenhouse gas (GHG) emissions, underscoring a deep commitment to sustainability. Beginning in Fiscal Year (FY) 2023, RIL initiated a comprehensive effort to track and report its emissions. Throughout the current reporting period in FY 2023, the company maintains its focus on transparency and accountability in assessing its environmental impact. This initiative not only highlights RIL's dedication to reducing its carbon footprint but also reinforces its role as a responsible leader in corporate environmental stewardship.

Expanding Scope and Enhancing Transparency

In the reporting period, our organization's greenhouse gas emissions were comprehensively assessed across Scopes 1 and 2 resulting in total emissions of 47,756.85 tonnes of CO₂ equivalent (CO₂e). Scope 1 emissions totalled 4906.67 tonnes of CO₂e, while Scope 2 emissions amounted to 42850.18 tonnes of CO₂e, stemming from purchased electricity used.

“As RIL continues its journey towards environmental Sustainability, we remain committed to transparency, accountability, and proactive measures to mitigate our environmental impact.”

The most significant contribution to our carbon footprint came from Scope 2 emissions.

Table: GHG Emissions (2024 Base Year)

Scope	Tons CO ₂ e/annum (2024) Base Year	Tons CO ₂ e/annum (2023)
Scope 1 Emission	4906.67	11957.64
Scope 2 Emission (Market-Based Approach)	42850.18	38773.06
Total Emissions	47756.85	50,730.7

Through ongoing initiatives and collaborative efforts, we strive to set new benchmarks for environmental stewardship and inspire positive change within our industry and beyond.



Energy Consumption

RIL remains steadfast in its dedication to energy management, employing a comprehensive strategy aimed at optimizing efficiency and minimizing environmental impact.

We prioritize the adoption of renewable energy solutions, implement robust monitoring systems, engage our workforce, and collaborate with stakeholders to continually enhance our energy practices. Through these concerted efforts, we strive to not only reduce our environmental footprint but also drive sustainability within the building material manufacturing.

Energy Consumption Overview

Our energy consumption data primarily reflects direct usage within our office spaces, totalling 288698 Giga Joules for the reporting period. However, it's important to note that energy consumption at our project sites, which are outsourced, is currently not included in these calculations. Nonetheless, we are actively strategizing to incorporate and manage their energy usage in future assessments.

As we move forward, RIL remains committed to advancing our energy management practices, embracing renewable energy solutions, and fostering a culture of sustainability across all facets of our operations.

“Through continued innovation & collaboration, we aspire to lead by example in promoting environmental stewardship and driving positive change.”

Electricity Consumption at RIL Spaces (Reporting Period)

Category	Electricity Consumption (2022-23)	Electricity Consumption (2023-24)
Office Spaces	20776	19204



Water Management

Water a vital resource for life and a critical component of sustainable development, holds significant importance in RIL's ethos. As stewards of environmental responsibility, we recognize the intrinsic value of water conservation and its profound impact on ecosystems, communities, and our operations. Through mindful management and strategic initiatives, we endeavour to minimize our water footprint and promote responsible water stewardship across all facets of our business.

Water Consumption at RIL

RIL acknowledges the importance of water conservation, especially in regions facing water scarcity challenges. We are committed to monitoring and managing our water consumption diligently.

Water Consumption

In the reporting year, RIL estimated its water consumption for manufacturing purposes at approximately

426853 kilolitres (KL).

Future Water Consumption Measurements

In line with our commitment to sustainability and responsible resource management, RIL intends to extend its water consumption monitoring to include project sites in the future. By incorporating water usage data from project sites, we aim to gain comprehensive insights into our water footprint and implement targeted conservation measures.

Estimated Water Consumption at RIL (Reporting Year)

Category	Water Consumption (KL)
Domestic Purpose	426853

At RIL, water conservation is not just a priority; it's a fundamental value ingrained in our operations. By proactively managing our water usage and expanding our monitoring efforts to project sites, we strive to contribute to water security, environmental sustainability, and the well-being of communities.

“Through collaborative efforts and innovative solutions, we are dedicated to making a meaningful difference in water stewardship for a more resilient and sustainable future.”



Waste Management

Waste management stands as a cornerstone of RIL's sustainability ethos, embodying our unwavering dedication to responsible business practices. Our concerted efforts in waste reduction encompass a spectrum of initiatives, including automation, continual process enhancement, and comprehensive employee training programs.

At RIL, meticulous waste segregation is paramount, distinguishing between hazardous and non-hazardous materials. This meticulous approach ensures that waste handling adheres to stringent safety and environmental standards.



In particular, hazardous waste undergoes meticulous disposal procedures through government-approved vendors, ensuring compliance with regulatory requirements. RIL's commitment to waste minimization transcends mere compliance, integrating state-of-the-art technologies and industry best practices.

“By fostering a culture of waste consciousness and innovation, RIL not only contributes to a cleaner environment but also sets a benchmark for waste management excellence within the industry.”

Waste Generation (FY 2023-24)

Type of Waste	Amount Generated (Tonnes)
Project Site Waste	103.44

Product Stewardship

At RIL, product stewardship forms a cornerstone of our commitment to advancing environmental sustainability in the building materials manufacturing sector. We recognize the significant impact our products have on the environment throughout their lifecycle, from raw material extraction to end-of-life disposal.

Our approach to product stewardship focuses on several key areas:

Sustainable Product Design

We prioritize sustainable design principles to minimize environmental impact and enhance product performance. This includes using recycled and renewable materials, optimizing product durability, and incorporating eco-friendly manufacturing processes.

Lifecycle Assessment (LCA)

We conduct comprehensive lifecycle assessments to evaluate the environmental impacts of our products. This includes assessing energy consumption, greenhouse gas emissions, water usage, and waste generation across each stage of the product lifecycle.

End-of-Life Management

We promote responsible end-of-life management practices for our products. This includes designing products for recyclability, facilitating product take-back programs, and collaborating with recycling partners to ensure materials are recovered and reused whenever possible.

Product Certification and Standards

We adhere to stringent environmental standards and certifications for our products. This ensures compliance with regulatory requirements and validates our commitment to environmental responsibility and product quality.

Continuous Improvement and Innovation

We continuously innovate and improve our products to minimize environmental impact and enhance sustainability performance. This involves research and development initiatives focused on eco-friendly materials, energy-efficient technologies, and circular economy principles.



Hazardous Substance Management

We manage and minimize the use of hazardous substances in our products. This includes complying with international regulations such as REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) and implementing substitution strategies for safer alternatives.

Customer Education and Engagement

We educate customers about the environmental benefits of our products and encourage sustainable use practices. This includes providing product information, sustainability certifications, and guidance on optimal product use and maintenance.

RIL have the following national and international certifications for the products:

- | | | |
|--------------------------|-------------------|--------------|
| 1. IS 459:1992 | 5. BS 476 – 20&22 | 9. GRIHA |
| 2. IS 14862:2000 | 6. ASTM E 84 – 18 | 10. GreenPro |
| 3. IS 14871:2000 | 7. EN 13501-1 | 11. EPD |
| 4. EN 12467:2012+A2:2018 | 8. SANS 803:2005 | |



People Our Greatest Asset

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At RIL, we firmly believe that our people are the cornerstone of our success and sustainability journey. We prioritize the well-being, safety, and professional development of our employees, recognizing them as our greatest asset.

Our commitment to people-centric practices is reflected in several key initiatives and priorities:

Health and Safety

We maintain rigorous health and safety standards across all our operations to ensure a safe and secure working environment for our employees. This includes regular safety training, hazard identification programs, and adherence to occupational health guidelines.

Employee Engagement & Communication

We prioritize open communication and transparency with our employees, fostering a culture of trust and collaboration. Regular feedback mechanisms, town hall meetings, and employee engagement surveys enable us to listen to employee perspectives and address their concerns effectively.

Employee Well-being

We prioritize the physical, mental, and emotional well-being of our employees. Our initiatives include health and wellness programs, access to healthcare facilities, and employee assistance programs to support holistic well-being.

Community Engagement and Social Responsibility

We engage with local communities and stakeholders to contribute positively to society beyond our business operations. This includes community development initiatives, volunteering programs, and partnerships with non-profit organizations to address social challenges and promote sustainable development.

Diversity, Equity, & Inclusion (DEI)

We foster a culture of diversity, equity, and inclusion where every employee feels valued and respected. We promote diversity in hiring practices, provide equal opportunities for career advancement, and celebrate cultural diversity within our workforce.

Ethical Conduct and Governance

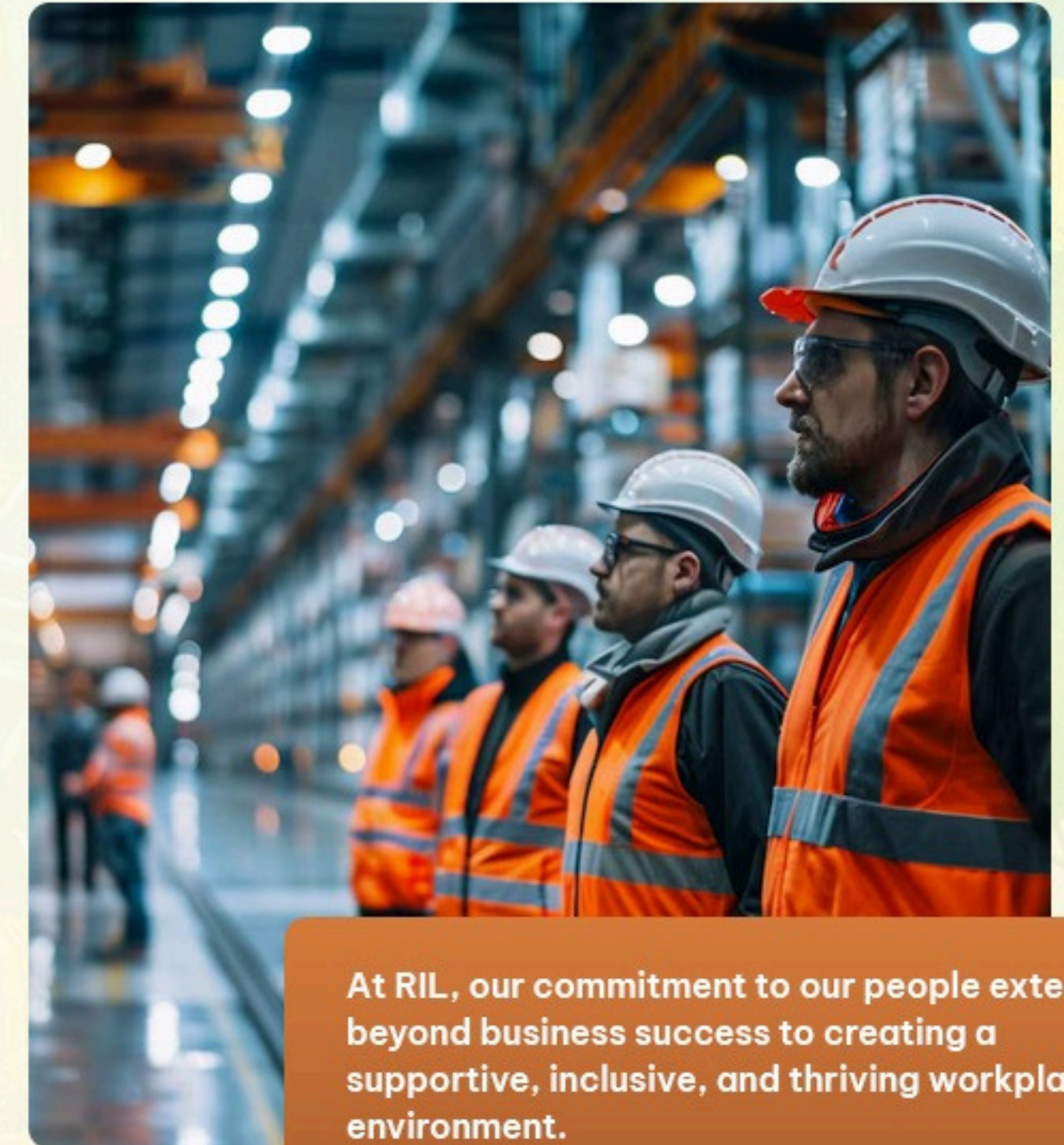
We uphold the highest standards of ethical conduct and corporate governance, ensuring fairness, integrity, and accountability in all our interactions. Our policies and practices adhere to legal requirements and ethical guidelines, fostering a workplace culture built on trust and ethical behaviour.

Talent Development and Training

We invest in the continuous development and training of our employees to enhance their skills, knowledge, and capabilities. This includes leadership development programs, technical training, and opportunities for career growth and advancement.

Recognition and Rewards

We recognize and celebrate the achievements and contributions of our employees. Through performance-based rewards, recognition programs, and competitive compensation packages, we incentivize excellence and foster a motivated workforce.



At RIL, our commitment to our people extends beyond business success to creating a supportive, inclusive, and thriving workplace environment.

“By investing in our employees' well-being, development, and engagement, we empower them to contribute meaningfully to our sustainable growth journey and achieve shared success.”

Strength in Diversity

At RIL, we value our diverse and resilient workforce as our greatest asset, embodying the strength that comes from embracing differences.

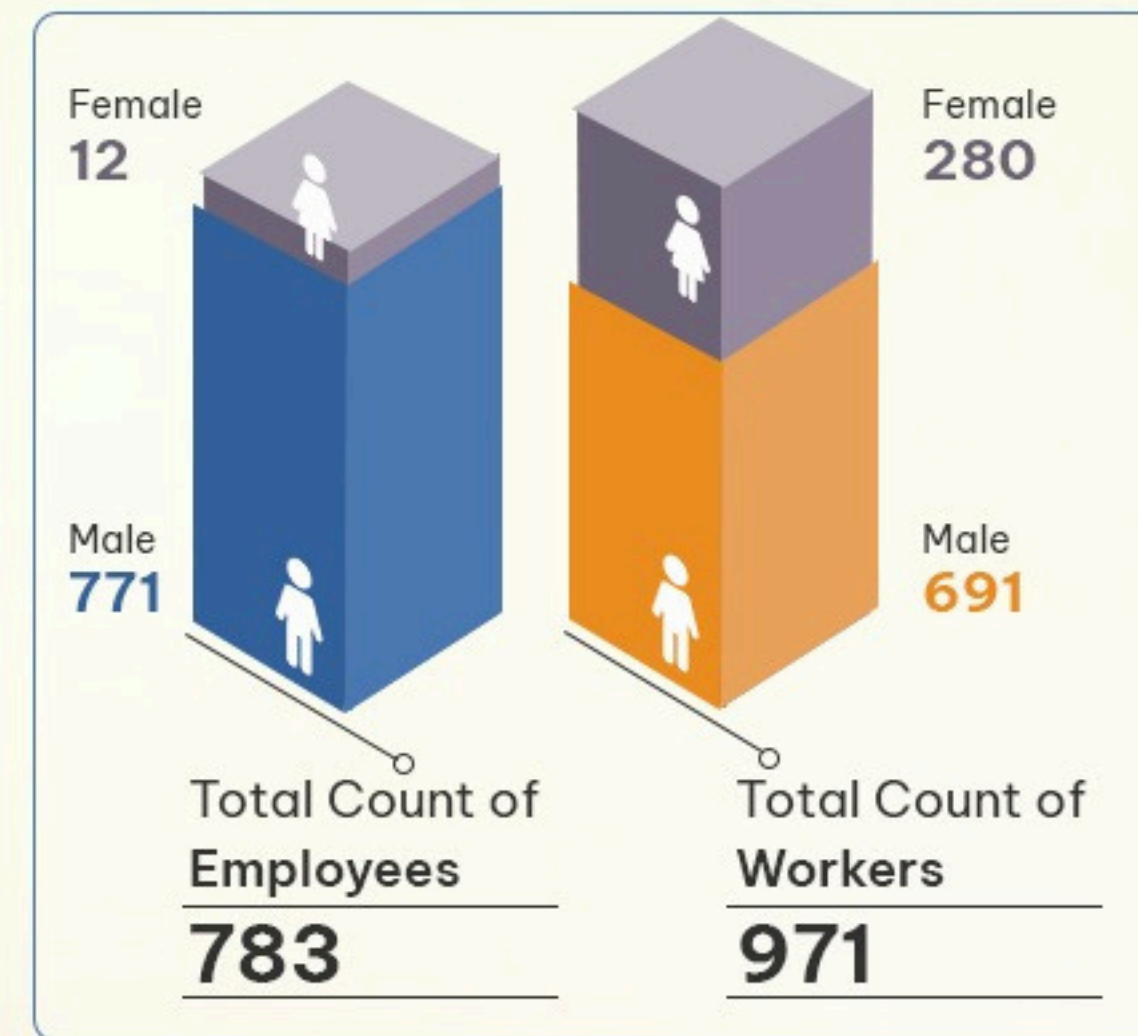
Our team comprises individuals from varied backgrounds, experiences, and perspectives, contributing to a vibrant and dynamic organizational culture.”

The richness of our employee strength goes beyond mere numbers; it lies in the wealth of skills and talents that collectively drive our success. Our workforce diversity, spanning different disciplines, cultures, and generations, fosters an environment that encourages creativity and innovation. RIL takes pride in nurturing a workforce that includes seasoned professionals alongside dedicated long-serving employees, enriching our organization with a diverse array of skills and institutional knowledge.

Central to our workplace culture is our commitment to recognizing and honouring long-serving employees who have been integral to RIL’s growth. Their dedication and loyalty have played a pivotal role in shaping our journey, and we celebrate their enduring contributions. As we continue to evolve, our dedication to diversity, inclusion, and recognizing the value of each team member remains steadfast, ensuring that RIL continues to be a dynamic and inclusive workplace where every individual’s unique story contributes to our success.

Understanding the demographic composition of our workforce is essential for fostering an inclusive and equitable workplace. Below is an overview of our total employee count, gender ratio, and the distribution of key management personnel:

Total On-roll staffs



Key Management Personnel

Category	Total Count
Total Key Management Personnel	4

Representation of Women

This table illustrates the participation of women in managerial positions within our workforce.

	Total (A)	No. & percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	13
Key Management Personnel	4	-	-



Contract Employees

In addition to our on-roll employees, we also have contract employees contributing to our diverse workforce.

Category	Total Count
Contract Employees	1926



This diversity not only enriches our organizational culture but also drives innovation and fosters creativity. At RIL, we are committed to maintaining an environment where every individual feels valued, respected, and empowered to contribute to our collective success. This overview reflects our commitment to transparency and our ongoing efforts to create an inclusive environment where all employees can thrive and contribute effectively to RIL’s sustainable growth.

Employee Performance Review: A Commitment to Continuous Growth

At RIL, we uphold a steadfast commitment to the continuous growth and development of our employees. Our performance review process serves as a cornerstone of our commitment to nurturing talent, fostering excellence, and ensuring alignment with our sustainability goals.

Supporting Employee Development

We believe in empowering our employees through structured performance reviews that provide constructive feedback, recognize achievements, and identify opportunities for growth. These reviews are conducted regularly to assess individual performance against set goals and competencies, fostering a culture of accountability and continuous improvement.

Ensuring Fairness and Transparency

Fairness and transparency are core principles of our performance review process. We ensure that assessments are conducted impartially, based on objective criteria, and with opportunities for employees to provide input and feedback. This fosters trust, engagement, and a sense of ownership among our workforces.

Promoting Skills Enhancement

Our performance review framework is designed to encourage skills enhancement and career progression. Through targeted training programs, mentorship opportunities, and personalized development plans, we support our employees in acquiring new skills and adapting to evolving industry demands.

Aligning with Sustainability Goals

The performance review process at RIL integrates sustainability objectives, ensuring that employees understand and contribute to our environmental, social, and governance (ESG) priorities. By aligning individual performance with organizational sustainability targets, we reinforce our collective commitment to responsible business practices.

Celebrating Achievements

We celebrate the achievements of our employees, recognizing their contributions to RIL success and sustainability journey. Through awards, acknowledgments, and public recognition, we inspire a culture of excellence and motivate our teams to uphold high standards of performance.

Looking Ahead

As we look to the future, RIL remains committed to enhancing our performance review framework to better support employee growth and development aligned with our sustainability goals. By investing in our people and fostering a culture of continuous learning, we aim to drive long-term success, innovation, and sustainable practices across our organization.

Performance Evaluation Process

At RIL, our performance evaluation process is comprehensive and inclusive, encompassing all members of our workforce. It is designed to offer constructive feedback, acknowledge achievements, and pinpoint areas for development.

Key elements of our performance evaluation approach include:

Regular Evaluations

We conduct frequent performance evaluations for all employees, ensuring consistent feedback throughout the year.

Tailored Feedback

Our evaluations are personalized to each employee's role and responsibilities, providing specific feedback to enhance strengths and address areas needing improvement.

Recognition of Milestones

We actively celebrate and commend the accomplishments of our team members, fostering a culture of recognition and motivation.



Professional Growth

Through our performance evaluations, we identify avenues for professional development and advancement, supporting employees in realizing their career aspirations.

Compensation Structure

Understanding the fairness and equity of our compensation structure is essential for maintaining a positive work environment. Below, we provide details on key compensation ratios:

CEO to Median Employee Wage Ratio

	Male		Female	
	Number 	Median remuneration/ salary/ wages of respective category	Number 	Median remuneration/ salary/ wages of respective category
Board of Directors	7	634286	1	780000
Key Management Personnel	4	24063643	-	-
Employees other than BoD and KMP	924	516514	12	313217
Workers	692	228884	278	121680

This ratio indicates the annual total compensation of our CEO compared to the median annual wage of all employees within RIL.

New Employee Hires and Turnover

At RIL, we recognize the importance of monitoring new employee hires and turnover rates to gauge workforce dynamics and ensure the continued health of our organization. Here is an overview of our new employee hires and turnover ratio for the period from April 2023 to March 2024:

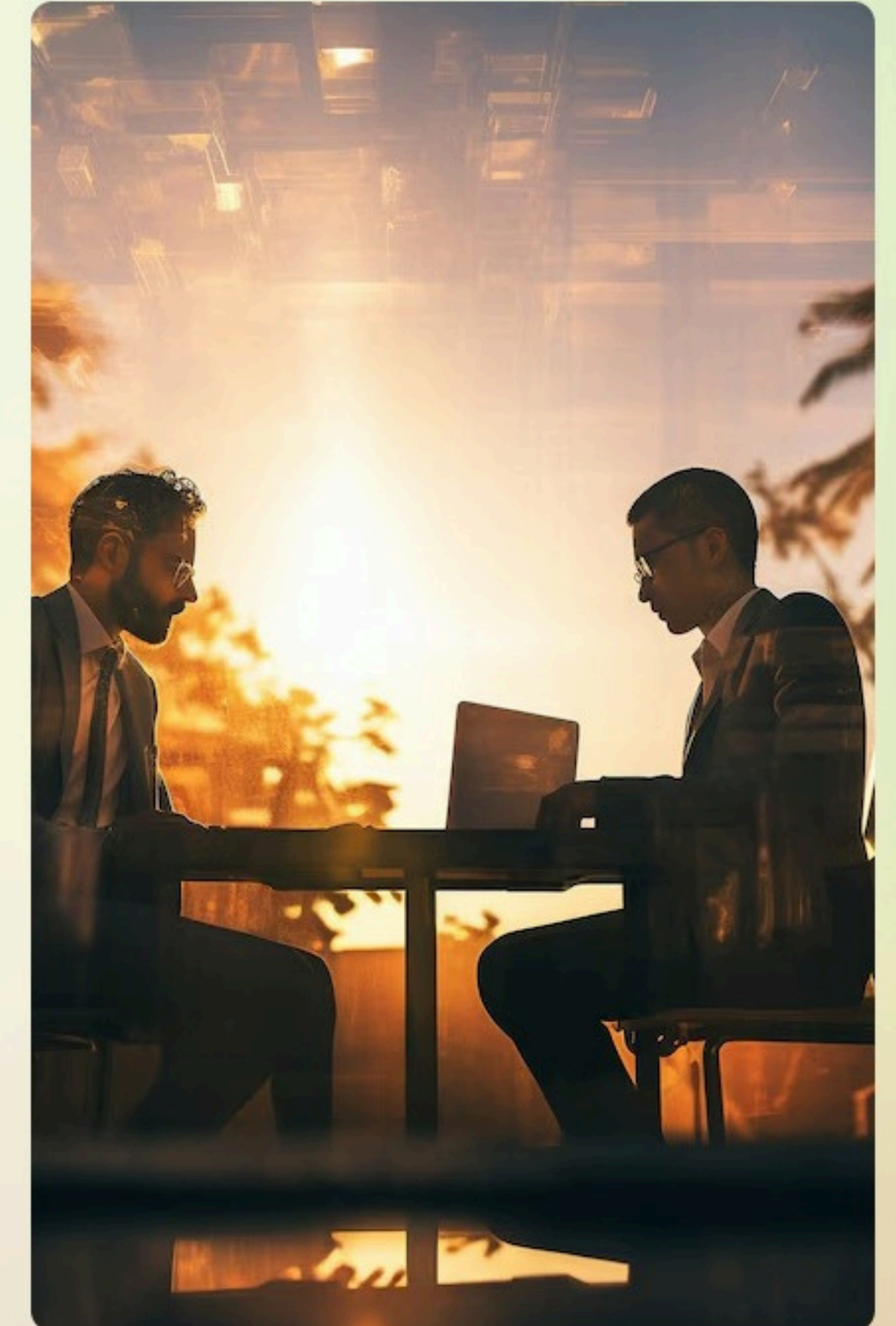
New Employee Hires

During the period from April 2023 to March 2024, RIL welcomed all new joiners. These individuals bring fresh perspectives, skills, and energy to our team, contributing to our growth and innovation.

Employee Turnover Rate

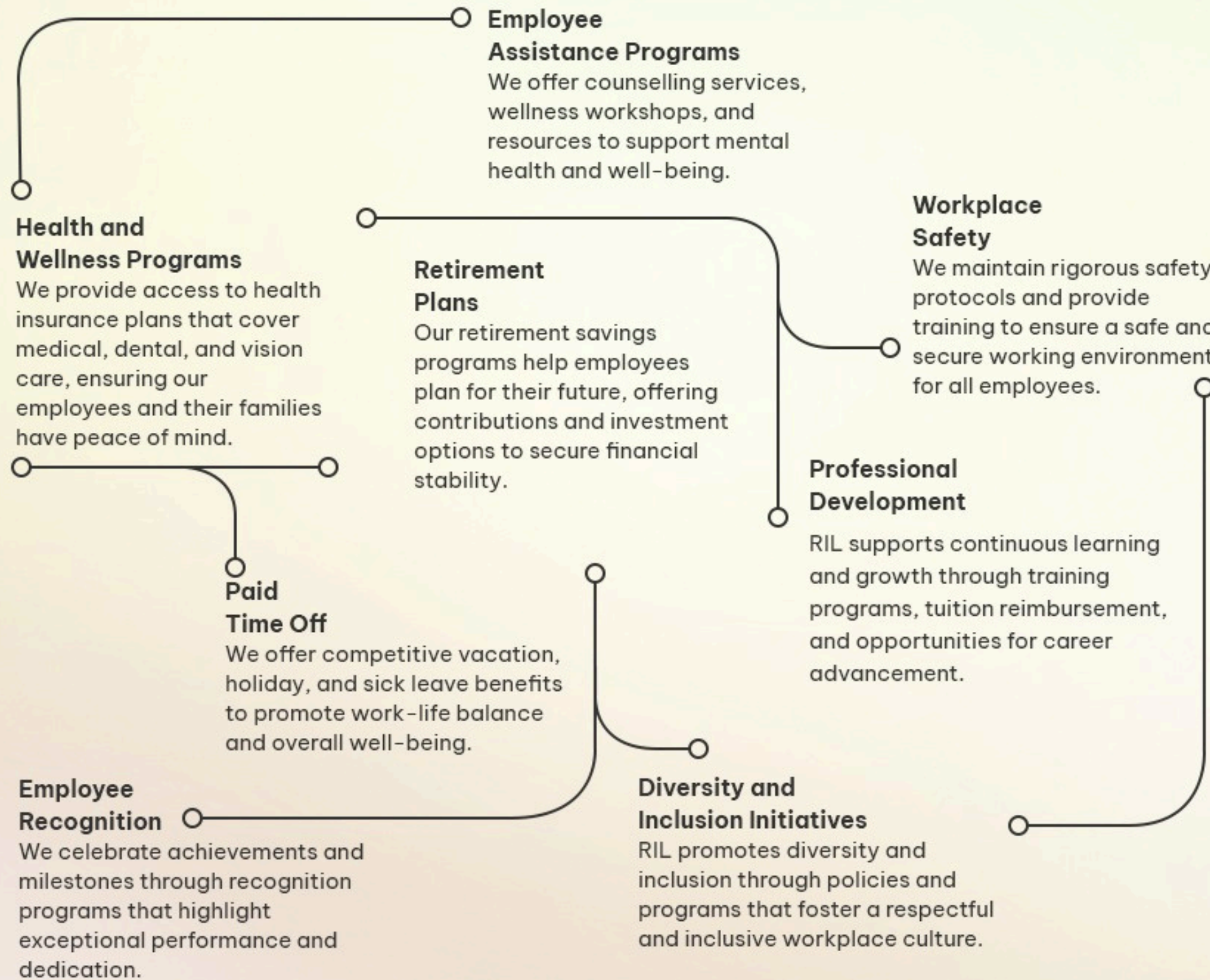
Our employee turnover rate for the same period stood at **15%**. This turnover ratio represents the percentage of employees who left the organization voluntarily or involuntarily during the specified timeframe. While turnover is a natural aspect of any organization, we continuously strive to understand the underlying reasons behind employee departures and implement measures to mitigate turnover and enhance employee retention.

“By closely monitoring new employee hires and turnover rates, we gain valuable insights into our workforce dynamics, enabling us to make informed decisions and implement strategies to foster a positive and supportive work environment at RIL.”



Employee Benefits

At RIL, we prioritize the well-being and satisfaction of our employees by offering a comprehensive range of benefits designed to support their personal and professional growth. These benefits include:



Parental Leave Policy

Parental leave is a critical benefit that acknowledges the profound impact of childbirth and childcare, providing essential support to employees during this transformative phase of life. At RIL, we are dedicated to offering comprehensive parental leave benefits in alignment with the Maternity Benefit Act, 1961, and the Employees' State Insurance (ESI) Act, 1948.

According to the Maternity Benefit Act, female employees who have completed at least 80 days of service in the preceding 12 months before their expected delivery date are entitled to 6 months of maternity leave. This provision ensures that expectant mothers have adequate time to recuperate and care for their new-borns, as mandated by law. Specific conditions apply to certain situations, including employees with two or more surviving children, those who legally adopt a child under 3 months of age, and commissioning mothers, who are entitled to 3 months of maternity leave to ensure fairness during this critical period. Additionally, to safeguard the health and well-being of new mothers, no female employee is required to work for 6 weeks immediately following childbirth, miscarriage, or medical termination.

“These benefits underscore our commitment to fostering a supportive and rewarding workplace environment, where our employees can thrive both personally and professionally.”

Employees covered under the Employees' State Insurance Act are entitled to maternity leave with pay as per the regulations of the ESI Corporation. The process for availing maternity leave under the ESI scheme involves application through RIL, the employer, following the prescribed procedure. Subsequently, payment is sanctioned and disbursed by the ESI Corporation, providing financial support to eligible employees during their maternity leave period.

By providing robust parental leave benefits in compliance with statutory requirements, RIL reaffirms its commitment to supporting employees through significant life events, fostering a workplace culture that prioritizes the well-being and family needs of its diverse workforce.



Employee Training and Development

At RIL, we recognize that our employees are integral to our success and sustainability journey.

We are committed to fostering a culture of continuous learning and growth, equipping our workforce with the skills and knowledge necessary to thrive in a rapidly evolving industry landscape. Our approach to employee training and development is comprehensive and tailored to meet the diverse needs of our team members.

Training Programs

We offer a range of training programs designed to enhance technical competencies, leadership skills, and professional development across all levels of the organization. These programs are structured to align with our business objectives and sustainability goals, ensuring that our workforce remains adept at implementing innovative solutions and best practices in building materials manufacturing.

Leadership Development

Leadership development is a cornerstone of our training efforts. We identify and nurture talent within our organization, providing leadership training that empowers individuals to drive sustainable practices and inspire teams toward achieving our sustainability objectives.

Technical Skills Enhancement

In the dynamic field of building materials manufacturing, staying abreast of technological advancements is crucial. We invest in training initiatives that focus on technical skills enhancement, enabling our employees to leverage cutting-edge technologies and improve operational efficiency while minimizing environmental impact.

Diversity and Inclusion Training

We prioritize diversity and inclusion (D&I) training to cultivate an inclusive workplace culture where all employees feel valued and respected. Through D&I workshops and awareness programs, we promote understanding and appreciation of diverse perspectives, fostering collaboration and innovation.

Environmental and Safety Training

Given our commitment to environmental stewardship and workplace safety, we conduct regular training sessions on environmental regulations, safety protocols, and best practices. These initiatives ensure that our employees are well-informed and equipped to uphold high standards of environmental responsibility and occupational safety.

Monitoring and Evaluation

We continuously monitor the effectiveness of our training programs through feedback mechanisms and performance evaluations. This iterative process allows us to refine our training strategies, address emerging needs, and ensure that our workforce remains proficient in advancing sustainability within our operations.



Here are a few areas we target to improve the quality of performance delivered by our employees,

Technical Skills Training

- Enhance competencies in manufacturing processes, machinery operation, maintenance, and troubleshooting.
- Offer programs are TQM, TPM, and ISO standards.

Health and Safety Training

- Conduct sessions on occupational health, safety practices, hazard identification, and emergency response.
- Provide training for handling hazardous materials and ensuring workplace safety compliance.

Leadership and Supervisory Development

- Develop leadership skills in communication, team management, and conflict resolution.
- Offer coaching for career progression and succession planning.

Quality Assurance and Process Improvement

- Train on quality control, product inspection, and continuous improvement methodologies like Kaizen.
- Include workshops on root cause analysis and corrective actions.

Environmental Sustainability

- Incorporate training on waste reduction, recycling, and environmental regulations.
- Encourage innovation for minimizing environmental impact.

Continuous Learning and Feedback

- Establish feedback mechanisms for performance evaluation and development planning.
- Encourage participation in industry seminars and training for staying updated.

Digital Skills and Industry 4.0 Technologies

- Provide training in data analytics, and automation.
- Foster technology adoption for process optimization.

Regulatory Compliance & Ethical Practices

- Educate on labor laws, safety regulations, and ethical business practices.
- Promote corporate social responsibility & ethical behaviour.

Operational Efficiency and Equipment Utilization

- Educate on equipment use, preventive maintenance, and energy conservation.
- Promote sustainability initiatives within manufacturing processes.

These initiatives empower the workforce to drive operational excellence, adapt to industry changes, and contribute to sustainable growth and innovation in manufacturing.

The following table illustrates the number of training programmes conducted at Employee and Workers level to enhance their operational efficiency as a part of our team

Segment	Total number of training & awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	0	0	0
Key Management Personnel	0	0	0
Employees other than BoD and KMP	100	Awareness Programmes, Well – Being programmes, Regulatory Updates and EHS Programmes	100%
Workers	500		100%

Soft Skills Development

- Enhance teamwork, problem-solving, time management, and adaptability
- Offer workshops in interpersonal skills and customer service.

Future Directions

Looking ahead, we aim to expand our training initiatives to encompass emerging sustainability trends and challenges in the building materials sector. By investing in the continuous learning and development of our employees, we are poised to innovate, adapt, and lead the industry towards a more sustainable future.

Performance and Career Development Reviews

At RIL, we recognize the critical role of annual performance management reviews in fostering employee development and aligning individual goals with organizational objectives. Our review process is designed to provide constructive feedback, celebrate achievements, and identify areas for growth.

Key features of our annual performance management review include:

Goal Setting and Alignment

Employees and managers collaboratively set SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals aligned with the company's sustainability targets and business priorities.

Continuous Feedback

Throughout the year, regular feedback sessions ensure that employees receive timely guidance and support to achieve their goals and contribute effectively to sustainability initiatives.

Performance Evaluation

At the end of each performance cycle, comprehensive evaluations assess achievements against set objectives, emphasizing both quantitative performance metrics and qualitative contributions to sustainability goals.

Development Planning

Individual development plans (IDPs) are crafted to outline career aspirations, skill enhancement opportunities, and training needs that support personal growth and align with the company's sustainability agenda.

Recognition and Rewards

Outstanding contributions to sustainability and overall performance are acknowledged through a structured recognition program, reinforcing our commitment to excellence.

Probation Period Review

The probation period review process at RIL is pivotal in evaluating new employees' suitability for long-term roles within our sustainability-driven organization. Key aspects of our probation period review include:



Performance Evaluation

A thorough assessment of probationary employees' performance against predefined job expectations and behavioural competencies, with specific emphasis on alignment with our sustainability principles.



Feedback & Support

Regular feedback sessions during the probation period provide clear insights into performance strengths and areas needing improvement, facilitating continuous development.



Decision Making

Based on comprehensive evaluations, decisions regarding confirmation, extension, or termination of probationary employment are made, ensuring alignment with organizational values and sustainability objectives.



Integration into Sustainability Goals

Probationary reviews also assess the extent to which new employees demonstrate commitment to and engagement with our sustainability initiatives, reflecting our holistic approach to talent management.

By integrating these practices into our performance and career development reviews, RIL reaffirms its commitment to fostering a sustainable workforce equipped to drive long-term organizational success.

Occupational Health & Safety

Commitment to Employee Safety

RIL prioritizes occupational health and safety (OHS) in accordance with internationally recognized standards and best practices. Our commitment extends beyond regulatory compliance to encompass proactive measures that ensure a safe working environment for all employees involved in building material manufacturing processes.

Compliance with OHSAS Principles and ISO Requirements

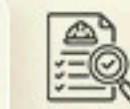
We adhere to the principles of Occupational Health and Safety Assessment Series (OHSAS) 18001, which provide a framework for establishing, implementing, and maintaining an effective occupational health and safety management system. Additionally, our facilities are certified under ISO 45001, the international standard for occupational health and safety management systems, ensuring systematic management of occupational health and safety risks and continual improvement.



1. Quality Management System ISO 9001:2015
2. Environmental Management System ISO 14001:2015
3. Occupational Health and Safety Management System ISO 45001:2018

Safety Committee and Employee Engagement

At RIL, a dedicated Safety Committee comprising representatives from management and frontline workers oversees OHS initiatives. This committee plays a pivotal role in:



Reviewing safety performance and recommending improvements.



Conducting regular inspections to identify hazards and ensure compliance with safety protocols.



Engaging employees through safety awareness campaigns and empowering them to actively contribute to a safer workplace.

The following table represents the details of various training programmes conducted to empower our employees and workers with knowledge for a safe and secure work environment.

Category	Current Financial Year 2023 - 24					Previous Financial Year 2022 - 23				
	On Health & Safety measures		On skill upgradation			On Health & Safety measures		On skill upgradation		
	Total (A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Total (D)	Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	6537	517	7.91%	6020	92.09%	8700	1845	21.21%	6855	78.79%
Female	423	284	67.14%	139	32.86%	8	3	37.50%	5	62.50%
Total	6960	801	11.51%	6159	88.49%	8708	1848	21.22%	6860	78.78%
Workers										
Male	10648	6238	58.53%	4420	44.17%	5047	3319	65.76%	1728	34.24%
Female	1870	1047	55.59%	823	44.01%	2762	1230	44.53%	1532	55.47%
Total	12528	7285	58.15%	5243	41.85%	7809	4549	58.25%	3260	41.75%

Safety Training and Personal Protective Equipment (PPE) Kits

We conduct comprehensive safety training programs tailored to the specific roles and responsibilities of our employees. These programs cover:

- Safe handling of equipment, machinery, and hazardous materials
- Emergency response procedures and evacuation drills.
- Health and wellness practices to mitigate workplace stress and promote overall well-being

Moreover, RIL provides **Personal Protective Equipment (PPE) kits** suited to the nature of tasks and potential hazards. This includes:

- Safety helmets, goggles, gloves, and footwear for protection against physical hazards.
- Respiratory protection equipment for environments where air quality may be compromised.
- Specialized PPE for employees handling chemicals or operating machinery, ensuring compliance with safety standards and enhancing workplace safety.

Safety History and Incident Management

We maintain a rigorous incident management system to promptly address any workplace accidents or near misses.

Key aspects of our incident management approach include:

Immediate reporting of incidents to designated safety officers.

Continuous improvement initiatives based on lessons learned from incidents, ensuring a proactive approach to risk reduction and safety enhancement.

Thorough investigation to determine root causes and prevent recurrence.

Documentation and analysis of safety data to track trends and implement corrective actions.

At RIL, our commitment to occupational health and safety is underpinned by robust compliance with international standards, proactive safety committees, comprehensive training programs, provision of PPE kits, and a vigilant incident management framework.

“By prioritizing the well-being of our employees and fostering a culture of safety excellence, we strive to create a workplace where everyone can thrive safely and sustainably.”

At RIL, safety isn't just a priority—it's ingrained in our DNA. Through proactive measures, comprehensive training, robust incident management, and our pursuit of ISO 45001 certification, we're committed to ensuring that every member of our team returns home safely at the end of each day.

Occupational Health and Safety Incidents (April 2023 - March 2024)

Incident Type	Number of Cases
Fatality	0
Medical Treatment Cases	0
First Aid Cases	0
Property Damage Cases	0
Near Miss	0



Human Rights

RIL recognizes the fundamental importance of respecting and promoting human rights across all aspects of its operations and supply chain.

“Our commitment is grounded in international principles and standards, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.”



THE UNIVERSAL DECLARATION
OF HUMAN RIGHTS

Core Principles and Policies

We uphold human rights through the following core principles and policies:

Non-Discrimination

We prohibit discrimination based on race, ethnicity, gender, religion, disability, or any other characteristic protected under applicable laws. Our hiring, promotion, and remuneration practices are fair and merit-based.

Supply Chain Responsibility

We expect our suppliers and business partners to adhere to similar principles regarding human rights. Through supplier assessments and contractual obligations, we promote ethical practices throughout our supply chain.

Labor Rights

We uphold the rights of our employees to fair wages, safe working conditions, and the freedom of association. Our employment practices adhere to national labor laws and international labor standards, ensuring dignity and respect for all workers.

Community Engagement

We engage with local communities where we operate to understand their needs and concerns. Our projects and initiatives aim to contribute positively to community development while respecting local cultures and traditions.

Human Rights Due Diligence

RIL conducts human rights due diligence to identify, prevent, and mitigate adverse human rights impacts associated with our operations and business relationships. This includes:

Risk Assessments

Regular assessments to identify potential human rights risks in our operations and supply chain, particularly in high-risk areas such as labour-intensive manufacturing processes.

Impact Assessments

Evaluating the potential impacts of our business activities on local communities, indigenous peoples, and vulnerable groups to ensure that we respect their rights and minimize negative impacts.

Grievance Mechanisms

We maintain effective grievance mechanisms to address human rights concerns raised by employees, stakeholders, or affected communities. These mechanisms provide accessible channels for reporting grievances confidentially and receiving timely responses and resolutions.

Continuous Improvement

We are committed to continuous improvement in our approach to human rights. This includes:

Training and Awareness

Regular training programs for employees and suppliers on human rights principles, policies, and responsibilities.

Monitoring and Reporting

Monitoring our human rights performance through key performance indicators (KPIs) and reporting transparently on our progress and challenges in our annual sustainability reports.



At RIL, we are dedicated to upholding human rights as an integral part of our sustainability commitment. By embedding respect for human rights into our policies, operations, and supply chain practices, we strive to create a positive impact on society while ensuring a responsible and ethical approach to business. We remain committed to evolving our practices in line with evolving international standards and best practices in human rights.

Non-Discrimination

RIL is committed to fostering a diverse and inclusive workplace where all individuals are treated with dignity, respect, and fairness. Our commitment to non-discrimination extends across all aspects of our operations, from recruitment and employment practices to supplier relationships and community engagements.

Principles of Non-Discrimination

We adhere to the following principles to promote non-discrimination:

Equal Employment Opportunity

We provide equal opportunities for employment and advancement based on merit, qualifications, and performance without discrimination based on race, color, ethnicity, gender, age, religion, disability, sexual orientation, or any other characteristic protected under applicable laws.

Inclusive Workplace Culture

We cultivate a workplace culture that values diversity and inclusion. Our policies and practices encourage collaboration, mutual respect, and understanding among employees from diverse backgrounds.

Fair Treatment

We ensure that all employees are treated fairly and equitably in matters related to recruitment, hiring, training, promotion, compensation, benefits, and disciplinary actions.

Implementation and Monitoring

To uphold our commitment to non-discrimination, we implement the following practices:

Policy Implementation

Clear policies and guidelines are communicated to all employees, emphasizing our commitment to non-discrimination and outlining the consequences of discriminatory behavior.

Training and Awareness

Regular training sessions and workshops are conducted to raise awareness among employees about the importance of diversity, inclusion, and non-discrimination in the workplace.

Monitoring and Reporting

We monitor compliance with non-discrimination policies through internal audits and feedback mechanisms. Any instances of discrimination are promptly investigated, and corrective actions are taken as necessary.

Supplier and Community Relations

Our commitment to non-discrimination extends beyond our workforce to our suppliers and community interactions:

Supplier Diversity

We encourage diversity among our suppliers and business partners, evaluating them based on their commitment to non-discrimination and diversity principles.

Community Engagement

We engage with local communities in a respectful and inclusive manner, considering their diversity and cultural sensitivities in our corporate social responsibility initiatives.

RIL is dedicated to creating a workplace where diversity is celebrated, and discrimination has no place. Through our policies, practices, and proactive initiatives, we strive to foster an environment where every individual can contribute to their fullest potential, irrespective of background or characteristics. By upholding non-discrimination principles, we not only comply with legal requirements but also strengthen our commitment to ethical business practices and sustainable development.

Positive Community Engagement

Positive Community Engagement at RIL

RIL is committed to fostering positive relationships with the communities where we operate, recognizing our responsibility to contribute to their well-being and development. Our community engagement initiatives are guided by principles of sustainability, inclusivity, and mutual benefit, aiming to create lasting social impacts. Key Initiatives and Programs:

Education and Skill Development

Scholarship Programs:

Offering scholarships to support education and skill development for students from economically disadvantaged backgrounds, empowering them to pursue higher education and career opportunities.

Vocational Training:

Vocational Training: Providing vocational training programs to enhance employability skills among youth and adults, equipping them with practical skills aligned with industry needs.

Health and Well-being

Health Camps & Awareness Programs:

Organizing health camps and awareness sessions on preventive healthcare, nutrition, and hygiene practices in collaboration with local healthcare providers.

Access to Healthcare:

Supporting access to healthcare services by partnering with local hospitals & clinics to provide medical consultations and screenings for community members.

Environmental Sustainability

Tree Plantation Drives:

Conducting tree plantation drives to promote environmental sustainability and mitigate climate change impacts, involving community participation and awareness on the importance of green initiatives.

Waste Management Workshops:

Educating community members on waste segregation, recycling practices, and sustainable waste management techniques to promote cleaner and healthier environments.

Infrastructure & Community Development

Infrastructure Projects:

Investing in infrastructure projects that benefit local communities, such as building community centers, schools, and sanitation facilities to improve quality of life.

Skills Development Centers:

Establishing skills development centers to provide training in trades like carpentry, plumbing, and electrical work, enhancing livelihood opportunities locally.

Cultural and Social Initiatives

Cultural Celebrations and Events:

Supporting cultural events and celebrations that preserve and promote local heritage, fostering community pride and unity.

Sports and Recreation:

Promoting sports and recreational activities to encourage physical fitness, teamwork, and community engagement among residents of all ages.

Our community engagement initiatives are developed in close collaboration with local stakeholders, including community leaders, NGOs, and government authorities.

We measure the impact of these initiatives through:

Monitoring & Evaluation

Tracking outcomes and collecting feedback to assess the effectiveness and sustainability of our programs.

Stakeholder Engagement

Regular dialogue and feedback sessions with community members to understand their needs and aspirations, ensuring our initiatives are responsive and impactful.

At RIL, we are committed to creating shared value through positive community engagement initiatives that contribute to sustainable development and improve quality of life. By aligning our efforts with local priorities and leveraging collaborative partnerships, we strive to build resilient communities empowered for a brighter future. Together, we aim to create lasting social benefits and strengthen our commitment to corporate social responsibility.

Sustainable Procurement

RIL recognizes the critical role of sustainable procurement in achieving our sustainability goals and fostering responsible business practices throughout our supply chain. Our approach to sustainable procurement is guided by principles of environmental stewardship, social responsibility, and ethical sourcing practices.

“Through continuous improvement and stakeholder engagement, we are committed to achieving our sustainability goals while maintaining high standards of corporate governance and ethical conduct.”

Key Elements of Our Sustainable Procurement Strategy:

Supplier Engagement & Evaluation

Supplier Code of Conduct:

We uphold a Supplier Code of Conduct that outlines our expectations regarding ethical behavior, human rights, labor practices, environmental responsibility, and anti-corruption measures.

Supplier Assessments

Prior to engaging with suppliers, we conduct rigorous assessments to evaluate their adherence to our sustainability criteria, including environmental management practices and social standards.

Environmental Considerations

Green Procurement Practices

Preference is given to suppliers who demonstrate commitment to environmental sustainability through practices such as resource efficiency, waste reduction, and adoption of energy sources.

Lifecycle Assessment

We consider the environmental impact of products and services throughout their lifecycle, from raw material extraction to end-of-life disposal, promoting the selection of sustainable alternatives.

Social Responsibility & Ethical Sourcing

Labor Standards

Ensuring that suppliers uphold fair labor practices, including safe working conditions, fair wages, and compliance with international labor standards.

Community Engagement:

Encouraging suppliers to engage positively with local communities and support community development initiatives.

Transparency & Traceability

Supply Chain Transparency

We promote transparency in our supply chain by tracing the origin of materials and ensuring ethical practices throughout the procurement process.

Traceability Systems

Implementing traceability systems to monitor and track the journey of goods and materials, enabling us to verify compliance with sustainability standards and legal requirements.

Continuous Improvement and Collaboration

Collaborative Partnerships

Working closely with suppliers to foster continuous improvement in sustainability performance, sharing best practices, and supporting capacity building initiatives.

Performance Monitoring

Regular monitoring and evaluation of supplier performance against sustainability metrics, providing feedback and support for improvement where necessary.

Integration into Corporate Strategy

Sustainable procurement is integrated into RIL's overall corporate strategy, aligning with our commitment to sustainability and responsible business practices. By prioritizing ethical sourcing, environmental stewardship, and social responsibility in our procurement decisions, we aim to mitigate risks, enhance resilience, and create long-term value for our stakeholders.

RIL is dedicated to advancing sustainable procurement practices that promote environmental stewardship, social responsibility, and ethical integrity throughout our supply chain. By collaborating with suppliers, monitoring performance, and adhering to stringent sustainability criteria, we strive to drive positive impact and contribute to a more sustainable future. Through continuous improvement and stakeholder engagement, we are committed to achieving our sustainability goals while maintaining high standards of corporate governance and ethical conduct.

Way Forward

As RIL continues its journey towards sustainability excellence, we are committed to driving positive impact across our operations, supply chain, and community engagements.

Key Focus Areas for Future Sustainability Initiatives:

Enhancing Environmental Stewardship

Climate Action

Accelerating efforts to reduce carbon emissions and achieve carbon neutrality through energy efficiency measures, renewable energy adoption, and sustainable practices across operations.

Resource Efficiency

Implementing circular economy principles to minimize waste generation, optimize resource use, and promote recycling and reuse initiatives.

Water Management

Enhancing water stewardship practices to conserve water resources and minimize water usage in our manufacturing processes.

Promoting Responsible Supply Chain Practices

Supplier Engagement

Strengthening partnerships with suppliers to uphold ethical standards, including human rights, labor practices, and environmental responsibility.

Traceability and Transparency

Enhancing supply chain transparency through improved traceability mechanisms and responsible sourcing practices for raw materials.

Advancing Human Rights and Social Responsibility

Diversity and Inclusion

Expanding initiatives to foster a diverse and inclusive workplace culture that respects and values differences among employees.

Community Engagement

Deepening our community engagement efforts to support local development, education, and health initiatives, fostering positive socio-economic impacts.

Looking ahead, our strategic initiatives will focus on several key areas to further enhance our sustainability performance and contribute meaningfully to societal and environmental well-being.

Continuous Improvement in Occupational Health and Safety

Safety Culture

Strengthening our safety culture through ongoing training, awareness programs, and participation in safety committees to ensure a safe and healthy workplace for all employees.

Incident Prevention

Implementing proactive measures to prevent workplace incidents, continuously improving our incident management systems, and learning from past incidents to enhance safety protocols.

Innovation and Technology Integration

Sustainable Innovation

Investing in research and development of sustainable technologies and processes that minimize environmental impact and enhance operational efficiency.

Digital Transformation

Leveraging digital tools and data analytics to optimize resource management, improve operational transparency, and drive continuous improvement in sustainability performance.



Commitment to Reporting and Accountability

RIL remains committed to transparently reporting our progress on sustainability goals and initiatives. We will continue to:



Publish annual sustainability reports that disclose our environmental, social, and governance (ESG) performance metrics, achievements, and challenges.



Engage stakeholders, including employees, investors, customers, and communities, to gather feedback and drive continuous improvement in our sustainability practices.

“As we embark on the next phase of our sustainability journey, RIL reaffirms its dedication to responsible business practices and sustainable development. By integrating sustainability into our core business strategy and collaborating with stakeholders, we aim to create long-term value while mitigating risks and seizing opportunities in a rapidly changing global landscape. Together, we will build a resilient and sustainable future for generations to come.”



GRI Content Index

GRI 1: Foundation 2021

GRI 1 used

GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

Number	Title of disclosure	Location
2-1	Organizational details	3 - Introduction
2-2	Entities included in the organization's sustainability reporting	5 - Sustainability Governance at RIL 5.1.1 - Sustainability vision 5.1.3 - Sustainability pillars
2-3	Reporting period, frequency and contact point	1 - About this report - Purpose and Scope. 1.2 - Contact point
2-4	Restatements of information	No restatements of information.
2-5	External assurance	1.1 - External assurance
2-6	Activities, value chain and other business relationships	6.2 - Business Ethics - nurturing integrity in our industry. 10 - Sustainable procurement.
2-7	Employees	8 - People - Our Greatest Asset

Number	Title of disclosure	Location
2-8	Workers who are not employees	8.1 - Strength in diversity.
2-9	Governance structure and composition	5 - Sustainability Governance at RIL 5.2 - Stakeholder engagement
2-10	Nomination and selection of the highest governance body	6.0 Corporate Governance
2-11	Chair of the highest governance body	6.0 Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	6.0 Corporate Governance
2-13	Delegation of responsibility for managing impacts	6.0 Corporate Governance
2-15	Conflicts of interest	6.2 - Business ethics - Conflicts of interests

GRI Content Index

GRI 2: General Disclosures 2021

Number	Title of disclosure	Location
2-16	Communication of critical concerns	5.2 Stakeholder engagement
2-17	Collective knowledge of the highest governance body	6.1 Corporate governance approach
2-18	Evaluation of the performance of the highest governance body	5 – Sustainability Governance at RIL
2-19	Remuneration policies	8.3 Compensation structure
2-20	Process to determine remuneration	8.3 Compensation structure
2-21	Annual total compensation ratio	8.3 Compensation structure
2-22	Statement on sustainable development strategy	5.1 Our sustainability Strategy
2-23	Policy commitments	8.5 Employee benefits 8.6 Parental Leave policy 8.7 Employee training and Development – Training policy

Number	Title of disclosure	Location
2-24	Embedding policy commitments	6– Corporate Governance.
2-25	Processes to remediate negative impacts	8.10 Human rights –Grievance process for reporting issues
2-26	Mechanisms for seeking advice and raising concerns	8.10 Human rights –Grievance process for reporting issues
2-27	Compliance with laws and regulations	6.1 Corporate governance approach
2-28	Membership associations	7.1 Principles and Leadership
2-29	Approach to stakeholder engagement	5.2 Stakeholder engagement 7.1 Principles and Leadership
2-30	Collective bargaining agreements	Not applicable

GRI Content Index

GRI Standard	Number	Title of disclosure	Location
GRI 301: Materials 2016	301-2	Recycled input materials used	7.2.5 Product Stewardship
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	7.2.2 Energy Consumption
GRI 303: Water and Effluents 2018	303-5	Water consumption	7.2.3 Water Management
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	7.2.1 GHG Emission
	305-2	Energy indirect (Scope 2) GHG emissions	7.2.1 GHG Emission
	306-3	Waste generated	7.2.4 Waste Management
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	8.4 New employee hires and turnover
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	8.5 Employee Benefits
	401-3	Parental leave	8.6 Parental leave policy
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	8.9. Occupational Health & Safety
	403-5	Worker training on occupational health and safety	Safety Training and Personal Protective Equipment (PPE) Kits
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	8.7. Employee Training and Development
	404-2	Programs for upgrading employee skills and transition assistance programs	8.7. Employee Training and Development
	404-3	Percentage of employees receiving regular performance and career development reviews	8.7. Employee Training and Development

GRI Content Index

GRI Standard	Number	Title of disclosure	Location
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	8.10 Human Rights
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	8.10 Human Rights
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	8.10 Human Rights
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	9. Positive Community Engagement
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	10. Sustainable Procurement