

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

Sr. No.		
1.	Corporate Identity Number (CIN) of the listed entity	L74899DL1992PLC051527
2.	Name of the Listed Entity	KEI INDUSTRIES LIMITED (KEI / the Company)
3.	Year of Incorporation	1992
4.	Registered Office Address	D-90, Okhla Industrial Area, Phase 1, New Delhi - 110020
5.	Corporate Address	D-90, Okhla Industrial Area, Phase 1, New Delhi - 110020
6.	E-mail	cs@kei-ind.com
7.	Telephone	011-26818840 / 8642
8.	Website	www.kei-ind.com
9.	Financial Year for which report is being done	FY 2022- 23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE), BSE Limited (BSE) and The Calcutta Stock Exchange Ltd. (CSE)
11.	Paid-up Capital (₹)	180.38 million
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Mr. Kishore Kunal AVP (Corporate Finance) & Company Secretary Telephone No: 011-26818840/8642 E-mail Id: cs@kei-ind.com
13.	Reporting Boundary (Standalone or Consolidated basis)	The disclosures made in this report are on a standalone basis.

II. PRODUCTS AND SERVICES:

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Wires and Cables Segment	Manufacturing and selling of Wires and Cables	90.48%
2.	Stainless Steel Wires Segment	Manufacturing and selling of Stainless Steel Wires.	3.69%
3.	Turnkey Projects / Engineering, Procurement and Construction (EPC)* Projects Segment	Design, Engineering, Supply, Erection, Testing and Commissioning of Projects	5.83%

*Excluding Cables

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

Sr. No.	Product/ Service	NIC Code	% of Total Turnover Contributed
1.	Wires and Cables	27320	90.48%
2.	Stainless Steel Wires	24108	3.69%
3.	Turnkey Projects / Engineering, Procurement and Construction (EPC)* Projects	42202	5.83%

*Excluding Cables

III. OPERATIONS:

16. Number of locations where plants and/or operations/ offices of the entity are situated:

Location	Number of plants	Number of offices / project offices / depots	Total
National	7	59	66
International	-	5	5

17. Markets Served by the Entity:

a) Number of Locations:

Location	Number
National (No. of States)	Pan India
International (No. of Countries)	60+ Countries

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

In FY 2022-23, exports contributed 10% of the Company's revenue showing a strong growth of 18% over last FY. Our focus is to become the preferred supplier of cables and wires internationally by delivering quality products and providing better services and expanding our reach to new geographies.

Company is presently supplying to more than 60 countries across the globe and our major exports are in Australia, Middle East and Africa. Our target is to increase the contribution of export to about 15% of sales in next 2 years.

c) A brief on types of customers?

KEI is one of the largest manufacturer of Wires and Cables. Our products are used across industries like Power, Infrastructure, Real Estate, Refineries, Oil & Gas, Defence, Chemicals, Metals, IT, Pharma, Manufacturing, Renewables, Non-metals, Cement, Fertilizer, Data Centers, Consumer Durables among others. Our products are sold in domestic and international markets to Govt., Public & Private sector institutions directly (B2B) and through dealers and distributors. KEI is also selling Stainless Steel Wire in domestic and international market. Our EPC division is primarily into execution of transmission and distribution projects under different rural and urban electrification schemes of Central & State Government and also into Extra High Voltage (EHV) cable laying etc.

IV. EMPLOYEES

18. Details as at the end of Financial Year 2022-23:

a) Employees and Workers:

Employees (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
1.	Permanent Employees	1598	1523	95.31	75	4.69
2.	Other than Permanent Employees	65	65	100	0	0.00
3.	Total Employees (1+2)	1663	1588	95.49	75	4.51

Workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
4.	Permanent Workers	107	107	100	0	0.00
5.	Other than Permanent Workers	3821	3821	100	0	0.00
6.	Total Workers (4+5)	3928	3928	100	0	0.00

b) Differently abled Employees and Workers:

Differently Abled Employees

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
1.	Permanent Employees	1	1	100	0	0.00
2.	Other than Permanent Employees	0	0	0.00	0	0.00
3.	Total Employees (1+2)	1	1	100	0	0.00

Differently Abled Workers

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
4.	Permanent Workers	0	0	0.00	0	0.00
5.	Other than Permanent Workers	0	0	0.00	0	0.00
6.	Total Workers (4+5)	0	0	0.00	0	0.00

19. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors (BOD)	10	2	20%
Key Management Personnel*	1	0	0%

*Excluding BOD

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10.01%	6.80%	9.90%	11.60%	12.20%	11.60%	5.00%	3.70%	5.00%
Permanent Workers	2.8%	0.00%	2.8%	2.7%	0.00%	2.7%	3.5%	0.00%	3.5%

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES):

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

Sr. No.	Name of the holding/ subsidiary/ associate company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the entity (Yes/No)
1.	KEI Cables Australia Pty Ltd	Subsidiary	90%	No
2.	KEI Cables SA Pty Ltd.	Associate Company	49%	No
3.	KEI Industries Limited and Brugg Kabel AG, Switzerland	Joint Venture (dissolved w.e.f. November 14, 2022)	-	No

The above Subsidiary / Associate Company is not material for the Company.

VI. CSR Details

(₹ in Million)

22.	(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
	(ii) Turnover	69,123.30
	(iii) Net Worth	25,890.08

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES:

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

Stakeholder Group	Grievance Redressal Mechanism in place (Yes/No) (If yes then provide web-link of policy)	Current Financial Year 2022-23			Previous Financial Year 2021-22		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities	Yes cs@kei-ind.com	0	0	-	0	0	-
Investors (Other than Shareholders)	Yes cs@kei-ind.com/ kunal@kei-ind.com	0	0	Queries/Request received from Investors/ Shareholders were substantially replied/resolved.	0	0	-
Shareholders	Yes cs@kei-ind.com/ kunal@kei-ind.com	0	0	Queries/Request received from Investors/ Shareholders were substantially replied/resolved.	0	0	-
Employees and Workers	Yes grievance@kei-ind.com	0	0	-	0	0	-
Customers	Yes customercare@kei-ind.com	101	0	Concern and suggestion received on customer care email-id and helpline number	111	0	Concern and suggestion received on customer care email-id and helpline number
Value Chain Partners	Yes grievance@kei-ind.com	0	0	-	0	0	-

KEI has a dedicated point of contact to address grievances as under:

1. Communities – KEI engages with different NGOs, Society, Social welfare foundations etc. for its CSR projects and activities. The communities can raise concerns, provide feedback on ongoing projects, and raise grievances related to CSR projects/ programs/ activities as per Company's Vigil Mechanism/Whistle Blower Policy. <https://www.kei-ind.com/investor-relations/disclosure-policies/policies-and-codes/>
2. Shareholders – Investors and shareholders have direct access to the Company Secretary and Compliance Officer via dedicated email ids: cs@kei-ind.com / kunal@kei-ind.com
3. Employees and Workers – The Company's Vigil Mechanism/Whistle Blower Policy is a mechanism that allows Employees, Workers, Directors, Community, Value Chain, Business Partners and other Stakeholders to report grievances. It also ensures that complainants are protected with full anonymity against any victimisation practices. <https://www.kei-ind.com/investor-relations/disclosure-policies/policies-and-codes/>
4. Customers – Customer Service and satisfaction are the focus areas of KEI and we aim at minimizing instances of customer complaints and grievances through proper service delivery and review mechanism and to ensure prompt redressal of customer complaints. For this KEI has setup a dedicated customer care service and quality and product related complaints can be registered on customer care number through tele-calling and on email-id: customercare@kei-ind.com.
5. Value Chain Partners - The Company's Supplier Code of Conduct includes suppliers, service providers, vendors, consultants, contractors, dealers, distributors, business associates and joint venture partners, third parties including their employees, agents, and other representatives. The suppliers may raise a concern as per the Vigil Mechanism/Whistle Blower Policy of the Company. <https://www.kei-ind.com/investor-relations/disclosure-policies/policies-and-codes/>

Principle-wise (as per NVGs) BR Policy/policies

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility.

Principle No	Principle	Policies	Hyperlink
1.	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	Code of Conduct Policy Anti-Corruption and Anti-Bribery Policy	https://www.kei-ind.com/investor-relations/disclosure-policies/policies-and-codes/
2.	Businesses should provide goods and services in a manner that is sustainable and safe.	IMS Policy Supplier Code of Conduct Policy	
3.	Businesses should respect and promote the well-being of all employees, including those in their value chains.	Code of Conduct Policy Vigil Mechanism/Whistle Blower Policy EHS Policy Disciplinary Policy Equal Opportunity Policy	
4.	Businesses should respect the interests of, and be responsive towards all its stakeholders.	Policy on Prevention of Sexual Harassment against Women at Workplace CSR Policy Stakeholder Engagement Policy	
5.	Businesses should respect and promote human rights.	Policy on Prevention of Sexual Harassment against Women at Workplace Code of Conduct Policy Vigil Mechanism/Whistle Blower Policy	
6.	Businesses should respect and make efforts to protect and restore the environment.	EHS Policy Supplier Code of Conduct Policy Business Continuity Plan	

Principle No	Principle	Policies	Hyperlink
7.	Businesses, when engaged in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	Stakeholder Engagement Policy	https://www.kei-ind.com/investor-relations/disclosure-policies/policies-and-codes/
8.	Businesses should promote inclusive growth and equitable development.	Code of Conduct Policy CSR Policy	
9.	Businesses should engage with and provide value to their customers in a responsible manner.	Code of Conduct Policy IMS Policy Information Security Policy	

24. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk alongwith its financial implications:

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Indicate positive or negative implications)
1.	Energy Management	Risk & Opportunity	<p>Risk- The environmental risks emphasize on the company's climate consciousness and ability to manage consequences due to deficiencies in energy management.</p> <p>Opportunity- Effective energy systems improves the resource management of the company thereby improving its performance and top-line growth. Comprehensive resource management plans in alignment with the Company's environment conservation strategy will highlight the Company's commitment to improving environment preservation and its contribution toward climate change mitigation action plans.</p>	<p>KEI is committed to utilising technology to empower customers and foster collaborative efforts in combatting global climate change while promoting energy efficiency.</p> <p>The company is ISO 14001 certified.</p> <p>KEI has developed power cables, rubber (elastomeric) cables, solar cables, that meet the increasing demand for sustainable products, reflecting global market trends and growing ecological awareness among consumers.</p> <p>KEI transition to renewable energy sources not only addresses the pressing need to combat climate change but also brings long-term cost savings to the organisation.</p>	<p>Positive- The company's focus on sustainability initiatives fosters long-term value-creation and enables the company to effectively respond to rising stakeholder demands.</p> <p>Negative- Lack of robust initiatives and action plans to contribute to ESG awareness and climate change could adversely impact ESG profile of the company.</p>

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Indicate positive or negative implications)
2.	Health and Safety	Risk	Risk- Workplace hazards directly hampers the company's productivity, finances and reputation. The repercussions and efforts to develop a safe environment would take time and resources to recover from. Effective health & safety practices boosts employee morale, increases productivity and promotes corporate responsibility.	The company has OHSMS-ISO 45001 certification in place. Our manufacturing facilities in Bhiwadi, Chopanki, Pathredi (in Rajasthan) and Silvassa & Chinchpada (in Dadra & Nagar Haveli Daman and Diu) follow processes as per ISO 45001 and adhere to the best practices in operational health and safety. We provide regular health and safety trainings to all our employees and workers.	Negative- Weak health & safety practices directly impacts the company's finance resulting in stunted growth. Effective systems reduce costs associated with accidents and incidents, thereby leading to improved confidence and lower turnover rates in the future.
3.	Human rights practices	Risk	Risk- Parameters on human rights such as fair working environment, equal opportunities, remuneration, freedom of association without ethnic discrimination will impact the performance of the company on the social front from the employee's perspective.	Training and awareness of all the employees and workers and clause related to Human rights in value chain agreements and contracts provided. The Company prohibits indulgence of business and the value chain with any kind of child labor in any of its operation. The Company is committed to fair employment practices and freedom of expression.	Negative- Absence of effective grievance mechanisms impacts commitment towards human rights integration within the Company's business model.
4.	Supply Chain Management	Risk & Opportunity	Risk- Well-structured and efficient supply chain management mitigates the risks associated with procurement, production, strikes and labor disputes as well as costs which could have a negative impact on the business activities. Opportunities- With a transparent and unambiguous value chain engagement, the company can optimize efforts, create a circular economy and enhance profitability. Efficacious supply chain management leads to better collaboration, improved quality control, improved risk mitigation, eco-friendly initiatives and a transparent product procurement.	The organization has long-term relationships with our significant raw material suppliers, with a significant number of our suppliers having the best practices for sustainability. Our supply chain consists of both local and global suppliers. We have put in practice a necessary due-diligence process before engaging with any supplier or logistics delivery partner.	Positive- Efficient supply chain management ensures that the company delivers maximum business value with the least possible cost. This in turn results from reduced environmental impact and long-term value to the company's sustainability-led endeavours. Negative- A mismanaged supply chain leads to ineffective utilization of resources, hampers natural procurement of materials and elimination of waste throughout the product lifecycle.

Sr. No.	Material Issue Identified	Indicate whether Risk or Opportunity	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Indicate positive or negative implications)
5.	Employee Practices & Benefits	Risk & Opportunity	<p>Risk- Employee development programs and provision for employee benefits could be considered as incurred expenses to the company.</p> <p>Opportunities- Structured employee development and engagement programs accelerate the work satisfaction of the company thereby enhancing the performance and company's topline. An enhanced collaboration amongst the team members lead to better communication, trust, talent pipeline, share understanding of company's goals and priorities and improved employee retention.</p>	To develop the skills of our employees and workers, job specific and personal development trainings are provided. A leadership development program is crafted as per the strategic requirements of the organization that identifies upcoming and relevant development opportunities for individuals.	<p>Positive- A strong workforce with higher engagement, retention rate and diversity in the workforce brings new perspectives, experiences, and ideas which enable innovation, enhances the performance and enables a positive culture in the organization.</p> <p>Negative- The inability to meet workforce expectations may result in adverse impacts on workforce, morale and the company's growth plan in a long run productivity.</p>
6.	Regulatory & Legal Compliances	Risk	<p>Risk- Risk of non-compliance exposes the organization to legal penalties and financial losses resulting from failure to comply with the industry laws and regulations. More compliant companies tend to have improved performances and better process efficiency. Compliance gives assurance and provides a broader insight to the investors.</p>	The company has code of conduct, Vigil Mechanism/ Whistle Blower Policy and insider trading policies to safeguard the interests of the investors and other stakeholders.	<p>Negative- Non-compliance would lead to loss of reputation and consequently affect the business activities. Companies who are compliant with the regulatory laws have a better ability to manage risks and builds a better sense of fairness and loyalty among employees.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1.	a) Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Yes, the policies has been approved by the Board of Directors and signed by the Chairman-cum-Managing Director.								
	c) Web Link of the policies, if available	Policies are available on the website of the Company i.e., www.kei-ind.com . Policies which are internal to the Company are available on the intranet of the Company.								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2.	Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • NABL-ISO 17025:2017 • ISO 9001:2015 • ISO 14001:2015 • ISO 45001:2018 • Importer - Exporter Code (IEC) • RoHS & REACH compliant • CE MARKING (EN ISO/IEC 17020) • RDSO (IRS S:63/2014 (REV 4), E-14/01 & E-14/04) • SABS, SANS: 1339:2017 • Underwriter laboratories (UL) certifications • UL 1072 - Medium - Voltage Power Cable 								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Our objective is to generate value for all involved in our operations, not only through our products, but by effectively balancing our sustainability goals with our business objectives. We are dedicated to cultivating an environment of inclusivity, diversity, and ongoing learning, where every employee is treated with respect, appreciation, and empowered to make significant contributions. Our ongoing efforts focus on minimizing our energy usage to decrease our impact on the environment. We will take proactive steps to implement plans that align with sustainability standards. Our commitment lies in enhancing our environmental, social, and governance practices, aiming for positive outcomes.</p> <p>KEI has identified specific areas for improvement and the management reviews the performance of these initiatives on a quarterly basis. The identified projects are:</p> <ol style="list-style-type: none"> 1. Climate Change and Energy 2. Process improvement 3. Reduction/Rationalisation of raw material consumption 4. Training & Development 								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	<p>The Company is continuously implementing process improvements to reduce their energy consumption, emissions and wastages through innovative measures.</p> <ul style="list-style-type: none"> The company has improved its diversity by 14.4% over FY 22. Their energy intensity has reduced by 9.27% over FY 22. The water intensity has reduced by 4.30% over FY22. The company has reduced its emission intensity by 8.66% over FY22 <p>The company has maintained the utmost standards of product integrity and brand development in several years.</p>								
Governance, Leadership and Oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	<p>KEI being a responsible corporate citizen, is fully conscious of its duties towards society. The Company strongly believes that embedding Environmental, Social & Governance (ESG) principles in its business operations and its adherence is essential to building resilience in the business, transforming culture and for long-term value creation of all our stakeholders. Sustainability is at the heart of our business philosophy. Our sustainability strategy considers key sustainability trends and all possible impacts of our business operations on our stakeholders. Furthermore, we consider key opportunities and risks while developing our short-term and long-term strategies. This year marks the beginning of our structured approach towards ESG, through the development of our long-term ESG framework, aligned with international ESG protocols and guidelines. We have identified our key material topics which will form the basis of management's approach towards business going ahead. We will measure and evaluate our performance against these ESG parameters to create long-term sustainable value for all our stakeholders.</p>								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Name: Mr. Anil Gupta Designation: Chairman-cum-Managing Director DIN: 00006422</p>								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability related issues? (Yes/No). If "Yes", provide details	<p>The Board of Directors have an oversight over sustainability in the business operations. The Risk Management committee is also responsible for decision-making on sustainability-related aspects.</p>								

10. Details of Review of NGRBCs by the Company:

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

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes. CARE Advisory Research & Training Ltd.								

12. If Answer to Question (1) Above is "NO", i.e. not all Principles are covered by a Policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any Other Reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

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

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors & Key Managerial Personnel	4	KEI conducts Familiarization programs by way of presentations on various topics/ areas such as Enterprise Risk Management, Statutory and Regulatory changes, Information Technology, Brands and Marketing, Product Information etc.	100%

Segment	Total number of training and awareness programmes held	Topics/ Principles covered under training and its impact	% of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	50	KEI conducts continuous learning and development training for its employees and it includes trainings on occupational health and safety, machine operational study, product trainings, communication skills, IT skills, interpersonal skills, Leadership skills. Besides, regular awareness programs are also conducted on work ethics, compliances, governance, prevention of sexual harassment (POSH), HR policies, practices and codes, ethical and social behaviour, soft skills, team building, Personality Development, Time Managements, Negotiation Skills and other human right related aspects.	100%
Workers	263	Programs are conducted on work ethics, health and safety, quality system, HR policies and practices, environment, fire drills and safety, prevention of sexual harassment, importance of safety (PPE) tools and safety kits, readiness to accidents and preventive reporting of dangerous occurrences	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:
(Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website).
There were no material fines/ penalties/punishment/ award/compounding fees/ settlement amount paid in proceedings by the directors/ KMPs to regulators/ law enforcement agencies/ judicial institutions during FY 2022-23.
3. Of the instances disclosed in Question 2, above detail of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:
Not Applicable
4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide web-link to the policy:
Yes. KEI has Code of Conduct policy which covers anti-corruption or anti-bribery aspects in line with legal and statutory framework on anti-bribery and anti-corruption legislation prevalent in India. Apart from this, the company has separate explicit Anti-corruption and Anti-bribery policy in place. The policy encompasses all permanent and temporary employees, subsidiaries, joint venture partners, associate companies, third parties associated with the Company to abstain from engaging in any form of bribery or corruption. It reflects the Company's commitment to maintain the highest ethical standards and undertake fair business practices. Please refer to link- <https://www.kei-ind.com/investor-relations/disclosure-policies/policies-and-codes/>
5. Number of Directors/KMPs/Employees/Workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption.
No disciplinary action was taken against any Directors/KMPs/Employees/Workers by any law enforcement agency for charges of bribery/ corruption.
6. Details of complaints with regard to conflict of interest.
No complaints received in relation to issues of conflict of interest of the Directors in FY 2023.
7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest:
There were no cases of corruptions or conflicts of interest which required action by regulators/ law enforcement agencies/judicial institutions.

Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total Number of awareness programmes held	Topics/Principle covered under the training	% of value chain partner covered (by value of business done with such partners) under the awareness programs
Multiple training/Awareness sessions carried out during the year	Ethics, Sustainability, Human rights, Inclusive Environment, Customer Management	100%

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

Yes. The Company has a Code of Conduct policy to manage the conflict of interests among the board members. <https://www.kei-ind.com/investor-relations/disclosure-policies/policies-and-codes/>

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

Essential Indicators

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

At KEI, we have implemented a structured strategy regarding product stewardship and our Research and Development team is fully committed to designing and developing products that prioritize environmental protection. Our primary focus is on enhancing energy efficiency, minimizing water consumption, reducing plastic waste generation, minimizing overall waste production, and implementing manufacturing practices to reduce material usage. Additionally, we continuously strive to improve the quality, durability, and performance of our products while ensuring their sustainability. The company has invested a CAPEX of ₹ 2,62,79,382/- in machinery, testing equipments and generators to enhance energy efficiency and lower energy consumption.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No):

Yes.

- If "Yes", what percentage of inputs were sourced sustainably?

KEI manufactures products that are RoHS and REACH compliant, thus reducing and eliminating use of restricted raw materials. We aim at partnering with our suppliers to improve the sustainability performance across our value chain. Our Supplier Code of Conduct (Code) has been developed in line with global best practices on safety, health, environment, labour, human rights, ethics, and fair business. Therefore, we expect our suppliers to adhere to the standards mentioned in the Code and fully comply with applicable national and international laws, rules, and regulations. This ensures responsible sourcing and implementation of sustainable business practices throughout our value chain. In FY 2022-23, 90.57% of purchased inputs by value were sourced sustainably.

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

Plastics (including packaging)	KEI has developed waste management systems and processes for collection, segregation and disposal of hazardous and non-hazardous waste generated at the manufacturing premises. KEI follows the environmental regulatory requirements and disposes the hazardous waste generated at the manufacturing units through the vendors authorised by CPCB/SPCB. The hazardous waste generated is stored and disposed according to the applicable regulatory laws and guidelines.
E- Waste	
Hazardous Waste	
Other Waste	

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No):
- If "Yes", whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board?
 - If "Not", provide steps taken to address the same.

Yes. The waste collection procedures in our factory adhere to the principles of Extended Producer Responsibility (EPR) guidelines and the waste is appropriately handled by authorized third-party vendors. Efforts are being made to develop strategies that enhance waste management efficiency and effectiveness.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

Yes, the Company has conducted Life Cycle Assessments (LCA) of some of its LV Cables during FY 21-22. Life cycle assessments were done for some of their XLPE and LV cables.

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

No concerns or risks have emerged in the LCA conducted.

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

Recycled or reused input material to total material*	
Current FY	Previous FY
1.67%	1.65%

*These materials include PVC, Copper Tape, HDPE, PVC Filler, etc.

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

Essential Indicators

1. (a) Details of measures for the well-being of Employees:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1523	1523	100	1523	100	NA	NA	0	0	0	0
Female	75	75	100	75	100	75	100	NA	NA	0	0
Total	1598	1598	100	1598	100	75	100	0	0	0	0
Other than Permanent Employees											
Male	65	65	100	65	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	65	65	100	65	100	0	0	0	0	0	0

- (b) Details of measures for the well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	107	107	100	107	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	107	107	100	107	100	0	0	0	0	0	0

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent Workers											
Male	3821	2353*	61.58	3821	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	3821	2353*	61.58	3821	100	0	0	0	0	0	0

Note: NA- Not Applicable

*** Covered under ESI.**

2. Details of retirement benefits (Permanent Employees and Workers), for Current FY 2022-23 and Previous FY 2021-22:

Benefits	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and Deposited with the authority (Yes/ No/ NA)
PF	100%	100%	YES	100%	100%	YES
Gratuity	100%	100%	YES	100%	100%	YES
ESI	1.56%	0%	YES	2.58%	0.90%	YES

3. Accessibility of Workplaces:

Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If "Not", then whether any steps are being taken by the entity in this regard.

Yes, the premises and offices of KEI are accessible and accommodative to the differently abled employees and workers.

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

Yes. KEI has established a policy to ensure non-discrimination based on age, disability, gender, race (includes colour, nationality and ethnic origins), religion and or belief and on the basis of any illness. We are an equal opportunity workplace with gender neutral compensation policies and norms. We have an '**Code of Conduct Policy**' that aims at recognizing and providing equal opportunities in employment and creating an inclusive work environment.

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

Gender	Permanent employees		Permanent workers	
	2022-23		2022-23	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA		NA	
Female	100%	66.67%	-	
Total	100%	66.67%	-	

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency - Yes, the independent assessment has been carried out by CARE Advisory Research & Training Ltd.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If "Yes", give details of the mechanism in brief:

Permanent Workers	Yes, the grievances are addressed on email-id: <u>grievance@kei-ind.com</u>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The company's Open-Door policy encompasses all the necessary channels for addressing the concerns of its employees and workers. The Company has in place a 'Code of Conduct Policy', a 'Vigil Mechanism/ Whistle Blower Policy' and an 'EHS Policy' which forms a part of the grievance redressal and is available to all employees on intranet to ensure that business principles are safeguarded, and adequate facilities are provided to for employees, workers, suppliers, customers, and other stakeholders to disclose information, practices or actions that may be inappropriate or illegal and violate our codes, policies, and business ethics amongst others. The Complainant is provided adequate protection under the policies.

All employees and workers can report via below modes:

- Through email at: **grievance@kei-ind.com**
 - In case of letters (protected disclosure) submitted by hand-delivery, courier or by post addressed to Head HR or Head Legal or CFO, KEI Industries Limited, D-90, Okhla Industrial Area, Phase 1, New Delhi-110020 and may also send copy to the Chairman of the Audit Committee at KEI Industries Limited, D-90, Okhla Industrial Area, Phase 1, New Delhi-110020.
7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:
KEI does not have any trade unions. However, we recognize the right to freedom of association and collective bargaining.

8. (a). Details of training given to employees and workers on "Health and Safety Measures":

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male (includes other than permanent)	1588	462	29.09	1612	724	44.91
Female	75	13	17.33	75	12	16.00
Total	1663	475	28.56	1687	736	43.63
Workers						
Male (includes other than permanent)	3928	3776	96.13	3759	3759	100
Female	0	0	0	0	0	0
Total	3928	3776	96.13	3759	3759	100

Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency- Yes, the independent assessment has been carried out by CARE Advisory Research & Training Ltd.

- (b) Details of training given to employees and workers on "Skill Upgradation":

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male (includes other than permanent)	1588	761	47.92	1612	1118	69.35
Female	75	75	100	75	72	96.00
Total	1663	836	50.27	1687	1190	70.54
Workers						
Male (includes other than permanent)	3928	1466	37.32	3759	1339	35.62
Female	0	0	0	0	0	0
Total	3928	1466	37.32	3759	1339	35.62

9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2022-23			Previous Financial Year 2021-22		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male (includes other than permanent)	1588	1489	93.77	1612	1559	96.71
Female	75	69	92	75	74	98.67
Total	1663	1558	93.69	1687	1633	96.80
Workers						
Male (includes other than permanent)	3928	3762	95.77	3759	3563	94.79
Female	0	0	0	0	0	0
Total	3928	3762	95.77	3759	3563	94.79

10. Health and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No) If "Yes", then coverage of the system.	Yes. The Company has implemented ISO 45001 for the health, safety and well-being of its employees. Various awareness sessions/trainings are conducted on safety related aspects for the employees. Training related to Hazard Identification and Risk Assessment (HIRA) and Total Productive Maintenance are also provided. Independent internal & external audit has been conducted.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	To identify work-related hazards and evaluate risks on a routine and non-routine basis as per ISO 45001:2018, KEI has implemented following measures / initiatives: <ul style="list-style-type: none"> • Hazard identification and Risk assessment with Shop floor people • Internal and External audit • Work permit system • On-Site Emergency Plans. • Procedure for communication, participation, and consultation. • Procedure for monitoring and performance management.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)	Yes, KEI has processes for workers to report the work-related hazards and to remove themselves from such risks.
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Apart from medical and healthcare facilities available to the employees / workers on occupational health and safety risks, the employees/ workers have access to non-occupational medical and healthcare services and are further covered under Company's health insurance policy.

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

Safety Incidents/Number	Category	Current Financial Year 2022-23	Previous Financial Year 2021-22
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0
	Workers	2.82	1.95
Total recordable work-related injuries	Employees	0	0
	Workers	8	7
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	1

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency -Yes, the independent assessment has been carried out by CARE Advisory Research And Training Ltd.

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

The organization prioritizes employee and worker safety by conducting safety awareness campaigns, delivering internal and external trainings, and installing visual controls, signs, and 'Do's and Don'ts'. The Company has developed its safety practices in accordance with the International Standard for Occupational Health and Safety (ISO 45001:2018). Various awareness events are held such as fire drills and hands-on practice with firefighting equipment, shop floor quizzes among others. The Company has processes in place to identify, mitigate, and eliminate risks, and contingency plans in case of emergencies. The Company also makes certain that information and analysis of safety-related occurrences and near-miss events are displayed on the shop floor.

13. Number of Complaints on the following made by employees and workers during safety committee meetings:

Benefits	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	No complaints received. However, suggestion received from employees and workers were reviewed / implemented by the Company.					
Health & Safety						

14. Assessment for the Year (2022- 23):

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

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

- a. Root Cause Analysis are conducted for all the safety related incidences and suitable corrective actions are taken. Safety Inspections and Safety Audits are also being done periodically. Corrective actions are being taken for all the observations given by the auditors (internal as well as external).

- b. Safety Reviews conducted by Site Heads / Plant Heads. Key learning points shared by site implemented horizontally. In addition, PPE Matrix revised, and plant-wise PPE training modules has been deployed. A system of surprise checks is used to strengthen the culture of safety.
- c. Increased the number of targeted safety placards and poster and signboards, placed at strategic places for raising awareness as well as to reinforce that safety is everyone's responsibility.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail:

Yes. The Company has covered all employees under medical health Insurance, Accident Insurance and Group Term Life Insurance from day 1 of their joining.

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

KEI's value chain partners come under PF act and ESI act which makes them liable to deduct and deposit statutory dues. In addition to this, the service contract between the Company and service provider also contains clause for necessary statutory payments like PF, ESI etc. by service provider.

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

There were no cases of the employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities needing rehabilitation or placement in suitable employment.

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

Essential Indicators

1. Describe the process for identifying key stakeholder groups of the entity:

We have based our stakeholder identification processes on the fundamentals of inclusivity, materiality, and responsiveness. Our stakeholder groups are those which are directly or indirectly impacted by KEI. It also includes stakeholders identified to which KEI has a legal, financial or moral responsibility. All this stems from our belief of building mutual trust-based relationship with our stakeholders and understanding their priorities in creating shared value for all.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half-Yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees (on-roll and contractual workforce)	No	<ul style="list-style-type: none"> • Mail • Display • Webcasts • Intranet portal • Suggestion, feedback. 	As and when necessary	Key scope includes <ul style="list-style-type: none"> • Training & Development • Recognition & Reward • Top-Down communication about important changes, policies • Information about Company's business growth plans and business performance

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half-Yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors and Analysts	No	<ul style="list-style-type: none"> Annual General Meeting; Investor Relations Web Page Quarterly / Annual financial results /statements Quarterly Presentations Annual Report Quarterly investor conference calls Broker conferences Media interview / briefings conducted quarterly/annually / need based Press Releases 	Engagement sessions conducted periodically	Provide financial capital needed to fund the operations. Their faith is important for the continued growth of the Company. Key areas of interest: <ul style="list-style-type: none"> Business Update Financial Performance ESG Disclosures Corporate Governance Regulatory Compliance
Channel partners, distributors, retailers and influencers	No	<ul style="list-style-type: none"> After sales services Brand building and engagement activities Surveys and Feedback Sessions 	Engagement sessions conducted periodically	Key areas of interest: <ul style="list-style-type: none"> Providing information regarding products, pricing and quality Incentive programme
End consumers	No	<ul style="list-style-type: none"> Engagement through website, social media, and feedback In-house and third-party market surveys, meetings Sales promotions and brand campaigns conducted regularly, during IPL and festive seasons 	As and when necessary	Key areas of interest: <ul style="list-style-type: none"> Product quality, service, product availability & product pricing
Government agencies, regulatory bodies and local authorities	No	<ul style="list-style-type: none"> Disclosures and filings for compliance reporting Meeting authorities for permissions/ approvals 	Audits conducted quarterly/ annually / periodically and on need basis	The government agencies and regulatory bodies provide requisite regulatory framework and registrations essential to conduct the businesses smoothly. Key areas of interest: <ul style="list-style-type: none"> Compliance Tax Payments Policy Advocacy
Communities and environment	Yes	<ul style="list-style-type: none"> CSR initiatives 	Community events and functions conducted on regular basis	Key areas of interest: <ul style="list-style-type: none"> To develop the CSR project according to the need of the community

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half-Yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Vendors	No	<ul style="list-style-type: none"> Capacity building and sustainability for suppliers 	Virtual meets, email or in person supplier meets conducted on continuous basis	<p>Quality raw material availability from suppliers enable us to produce quality products on time. Key areas of interest:</p> <ul style="list-style-type: none"> Due-Diligence during on-boarding Periodic Assessments Quality & Cost Understand new market trends

Leadership Indicators

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

The consultation between the stakeholders and the Board is internalised in the management process by delegating this process. We engage with our stakeholders regularly and as needed. The format of engagement will depend on the nature and needs of the stakeholders.

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

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

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

For details refer Principle 8.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2023			FY 2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	1598	1598	100	1575	1575	100
Other than permanent	65	65	100	112	112	100
Total	1663	1663	100	1687	1687	100

Category	FY 2023			FY 2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Workers						
Permanent	107	107	100	110	110	100
Other than permanent	3821	3821	100	3649	3649	100
Total	3928	3928	100	3759	3759	100

KEI has established a Code of Conduct policy to uphold human rights and right to proper working conditions. Awareness session on the same is conducted on regular basis such as in induction training (to all the new joiners covers the sessions on Human Right issues and policies and all other policies pertaining to 9 Principles adopted in BRSR) and other discussion platform.

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

Category	Current Financial Year 2022-23					Previous Financial Year 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
-Male	1523	0	0	1523	100	1501	0	0	1501	100
-Female	75	0	0	75	100	74	0	0	74	100
Total	1598	0	0	1598	100	1575	0	0	1575	100
Other than Permanent										
-Male	65	0	0	65	100	112	0	0	112	100
-Female	0	0	0	0	0	0	0	0	0	0
Total	65	0	0	65	100	112	0	0	112	100
Workers										
Permanent										
-Male	107	0	0	107	100	110	0	0	110	100
-Female	0	0	0	0	0	0	0	0	0	0
Total	107	0	0	107	100	110	0	0	110	100
Other than Permanent										
-Male	3821	0	0	3821	100	3649	0	0	3649	100
-Female	0	0	0	0	0	0	0	0	0	0
Total	3821	0	0	3821	100	3649	0	0	3649	100

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

Particulars	Male		Female	
	Number	Median salary/ wage of respective category (Annual)#	Number	Median salary/ wage of respective category (Annual)#
Board of Directors (Executive Director)	3	14128168	-	-
Board of Directors (Non-executive Director / Independent Director)	5	-	2 (includes one independent and one non-executive/Non-independent director)	-
Key Managerial Personnel	1	5043624	-	-
Employees other than BoD and KMP*(including other than permanent FTA)	1584	740326	75	750134
Workers*	107	413664	-	-

Note: Company has 3 executive directors who are paid salary /compensation/commission, rest are non-executive director (1 nos.) and independent directors (6 nos.) who only receive sitting fee.

*For the above purpose permanent employees and permanent workers are considered.

Above information of remuneration/salary excludes commission paid to CMD and perquisite value of ESOP to Director/KMP/Employees.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, head of the HR department oversees the HR function covering the aforementioned aspects.

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

KEI is committed to prevent any human rights violation and ensure the compliance to the Policy through a mechanism implemented by the HR Department and regularly monitored by grievance handling committee as defined under grievance policy. The Committee takes necessary action in cases of serious misconduct and inappropriate corporate behaviour. The committee determines the severity of the incident and its impact, based on which appropriate action is taken by the committee head which is final and binding. The complainant may raise protected disclosure through email : grievance@kei-ind.com. The company's Open-Door policy encompasses all the necessary measures for addressing the concerns of its employees and workers. The Company has in place 'Code of Conduct Policy', 'Vigil Mechanism/ Whistle Blower Policy' and an 'EHS Policy' which forms a part of the grievance redressal and are provided to for employees, workers, suppliers, customers, and other stakeholders to disclose information, practices or actions that may be inappropriate or illegal and/or violate our codes, policies, and business ethics, amongst others.

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

Complaint Type	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remark	Filed during the year	Pending resolution at the end of year	Remark
Sexual Harassment		NIL			NIL	
Discrimination at workplace		NIL			NIL	
Child Labour		NIL			NIL	
Forced Labour/Involuntary Labour		NIL			NIL	
Wages		NIL			NIL	
Other human rights related issues		NIL			NIL	

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency - Yes, the independent assessment has been carried out by CARE Advisory Research & Training Ltd.

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

Our Vigil Mechanism/Whistle Blower Policy has clearly laid down the guidelines to prevent adverse consequence to a complainant. A complainant has the right to complete anonymity unless required by law enforcement agencies. The organization prohibits retaliation against a complainant such as threats of physical harm, loss of job, punitive work assignments, or impact on salary or wages. A complainant who believes that they have been retaliated against may file a written complaint with Head of HR or Head Legal or CFO and may send copy to the chairman of the Audit committee at KEI Industries Limited, D-90, Okhla Industrial Area, Phase-1, New Delhi-110020.

To handle cases related to sexual harassment, Company has an Internal Complaints Committee for time-bound redressal of complaints. It ensures confidentiality is maintained for all complaints and the complainant is protected against any form of victimization and discrimination.

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

Yes, the clause on ESG related requirements is part of the agreement and contracts with our suppliers. 'Supplier' here includes suppliers, service providers, vendors, consultants, contractors, dealer, distributors, business associates and joint venture partners, third parties including their employees, agents and other representatives, who have a business relationship with and provide, sell, seek to sell, any kinds of goods or services to the Company or any of its subsidiaries, affiliates or divisions.

The Company expects the suppliers to fully comply with applicable laws, rules and regulations and adhere to internationally recognised environmental, social and governance standards including

working conditions and well-being of their employees, anti- harassment, anti-discrimination, abolition of child and forced labour.

9. Assessment for the FY 2022-23:

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

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

No significant risks or concerns have emerged from the assessment.

Leadership Indicators

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

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

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

Our company is committed to integrating human rights principles throughout all aspects of our business operations. We take a proactive approach in managing and addressing potential and actual adverse human rights impacts that may arise. Our dedication to human rights extends to all dimensions, and we firmly stand against any form of discrimination based on race, color, gender, age, religion, ethnicity, nationality, disability, or social origin.

Within our workplace, we maintain a zero-tolerance policy towards child labor, forced labor, compulsory labor, and any kind of harassment, be it physical, verbal, sexual, or psychological. We also prohibit threats and intimidation, fostering a safe and respectful environment for all employees. Our strategic approach includes guidelines for conducting business effectively while upholding the dignity and fundamental human rights of our workforce.

To ensure the well-being of our employees, we provide a healthy, safe, and secure workplace and ensure fair and equal remuneration for all, regardless of gender or any other characteristic. Business ethics and integrity are of the utmost importance in all our relationships, and we strictly adhere to all statutory laws, human rights directives, and regulations while assessing compliance with our code of conduct.

In our commitment to human rights, we have provided specialized training on human rights laws and practices to all our workers, fostering a culture of awareness and respect within our organization.

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

Yes, KEI premises and offices have the necessary infrastructure provisions to enable access to differently abled visitors.

Principle 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:

Parameter	Current Financial Year 2022-23 (in GJ)	Previous Financial Year 2021-22 (in GJ)
Total Electricity Consumption (Grid) (A)	292977.24	265681.97
Total Fuel Consumption (B)	117094.80	106413.83
Energy (Electricity) consumption through Other Sources (Renewable - Solar & Wind) (C)	14260.54	15370.48
Total Energy Consumption (A+B+C) (in GJ)	424332.58	387466.28
Energy intensity per rupee of turnover (GJ/ Million) (Total energy consumption/turnover in Million rupees)	6.14	6.77

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/No). If "Yes", name the external Agency-Yes the independent assessment was carried out by CARE Advisory Research & Training Ltd.

2. Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India? (Yes/No) If "Yes", disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any:

No, KEI doesn't fall under PAT scheme of Government of India.

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

KEI places high importance on water balance and responsible use of water as illustrated by our specific water consumption metric.

We maintain a water balance and implement innovative technologies, efficient monitoring systems, and water recycling to minimise consumption. Our manufacturing units have ETPs for operational wastewater and STPs for domestic wastewater, ensuring responsible water management as per regulatory guidelines. Our goal is to preserve this shared resource and contribute to a sustainable water future.

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	76625	66302
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others – Municipal Supply	3441	3010
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	80066	69312
Total volume of water consumption (in kilolitres)	80066	69312
Water intensity in KL per Million turnover (Water consumed / turnover)	1.16	1.21

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency-Yes, the independent assessment has been carried out by CARE Advisory Research & Training Ltd.

4. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If “Yes”, provide details of its coverage and implementation:

Yes, KEI manufacturing units are equipped with effluent treatment plants (ETPs) and sewage treatment plants (STPs) facilities. The domestic wastewater generated from the toilet etc. is treated in STPs while the wastewater from operational activity is treated in ETPs. The STP treated water is utilized within the premises for flushing and gardening activities, ensuring no discharge of water outside of the premises. Our manufacturing units follow all the necessary applicable guidelines and directions on maintaining the standards of STP and ETP required by CPCB / SPCBs.

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

Our NOx and SOx emission are predominantly generated from our fossil fuel consumption especially diesel in manufacturing process and genset. While our emission is inherently of small quantum and well within permissible limits, we are still keen to improve our performance. Towards this, we have/are replaced / replacing diesel genset with other cleaner fuels gensets, install additional filtration systems at our stack emission outlets to capture emissions or replacing diesel with PNG where there is steady PNG infrastructure installed by government.

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
NOx	Metric Tons	2.56	2.44
Sox	Metric Tons	0.25	0.22
Particulate Matter (PM)	Metric Tons	0.78	0.71
Persistent organic pollutants (POP)	We undertake third party lab testing for each of these air emission parameters including NOx and SOx at defined schedule to ensure the parameters are within permissible limits. This is done in addition to our internal monitoring systems. We also submit the reports to the concern authority.		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please Specify (ODS)			

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, an independent assessment has been carried out by CARE Advisory Research & Training Ltd.

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

Parameter	Please specify unit	Current Financial Year 2022-23	Previous Financial Year 2021-22
Total Scope 1 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	7889.38	7169.74
Total Scope 2 Emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	64292.23	58302.43
Total Scope 1 and Scope 2 emissions	Metric tons of CO2 equivalent	72181.61	65472.17
Total Scope 1 and Scope 2 emission intensity per crore rupee of turnover	Metric tons of CO2 equivalent/Cr.	1.04	1.14

Energy efficiency and emission reduction are the primary drivers of our comprehensive ESG strategy, aimed at bolstering our resilience to climate change. Our key focus areas include increasing the adoption of renewable energy, implementing eco-friendly processes, and reducing energy and water consumption throughout our operations. In order to mitigate emissions, we are actively transitioning from diesel to natural gas and exploring the use of Bio-based fuels as a sustainable alternative.

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If “Yes”, name the external agency-Yes, the independent assessment has been carried out by CARE Advisory Research & Training Ltd.

7. Does the entity have any project related to reducing Greenhouse gas emissions? If "Yes", then provide details:

Yes. KEI has taken several measures for reduction of energy consumption. The Company takes continuous efforts towards improving the operational efficiencies thus minimising consumption of energy and reducing greenhouse gas emissions.

- Renewable Energy in our Energy mix - Our renewable energy installed capacity is 3.78 MWp.
- We are using 100% LED lighting (at Manufacturing units) and have stopped buying conventional lights (HPSV/HPMV, CFL etc).
- Company has installed Variable Frequency Drives (VFD) in Air compressors, LED, solar units and pumps, resulting in energy savings of approximately 20767.21 GJ in FY23.
- Company has also installed Energy Efficient Motors in new machines.
- We are switching to cleaner fuels for better efficiency such as switching to Natural Gas, Biogas or renewable electricity supply where feasible.

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

Parameter	Current Financial Year 2022-23
Total Waste Generated (in metric tons)	-
Plastic Waste (A)	-
E-Waste (B)	0.85
Bio-medical Waste (C)	0.0013
Construction and Demolition Waste (D)	-
Battery Waste (E)	-
Radioactive Waste (F)	-
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G)	7.21
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2,816.18
Total Waste Generated (A+B+C+D+E+F+G+H)	2,824.24

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)	
Category of waste	FY23
(i) Recycled (PVC Scrap)	2816.18
(ii) Re-used	-
(iii) Other recovery operations	-
Total	2816.18
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)	
Category of waste	
(i) Incineration	-
(ii) Landfilling	-
(iii) Other disposal operations	8.06
Total	8.06

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency-Yes, the independent assessment has been carried out by CARE Advisory Research & Training Ltd.

- Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes:

KEI aims at reducing generation of waste during the entire lifecycle of its products. The Company has systems and processes for waste management, segregation, collection, and disposal. The Company practices efficient and environment-friendly end-of-life disposal methods. The waste at factory is disposed through authorised agencies. The Company uses only lead free, non-carcinogenic, and non-hazardous raw materials that are RoHS (Restriction of Hazardous Substances) and REACH compliant.

- If the entity has operations/ offices in & around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/ clearances are required, please specify details in the following format:

No, we do not have any office or plant location around ecologically sensitive areas.

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

Not applicable.

- The Company is compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder:

No material fines were paid in FY 2023.

Leadership Indicators

- Provide breakup of the total energy consumed (in Giga Joules or multiples) from Renewable Energy and Non-Renewable sources, in the following format:

Parameter	Current Financial Year 2022-23 (GJ)	Previous Financial Year 2021-22 (GJ)
From Renewable Sources	Solar & Wind	
Total electricity consumption (A)	14260.54	15370.48
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	14260.54	15370.48
From Non-Renewable Sources		
Total electricity consumption (D)	292977.24	265681.97
Total fuel consumption (E)	117094.80	106413.83
Energy consumption through other sources (F)	-	-
Total energy consumed from Non-Renewable Sources (D+E+F)	410072.04	372095.8

Note: Indicate if any independent assessment/ evaluation has been carried out by an external agency? (Yes/ No). If "Yes", name the external agency- Yes, the independent assessment has been carried out by CARE Advisory Research & Training Ltd.

- Provide the following details related to water discharge:

KEI manufacturing units are equipped with appropriate ETP and STP facilities with the primary focus to promote recovery, recycling, and reuse of water. After processing the wastewater through treatment mechanisms, water is then reused to fulfill non-process needs.

- Water withdrawal, consumption and discharge in areas of 'Water Stress' (in kilo litres):NA
- With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities:

None of KEI's units are in ecologically sensitive areas

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

The company has a business continuity plan in place to help ensure that business processes can continue during a time of emergency or disaster. The plan covers business impact analysis, procedures, testing and training of the BCP. The BCP risks are identified and reviewed on a yearly basis.

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

Essential Indicators

1. (a) Number of affiliations with trade and industry chambers/ associations: **23**
- (b) List the top 10 trade and industry chambers/ associations (determined based on the total numbers of such body) the entity is member of/ affiliated to:

Sr. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Confederation of Indian Industry	National
2.	PHD Chamber of Commerce and Industry	National
3.	Project Exports Promotion Council of India	National
4.	Indian Chamber of Commerce	National
5.	Indian Electrical & Electronics Manufacturer Association (IEEMA)	National
6.	EEPC India	National
7.	Control Panel and Switchgear Manufacturers' Association	National
8.	Electrical EPC Contractors Association	National
9.	Fire & Security Association of India	National
10.	Federation of Indian Export Organisation	National

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

Leadership Indicators					
Details of public policy positions advocated by the entity:					
Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half-Yearly/ Quarterly / Others - please specify)	Web Link, if available
NIL					

Principle 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2022-23:

Not Applicable

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

Not applicable

3. Describe the mechanisms to receive and redress grievances of the community:

KEI partners with various NGOs / trust / social organisation to work towards various social causes including removing malnutrition, improving healthcare and healthcare infrastructure, supporting education, women empowerment, environment, skill development, disaster management, animal husbandry, sanitation etc. to create a positive impact amongst the local communities. There is mechanism in place to resolve queries and redress grievances of the community and the CSR projects/ programs/activities by reaching out at cs@kei-ind.com

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

	Current Financial Year 2022-23	Previous Financial Year 2021-22
Directly sourced from MSMEs	26.35%	32.37%
Sourced directly from within the district and neighbouring districts*	37.08%	47.86%

* Distance upto 200 KM from the plants taken.

Leadership Indicators

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

No.

2. Details of beneficiaries of CSR Projects:

Sl. No.	Name of the Project	Amount spent for the project (₹ in million)	Mode of implementation Direct (Yes/No)	Mode of implementation - Through implementing agency		No. of persons benefitted / expected to be benefitted# from CSR Projects*	% of beneficiaries from vulnerable and marginalized group
				Name	CSR registration number		
1	Promoting Health Care including Preventive Health Care	7.50	No	ISKCON	CSR00005241	5,000#	30%
2	Promoting Health Care including Preventive Health Care	0.70	No	Centre for North East Studies and Policy Research	CSR00004447	33,396	100%
3	Promoting Health Care including Preventive Health Care	10.00	No	Bhaorao Deoras Seva Nyas	CSR00004454	10,000#	80%
4	Promoting Health Care including Preventive Health Care	5.00	No	Maharaja Agrasen Hospital Charitable Trust	CSR00001343	350 Bed Hospital#	10%
5	Promoting Health Care including Preventive Health Care	0.50	No	Manav Seva Sansthan	CSR00030051	1,500	70%
6	Eradicating hunger, poverty and malnutrition	0.40	No	Federation of Industries Association Silvassa	CSR00012860	5	100%
7	Eradicating hunger, poverty and malnutrition	0.57	No	Dadra & Nagar Haveli & Daman & Diu Juvenile Justice Fund	CSR00025593	150	100%
8	Eradicating hunger, poverty and malnutrition	0.30	No	Railway Children India	CSR00003904	60	90%
9	Promoting Education	3.00	No	ISKCON	CSR00005241	50	30%
10	Promoting Education	2.50	No	Janaseva Trust-Param Innovation	CSR00006302	20,000	20%
11	Promoting Education	1.00	No	The Kalptaru Society	CSR00011553	388	100%

Sl. No.	Name of the Project	Amount spent for the project (₹ in million)	Mode of implementation Direct (Yes/No)	Mode of implementation - Through implementing agency		No. of persons benefitted / expected to be benefitted# from CSR Projects*	% of beneficiaries from vulnerable and marginalized group
				Name	CSR registration number		
12	Promoting Education	0.54	Yes	Indera Furnishers (Through Rotary Club of Delhi, Ananta)	NA	700	100%
13	Promoting Education	1.85	Yes	Shri Girraj Construction Company (Through Rotary Club of Delhi, Ananta)	NA		
14	Promoting Education	2.50	No	Shri Bhartiya Sanskruti Samvardhak Trust	CSR00015538	900	65%
15	Promoting Education	0.70	No	Khushboo Welfare Society	CSR00003301	7	85%
16	Promoting Education	25.00	No	Sri Sharada Vaidika Smartha Vidyalam Society	CSR00025838	100#	100%
17	Promoting Education	2.20	No	Bharat Lok Shiksha Parishad	CSR00000667	2,147	100%
18	Promoting Education	0.38	No	Vanvasi Kalyan Ashram	CSR00014323	25	100%
19	Promoting Education	2.44	Yes	Impact Communications Sankalp Jyoti	NA	4,600	100%
20	Promoting Education	6.47	Yes	KEI Industries Limited			
21	Animal Welfare	4.00	No	Shri Krishan Gaushala Unit of Surabhi Shodh Sansthan	CSR00018282	700	100%
22	Animal Welfare	0.21	No	Maharishi Dayanand Gausamuardhan Kendra	CSR00029230	1,450	100%
23	Animal Welfare	0.62	No	Shri Govind Prem Seva Sansthan	CSR00029094	13	100%
24	Animal Welfare	1.80	No	ISKCON	CSR00005241	60	100%
25	Ensuring Environmental sustainability	0.24	Yes	Nilkamal Limited (KEI Industries Limited)	NA	2,022	100%
26	Training to Promote Rural Sports, Nationally Recognised Sports, Paralympic Sports and Olympic Sports	0.25	No	Rama Foundation	CSR00009256	172	52%
	Total	80.67					

*Approximately.

For Annual report on CSR activities, refer Annexure D of Director's Report.

Principle 9: Business should engage with and provide value to their consumers in a responsible manner
Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
 KEI has developed standard procedures to take cognizance of all the consumer complaints and feedbacks from multiple channels as mentioned below:

The customers can reach us through multiple communication channels that include a centralized helpline number, email-id & online service request on Company's web site. These centralized consumer response centers receive customer queries, complaints, and feedbacks.

- a. KEI Helpline number: +91-8291373688
- b. Email ID- customercare@kei-ind.com
- c. Online Service request on www.kei-ind.com

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

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

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

We have received nil complaints in the aspects of Data privacy, Advertising, Cyber-security Restrictive Trade Practices and Unfair Trade Practices in FY2023 and FY2022. Our products and services do not fall under delivery of essential services. No. of complaints pending is Nil while 101 number of complaint/concern/suggestion were received and resolved.

Number of consumer complaints in respect of the following:						
	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NIL	0	0	NIL
Advertising	0	0	NIL	0	0	NIL
Cyber-security	0	0	NIL	0	0	NIL
Delivery of Products	0	0	NIL	0	0	NIL
Quality of Products	0	0	NIL	0	0	NIL
Restrictive Trade Practices	0	0	NIL	0	0	NIL
Unfair Trade Practices	0	0	NIL	0	0	NIL
Other	7	0	Handling and Laying of cables at site by customers.	5	0	Handling and Laying of cables at site by customers.

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

There have been no instances of product recalls (voluntary or forced) on account of safety issues during the financial year FY 2022-23.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No). If available, provide a web-link of the policy:
Yes. The Company has an Information Security Policy. Also, the Risk management and Vigil Mechanism safeguards the unlikely incidents at early stage itself.
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services:
Not Applicable.

Leadership Indicators

1. Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if possible):
Information on KEI products and services can be assessed at www.kei-ind.com
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services:
The Company displays product information on the product label, over and above what is mandated as per local laws. The Company also conducts meetings and trainings to its dealers, influencers, distributors and customers / consumers about its products.
3. Mechanism in place to inform consumers of any risk of disruption/ discontinuation of essential services.
KEI, as a manufacturer of electrical wires and cables, is not directly involved in providing essential services (as defined in 'The Essential Services Maintenance Act, 1981). Hence, not applicable.
4. a. Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable). If "Yes", provide details in brief:
Yes. KEI displays product information on the product label as mandated by law. KEI products carry details with regards to the safe handling and usage. Moreover, on product packaging, the Company engraves markings relevant to recycling etc. and relevant compliances such as RoHS, REACH, etc.
b. Did your entity carry out any survey with regard to customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No):
Yes. The Company collects customer feedback through feedback forms and outbound calls.
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact
NIL.
 - b. Percentage of data breaches involving personally identifiable information of customers
NIL.