

# Business Responsibility and Sustainability Report

## Business Responsibility and Sustainability Report

### SECTION A: GENERAL DISCLOSURES

#### I. DETAILS OF THE LISTED ENTITY:

Sr. No.	Particulars	Details
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	<a href="mailto:cs@kei-ind.com">cs@kei-ind.com</a>
7.	Telephone	011-26818840 / 8642
8.	Website	<a href="http://www.kei-ind.com">www.kei-ind.com</a>
9.	Financial Year for which report is being done	FY 2023- 24
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 (₹)	180.48 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 VP (Corporate Finance) & Company Secretary Telephone No: 011-26818840/8642 E-mail Id: <a href="mailto:cs@kei-ind.com">cs@kei-ind.com</a>
13.	Reporting Boundary (Standalone or Consolidated basis)	The disclosures made in this report are on a stand-alone basis.
14.	Name of assurance provider:	N.A.
15.	Type of assurance obtained:	N.A.

#### II. PRODUCTS AND SERVICES:

##### 16. 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	90.34%
2.	Stainless Steel Wires Segment	Manufacturing and selling of Stainless Steel Wires	2.72%
3.	Turnkey Projects / Engineering, Procurement and Construction (EPC)* Projects Segment	Design, Engineering, Supply, Erection, Testing and Commissioning of Projects	6.94%

\*Excluding Cables

**17. 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	90.34%
2.	Stainless Steel Wires	24108	2.72%
3.	Turnkey Projects / Engineering, Procurement and Construction (EPC)* Projects	42202	6.94%

\*Excluding Cables

**III. OPERATIONS:****18. 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	8	60	68
International	-	4	4

**19. 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 2023-24, exports contributed 13% of the Company's revenue showing a strong growth of 58% 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, Gambia, Liberia, UAE and the United States. Our target is to increase the contribution of export to about 15-20% of sales in next 3-4 years.

**c) A brief on types of customers?**

KEI is one of the largest manufacturers 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 Centres, 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 (B2C). KEI is also selling Stainless Steel Wire in domestic and international market. Our EPC (Engineering, Procurement and Construction) 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

##### 20. Details as at the end of Financial Year 2023-24:

###### 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	1743	1664	95.47	79	4.53
2.	Other than Permanent Employees	51	51	100	0	0.00
3.	Total Employees (1+2)	1794	1715	95.60	79	4.40

###### Workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (C)	Percentage (C/A)
4.	Permanent Workers	106	106	100	0	0.00
5.	Other than Permanent Workers	4926	4926	100	0	0.00
6.	Total Workers (4+5)	5032	5032	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 differently abled 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

##### 21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors (BOD)	11	2	18.18%
Key Management Personnel*	1	0	0%

\*Excluding BOD

**22. Turnover rate for permanent employees and workers**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.10%	10.50%	12%	10.01%	6.8%	9.9%	11.6%	12.2%	11.6%
Permanent Workers	0.00%	0.00%	0.00%	2.8%	0.00%	2.8%	2.7%	0.00%	2.7%

**V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES):****23. 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/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	KEI Cables Australia PTY Ltd. (under Liquidation w.e.f 23.02.2024)	Subsidiary	90%	No
2.	KEI Cables SA PTY Ltd.	Associate	49%	No

\*Members of subsidiary company 'KEI Cables Australia PTY Ltd', in their meeting held on February 23, 2024 have resolved to wound up subsidiary company with immediate effect and the Liquidator was appointed from that date. Upon appointment of Liquidator, control of the company was transferred to the Liquidator and accordingly, company lost control over subsidiary company 'KEI Cables Australia PTY Ltd' w.e.f. February 23, 2024.

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

**VI. CSR Details:**

(₹ in Million)

24.	(i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No)	Yes
	(ii)	Turnover	81,040.80
	(iii)	Net Worth	31,359.51

**VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES:****25. Complaints/ Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of year	Remarks
Communities	Yes <a href="mailto:cs@kei-ind.com">cs@kei-ind.com</a>	0	0	-	0	0	-
Investors (other than shareholders)	Yes <a href="mailto:cs@kei-ind.com">cs@kei-ind.com</a> / <a href="mailto:kunal@kei-ind.com">kunal@kei-ind.com</a>	0	0	Queries/Request received from Investors/ Shareholders were substantially replied/resolved.	0	0	Queries/Request received from Investors/ Shareholders were substantially replied/ resolved.
Shareholders	Yes <a href="mailto:cs@kei-ind.com">cs@kei-ind.com</a> / <a href="mailto:kunal@kei-ind.com">kunal@kei-ind.com</a>	0	0	Queries/Request received from Investors/ Shareholders were substantially replied/resolved	0	0	Queries/Request received from Investors/ Shareholders were substantially replied/ resolved
Employees and workers	Yes <a href="mailto:grievance@kei-ind.com">grievance@kei-ind.com</a>	0	0	-	0	0	-
Customers	Yes <a href="mailto:customercare@kei-ind.com">customercare@kei-ind.com</a>	35	0	Concern and Suggestion received on customer care email id and helpline number	101	0	Concern and Suggestion received on customer care email id and helpline number
Value Chain Partners	Yes <a href="mailto:grievance@kei-ind.com">grievance@kei-ind.com</a>	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](mailto:cs@kei-ind.com) / [kunal@kei-ind.com](mailto: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](mailto: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/>

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format.

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
1.	GHG emissions & Climate Change	Risk and Opportunity	<p>KEI Industries operates in an industry that is severely regulated in terms of greenhouse gas emissions. Noncompliance with local and international environmental standards may result in significant penalties, punishments, and a ruined reputation.</p> <p>-Climate change can cause extreme weather events, which disrupt the supply chain, reduce raw material availability, and cause manufacturing delays. This is especially important for manufacturing processes that rely on consistent and predictable inputs.</p> <p>- Customers and investors are increasingly valuing sustainability. Failure to reduce GHG emissions may lead to missed economic prospects and decreasing investor trust.</p> <p>- This also presents an opportunity to re-evaluate current processes and make them more efficient to build an edge in terms of scalability and sustainability of business operations as well as product offerings</p>	<ol style="list-style-type: none"> <li>1. Build Awareness on climate change among employees</li> <li>2. Build capacity to monitor and report performance on environment parameters</li> <li>3. Engage with subject matter expertise on improving efficiencies on performance against climate change issues</li> <li>4. Communicate to relevant stakeholders on initiatives KEI is adopting to mitigate climate change risks</li> </ol>	<p><b>Positive-</b> Proactively addressing climate change risks will boost KEI Industries' brand recognition, and create new business prospects</p> <p><b>Negative-</b> Failure to manage climate change risks may result in regulatory fines, greater operational expenses owing to climate-related interruptions, and the loss of business from environmentally conscientious clients. These variables might have a detrimental influence on KEI Industries' financial performance.</p>

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
2.	Product Stewardship	Opportunity	It is imperative to reduce a product's environmental effect across all phases. KEI strives to minimise any adverse impact on environment throughout life cycle of its products.  Through product stewardship exercise KEI aims to continuously monitor environment footprint of its product and further aims to bring sustainability in its product development	-	<b>Positive</b> - Proactive product stewardship will help KEI identify opportunities to bring in efficiencies and sustainability in its process and ultimately will result in maintaining edge over its competitors
3.	Natural Resource Management	Risk and Opportunity	KEI Industries, a cable and wire manufacturing company strongly reliant on natural resources right from supply of materials to its own processes and operations. Availability of natural resource has direct impact on the company's operations and thus require effective management of its natural resources.	1. Efficient use of natural resources to minimise wastages. 2. Identifying alternate sources to ensure business continuity 3. Use of renewable resources in its own production processes 4. Engaging with suppliers on effective and efficient use of resources and adopting ESG measures in their operations	<b>Positive</b> - Company which is able to manage its natural resources effectively will always have an upper hand in terms of cost effectiveness and ultimately will drive its business growth in a more sustainable way. <b>Negative</b> - If natural resources are not effectively managed it could lead to increase in cost and ultimately adversely impact company's growth.
4.	Supply Chain Sustainability	Risk and Opportunity	Like many industry peers, KEI Industries relies on its value chain partners in various stages of its product development. Environmentally and socially responsible supply chain practices safeguard long-term viability of the business and strengthen its social licence to operate.	1. Engagement with value chain partners on regular basis to build awareness on ESG issues 2. Onboarding process of value chain partners to include ESG due diligence 3. Evaluation of its value chain partners on industry best practices on frequent basis	<b>Positive</b> - Efficient supply chain management ensures reduced environmental impact and long-term value to the company's sustainability-led endeavours. <b>Negative</b> - A mismanaged supply chain leads to ineffective utilization of resources, hampers efficient procurement of materials and may lead to increase business costs and reputational damage.
5.	Human Capital Development	Risk and Opportunity	Human capital development is critical for KEI Industries, since it directly affects productivity, creativity, and competitiveness. Investing in staff skills, training, and well-being may result in enhanced productivity, higher-quality goods, and more customer happiness. Furthermore, a strong human capital basis may attract top personnel, lower turnover, and build a favourable company culture.	1. Implementing continual training programs to help personnel improve their skills. 2. Creating career development programs to retain talent. 3. Promoting a good work-life balance to boost employee morale. 4. Empowering employees to provide feedback on existing grievance process in order to further strengthen it.	<b>Positive</b> - A strong workforce with higher engagement and retention rate enable innovation, enhances the performance and brings in a positive culture in the organization. <b>Negative</b> - 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.

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
6.	Occupational Health & Safety	Risk	<p>The health and safety of our employees and workers is of utmost significance to the organization.</p> <p>Implementing health and safety measures to reduce threats to life and property boosts employee confidence.</p>	<p>We offer frequent health and safety trainings to all employees to promote a safe work environment.</p> <p>Training related to Hazard Identification and Risk Assessment (HIRA) and Total Productive Maintenance are also provided. Independent internal &amp; external audit has been conducted.</p> <p>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</p>	<b>Negative</b> - Employee and workers safety risks if neglected can cause fatalities and loss of labour force. It also brings reputational damage for the organization and may impact supply of skilled manpower which directly impacts company's productivity.
7.	Governance and ethical business conduct	Risk	Any breaches or governance failings can result in serious legal and reputational harm, reducing stakeholder trust and firm performance.	<p>1. Training and awareness on best practices</p> <p>2. Clear guidance with policy framework</p> <p>3. Regular audits of operations</p> <p>4. Stakeholder engagement</p>	<b>Negative</b> - Any lapses on compliances may lead to attracting regulatory fines and penalties. It brings significant reputational damages and loss of investor and customer confidence.
8.	Transparency, accountability and reporting	Opportunity	By emphasizing transparency and responsibility in reporting, KEI Industries may foster more confidence among stakeholders like as investors, consumers, and regulatory agencies. - Demonstrating a commitment to openness and accountability may set KEI Industries apart from competitors. This may attract socially aware customers and investors who value ethical behaviour.	-	<b>Positive</b> -Being transparent in business practices with clear disclosures always help build trust with key external stakeholders i.e. investors, customers, suppliers, communities and regulators.

## 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
	<b>Policy and Management Processes</b>									
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 have 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., <a href="http://www.kei-ind.com">www.kei-ind.com</a> . 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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>NABL-ISO/IEC 17025:2017</li> <li>ISO 9001:2015</li> <li>ISO 14001:2015</li> <li>ISO 45001:2018</li> <li>Importer - Exporter Code (IEC)</li> <li>RoHS &amp; REACH compliant</li> <li>CE MARKING (EN ISO/IEC 17020)</li> <li>RDSO (IRS:S-63/2014 (REV 4.0), E-14/ (part I &amp; II) 01 (REV 2) &amp; E-14/04 (REV 2)</li> <li>SABS, SANS: 1339:2020</li> <li>Underwriter laboratories (UL) certifications</li> <li>UL 1072 - Medium - Voltage Power Cable</li> <li>British Approvals Service for Cables (BASEC)</li> </ul>								
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. To this effect, KEI has worked extensively with its stakeholders and working on strategic objectives aiming towards sustainable operations. KEI has identified key material topics through materiality survey it conducted across its stakeholders during the year. Basis that it is in process to define its roadmap towards sustainability.</p> <p><b>Following are some of the themes identified for the roadmap:</b></p> <ol style="list-style-type: none"> <li>Climate Change and Energy Monitoring and reduction in emission, water and waste.</li> <li>Health &amp; Safety - Ensuring zero fatalities at all our plants.</li> <li>Supplier engagement - Undertaking supplier due diligence to ensure alignment with ESG principles.</li> <li>ESG Reporting - Work towards enhancing ESG reporting process and establish clear accountability.</li> </ol>								



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 unwavering in its commitment to sustainability and has taken multiple steps to this direction.</p> <p>Following are key initiatives on environment front :</p> <ul style="list-style-type: none"><li>• <b>Solar Power Installation:</b> A state-of-the-art rooftop solar power system with a capacity of 3.905 MW has been installed and is successfully operating across the plants, reducing our reliance on non-renewable energy sources.</li><li>• <b>Natural Gas Utilization:</b> KEI has transitioned from using diesel and furnace oil to natural gas in our boilers, thereby reducing toxic emissions and contributing to a cleaner environment.</li><li>• <b>Energy Monitoring Systems:</b> An online energy monitoring system has been implemented to track electricity and diesel usage, optimizing energy consumption and enhancing operational efficiency.</li><li>• <b>Zero Liquid Discharge (ZLD) Plant:</b> At our plants, we have installed a Zero Liquid Discharge Plant to treat wastewater. This plant purifies and recycles water, ensuring no liquid waste is discharged into the environment.</li><li>• <b>Sewage Treatment Plants (STP):</b> All our plants are equipped with Sewage Treatment Plants.</li></ul> <p><b>FY24 Performance-</b></p> <p><b>Emission Management:</b></p> <table><tr><td>Scope 1 &amp; 2 emission intensity reduction</td><td>10.5%</td></tr></table> <p><b>Energy Efficiency:</b></p> <table><tr><td>Energy intensity reduction</td><td>2.4%</td></tr><tr><td>Renewable energy improvement</td><td>5%</td></tr></table> <p><b>Waste Management:</b></p> <table><tr><td>Waste to Landfill</td><td>0%</td></tr><tr><td>Waste intensity reduction</td><td>7.5%</td></tr></table>									Scope 1 & 2 emission intensity reduction	10.5%	Energy intensity reduction	2.4%	Renewable energy improvement	5%	Waste to Landfill	0%	Waste intensity reduction	7.5%
Scope 1 & 2 emission intensity reduction	10.5%																			
Energy intensity reduction	2.4%																			
Renewable energy improvement	5%																			
Waste to Landfill	0%																			
Waste intensity reduction	7.5%																			

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>Following are key highlights of KEI's performance on social aspects:</p> <ul style="list-style-type: none"> <li>• <b>Health and Safety:</b> KEI is OHSAS 45001:2018 certified. We have stringent safety protocols and wellness programs in place to ensure a safe working environment.</li> <li>• <b>Corporate Social Responsibility (CSR):</b> Our CSR initiatives primarily focus on eradicating hunger, promoting healthcare, promoting education, ensuring environmental sustainability, protection of national heritage, art and culture and animal welfare, which are essential for promoting sustainable human development and economic growth. We support various programs aimed at improving community health and providing educational opportunities.</li> <li>• <b>Diversity and Inclusion:</b> KEI is committed to fostering a diverse and inclusive workplace, promoting equal opportunities for all employees regardless of their background.</li> <li>• <b>Supplier engagement</b> - We conducted several engagement sessions with suppliers on ESG aspects and initiated due diligence process to gauge readiness on these issues.</li> </ul> <p>To enhance the governance framework, KEI has undertaken several measures to ensure transparency, accountability, and robust management practices:</p> <ul style="list-style-type: none"> <li>• <b>Digital Transformation:</b> <ul style="list-style-type: none"> <li>➤ On the digital front, we have initiated the implementation of <b>Salesforce</b>, a robust and versatile customer relationship management (CRM) software. This will strengthen our relationships with channel partners and enhance our customer service capabilities. Salesforce automates the workflows, reducing manual intervention and ensuring a smooth and timely process. Automated notifications and reminders keep all concerned KEI Team Members informed and help to act accordingly.</li> <li>➤ KEI has also implemented digital platform to collect and monitor its ESG data across the organization. This step is expected to add significant value in our non-financial reporting and commitment to transparency.</li> <li>➤ KEI has introduced <b>BoardPAC</b> which provides an effective way for Board of Directors to access the board papers and supplementary information directly to their iPad, Android or Windows 10 devices, therefore eliminating the need for printing multiple copies of each document and couriering such documents to the Directors.</li> <li>➤ KEI <b>Connect app</b> is an innovative digital initiative by KEI Industries Ltd, designed to offer direct loyalty benefits and various schemes to our diverse Electricians, Retailers, Shop Boys, and Contractors. KEI Supply Beam app empowers dealers and distributors in smooth ordering process, check and download the invoice, make payment leading to transparent record keeping and financial management for our partners. This cutting-edge app is equipped with a range of features to enhance engagement and transparency across the supply chain.</li> </ul> </li> </ul>								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, Leadership and Oversight</b>										
7.	<p>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> <p>We are proud to present the second edition of our Business Responsibility and Sustainability Report (BRSR), emphasizing our resolute commitment to Environmental, Social, and Governance (ESG) principles. KEI as a responsible organisation believes that incorporating and adhering to ESG principles is critical for establishing company's long-term commitment to sustainable growth of the organization. The report highlights our progress across various aspects, such as natural resource and waste management, human capital management, health and safety of our employees and workers, our relations with various stakeholders and our commitment to ethics and compliances.</p> <p>Over the last year, we have progressively integrated ESG concerns into our company processes to ensure compliance with global ESG standards and regulations. We have defined and prioritized our essential material topics which now form the core of our strategic decision-making process. Our methodical approach has enabled us to better recognize and address opportunities and risks, building resilience and flexibility in a constantly changing business environment. To ensure all stakeholders are inline with company's vision towards sustainability, we put lot of thrust and efforts in building awareness around Environment, Social and Governance issues at our corporate and factory locations as well with our value chain partners.</p> <p>Our commitment to sustainability is a cornerstone of our corporate culture and Company is fully committed to its obligations towards sustainable growth.</p>									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>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 CSR &amp; ESG committee is 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 Analytics and Advisory Pvt. 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

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### 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	% age of persons in respective category covered by the awareness programmes
Board of Directors & Key Managerial Personnel	6	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%
Employees other than BoD and KMPs	61	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	281	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 Requirements) Regulations, 2015 and as disclosed on the entity's website).

During FY 2023-24, the directors/KMPs paid no fines/ penalties/ punishments/ awards/ compounding fees/settlement amounts to regulators/law enforcement agencies/judicial institutions.

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.

In FY 2024, no complaints was received regarding conflict of interest of the directors.

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.

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

Particulars	FY 2024	FY 2023
Number of days of accounts payables	52	46

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

Parameter	Metrics	FY 2024	FY 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.06%	0.03%
	b. Number of trading houses where purchases are made from	20	9
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	92.36%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	47%	46%
	b. Number of dealers / distributors to whom sales are made	2428	2229
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	10.13%	11.81%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	Nil
	b. Sales (Sales to related parties / Total Sales)	0.00	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)*	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made) *	Nil	Nil

\* For Loans and Advances and Investments, transactions undertaken with related parties during the year have been considered.

### Leadership Indicators

1. 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	65%

2. a. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No).  
 b. 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

1. 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 made a CAPEX of ₹ 2,40,55,450/- in machinery, testing equipment's and generators to enhance energy efficiency and lower energy consumption.

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

Yes.

- b. 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 2023-24, 93.61% of purchased inputs by value were sourced sustainably.

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

<b>Plastics (including packaging)</b>	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.
<b>E- Waste</b>	
<b>Hazardous Waste</b>	
<b>Other Waste</b>	

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No): YES

- 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 had 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*	
FY 2024	FY 2023
1.45%	1.67%

\*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	1664	1664	100	1664	100	NA	NA	0	0	0	0
Female	79	79	100	79	100	79	100	NA	NA	0	0
Total	1743	1743	100	1743	100	79	4.53	0	0	0	0
Other than Permanent Employees											
Male	51	51	100	51	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	51	51	100	51	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	106	106	100	106	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	106	106	100	106	100	0	0	0	0	0	0
Other than Permanent Workers											
Male	4926	3269*	66.36	4926	100	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	4926	3269*	66.36	4926	100	0	0	0	0	0	0

**Note: NA- Not Applicable**

**\* Covered under ESI.**

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

Particulars	FY 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the company	<b>0.08</b>	<b>0.08</b>

## 2. Details of retirement benefits (Permanent Employees and Workers), for FY 2023-24 and FY 2022-23:

Benefits	FY 2024			FY 2023		
	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	1.71%	0%	YES	1.56%	0%	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 '**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	
	FY 2024		FY 2024	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA		NA	
Female	100%	75%	-	-
Total	100%	75%	-	-

## 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: <a href="mailto:grievance@kei-ind.com">grievance@kei-ind.com</a>
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](mailto: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	FY 2024			FY 2023		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male (includes other than permanent)	1715	1329	77.49	1588	462	29.09
Female	79	17	21.52	75	13	17.33
<b>Total</b>	<b>1794</b>	<b>1346</b>	<b>75.03</b>	<b>1663</b>	<b>475</b>	<b>28.56</b>
<b>Workers</b>						
Male (includes other than permanent)	5032	5032	100	3928	3776	96.13
Female	0	0	0	0	0	0
<b>Total</b>	<b>5032</b>	<b>5032</b>	<b>100</b>	<b>3928</b>	<b>3776</b>	<b>96.13</b>

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

Category	FY 2024			FY 2023		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male (includes other than permanent)	1715	1437	83.79	1588	761	47.92
Female	79	72	91.14	75	75	100
<b>Total</b>	<b>1794</b>	<b>1509</b>	<b>84.11</b>	<b>1663</b>	<b>836</b>	<b>50.27</b>
<b>Workers</b>						
Male (includes other than permanent)	5032	2108	41.89	3928	1466	37.32
Female	0	0	0	0	0	0
<b>Total</b>	<b>5032</b>	<b>2108</b>	<b>41.89</b>	<b>3928</b>	<b>1466</b>	<b>37.32</b>

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

Category	FY 2024			FY 2023		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
<b>Employees</b>						
Male (includes other than permanent)	1715	1642	95.74	1588	1489	93.77
Female	79	75	94.94	75	69	92
<b>Total</b>	<b>1794</b>	<b>1717</b>	<b>95.71</b>	<b>1663</b>	<b>1558</b>	<b>93.69</b>
<b>Workers</b>						
Male (includes other than permanent)	5032	3914	77.78	3928	3762	95.77
Female	0	0	0	0	0	0
<b>Total</b>	<b>5032</b>	<b>3914</b>	<b>77.78</b>	<b>3928</b>	<b>3762</b>	<b>95.77</b>

## 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"> <li>Hazard identification and Risk assessment with Shop floor people</li> <li>Internal and External audit</li> <li>Work permit system</li> <li>On-Site Emergency Plans.</li> <li>Procedure for communication, participation, and consultation.</li> <li>Procedure for monitoring and performance management.</li> </ul>
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	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR)	Employees	0	0
	Workers	1.36	2.82
Total recordable work-related injuries	Employees	0	0
	Workers	0	8
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

## 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	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	54	0	NA	0	0	NA
Health & Safety	28	0		0	0	

## 14. Assessment for the Year (2023- 24):

Particulars	% 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:

- 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, Personal Protective Equipment (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 and the workers are covered under ESI/Workmen's Compensation Policy and Group Personal Accident.

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.

The Company sources most of its material from reputed suppliers who have their own diligent compliance checks and we trust them to fulfil statutory obligations and make timely payments. We engage with our suppliers during onboarding, requiring them to declare compliance with statutory dues. The Company emphasises the importance of timely payment of dues. The Company's finance department verifies GST payments from our supply chain partners using the GST portal. The Suppliers Code of Conduct requires the stakeholders to adhere strictly to statutory and regulatory requirements concerning labour.

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 are 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.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

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

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	65%
Working Conditions	65%

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

No significant risks/concerns have been observed.

## 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:

KEI understands that its operations have a significant impact on a diverse group of stakeholders, including customers, regulators, employees, investors, suppliers and business partners. The company values transparent communication and meaningful engagement as essential elements for building and sustaining strong, long-term relationships. By engaging with a broad spectrum of stakeholders, KEI gains valuable insights into the social, environmental, and economic impacts—both direct and indirect—of its activities.

KEI is committed to proactive and targeted engagement with its stakeholders to identify material issues, evaluate business strategies and operations, and assess its products, services, and solutions. This collaborative approach not only strengthens KEI's internal and external environments but also ensures that the company remains responsive to stakeholder needs and expectations. Throughout the year, KEI actively engages with these stakeholders through a variety of methods, reinforcing its commitment to continuous improvement and sustainable growth.

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

Please refer Integrated Annual Report Page No. 22

### 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:

KEI has always maintained that a constant and proactive engagement with our key stakeholders enables the Company to better communicate its strategies and performance. A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders. The Board is kept abreast on various developments and feedback on the same is sought from the Directors. They engage with our stakeholders regularly and as needed. The format of engagement will depend on the nature and needs of the stakeholders. The consultation with stakeholders is in the form of online / offline meetings.

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 has engaged both internal and external stakeholders to assess the criticality of various ESG material issues for KEI, resulting in the identification of more than eight key ESG high-priority material issues. This assessment, facilitated by an external consultant through a materiality survey, has provided critical insights and will serve as the foundation for shaping KEI's strategic direction. Stakeholder input was instrumental in highlighting the most relevant material issues for the company. Moving forward, we plan to make stakeholder engagement a regular practice, ensuring their feedback is consistently integrated into KEI's strategy. This year, we conducted shareholder surveys and received an average rating of 'Excellent' from the shareholders.

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

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

Category	FY 2024			FY 2023		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1743	1743	100	1598	1598	100
Other than permanent	51	51	100	65	65	100
<b>Total</b>	<b>1794</b>	<b>1794</b>	<b>100</b>	<b>1663</b>	<b>1663</b>	<b>100</b>
<b>Workers</b>						
Permanent	106	106	100	107	107	100
Other than permanent	4926	4926	100	3821	3821	100
<b>Total</b>	<b>5032</b>	<b>5032</b>	<b>100</b>	<b>3928</b>	<b>3928</b>	<b>100</b>

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.

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

Category	FY 2024					FY 2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1664	0	0	1664	100	1523	0	0	1523	100
Female	79	0	0	79	100	75	0	0	75	100
Total	1743	0	0	1743	100	1598	0	0	1598	100
Other than Permanent										
Male	51	0	0	51	100	65	0	0	65	100
Female	0	0	0	0	0	0	0	0	0	0
Total	51	0	0	51	100	65	0	0	65	100
Workers										
Permanent										
Male	106	0	0	106	100	107	0	0	107	100
Female	0	0	0	0	0	0	0	0	0	0
Total	106	0	0	106	100	107	0	0	107	100
Other than Permanent										
Male	4926	0	0	4926	100	3821	0	0	3821	100
Female	0	0	0	0	0	0	0	0	0	0
Total	4926	0	0	4926	100	3821	0	0	3821	100

## 3 (a) 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	1,59,88,164	-	-
Board of Directors (Non-Executive Director / Independent Director)	6	-	2 (includes one Independent and one Non-Executive/Non-Independent Director)	-
Key Managerial Personnel	1	57,63,624	-	-
Employees other than BoD and KMP*	1660	8,15,916	79	7,62,000
Workers*	106	4,58,700	-	-

Note: Company has 3 executive directors who are paid salary /compensation/commission, rest are non-executive director (1 nos.) and independent directors (7 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.

## (b) Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages*	4.15	4.22

\* Company staff & workers have been considered for the calculation.

## 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](mailto: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 2024			FY 2023		
	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	

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

Particulars	FY 2024	FY 2023
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

8. 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.

9. 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. These requirements are checked during our supplier assessment process.

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.

## 10. Assessment for the FY 2023-24:

	% 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	-

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

Our plants are ISO 45001:2018 certified which covers key requirements related to labour, working conditions and human rights. Our institutional clients conduct audits at our plants and expect us to provide assurances regarding our compliance with human rights standards. These standards encompass various aspects including discrimination, child labour, forced labour, sexual harassment, workplace harassment, working hours, and minimum wages. 65% of value chain partners were assessed.

## 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.

## 4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	65%
Discrimination at workplace	65%
Child Labour	65%
Forced Labour/Involuntary Labour	65%
Wages	65%
Others – please specify	65%

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

No significant risks/concerns have been observed.

**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	FY 2024 (in GJ)	FY 2023 (in GJ)
<b>From renewable sources</b>		
Total Electricity Consumption (A)	14920.30	14260.54
Total Fuel Consumption (B)	-	-
Energy consumption through Other Sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	14920.30	14260.54
<b>From non-renewable sources</b>		
Total electricity consumption (D)	335622.68	292977.24
Total fuel consumption (E)	134861.63	117094.80
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	470484.31	410072.04
<b>Total energy consumed (A+B+C+D+E+F)</b>	485404.61	424332.58
<b>Energy intensity per million rupee of turnover (GJ/Million)</b> (Total energy consumption/ Revenue from operations)	5.99	6.14
<b>Energy intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)#</b> (Total energy consumed / Revenue from operations adjusted for PPP)	136.56	124.00

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

# For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor @22.8₹/USD (FY 2024) & @20.2₹/USD (FY 2023) as per World Bank published data has been considered.

**Note:** Energy intensity in terms of physical output is not calculated because Company's revenue from operation consists of revenue from Cables, Stainless Steel wires & EPC Services which have different measurement metrics.

- 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.

- 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 2024	FY 2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	101308	76625
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others – Municipal Supply	-	3441
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	101308	80066
<b>Total volume of water consumption (in kilolitres)</b>	101308	80066
<b>Water intensity in KL per million rupee of turnover (Total water consumption / Revenue from operations)</b>	1.25	1.16
<b>Water intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total water consumption / Revenue from operations adjusted for PPP)</b>	28.50	23.40

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

# For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor @22.8₹/USD (FY 2024) & @20.2₹/USD (FY 2023) as per World Bank published data has been considered.

**Note:** Water intensity in terms of physical output is not calculated because Company's revenue from operation consists of revenue from Cables, Stainless Steel wires & EPC Services which have different measurement metrics.

## 4. Provide the following details related to water discharged:

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

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

## 5. 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 waste water 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.

## 6. 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	Unit	FY 2024	FY 2023
NOx	Metric Tons	2.35	2.56
Sox	Metric Tons	0.32	0.25



Parameter	Unit	FY 2024	FY 2023
Particulate Matter (PM)	Metric Tons	1.04	0.78
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, CARE Analytics and Advisory Pvt. Ltd

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

Parameter	Please specify unit	FY 2024	FY 2023
<b>Total Scope 1 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	9088.16	7889.38
<b>Total Scope 2 Emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tons of CO <sub>2</sub> equivalent	66658.39	64292.23
<b>Total Scope 1 and Scope 2 emission intensity per million rupee of turnover</b>	Metric tons of CO <sub>2</sub> equivalent/crores	0.93	1.04
<b>Total Scope 1 and Scope 2 emission intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)#</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tons of CO <sub>2</sub> equivalent/crores	21.31	21.09

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Yes, CARE Analytics and Advisory Pvt. Ltd

# For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor @22.8₹/USD (FY 2024) & @20.2₹/USD (FY 2023) as per World Bank published data has been considered.

**Note:** Total Scope 1 and Scope 2 emission intensity in terms of physical output is not calculated because Company's revenue from operation consists of revenue from Cables, Stainless Steel wires & EPC Services which have different measurement metrics.

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.

8. Does the entity have any project related to reducing Greenhouse Gas Emissions? If "Yes", then provide details:

Yes, KEI has implemented several measures to reduce energy consumption. The company continuously strives to improve operational efficiencies, thereby minimizing energy use and reducing greenhouse gas emissions. Here are some key initiatives:

- KEI's energy portfolio includes an installed capacity of 3.905 MW of renewable energy.
- The company has adopted 100% LED lighting in its manufacturing units and has discontinued the purchase of traditional lighting such as HPSV, HPMV, and CFL.
- Energy-efficient motors have been installed in new equipment to further enhance energy efficiency.
- KEI has transitioned from using diesel and furnace oil to natural gas in its boilers.
- The company is transitioning to greener fuels to achieve higher efficiency. This includes switching to natural gas, biogas, or renewable electrical sources wherever possible.
- KEI has implemented digital apps to ensure paperless communications and automation.

These initiatives reflect KEI's commitment to sustainability and reducing its environmental impact by leveraging advanced technologies and renewable energy sources.

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

Parameter	FY 2024	FY 2023
<b>Total Waste Generated (in metric tons)</b>	-	
Plastic Waste (A)	-	
E-Waste (B)	0.92	0.85
Bio-medical Waste (C)	0.0005	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)	8.24	7.21
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3053.65	2816.18
<b>Total Waste Generated (A+B+C+D+E+F+G+H)</b>	3062.82	2824.24
<b>Waste intensity per million rupee of turnover</b> (Total waste generated / Revenue from operations)	0.03	0.04
<b>Waste intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)#</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.86	0.83
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
<b>Category of waste</b>	<b>FY 2024</b>	
(i) Recycled (PVC Scrap)	3053.65	
(ii) Re-used	-	
(iii) Other recovery operations	-	
<b>Total</b>	3053.65	

For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)	
Category of waste	FY 2024
(i) Incineration	-
(ii) Landfilling	-
(iii) Other disposal operations	9.165
<b>Total</b>	<b>9.165</b>

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

# For the purpose of calculation of revenue adjusted Purchasing Power Parity (PPP), conversion factor @22.8 ₹/USD (FY 2024) & @20.2 ₹/USD (FY 2023) as per World Bank published data has been considered.

**Note:** Waste intensity in terms of physical output is not calculated because Company's revenue from operation consists of revenue from Cables, Stainless Steel wires & EPC Services which have different measurement metrics.

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

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.

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

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

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

Not applicable.

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances:

Yes, we are compliant with the applicable laws.

### Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): None of our plants are located in water stress areas.

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- Yes, CARE Analytics and Advisory Pvt. Ltd

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

None of KEI's units are in ecologically sensitive areas.

3. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
i.	Installed rooftop solar plant capacity 3.905 MW	Operating successfully at Plants to achieve first step to Clean and Green energy.	Saved natural resources
ii.	Installed dual fuel kit on DG sets	Increase use of PNG fuel instead of Diesel Fuel.	Carbon emission reduced
iii.	Replace Boiler with Hot water generator in SS plant	Steam boilers were replaced with Hot Water Generators in SS Plant at Bhiwadi	Saved 30 % fuel (PNG) & 90 % water
iv.	Replaced copper rod break down machine & annealer machine with copper extrusion machine	Change in machinery from copper rod break down machine & annealer machine to copper extrusion machine.	Energy consumption reduced
v.	Replaced conventional RBD machines with high productivity RBD machines	reduce man power, increase productivity and enhance quality.	Energy consumption reduced

4. 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.

5. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard- NA
6. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Company has implemented a Supplier Code of Conduct for Business Partners, which encourages the suppliers to reduce environmental impact through efficient use of resources and environmentally friendly technologies, as well as efforts such as minimising deforestation, minimising greenhouse gas emissions and waste, and using resources efficiently. It also mandates compliance with international, national, and local environmental laws and regulations.

The Company conducts internal evaluations of its suppliers based on their environmental impact, social responsibility, and corporate governance practices, including factors such as carbon footprint, labour standards, diversity and inclusion policies, and ethical business conduct. During the current financial year, the Company conducted evaluation of over 65% of our input material suppliers (in value), which are reputable international companies, the majority of our suppliers are well-known for their commitment to sustainability and have mature ESG practices.

The Company has also initiated various informal and formal awareness programs for its value chain partners and are in the process of initiating assessments of its business associates, dealers, distributors, influencers amongst its customers to assess Environment, Health, Safety, and Human Rights risks in value chain. Additionally, the Company is proactively providing trainings and seeking confirmations from its suppliers and customers to ensure ESG compliance across its supply chain.

## 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: **20**
- (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 Electrical & Electronics Manufacturer Association (IEEMA)	National
5.	Engineering Export Promotion Council of India (EEPC)	National
6.	CIGRE (International Council on Large Electrical Systems) India	National
7.	Fire & Security Association of India	National
8.	Federation of Indian Export Organisation	National
9.	Bhiwadi Chamber of Commerce & Industry	State
10.	Silvassa Industries & Manufacturers Association	State

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

There were no legal actions against the entity for issues related to anti-competitive behavior, anti-trust, and monopoly practices.

### Leadership Indicators

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

KEI engages with industry associations on a regular basis to assess and analyse the impact of proposed laws and regulations on the sector.

## 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 2023-24:

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](mailto:cs@kei-ind.com)

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

	<b>FY 2024</b>	<b>FY 2023</b>
Directly sourced from MSMEs/ small producers	7.63%	26.35%
Directly from within India	88.73%	93.03%

## 5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

<b>Location</b>	<b>FY 2024</b>	<b>FY 2023</b>
Rural	18.54	16.63
Semi-urban	13.58	13.98
Urban	36.55	36.98
Metropolitan	31.32	32.41

For the purpose of categorisation of people employed at locations into Rural / Semi-Urban / Urban / Metropolitan the following mechanism has been adopted along with RBI Classification System:

- Metropolitan cities considered are Ahmedabad, Bangalore, Bhubaneswar, Chennai, Delhi, Gurgaon, Guwahati, Hyderabad, Kolkata, Mumbai, Patna, Pune, Surat, Telangana, Nashik, Varanasi, Vijayawada and Vizag.
- Urban cities considered are Aurangabad, Baroda, Bhiwadi, Chandigarh, Coimbatore, Dehradun, Ghaziabad, Indore, Jaipur, Jammu, Jamshedpur, Kanpur, Kochi, Lucknow, Nagpur, Noida, Punjab, Raipur, Ranchi, Shimla, Srinagar and Goa.
- Semi-urban cities considered are Arunachal Pradesh, Davanagere, Panipat, Sanand, Rakholi and Tirupati.
- Rural cities considered are Chopanki, Harchandpur, Pathredi, Chinchpada and Dapada.

**Leadership Indicators**

## 1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

<b>Details of negative social impact identified</b>	<b>Corrective action taken</b>
Not Applicable	

## 2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

<b>S. No.</b>	<b>State</b>	<b>Aspirational District</b>	<b>Amount spent (In INR)</b>
NIL			

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

No

## (b) From which marginalized /vulnerable groups do you procure?

Not Applicable

## (c) What percentage of total procurement (by value) does it constitute?

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

5. Details of corrective actions taken or underway based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. 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 beneficiaries/ expected beneficiaries from CSR Projects	% of beneficiaries from vulnerable and marginalized group
				Name	CSR registration number		
1	Promoting Health Care including Preventive Health Care	10.00	No	Bhaorao Deoras Seva Nyas.	CSR00004454	10,500	80
2	Promoting education, including special education	10.00	No	Bharat Lok Shiksha Parishad	CSR00000667	11,854	100
3	Promoting education, including special education	1.00	No	GVIKSH	CSR00000201	992	38
4	Environment Sustainability	0.15	No	Happy World Foundation	CSR00007301	500	50
5	Eradicating hunger, poverty and malnutrition	0.01	No	Indian Council for Child Welfare Dadra and Nagar Haveli U T Branch	CSR00050531	68	53
6	Promoting education, including special education	2.69	YES	IMPACT COMMUNICATIONS - directly by the Company (Sankalp Jyoti)	NA	630	95
7	Promoting Health Care including Preventive Health Care	9.50	Yes	IMPACT COMMUNICATIONS - directly by the Company (Swasthya Utsav)	NA	3,735	95
8	Promoting Health Care including Preventive Health Care	7.50	No	ISKCON	CSR00005241	5,000	100
9	Promoting education, including special education and Ensuring Animal Welfare	4.80	No	ISKCON	CSR00005241	610	50
10	Eradicating hunger, poverty and malnutrition	25.00	No	ISKCON	CSR00005241	12,50,000	100%
11	Promoting education, including special education	1.00	No	Khushboo Welfare Society	CSR00003301	9	85%



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 beneficiaries/ expected beneficiaries from CSR Projects	% of beneficiaries from vulnerable and marginalized group
				Name	CSR registration number		
12	Promoting Health Care including Preventive Health Care	5.00	No	Maharaja Agrasen Hospital Charitable Trust	CSR00001343	350	10
13	Ensuring animal welfare	0.20	No	Maharishi Dayanand Gausamvardhan Kendra	CSR00029230	500	100
14	Promoting Health Care including Preventive Health Care	2.50	No	Rotary Foundation, India	CSR00008486	-	-
15	Rural development projects	1.25	No	Salasar Dham Vikas Samiti	CSR00042869	1,00,000	100
16	Promoting education, including special education	1.00	No	Shri Bhartiya Sanskruti Samvardhak Trust, Porbandar	CSR00015538	700	60
17	Ensuring animal welfare	1.50	No	Shri Krishan Gaushala, Unit of Surabhi Shodh Sansthan	CSR00018282	300	100
18	Promoting education, including special education	1.50	No	Shri Vijayananda Dnyanprasarak Sauntha	CSR00028455	255	100
19	Promoting education, including special education	5.10	No	Shri Vraj Bhagirathi Charitable Trust	CSR00017141	610	70
20	Promoting Health Care including Preventive Health Care	2.10	No	Siddhadatri Charitable Trust	CSR00055224	500	100
21	Promoting education, including special education	1.00	No	Sri Krishna Priya Charitable Trust	CSR00033533	5,000	100
22	Protection of national heritage, art and culture including restoration of buildings	2.00	No	Sri Ram Charit Manas Bhawan Trust	CSR00031396	200	20
23	Promoting education, including special education	5.00	No	Sri Sharada Vaidika Smartha Vidyalam Society	CSR00025838	100	90
24	Promoting education, including special education	1.00	No	The Kalptaru Society	CSR00011553	400	100
	<b>Total</b>	<b>100.80</b>					

\*Approximately.

**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 website. These centralized consumer response centers receive customer queries, complaints, and feedbacks.

- a. KEI Helpline number: 18004100000/+91-8291373688
  - b. Email ID- [customercare@kei-ind.com](mailto:customercare@kei-ind.com)
  - c. Online Service request on [www.kei-ind.com](http://www.kei-ind.com)
2. Turnover of products and/services as a percentage of turnover from all products/services that carry information about:

Particulars	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 FY2024 and FY2023. Our products and services do not fall under delivery of essential services. No. of complaints pending is Nil while 35 number of complaint/concern/suggestion were received and resolved.

Number of consumer complaints in respect of the following:						
	FY 2024		Remarks	FY 2023		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 essential services	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	16	0	Handling and laying of cables at sites by Customers.	7	0	Handling and laying of cables at sites 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 2023-24.

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.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: NIL

b. Percentage of data breaches involving personally identifiable information of customers: NIL

c. Impact, if any, of the data breaches: NIL

### 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](http://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.

KEI provide a cable handling, laying, storage & Disposal Instruction Manual to customer. Also, We put a Drum handling instruction sticker on finished drums before dispatch for ensuring correct handling of cable drums by customers.

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. Feedback surveys are conducted with an average satisfaction rating of 'Excellent' from shareholders.