



Principle

03

Employee Well-being




We prioritise diversity, well-being and the development of our employees. Our inclusive work environment, comprehensive training programs and well-being initiatives foster a supportive HR framework. We are committed to building a diverse and adaptive workforce, capable of excelling in a dynamic environment.






Material Topics

-  Labour Relations and Human Rights
-  Talent and Capability Development
-  Health and Safety

Capitals Impacted

-  Human Capital

Stakeholders

-  Employees
-  Government and Regulatory Bodies
-  Vendors and Suppliers

Key highlights of CY 2024

9.28%

Female representation in the workforce

100%

Retention rate for permanent employees and workers

>90%

Of employees and workers trained in health and safety

Contribution to SDGs



Essential Indicators

1. a. Details of measures for the well-being of employees:

| Category | Total (A) | % of employees covered by | | | | | | | | | |
|--------------------------------|-----------|---------------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | | 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 | 1,299 | 1,290 | 99.3% | 1,186 | 91.3% | - | - | 197 | 15.2% | 528 | 40.6% |
| Female | 204 | 196 | 96.1% | 163 | 79.9% | 126 | 61.8% | - | - | 11 | 5.4% |
| Total | 1,503 | 1,486 | 98.9% | 1,349 | 89.8% | 126 | 61.8% | 197 | 15.2% | 539 | 35.9% |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 8 | 8 | 100% | 8 | 100% | - | - | 8 | 100% | - | - |
| Female | 4 | 4 | 100% | 4 | 100% | 4 | 100% | - | - | - | - |
| Total | 12 | 12 | 100% | 12 | 100% | 4 | 100% | 8 | 100% | - | - |

b. Details of measures for the well-being of workers:

| Category | Total (A) | % of workers covered by | | | | | | | | | |
|--------------------------------|-----------|-------------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | | 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 | 865 | 842 | 97.3% | 717 | 82.9% | - | - | 206 | 23.8% | 48 | 5.5% |
| Female | 32 | 30 | 93.8% | 22 | 68.8% | 17 | 53.1% | - | - | - | - |
| Total | 897 | 872 | 97.2% | 739 | 82.4% | 17 | 53.1% | 206 | 23.8% | 48 | 5.4% |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 53 | 51 | 96.2% | 51 | 96.2% | - | - | 48 | 90.6% | - | - |
| Female | 2 | 2 | 100% | 2 | 100% | 2 | 100% | - | - | - | - |
| Total | 55 | 53 | 96.4% | 53 | 96.4% | 2 | 100% | 48 | 90.6% | - | - |

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

| | CY 2024 | CY 2023 |
|------------------------------------------------------------------------------|---------|---------|
| Cost incurred on well-being measures as a % of total revenue of the Company* | 0.42% | 0.39%# |

* The metrics mentioned was changed to % during the year from the absolute amounts to align with the actual requirement of presenting in % in BRSR reporting.

% mentioned for 2023 is based on staff welfare expenses as a % of consolidated revenue to bring in line with current year.

2. Details of retirement benefits, for current year and previous year*:

| Benefits | CY 2024 | | | CY 2023 | | |
|-------------------------|----------------------------------------------------|------------------------------------------------|----------------------------------------------------------|----------------------------------------------------|------------------------------------------------|----------------------------------------------------------|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y / N / N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y / N / N.A.) |
| PF | 100% | 100% | Y | 100% | 100% | Y |
| Gratuity | 100% | 100% | Y | 100% | 100% | Y |
| ESI | 100% | 100% | Y | 0% | 14% | Y |
| Others (please specify) | - | - | - | - | - | - |

*only India

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, whether any steps are being taken by the entity in this regard.

Yes

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

Yes, there is a Code of Business Conduct and Ethics in place. <https://www.rain-industries.com/>

*only India

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

| Gender | Permanent Employees | | Permanent Workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to Work Rate | Retention Rate | Return to Work Rate | Retention Rate |
| Male | 100% | 100% | 100% | 100% |
| Female | 100% | 100% | 100% | 100% |
| Total | 100% | 100% | 100% | 100% |

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

| | Yes / No | If yes, then give details of the mechanism in brief. |
|--------------------------------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent Workers | Yes | Carbon & Advanced Materials segments: Yes, depending on the grievance: RAIN's Reporting & Escalation Policy – general non-compliance topics, grievance via the workers council regarding workplace grievances, grievance via the anti-discrimination officer for discrimination topics, grievances via data protection officer for data protection topics. If a disabled person feels discriminated, the employee can contact also the severe disabled representative and follow local regulations. Additionally, the Company has adopted a Whistle Blower Policy facilitating various stakeholders of the Company to raise any concerns on discrimination. |
| Other than Permanent Workers | Yes | |
| Permanent Employees | Yes | Cement segment: Yes, The Company has adopted a Whistle Blower Policy facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programmes are conducted with the work force about the Whistle Blower Policy intimating the contact details of the Heads of Human Resource Departments, Legal Department and the Ombudsman. The complainant under the policy is protected from victimisation. In exceptional cases the complainant is allowed direct access to the Chairperson of the Audit Committee to prevent victimisation. |
| Other than Permanent Employees | Yes | |



7. Membership of employees and workers in association(s) or unions recognised by the listed entity:

| Category | CY 2024 | | | CY 2023 | | |
|----------------------------------|------------------------------------------------------|------------------------------------------------------------------------------------------------|------------|------------------------------------------------------|------------------------------------------------------------------------------------------------|--------------|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or union (D) | % (D / C) |
| Total Permanent Employees | 728 | 8 | 1% | 654 | 0 | 0% |
| Male | 680 | 8 | 1% | 608 | 0 | 0% |
| Female | 48 | 0 | - | 46 | 0 | 0% |
| Total Permanent Workers | 286 | 106 | 37% | 238 | 122 | 51.3% |
| Male | 273 | 103 | 38% | 230 | 119 | 51.7% |
| Female | 13 | 3 | 23% | 8 | 3 | 37.5% |

8. Details of training given to employees and workers:

| Category | CY 2024 | | | | | CY 2023 | | | | |
|------------------|--------------|-------------------------------|--------------|----------------------|--------------|-------------|-------------------------------|--------------|----------------------|--------------|
| | Total (A) | On health and safety measures | | On skill upgradation | | Total (D) | On health and safety measures | | On skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No.(E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | 1,252 | 1,234 | 98.6% | 1,113 | 88.9% | 1035 | 960 | 92.8% | 686 | 66.3% |
| Female | 189 | 179 | 94.7% | 173 | 91.5% | 169 | 146 | 86.4% | 152 | 89.9% |
| Total | 1,441 | 1,413 | 98.1% | 1,286 | 89.2% | 1204 | 1106 | 91.9% | 838 | 69.6% |
| Workers | | | | | | | | | | |
| Male | 837 | 827 | 98.8% | 791 | 94.5% | 775 | 742 | 95.7% | 537 | 69.3% |
| Female | 27 | 25 | 92.6% | 24 | 88.9% | 23 | 23 | 100% | 20 | 87.0% |
| Total | 864 | 852 | 98.6% | 815 | 94.3% | 798 | 765 | 95.9% | 557 | 69.8% |

9. Details of performance and career development reviews of employees and worker:

| Category | CY 2024 | | | CY 2023 | | |
|------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No.(D) | % (D / C) |
| Employees | | | | | | |
| Male | 1,295 | 1,066 | 82.3% | 1,163 | 985 | 84.7% |
| Female | 208 | 168 | 80.8% | 166 | 135 | 81.3% |
| Total | 1,503 | 1,234 | 82.1% | 1,329 | 1,120 | 84.3% |
| Workers | | | | | | |
| Male | 779 | 602 | 77.3% | 836 | 515 | 61.6% |
| Female | 98 | 20 | 20.4% | 17 | 9 | 52.9% |
| Total | 877 | 622 | 70.9% | 853 | 524 | 61.4% |

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, the coverage of such system?

Yes. At all RAIN sites globally, we are implementing additional improvements to our safety management systems, including those based on recommendations by the National Safety Council, British Safety Council and other third-party auditors such as Chola MS to improve the effectiveness of our existing safety systems and procedures. In India, we are also implementing KAIZEN™ framework at our Carbon segment's plants and quality circle initiatives at our Cement segment's units.

We are implementing additional improvements to our safety management systems, based on recommendations by the National Safety Council and other third party auditors, to improve the effectiveness of our existing safety systems and procedures at both of our integrated Cement segment's plants. RAIN holds ISO 45001 certification at our plants in Castrop-Rauxel, Duisburg, Nandyal, Suryapet and Zelzate.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Our focus will include our Life-Saving Rules campaign, site audits, leadership walkthroughs and near misses and unsafe conditions / unsafe acts programme, that could result in injury and the need for increased safety related communication at all levels of our organisation. We also emphasise training to raise awareness about routine and non-routine hazards during, daily working conditions, process changes, project construction and start-ups and planned shutdowns for repairs and maintenance.

These areas for improvement are a top priority throughout RAIN and they will enable us to make important progress on our Quest for Zero journey.

The Board of Directors evaluates the framework, focusing on discussions regarding management submissions on risks, identifying crucial risks and approving relevant action plans to mitigate such risks based on priority. The responsibility of assisting the Risk Management Committee on an independent basis lies with the internal audit function armed with the complete status of risk assessments and management. Other activities of the Risk Management Committee include obtaining frequent updates on certain identified risks depending on the nature, significance and possible impact on the business process safety group, process hazard analysis. For occupational safety, we have pre-job safety reviews, work permits, job hazard analysis and regular safety inspections (daily, weekly and monthly).

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No)

Yes. RAIN uses a variety of hazard-reporting tools and mechanisms across its global plant network, including EHS Insights, Quentic and Microsoft tools.

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

Yes

11. Details of safety related incidents:

| Safety Incident / Number | Category | CY 2024 | CY 2023 |
|-------------------------------------------------------------------------------|-----------|---------|---------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.76 | 1.7 |
| | Workers | 0 | 0 |
| Total recordable work-related injuries | Employees | 7 | 7 |
| | Workers | 0 | 0 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 2 | 1 |
| | Workers | 0 | 1 |

Employee safety is of utmost importance and we have taken stringent measures to reduce recordable incidents. As of 2024, all three RAIN segments follow common safety guidelines as per the US Occupational Safety and Health Administration (OSHA).



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

The Company has a Global Safety, Health & Environment Policy and a series of supportive guidelines and directives to help drive and promote safety and health within the workplace. These policies and guidelines have been adopted by RAIN's Carbon and Advanced Materials segments and are currently being implemented by the Cement segment. Our guidelines are as follows:

- Achieve incident-free safety performance based on detailed action plan initiated based our new Life-Saving Rules Initiative, Safety First 2.0 programme
- Provide medical facilities and health insurance for all employees
- Ensure compliance with all legal and regulatory requirements
- Conduct external SHE safety audits
- Conduct internal SHE site audits
- Conduct leadership safety management walkthroughs
- Write, train and implement a life-saving rules (LSR) global programme
- Train employees on correct use of hazard reporting and management tools
- Perform regular process hazard analysis to evaluate process hazards within our facilities as they relate to employee work hazards

13. Number of complaints on the following made by employees and workers:

| | CY 2024 | | | CY 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 | 0 | 0 | - | 0 | 0 | - |
| Health & Safety | 0 | 0 | - | 0 | 0 | - |

14. Assessments for the year:

| | % of plants and offices that were assessed (by entity or statutory authorities or third parties) |
|---------------------------|-----------------------------------------------------------------------------------------------------|
| Health & 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 risks / concerns arising from assessments of health & safety practices and working conditions:

Prevention of safety-related incidents is one of our highest priorities. We have an extensive safety programme, which includes formal training for all employees, preventive measures such as pre-job safety analysis and a system aimed at identifying risks, taking corrective actions and preventing incidents. We regularly conduct corporate / site safety meetings, implement safety campaigns and perform internal audits of this safety system. Our management team has implemented a structured process for handling, monitoring, documenting and learning from near-miss accidents. We have taken stringent measures to reduce the number of recordable incidents company-wide and the monetary incentives of most employees are linked to fulfilling the Company's safety targets.

After meeting with site employees on safety and health, auditing sites or investigating incidents, multiple corrective actions are implemented. We use the hierarchy of controls system to first eliminate the hazard, if possible and then work down to the level of personal protective equipment (PPE). It is not uncommon for two or more hierarchy levels to be implemented for one incident or hazard identification. Each corrective action is recorded along with the hazard or incident and then communicated to all sites for further implementation, to correct similar hazards at other sites.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death:

(A) Employees (Yes / No): Yes (covered under group personal accident policy)

(B) Workers (Yes / No): Yes (covered under Workmen's Compensation Act, group personal accident policy and ESIC scheme)

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

All statutory compliances are monitored using a customised report in RAIN's ERP system, SAP, which triggers alerts to people responsible for such compliance and also gets escalated to their seniors to avoid any non-compliances.

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

| | Total no. of affected employees / workers | | No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|-------------------------------------------|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| | CY 2024 | CY 2023 | CY 2024 | CY 2023 |
| Employees | 2 | 1 | 1 | 1 |
| Workers* | 0 | 1 | - | - |

* Numbers for Carbon, Advanced Materials and Cement segments

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

Yes

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed* |
|---------------------------|----------------------------------------------------------------------------------------------|
| Health & Safety Practices | Nil |
| Working Conditions | Nil |

*Covered under agreements – check of H&S reports; Assessing working conditions at our sites for contractors working at our sites

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:

Carbon & Advanced Materials Segments: While we do not yet have a standardised process for the assessment of raw materials suppliers, our North American sites utilise the ISNetworld system, which provides safety records for vendors. In addition, we have begun reviewing our raw materials suppliers as well as goods and services providers for evidence of their position on certain criteria.

Cement segment: We are working to incorporate environmental and social clauses in contracts with critical suppliers.