



Principle

05

Human Rights





We respect and uphold human rights across all operations, fostering an inclusive workplace and an ethical supply chain. Aligning with the National Guidelines on Responsible Business Conduct, we ensure fair treatment and respect for the rights of all employees, partners and community members impacted by our activities.





Material Topics

-  Labour Relations and Human Rights
-  Talent and Capability Development

Capitals Impacted

-  Human Capital
-  Social and Relationship Capital

Stakeholders

-  Employees
-  Vendors and Suppliers

Key highlights of CY 2024

3.8%
Gross wages paid to females, with respect to total revenue

100%
Assessment of plants and offices on human rights

Zero
Complaints received from employees and workers on violation of human rights

Contribution to SDGs



Essential Indicators

1. Employees and workers who have been provided with training on human rights issues and policy(ies) of the entity (Employees ever trained / Headcount 31st of December):

Category	CY 2024			CY 2023		
	Total (A)	No of employees / workers covered (B)	% (B / A)	Total (C)	No of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,359	1,313	96.6%	1,183	1,056	89.3%
Other than Permanent*	38	36	94.7%	20	18	90.0%
Total Employees	1,397	1,349	96.6%	1,203	1,074	89.3%
Workers						
Permanent	805	719	89.3%	730	622	85.2%
Other than Permanent*	61	61	100%	69	59	85.5%
Total Employees	866	780	90.1%	799	681	85.2%

*incl. apprenticeship

2. Details of minimum wages paid to employees and workers:

Category	CY 2024 (Current Calendar Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent					
Male	1237	0	0.00%	1222	98.80%
Female	196	0	0.00%	196	100.00%
Other than Permanent*					
Male	8	0	0.00%	8	100.00%
Female	4	0	0.00%	4	100.00%
Workers					
Permanent					
Male	865	0	0.00%	865	100.00%
Female	29	0	0.00%	29	100.00%
Other than Permanent*					
Male	53	2	3.8%	53	100.0%
Female	2	0	0.0%	2	100.0%
*incl. Apprenticeship					

3. Details of remuneration / salary / wages:

a. Median remuneration / wages*:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	6	350,000	1	700,000
Key Managerial Personnel	2	16,804,930.5	NA	NA
Employees other than Board of Directors and KMP	112	1,395,252	23	1,300,632
Workers	31	603,840	8	510,000

Note: Details are only for Rain Industries Limited

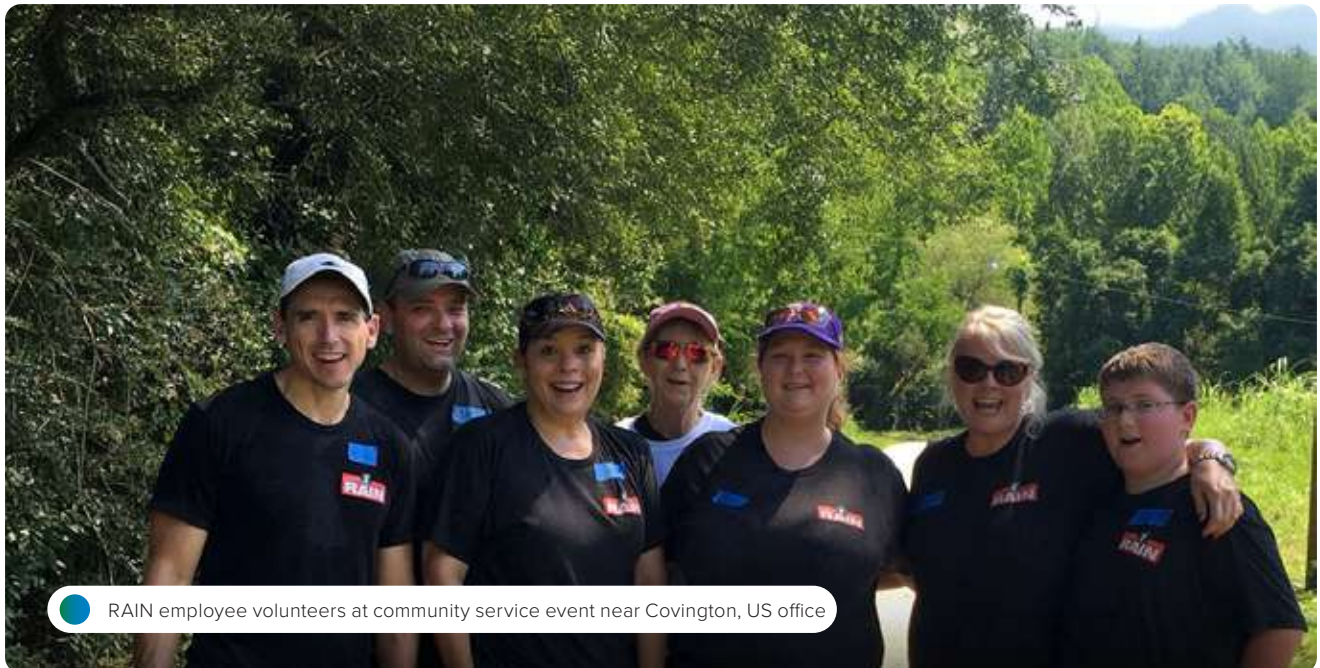
b. Gross wages paid to females as % of total wages paid by the entity, in the following format*:

	CY 2024	CY 2023
Gross wages paid to females as % of total wages	3.8%	3.5%

Note: Information provided is for the Indian entities (i.e. the holding company and all wholly-owned subsidiary companies in India).

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



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

We have two anti-discrimination officers. If there is a potential discrimination, an employee can confidentially contact the anti-discrimination officer. The officer will execute an independent investigation. For all human rights issues, employees can bring the issues to a member of the workers council or union. For employees with severe disabilities, they can in addition contact the disabled representative per site.

RAIN has adopted a Whistle Blower Policy facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programs are conducted for the workforce 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.

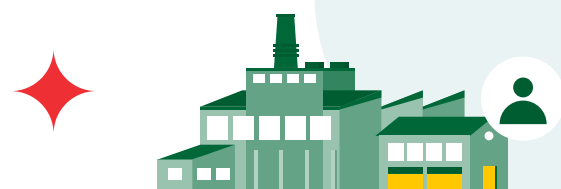
6. Number of complaints on the following made by employees and workers:

Category	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
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour / Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

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

RAIN has implemented anti-discrimination policies and in case of any concerns, the employees can confidentially contact anti-discrimination officer.



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

The Company will ensure that the complainant, victim or witnesses are not victimised or discriminated against while dealing with complaints of harassment.

RAIN has adopted a Whistle Blower Policy facilitating various stakeholders of the Company to raise any concerns on discrimination. Regular awareness programs are conducted for the workforce 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.

However, anyone who abuses the procedure (for example, by maliciously putting an allegation knowing it to be untrue) will be subject to disciplinary action.

Ombudsman for Rain Industries Limited and Rain Cements Limited

Mr. N. Sujith Kumar Reddy

Director of RIL and Managing Director of RCL

Contact Details

Rain Center, 34, Srinagar Colony,
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Phone No. : 040 - 40401234
Fax No. : 040-40401215
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Ombudsman for Rain CII Carbon (Vizag) Limited

Mr. N. Sridutt Reddy

Executive Director

Contact Details

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Hyderabad – 500 073, Telangana State, India
Phone No. : 040-440401234
Fax No. : 040-40401214
Email ID : hq@raincarbon.com



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

10. Assessments for the year:

	% of your 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	100%

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

There were no significant risks identified from the assessment. Hence, no corrective action required.



RAIN employees at R&D Center in Castrop-Rauxel plant in Germany

Leadership Indicators

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

Nil

No concerns or risks were observed and hence business processes did not require any modifications. As an organisation dedicated to upholding and promoting human rights, this outcome reflects our continuous efforts to maintain a harmonious relationship with all stakeholders, while safeguarding our core value of integrity.

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

Human rights due diligence is a way for enterprises to proactively manage potential and actual adverse human rights impacts with which they are involved. The prevention of adverse impacts on people is the main purpose of human rights due diligence. It concerns risks to people, not risks to business.

Human rights due diligence involves the actions taken by a company to both identify and act upon actual and potential human rights risks for employees / workers in its operations, supply chains and the services it uses.

RAIN uses AEB compliance screening software, among others, to determine whether any vendor or customer has been accused of human rights violations.

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

4. Details on assessment of value chain partners:

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

We do not have a standardised process for the assessment of raw material suppliers yet. However, we have started with reviewing our raw material suppliers as well as goods and services providers for evidence of their position on certain criteria.

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

Nil