

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	% of employees covered by										
	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	3,455	3,455	100	3,455	100	0	0	3,455	100	3,366	97
Female	383	383	100	383	100	383	100	0	0	378	99
Total	3,838	3,838	100	3,838	100	383	10	3,455	90	3,744	98
Other than Permanent employees											
Male	12	12	100	12	100	0	0	12	100	12	100
Female	3	3	100	3	100	3	100	0	0	3	100
Total	15	15	100	15	100	3	20	12	80	15	100

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

Category	% of workers covered by										
	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	3,730	3,730	100	3,730	100	0	0	3,730	100	3,514	94
Female	57	57	100	57	100	57	100	0	0	46	81
Total	3,787	3,787	100	3,787	100	57	2	3,730	98	3,560	94
Other than Permanent workers											
Male	6,659	6,591	99	6,659	100	7	0	1,468	22	6,524	98
Female	512	512	100	512	100	512	100	0	0	495	97
Total	7,171	7,103	99	7,171	100	519	7	1,469	20	7,019	98

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.45	0.34

Note: Reasonable assurance has been carried out by BDO India LLP on above indicator

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2024-25			FY 2023-24		
	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	Not applicable	99	100	Not applicable
ESI	1	1	Y	1	3	Y
Others-please specify	-	-	-	-	-	-

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.

We are committed to maintaining a work environment where every individual feels valued, respected, and empowered. Our commitment includes ensuring a safe and inclusive workspace for all. To support this, our facilities are equipped with accessible features such as elevators, ramps with appropriate incline angles, accessible restrooms, and thoughtfully designed seating arrangements to ensure movement and comfort for people with disabilities.

Our dedication to inclusivity is reflected in our ongoing efforts to ensure accessibility for people with disabilities (PwD). We have conducted comprehensive assessments at all our facilities to identify and eliminate any barriers to movement and accessibility, ensuring that all employees can thrive and contribute to their fullest potential.

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.

We recognise the value of having a diverse workforce in the Company. We stand committed to upholding human rights and ensuring equal opportunities for all. Our Human Rights Policy and Code of Conduct reflect this commitment, guaranteeing fair employment and growth opportunities for all, whether serving or those interested in employment with us.

We ensure there is no discrimination based on factors like religion, caste, language, region, gender (including male, female, or transgender), age, sexual orientation, or physical abilities in our hiring and appraisal process. For more details, you can refer to the Human Rights section and view our full Human Rights policy on <https://www.srf.com/wp-content/uploads/2022/01/SRF-Human-Rights-Policy.pdf>.

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%	86%	100%	92%
Female	100%	75%	100%	100%
Total	100%	85%	100%	92%

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)	Details
Permanent Workers	Yes	Yes, we have robust Grievance Redressal Mechanisms in place for all employees and workers. Our People Redbook Systems serves as platforms for employees and workers to express their grievances. Additionally, anyone can submit complaints and suggestions anonymously through designated boxes in offices and plants. Our grievance redressal procedures ensure a fair and confidential resolution process.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

	FY 2024-25			FY 2023-24		
	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	3,838	74	2	3,580	0	0
Male	3,455	72	2	3,295	0	0
Female	383	2	1	285	0	0
Total Permanent Workers	3,787	1,256	33	3,792	1,163	31
Male	3,730	1,209	32	3,738	1,115	30
Female	57	47	82	54	48	89

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	3,467	2,382	69	2,423	70	3,325	2,053	62	2,909	87
Female	386	175	45	350	91	285	107	38	196	69
Total	3,853	2,557	66	2,773	72	3,610	2,160	60	3,105	86
Workers										
Male	10,389	7,941	76	4,768	46	3,738	2,217	59	2,269	61
Female	569	447	79	153	27	54	39	72	27	50
Total	10,958	8,388	77	4,921	45	3,792	2,256	59	2,296	61

Note: Workers include other than permanent workers in FY 24-25

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3,467	3,467	100	3,325	3,325	100
Female	386	386	100	285	285	100
Total	3,853	3,853	100	3,610	3,610	100
Workers						
Male	3,730	3,730	100	3,738	3,738	100
Female	57	57	100	54	54	100
Total	3,787	3,787	100	3,792	3,792	100

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 such system?

We recognise that health and safety is an integral part of our operations. Our Health & Safety Policy ensures safe and healthy working environment for all employees and workers. In line with this policy, we have a robust and comprehensive safety management systems based on guidelines of ISO 45001 across all our plants. Salient features of our health and safety management systems are:

- Conducting regular safety assessments through designated in-house safety officers to identify workplace hazards.
- Implementing corrective and preventive actions based on monitoring and audits.
- Regular review of the health and safety management system by the Health & Safety committee to ensure its continuing suitability, adequacy, and effectiveness.
- Organising awareness campaigns and conducting training sessions on topics such as safe operating procedures, chemical handling, and ergonomics.

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

We take proactive approach to manage workplace safety. It includes regularly conducting Hazard Identification and Risk Assessment (HIRA) as well as Hazard and Operability (HAZOP) studies at our facilities. These evaluations help us identify potential hazards in our operations. Based on the findings, our safety teams update operational control procedures and management plans to effectively mitigate identified risks. To strengthen our safety culture, our safety teams carry out periodic audits and inspections aimed at detecting risks, resolving safety concerns, and reducing the likelihood of workplace incidents.

For routine tasks, the process includes hazard identification, i.e. review of incident reports and near misses, employee reporting mechanisms, consultation with workers etc and risk assessment process, i.e. How risks are evaluated (e.g., likelihood and severity), scale, documentation and review. For non-routine tasks, such as maintenance or new project implementation, we conduct specific risk assessments before the commencement of work.

c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

We have a well-defined approach for identifying and reporting work-related hazards. Specific trainings are given to our workforce to recognise and report potential risks and hazards, unsafe acts and unsafe conditions in their surroundings.

We encourage our employees and workers to report potential risks and hazards, unsafe acts and unsafe conditions without any fear of retaliation in our internal portal or directly to the facility based EHS SPOC. The reporting enables us to take corrective actions and maintain a safe working environment for all.

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

We have Occupational Health Centres at all our facilities. The Occupational Health Centers (OHC) are managed by qualified doctors, trained paramedic staff. In addition to handling occupational injuries, the OHCs also cater to non-occupational medical and healthcare advice if needed.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.48	0.18
	Workers	0.09	0.19
Total recordable work-related injuries	Employees	3	1
	Workers	2	6
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	2	0
	Workers	0	0

* Including contract workforce

Note: Reasonable assurance has been carried out by BDO India LLP on above indicator

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

At SRF, we are fully committed to ensuring a workplace free from injuries. Our goal is to achieve zero incidents, whether injuries, fatalities, or accidents, across all our plants and manufacturing units. To support this, we have implemented comprehensive safety procedures, emergency response plans, and health and safety protocols throughout our operations. We have EHS Committees at each plant to actively promote a culture of safety across the organisation. Some of the measures taken by the entity to ensure safe and healthy workplace includes

- Regular fire and emergency evacuation exercises are carried out.
- Workspaces and equipment are designed following ergonomic guidelines.
- Plan to prevent violence in the workplace is in effect.
- Robust system for reporting incidents, near misses, and unsafe conditions is active, encouraging open reporting without fear of reprisal.
- Proper use of Personal Protective Equipment (PPE), such as masks, gloves, gowns, and face shields, is enforced for all personnel.
- Safety specialists routinely inspect the facilities to find and reduce potential safety hazards.
- Initiatives promoting the physical and mental well-being of staff are offered.
- Staff are given scheduled breaks to prevent exhaustion.

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

	FY 2024-25			FY 2023-24		
	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	None	0	0	None
Health & Safety	0	0	None	0	0	None

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	

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.

Not applicable

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

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

We actively engage with both internal and external stakeholders to understand their viewpoints, gather feedback, and respond to the issues that matter to them regarding us. We envisage building meaningful relationships and keep engaging with them as per mutual requirements. Based on our Stakeholder Engagement and Materiality Assessment (SEMA) conducted earlier, our key stakeholder groups are employees, suppliers, dealers, customers, shareholders and investors, communities, regulatory bodies and bankers.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such Engagement
Regulatory Bodies	No	<ul style="list-style-type: none">Adherence to reporting requirementsIndustry representation on key matters	As per requirement	<ul style="list-style-type: none">Regulatory complianceOperational efficiencyDevelopment of communitiesManagement of environmental impactOccupational Health and SafetyEmergency PreparednessAir and GHG emissionsBiodiversity and resource conservationWaste management

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others please specify)	Purpose and scope of engagement including key topics and concerns raised during such Engagement
Shareholders	No	<ul style="list-style-type: none">Company websiteQuarterly publication of results followed by earning callPeriodic Analysts' briefing and individual discussions between fund managers and the management teamCommunication with shareholders to provide service	As per requirement	<ul style="list-style-type: none">Financial PerformanceBusiness Risk ManagementForay into new marketsOptimising operational costsCorporate governanceEthics and valueEnergy efficiencyRenewable energyDelivery of timely service
Suppliers	No	<ul style="list-style-type: none">Supplier evaluation programmePeriodic meetings Visits to supplier's facilities	As per requirement	<ul style="list-style-type: none">Pricing, quality and safety of raw materialsIssues related with human rightsLocal employmentMaterials
Customers	No	<ul style="list-style-type: none">Customer visits / audit and meetingsCustomer recognition/ awards programmesCustomer satisfaction surveysJoint development & product reengineering	As per requirement	<ul style="list-style-type: none">Product innovation and lifecycle efficiencyService qualityResolution of Customer ComplaintsQuality and Safety of ProductsPricing of ProductsBranding