SUSTAINABILITY REPORT 2022

Prepared By: Sustainability Committee



BIRLACABLELIMITED

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Sustainability Assessment Report



We are ISO 14001 certified company for environmental management system; we strictly follow Central pollution control board and Madhya Pradesh pollution control boards guideline.

Our sustainability assessment ensures that our operations are respecting 3 main pillars of sustainability—profit, people & planet which incorporate topics such as environmental management, resource efficiency optimization, carbon footprint and ozone depletion, corporate and social responsibility, supply chain management, organizational engagement and capability, eco design, circular economy and life cycle management.



BACKGROUNDANDPURPOSE

Birla Cable Limited (BCL) assumes far-reaching responsibility for its own operations and the impact they have on all people, the environment and wider society in a longer-term perspective. Obviously, all operations are based on compliance with applicable legislation, but in many contexts, BCL assumes greater responsibility than this. BCL's Sustainability Policy defines the company's view on and overall ambitions in the sustainability segment, which serves as a broad framework for the whole group. Our Sustainability Policy not only extends to the technologies we create like-Solar PV cables that transmit solar power, an absolute green and clean form of energy, and fiber optic cables that can bring social and economic opportunities to the underserved & also strengthen our commitments towards environmental sustainability.

POLICYSTATEMENT

BCL's ambition is to continuously develop the business from abroad and long term perspective – to conduct a profitable and sound business today without compromising the opportunities to do so in the future. This means BCL strives to serve as a good corporate citizen, which not only takes responsibility for its own development, but also its impact on all people, the environment and society generally. BCL's sustainability work is conducted from a triple bottom line perspective, which considers business, social and environmental aspects:

- Business sustainability-striving for a stable and profitable progress over/time and applying good business practice.
- Social sustainability-acting as a responsible employer as well as contributing to improved social progress.
 Environmental sustainability-protecting the environment by actively strive to reduce our own and our customers' environmental impact as well as optimizing the resource utilization.

Largely, the services that BCL delivers are provided by its own staff, but some are also delivered by suppliers. Accordingly, BCL also applies its sustainability standards to the work of it suppliers. This means BCL strives for developing sustainable relations with its suppliers, and to actively make demands on as well as follow up significant suppliers in line with this policy.

To understand how operations affect the business environment and the expectations on BCL the company endeavor to maintain a structured and active dialogue with the important stakeholders in order to identify, analyze and manage their expectations, but also risks and opportunities that exist in our operations. This dialogue is summarized and reviewed in the Sustainability Committee. The risks and opportunities are annually summarized and reviewed.



- **Assessment:** Mr. B.S. Sisodia (Plant Head/V.P. Works) assessed that an automatic dual head coiler machine can help us reduce the carbon footprint of our existing manufacturing process at the same time can help address other associated operational challenges.
- **Responsibility:** Mr. Ashish Jain & Mr. Navin Nagar (General Manager Production).





Being a leader means being at the forefront of innovation, so Birla Cable Limited foster change that promotes the creation of sustainable opportunities everywhere it operates.

We are leaders in glass science and optical physics and have the proprietary manufacturing and engineering platforms that help us invent life-changing products and technologies, an allotment of around *₹40 Lakhs* in the Capital expenditure (FY2022-23) to introduce a cuttingedge technology in our process to make it more efficient and sustainable outlines our commitment to operate in an environmentally responsible manner while striving for excellence at the same time.

• **Result:** Results observed are as follows:

	BEFORE	AFTER
Wood consumption per drum	45 Kg	Nil
An overall product cost reduction of around 70% (Approx.)	₹ 1,680/pcs	₹ 500/pcs
Reduction in GHG emissions caused due to downstream supply chain operations.	62 Drums in one consignment	140-160 coils in one consignment
Reduction in power consumption by 7% (Approx.)	7.5 KW	4 KW

• **Review & Comment:** On 11th Mar 2023 management review meeting were conducted, all present members have reviewed the report & they all were satisfied with the result. The management representative– B.S. Sisodia (V.P.-Works) informed that, results found effective, but it is recognized that this is a process of continuous improvement and committee is open to suggestion that encourages sustainable innovation.



- **Assessment:** Design and Development team assessed that development of slimmer cable design significantly reduces material requirement makes it easier to handling &install, decreases GHG contribution due to transportation and minimize natural resources depletion.
- **Responsibility:** Mr. Narendra Jain (Assistant Vice President) and Mr. Pankaj Billoo (Deputy Manager).
- **Result:** With 15% reduction in a diameter of a **Micro Duct cable** (200 micron) enabling it to be blown into **6mm** duct this development reduced overall material requirement by 17% without compromising efficiency of delivering signals. It is analyzed that the carbon footprint of slimmer fibers and cables is less however the major reduction comes with the choice of duct, the slimmer the duct the lower will be the GHG emissions during manufacturing and transportation of duct.
- **Review & Comment:** on 27th Feb 2023 management review meeting conducted and all present members have reviewed the report the management representative- B.S. Sisodia (V.P.-Works) informed that, the outcomes are considered effective, but it is recognized that this is a process of continuous improvement and committee is open to suggestion that encourages sustainable innovation.





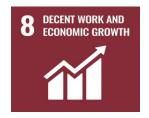
- **Assessment:** BCL recognizes that Industrial training institutes play a vital role in economic development of the country, especially in terms of supplying skilled manpower to the industry.
- **Responsibility:** Top Management
- **Result:** Properly trained skilled manpower is the demand of the industry, due to high income inequality regions or nations have low intergenerational mobility leading to limited opportunities for socio-economic mobility, BCL has established an Industrial Training Institute to impart quality education and training in-sync with the demands of the industry.



To update the technical skillset of the students, the institute is well equipped with industrial training facilities, industrial testing and IT labs. Students in this institute are trained to repair or diagnose technical problems in automated machines and tools used in manufacturing facilities. This initiative of BCL furthers the efforts of Central and State govt. and is in-line with schemes such as *Skill India Mission, Make in India, Digital India, Mukhya Mantri Kaushal Samvardhan Yojana* which aims to provide lifelong livelihood opportunity to the youth and other beneficiaries who wish to upgrade skill sets, knowledge and training to suit the market demands through opportunities of wage-employment, self-employment and entrepreneurship.

• **Review & Comment:** on 27th Feb 2023 management review meeting conducted and all present members have reviewed the report the management representative– B.S. Sisodia (V.P.-Works) informed that, owing to well-equipped industrial lab and training facility the technical skilling rigor among students found commendable, but it is recognized that this is a process of continuous improvement and committee is open to suggestion that encourages upliftment of local community and prove aid to society.





- **Assessment:** Women are the soul of the family. Each role that she plays is important in nurturing the present as well as the next generation. In rural areas women are the key agents for development, they play a role of catalyst in achieving transformation in sustainable development and BCL has started an initiative to empower women and equip them with tools to become self-reliant through stitching and tailoring skill up gradation program.
- Responsibility: Human Resource Department
- **<u>Result:</u>** Silai Kendra a workshop designed and conceptualizes with a vision to make woman self-sufficient and has transformed the lives of thousands of women of near-by rural areas since it was started on **8th Sep 2015**. The training provided is comprehensive and include all necessary skills required for tailoring. After sewing training, Women became productive to sew clothes for themselves and their families. Others managed to sew clothes for their neighborhood or set-up their own enterprise. The intermediary organizations such as STEP further provide micro credits, loans and economic packages to women based Self Help Groups, and such skilled women in informal sector.

This program strengthens the efforts of government initiatives *Support to Training and Employment Programme for Women (STEP), Atmanirbhar Bharat* and state govt. initiative *Mukhya Mantri Kaushalya Yojana* which aims to make women employable and to provide competence and skill that make them self-dependent.



By empowering women through vocational training, we are actually empowering rural communities and improving economic productivity.

Review & Comment: on 27th Feb 2023 management review meeting conducted and all present members have reviewed the report the management representative– B.S. Sisodia (V.P.-Works) informed that, the outcomes are considered effective, but it is recognized that this is a process of continuous improvement and committee is open to suggestion that encourages initiatives for women empowerment.









- **Assessment:** Environmental, Health and Safety Committee assessed that with rising cases of cardiac arrest getting surfaced after COVID 19 pandemic it is essential to provide its employees with health emergency response training and basic health and wellness training so that they can respond adequately in any such health-related incident along with that BCL organizes sports events and tournaments to motivate and promote health and wellness.
- **Responsibility:** Mr. Devraj Dhangar (Seniro Manager– HR)
- **Result:** Training was conducted by an experienced and government registered physician and MBBS doctor where employees were given both theory and practical demonstration to respond to emergencies like heart attack, cardiac arrest, serious cuts & wounds, Fracture, shock, burns, seizure, fainting, chocking, bites and stings.



Health, Safety and Wellness of employees their families and through them of society has always been of prime importance to BCL and with this objective BCL have been conducting activities which motivates and promote consciousness towards healthy lifestyle. In FY 2022-23 BCL in collaboration with member companies of MP Birla group organized **VTL SRC Cricket League** where employees of companies under MP Birla Group contested. It not only promoted health and wellness of participants but also promoted spirit of team work and coordination which helps in building a better society.



Review & Comment: In Mar 2023 Environmental, Health and Safety Committee meeting was conducted and all present members have reviewed the report the Chairperson of the committee (V.P.-Works) informed that, the outcomes are considered effective and committee is open to more such suggestion that spread awareness, motivates employees towards Health, Safety and Wellness.





Assessment: The global warming and climate change has its impact throughout the world and across all sections of society but the people living in the lower most strata of the society has been affected the most and even more so the women. With an intent to empower women and local community through water BCL has installed taps near its company premises which aims to provide water security to these rural households so that the women and girls do not bear the time burden of walking long distances every day to collect water for their families.

Responsibility: Top Management

Result:Often the task of water collection most frequently falls to women and young girls. Often, these women and girls spend hours a day traveling to collect water to meet their family's needs. As this task is so time consuming, they are often unable to finish their education, focus on domestic duties and find other job opportunities. Having access to clean, nearby water sources empowers women to improve their futures and to bring their families and communities out of poverty.



With such initiatives BCL tries to ensure water source sustainability in remote areas near BCL manufacturing plant and would strengthen the ongoing **Jal Jeevan Mission** being implemented by the Ministry of Jal Shakti and **WASH** (water, sanitation and Hygiene) program of WHO.



 Review & Comment: on 27th Feb 2023 management review meeting conducted and all present members have reviewed the report the management representative– B.S. Sisodia (V.P.-Works) informed that, the outcomes are considered effective, but it is recognized that this is a process of continuous improvement and committee is open to suggestion that encourages initiatives to bring positive change in the society.





Environmental Sustainability



• **Assessment:** BCL assessed that the machinery used in manufacturing is one of the key components that contributes significantly in the overall percentage of carbon emission, in order to avert the possibility of carbon leakage and to promote cleaner industrial production. BCL has taken an initiative to procure the state-of-the-art machinery for Loose Tube production manufactured in EU in compliance with their stringent climate policies.

• **Responsibility:** Top Management

- **<u>Result</u>**: With its commitment towards transforming its manufacturing processes green, BCL has made a capital expenditure of around ₹ 20 Crore in FY 2022-23 to set up new lines for Loose Tube production, these advance machineries comply with the stringent climate norms of EU ensuring minimization of carbon footprint but also a proactive approach that adapts with changing global industrial requirements without compromising the quality of the product. Being in-line with **CBAM** (Carbon Border Adjustment Mechanism) will enable our overseas customer to import cables without paying an additional carbon price for the product.
- **Review & Comment:** In Mar 2023 management review meeting conducted and all present members have reviewed the report the management representative– B.S. Sisodia (V.P.-Works) recognized it as a process of continuous improvement and suggested that this transition towards green manufacturing needs to be done across all the processes and at a faster pace to deliver more efficient and eco-friendlier product.





- **Assessment:** Health, safety and environmental considerations are embedded into every process within BCL via our comprehensive management system based on recognized third party standards, including ISO 14001 & ISO 45001, as well as industry best practices. It was assessed that as an initiative for continual improvement portable toilets must be placed at different locations of the company to promote health and hygiene of the workers and employees working on site.
- **Responsibility:** Mr. Devraj Dhangar (Seniro Manager –Human Resource Department)
- **<u>Result:</u>** It has always been the priority of the company to provide safe and healthy working environment to its employees and promote activities that facilitate health and hygiene. Taking its sustainable efforts one step ahead BCL has successfully installed **05 Portable Toilets** at different locations of its manufacturing facility. BCL has made efforts to align its initiatives with global initiatives of World Health Organization i.e., **WASH** (Water, Sanitation and Hygiene) along with meeting the objectives of national goals for hygiene and cleanliness put forward by **SWACHH BHARAT ABHIYAN**.



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- **Assessment:**Birla Cable Limited being an ISO 14001 (the international standard that specifies requirements for an effective Environment Management System) certified organization have a well-established environmental cell which ensures that it fulfills the environment related norms and drive positive changes by organizing awareness programs/initiatives for its employees and workers. Environmental Cell assessed the requirement to spread awareness among employees regarding ban on usage of plastic carry bags, single use plastic and its harmful impact on environment.
- **Responsibility:** MG Rabbani (General Manager-HR, HoD Environmental Cell).

Result:

Birla Cable Limited in collaboration with Madhya Pradesh State Pollution Control Board organized an awareness program regarding ban on usage of plastic carry bags, single use plastic and its harmful impact over environment. The program ended with a positive note by carrying a plantation initiative by employees around the factory premises.



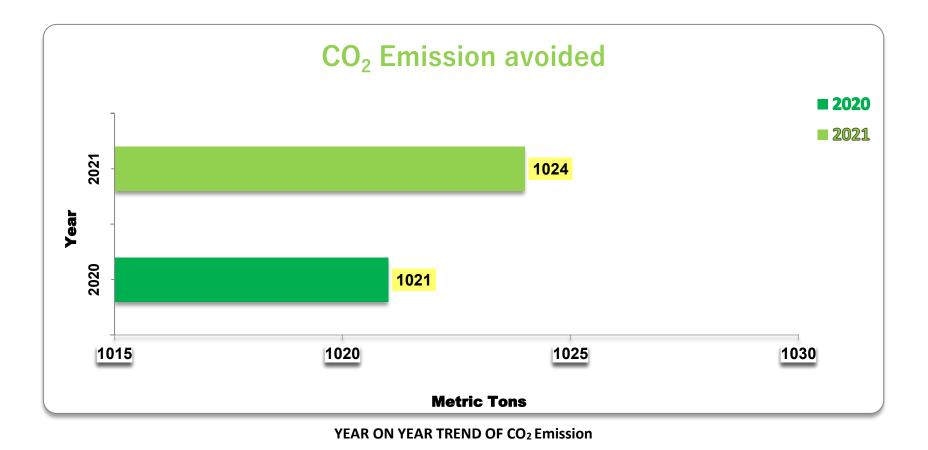


• **<u>Review & Comment:</u>** In Jun 2023 an Environment Cell meeting was conducted and each process owner has been delegated with the responsibility to ensure adherence to training. The HoD (Environ. Cell) informed that, the outcomes of training were found effective, but it is also recognized that this is a process of continuous improvement and committee is open to suggestion that encourages sustainable development.



- **Assessment:**Mr. Manoj Mishra assess that by using renewable energy we can contribute to reduce our carbon foot print and also can reduce energy demand from MPEB (Madhya Pradesh Electricity Board).
- **Responsibility:** Manoj Mishra (General Manager Electrical maintenance)
- **Result:** With an installed capacity of 1 megawatt of solar power, BCL has successfully avoided the production of 1,020 metric tons of carbon dioxide in FY 2022-23.





BCL has also aligned its CO_2 emission goals with global goals of Green House Gas emission and Net Zero to phase down its CO_2 emissions by cutting down usage of fossil fuel-based source of energy such as oil and gas and enhance its capacity to utilize green and clean source of energy.

This is equivalent to:

Green House Gas emissions from





Greenhousegasemissionsavoidedby





Review & Comment: On 27th Feb 2023 management review meeting conducted and all present members have reviewed the report, the management representative– B.S. Sisodia (V.P.-Works) informed that, the outcomes are considered effective, But it is recognized that this is a process of continuous improvement and the committee has planned to channelizing BCL's energy requirements towards hybrid wind- solar power solutions that will help the company meet its rising energy requirements upholding its commitment towards sustainability.









- Assessment: The collaborative nature of Lean Construction and Sustainable architecture can provide a multitude of benefits both during construction as well as at the operation stages of an industrial building's life. Eco-friendly and energy-efficient building design is at the heart of sustainable and green building concept and BCL assessed that by increase in natural lighting systems offers energy savings of up to 20-30% of the total energy a building consumes therefore designed its new manufacturing plants with skylights.
- **Responsibility:** Mr. Devraj Dhangar (Senior Manager HR/Civil Depart.)
- **Result:** There are a number of design principles and technologies that are used to make buildings more sustainable and energy-efficient. With its commitment towards incorporating practices that are in-line with global sustainable programs BCL took initiative to harness the benefits of natural daylight by constructing skylights in its new manufacturing plants.



This initiative of BCL is a step towards realizing the objective of **Sustainable Buildings and Climate Initiative** program of **UNEP** (United Nations Environment Program). It will have a positive impact on the environment by reducing carbon emissions and energy waste, these buildings can help to mitigate the effects of climate change and reduce the overall environmental impact. In addition, the financial benefits of reduced operating costs and increased property values can be significant. For employees, the benefits can include improved health and well-being, increased comfort and productivity.

Review & Comment: on 27th Feb 2023 management review meeting conducted and all present members have reviewed the report the management representative– B.S. Sisodia (V.P.-Works) informed that, the outcomes are considered effective, but it is recognized that this is a process of continuous improvement and committee is open to suggestion that help channelize our efforts towards developing green buildings at our manufacturing facility.





Assessment: BCL assessed that disposing OF cable waste primarily coating material poses a massive challenge due to the mix of materials involved in their construction & limited option available for its recycling. In order to prevent landfilling BCL collaborated with its sister concern cement companies within MP Birla Group to reuse this waste by substituting it with fuel used in cement industries and in addition to that to repurpose the waste generated BCL along with its group companies carrying a research to use fiber optical cable as an additive to concrete to improve flexural/compressive strength, with crack arresting properties when compared to off the shelf fiber reinforcements.

- **Responsibility:**Mr. Pramod Sharma (General Manager Stores)
- **Result:** Repurposing OF cables and its waste is a stellar example of how we can strengthen the circular economy one based on reuse and recycling to conserve resources and reduce stress on the environment.



Our research carries additional benefits for businesses beyond reducing their environmental footprints. For companies that need steel for projects, the availability of this new material should increase the resources available, thus making purchases more economical and in line with tighter budgets. BCL focus on efficient solutions for supply chains, enabling companies to further integrate themselves into a circular economy that is both cost-effective and environmentally friendly

SUSTAINABLE DEVELOPMENT

Sustainability Highlights

To realize its Corporate Principles, BCL continues to engage in sustainability activities under its Environmental, Social and Business sustainability policy responding to the expectations of stake holders and contributing to the sustainable and stable development of society.

The SDGs are 17 international goals for 2030 to realize sustainable, diverse and inclusive societies where "no one will be left behind", adopted unanimously at the UN summit held in September 2015. Being a signatory of United Nations Global Compact BCL has aligned itself to 8 goals of UNSDGs and efforts are made towards delivering meaningful transformation to our environment, business as well as society.

THE GLOBAL GOALS

For Sustainable Development



	Sustainability Goals	Material Issues	2022-2023 Progress
1	Augmenting water conservation measures across Birla Cable Limited manufacturing facility.	Water Conservation	BCL has commissioned Effluent Treatment Plant of capacity 60KL per day and sewage treatment plant, capacity 15KL per day. BCL has collected the waste water in designated tanks. In Effluent Treatment Plant around 1000 KL to 1100 KL waste water is treated per month and in sewage treatment Plant between 100 to 120 KL per month. At present the efficiency of recycling waste water through ETP & STP plant is around 7%
			BCL responsibly manages water resources following State and Central regulatory compliance. BCL source its ground water as per the norms specified by Central Ground Water Authority. Further to maintain ground water level BCL has constructed the Rain Water Harvesting pit of capacity of approx. 7000 Liters.
2	Use of renewable energy source	Affordable & Clean Energy	The BCL has solar roof top panel with an installed capacity of 1 Mega Watt.For year 2022-23 the energy efficiency rate was around 11%.

Sustainability Goals	Material Issues	2022-2023Progress
3 Enhance waste strategies across BCL sites by 2025, prioritizing manufacturing plants	Waste Management	Birla Cables Limited has a great emphasis on proper handling, disposal and recycling of generated waste. Having consent from Madhya Pradesh Pollution Control Board (MPPCB) BCL comply by the Hazardous Waste(Management, Handling & Transboundary Movement)Amendment Rules 2019 and E- Waste (Management)Amendment Rules, 2018 and handles, dispose or sell such waste to authorized Re- cycler/Reprocessor authorized by State Pollution Control Board.
 Maintain Occupational Health and Safety metrics as per the standards defined in ISO45001:2018 	Decent Work & Good Health &wellbeing	 Being an ISO 45001:2018 certified company BCL ensures to maintain a safety metrics which are in-line with ISO standards. Achieved top-quartile performance based on a 2020 industry benchmark. Taking care of workers and employees health and sanitation BCL has installed 05 Portable and water efficient Toilet cabins in FY 2022-23.
5 An Annual Report is issued every year and a Sustainability report is issued from FY2022-23 and thereafter.	Transparency and Reporting	The 2023-24 Sustainability Report is our Second annual sustainability report.

Sustainability Goals

Material Issues 2022-2023Progress

Ensuring Safe, resilient Safe & Resilient 6 and Sustainable Settlement Settlements and Industrial Infrastructure.



7 Enhancing vocational skills among children and livelihood enhancement project.

Livelihood Enhancement **Project** (Reducing Inequality)





Promoting healthcare 8 including preventive healthcare and sanitation



Social



Providing of operation and maintenance services of a Fire Tender being operated at Udyog Vihar Industrial Area, Rewa (M.P.) and its surrounding areas. Fire Tender services is a basic need to maintain a well equipped Fire Service to provide fire and rescue services in times of emergency to the surrounding areas of Udyog Vihar Industrial Area, Rewa which has about 55 industries and where the factory of the Company is situated. Providing of operation and maintenance services to the Gymnasium (Gym) equipments installed at Rani Talab premises and at Udyog Vihar, Industrial Area, Rewa, (M.P.), where the factory of the Company is located. The open Gym facilities are being provided to all categories of people especially to those socially & economically backward groups living in nearby villages and area. It is a holistic step/measure for reducing inequalities faced by socially & economically backward classes of society. It keeps them physically and mentally fit, avoiding diseases and act as a preventive healthcare. The washrooms at the police station were in Pathetic /damaged condition. The Company has undertaken necessary repairs to make it usable for general public visiting police Station as a measure towards preventive health care and sanitation

	CSR Activities for FY 2022-2023			
Sr. No.	Sector	CSR Activities/Programs	RationalforundertakingtheCSR Activities/Program	
1	Animal Welfare	Contribution to Gaushala (Cow Ranch) at Rewa (M.P.)	Contribution to Gaushala (Cow Ranch)at, Laxman Bagh, Rewa(M.P.) administered by Gaushala Committee under the Chairmanship of District Collector, Rewa, where in protective shelter and wellness for approx. 400 dairy cows is provided. This contribution will benefit the cows living in the Gaushala as animal welfare activity.	
2	Promoting education And employment Enhancing Vocational Skills among children and Livelihood Enhancement Project.	Operation and Maintenance of Gymnasium (Gym) equipment installed at Rewa, (M.P.).	Providing of operation and maintenance services to the Gymnasium (Gym) equipments installed at Rani Talab premises and at Udyog Vihar, Industrial Area, Rewa,(M.P.), where the factory of the Company is located. The open Gym facilities are being provided to all categories of people especially to those socially & economically backward groups living in nearby villages and area. It is a holistic step/measure for reducing inequalities faced by socially & economically backward classes of society. It keeps them physically and mentally fit, avoiding diseases and act as a preventive healthcare.	
3	Ensuring Environmental Sustainability, Ecological balance, Conservation of natural resources and maintaining quality of Soil, Air and Water.	Operation and Maintenance services of a Fire Tender being operated at UdyogVihar Industrial Area, Rewa (M.P.) and its surrounding areas	Providing of operation and maintenance services ofaFireTenderbeingoperatedatUdyogViharIndustri alArea,Rewa(M.P.)anditssurroundingareas.FireTen derservicesisabasicneedtomaintainawellequippedF ireServicetoprovidefireandrescue servicesintimesofemergencytothesurroundingarea sofUdyogViharIndustrialArea, Rewawhichhasabout55industries.	

4	Promotion of education Relating to culture	Har Ghar Tiranga Campaign In Rewa	Promotion of education relating to culture by Way of participation in the 'Har Ghar Tiranga' a campaign under the aegis of Azadi Ka Amrit Mahotsav to mark the 75 th year of India's Independence and to invoke the feeling of patriotism in the hearts of the people and to promote awareness about the Indian National Flag.
5	Promoting healthcare including preventive healthcare and sanitation.	Repair & maintenance of the Pipeline & Sewer Line of 5 Washrooms/Toilets at Chorhata Police Station,	The washrooms at the police station were in pathetic/damaged condition. The Company has undertaken necessary repairs to make it usable for general public visiting police Station as a measure towards preventive health care and sanitation
6	Promoting healthcare including preventive healthcare and sanitation.	Contribution to M.P. Birla Hospital & Research Centre, Chandaria at Chittorgarh (Rajasthan)	Contribution towards operating expenses for The treatment and care of needy patients belonging to under-privileged community.