



Redesigning the Narrative for a Better World



FY21, along with the COVID-19 pandemic, brought in its wake the urgency of a new and progressive narrative for the world. One that helps build a more connected, inclusive and a sustainable world. At STL, this narrative is part of our Boardroom discourse, business strategy and governs all our actions.

Taking useful learnings from the pandemic, we have made significant efforts to enable and accelerate this movement across every facet of our operations. Our ESG agenda is integral to our overall business strategy and is imbibed across the value chain.

We are steadily improving our performance in the ESG space by collaborating with several stakeholders on environmental, social and governance priorities. This also encompasses our employees (STLers) and will help us nurture a culture of innovation. Our objective is to achieve optimum use of resources, enhance our community impact, address concerns plaguing our planet and, in turn, deliver meaningful and sustainable transformation.

As a leading digital networks integrator, our efforts are unrelenting to create shared value for all stakeholders by leveraging technology and data to drive well-informed decision-making. However, with the pandemic raging beyond what anyone had fathomed, it was necessary to push the boundaries even further to build in resilience for STL's operations, value chain and communities.

We innovated on the go, adopted more advanced technology tools and innovative approaches than before to implement programmes that ensured socio-economic development and environmental conservation. Our collaborations enabled us to achieve our targets during the reporting year in our social impact programmes, sustainability initiatives and governance mechanisms.

We will persevere to excel across our ESG focus areas and will continue to play an important role in being a responsible leader to ensure a connected and inclusive world.



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About the Report

Our sustainability report is prepared in accordance with the Global Reporting Initiative (GRI Standards). Through this report, Sterlite Technologies Limited (STL) aims to communicate its sustainability approach, efforts and performance for FY21. STL's economic performance is briefly summarised in this report, while a detailed review of the business is available in the Annual Report of 2020-21.

Reporting frameworks and standards

This report has been prepared in accordance with the GRI Standards: Core option. We have followed the guiding principles of the Global Reporting Initiative Standards 2020 version. Our efforts contribute to the United Nations Sustainable Development Goals and United Nations Global Compact (UNGC) and we are reporting our contribution through this report.

Scope and boundary

This report covers STL's optical fibre manufacturing facilities at Waluj and Shendra (located in Aurangabad), the optical fibre cable manufacturing facility at Rakholi and the specialty cable manufacturing facility at Dadra (both located in Silvassa, Dadra & Nagar Haveli). The reporting boundary does not include operations outside India as well as offices in India.

Data integrity

STL's aim is to provide accurate and reliable information, which should be unbiased, comparable, and comprehensible. Data is collected and analysed through our internal reporting systems for inclusion in the report. Stringent internal controls are exercised during the collection and analysis of the relevant data. Limitations are cited wherever applicable.

Approach to stakeholder engagement and materiality

This report contains information that STL believes is of interest to its stakeholders. Stakeholder views are important to the Company, and it engages regularly with them to understand and actively respond to their concerns.

The contents of this report have been defined through a materiality assessment exercise to identify issues of relevance to the business. The materiality assessment for this particular report has primarily been limited to the engagement with internal stakeholders. However, STL has captured the perceptions of external stakeholders, based on the interactions of various functions of the organisation periodically.

Independent assurance

Independent assurance on water, waste, CSR and energy / carbon emissions has been conducted by DQS India in accordance with GRI - Core reporting framework and Type 2 assurance of the AA1000 Assurance Standard (AA1000AS v3).

The assurance statement can be viewed at https://www.stl.tech/downloads.html#annual_report

Feedback

STL welcomes the feedback and/or suggestions on the report's content and communication approach. Please send your comments to sterlite.csr@stl.tech

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Aligning with the UN Global Goals

The UN Sustainable Development Goals (SDGs) are interrelated. They help create meaningful change that spans multiple areas. The domino effect they create, be it in business operations, across the supply chain or even community programmes, is unique and often understated. Therefore, STL has integrated its operations and CSR programmes with not just one or two UN SDGs, but 15 of them.

To achieve sustainable growth, especially in a frenzied world afflicted with the pandemic, along with climate change, gender inequality, poverty and several other issues, STL abides by the UN Global Compact Ten Principles on Human Rights, Fair Labour and Anti-corruption in addition to Environment Conservation. Ethics, transparency in reporting, adequate redressal systems, best-in-class health and safety policies for employees also form a pivotal part of STL's overall business strategy and culture.

To reinforce the Company's commitment to this universal agenda that encompasses the UN SDGs and UNGC Ten Principles and as a signatory to the UN Global Compact, STL also publishes its 'Communication on Progress' annually.



Message from the Managing Director

It's been almost two years since India recorded its first case of COVID-19 – an event that has transformed our lives completely. The most notable of these changes was perhaps the rapid integration of digital technologies into our everyday life. At the same time, humanity also faced the wrath of some extreme climate events across the world, which opened our eyes to the stark reality of climate change and the need to tackle it on a war footing.

In the new post-pandemic world, these two seemingly different tangents of digital transformation and sustainability are converging seamlessly for businesses across the world. The first question technology leaders are asking themselves is how they can leverage the emerging opportunities to provide meaningful solutions at scale while creating value for the environment and the communities in novel ways.

STL, with its purpose to transform billions of lives through digital networks, is answering these questions by redesigning the narrative for a better world through best-in-class technology and ESG practices. We have remodelled our DNA to think and calibrate our business and ESG efforts towards

connecting the unconnected, championing sustainable manufacturing and serving the communities.

We have placed the UN SDGs at the core of our business practices; we are currently aligned with 15 of the 17 goals. We have made efforts towards delivering meaningful transformation not only for our business and manufacturing operations but also for communities. We have adopted a culture of innovation to achieve optimum use of resources, enhance community impact, address environmental issues plaguing the planet and, in turn, deliver sustainable transformation.

Each of our efforts has culminated into ambitious ESG goals set for 2030, be it sustainable manufacturing practices, environment-friendly packaging, judicious use of water resources, or carbon emission reduction. Our social responsibility efforts have ensured holistic development for all through impact-focused initiatives, driven by best-in-class technology and data. In our continuous endeavour to build a better and more inclusive world, we have transformed more than 20,000 lives through women empowerment, 8 lakhs through education, and 4.5 lakhs through quality healthcare.

To demonstrate how we are transforming our business while factoring in the sustainability imperatives, I proudly present to you the Sustainability Report for FY21. This report outlines our initiatives and evaluates our progress in making the world a better place for every one.

Ankit Agarwal
Managing Director



ESG Head's Communiqué

The past year delivered some clear messages to humanity. It made us realise the importance of building an inclusive world where economic growth goes hand in hand with social prosperity and sustainability. The dual challenges of climate change and digital inclusivity were extremely visible. With the increased global urgency surrounding climate change, energy transition talks have become more nuanced, with the focus shifting from climate mitigation to climate resilience. Against this backdrop, ESG has risen to the top of boardroom discussions around the world.

At STL, we are constantly guided by our purpose of transforming billions of lives through digital networks and that is why ESG is embedded in our business and operating principles. Over the past few years, we have taken proactive steps in areas such as GHG emissions reduction, water and waste management, circularity, sustainable sourcing, green product development, and ensuring diligent adherence to human rights and fair labour practices across our value chain.

In 2020, the COVID-19 pandemic posed unprecedented challenges for individuals and businesses; STL was no exception. It dramatically changed how we operate, and that included working in communities. During this time, we were constantly operating on the ground and learnt, quite early on, that digital connectivity held the key to building resilience for underserved communities. We built agile and flexible technology-based programmes that are not only scalable but are also capable of delivering sustainable, holistic and meaningful transformation across communities. On the people front, we built a caring, inclusive and diverse workplace that continues to thrive.

Our operations and priority areas of environment conservation, healthcare, education and women empowerment, are closely linked with the UN SDGs and UN Global Compact's Ten Principles which we became signatories of in 2018. I am proud that we have not just impacted 1.43+ million lives to date, but also became the world's first integrated optical fibre and cable manufacturer to be Zero Waste to Landfill certified. These and several other such achievements form part of our Sustainability Report for FY21. This report reflects our initiatives and



evaluates our progress in redesigning the narrative for a better world. As an organisation, STL is dedicated to being a force for good, and we will relentlessly work to make the world a better place.

Akanksha Sharma
Global ESG Head

Taking ESG to the Next Level

ESG Highlights for FY21 and Till Date

Climate Change

7,600+ tCO₂e

GHG emissions avoided



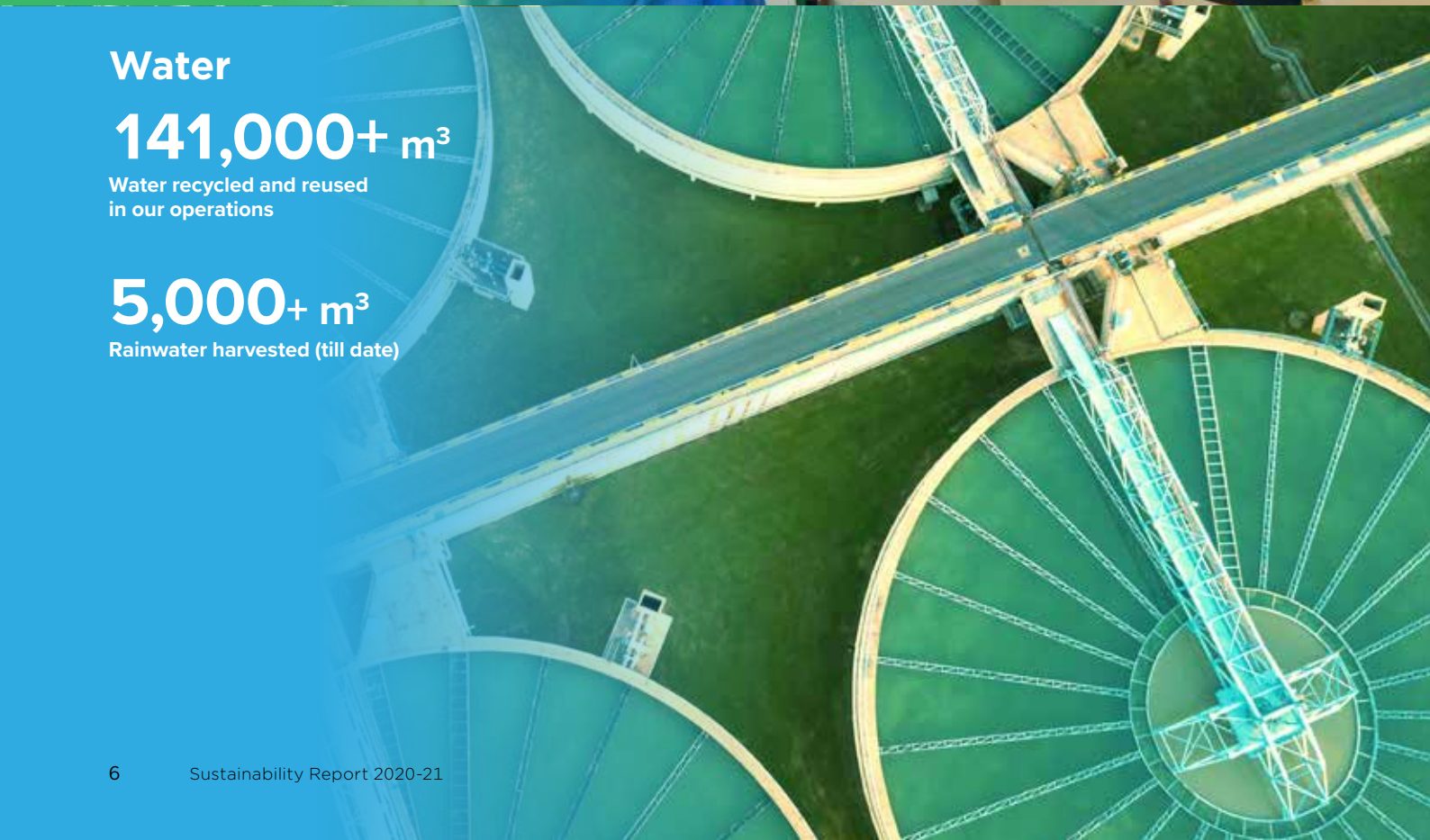
Water

141,000+ m³

Water recycled and reused
in our operations

5,000+ m³

Rainwater harvested (till date)



Waste

135,000+ MT

Waste diverted from Landfills (till date)

Zero Waste to Landfill

Certifications across
manufacturing units sustained



Community Development

1.43+ million

Lives benefitted through social impact
programmes (till date)

4,000+

Employee volunteers (till date)

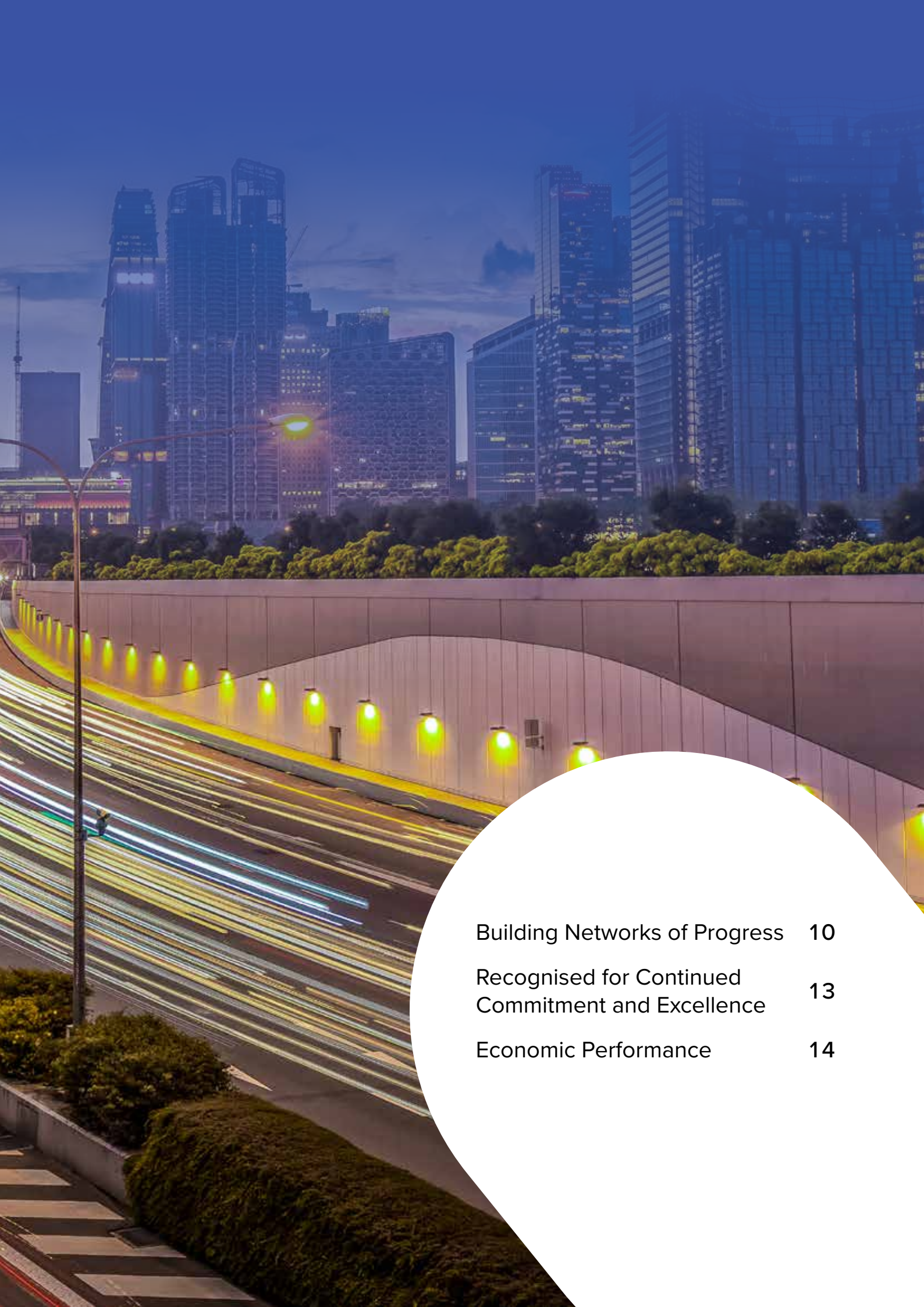
11,500+

Volunteering hours clocked (till date)



Corporate Overview





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Building Networks of Progress

STL is an integrator of digital networks. With 25 years of experience in optical fibre, STL is enabling telcos, cloud companies, and enterprises harness the full potential of networking technologies by connecting everyone everywhere.

STL is collaborating with large-scale enterprises to build and modernise their digital networks, enabling them to leverage the technologies of the future. Through strategic collaborations and initiatives, the Company has enabled the digital inclusion of millions of people worldwide.

Global footprint



 **Software Development Centres**

 **Data Centre Facility**

 **Manufacturing Units**

 **Sales Offices**

5

Innovation centres for research & development

582

Patents in glass science, precision manufacturing, virtualised network software and more

2

Software development centres



Purpose

7

Global production facilities

50 million

Capacity Fibre Kilometre

100+

Countries where customers are being served

Transforming billions of lives through digital networks.

Solutions offered by STL

End-to-End Solutions

opticonn
Optical Connectivity

accellus
Wireless Connectivity

FTTx mantra
FTTx Integration Network

netmode
Network Modernisation + Fibre Deployment

Portfolio Offerings

 **Optical Interconnect Products**

 **Virtualised Access Products**

 **Network Software Products**

 **System Integration Services**

Unique Capabilities

Glass Preform
Optical Fibre
Optical and Specialty Cables
Optical Interconnect Kits

Programmable FTTx
Virtualised RAN
RAN Intelligent Controller
Network Orchestrator
Wi-Fi 6

Digital BSS Platforms
Network Operations Platforms

Network Design Services
Network Integration Services
Network O&M Services
Data Centre Services
Private Enterprise Network

Values



hunger to learn



keep it simple



promises delivered



respect & empathise

Global Recognitions

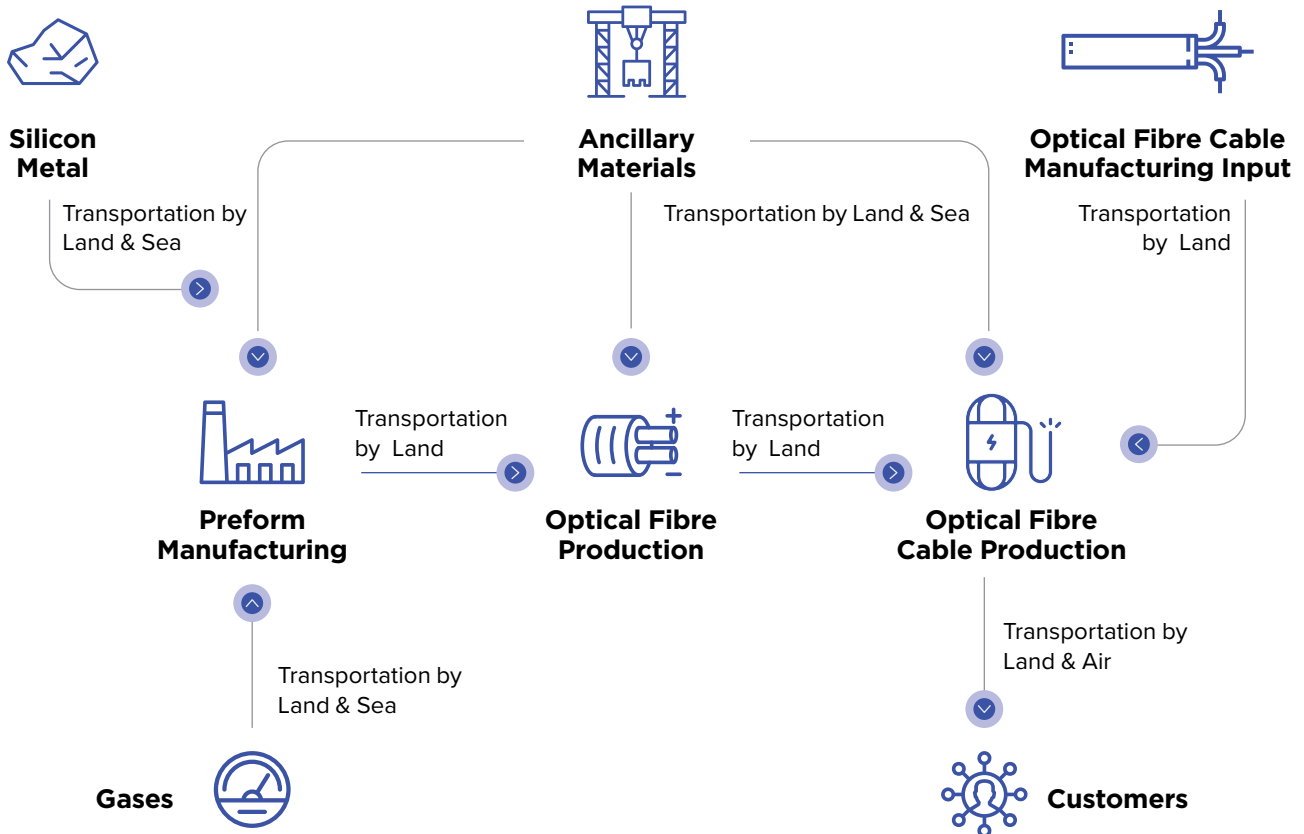
- Named one of the Top Tech Challengers in the BCG Tech Challengers Report 2020
- Listed by Gartner as one of the 18 representative suppliers. Gartner Peer review rating of 4.3/5. STL recognised as top 5G RAN vendor
- Featured in the prestigious list of 'Top 60 Edge Computing Companies' to watch in 2021 by STL Partners. Top 10 RAN vendors to watch out for in 2021 by STL Partners
- STL is now in an IIMA case study. From cable manufacturing to end-to-end solutions provider

STL's Manufacturing Overview

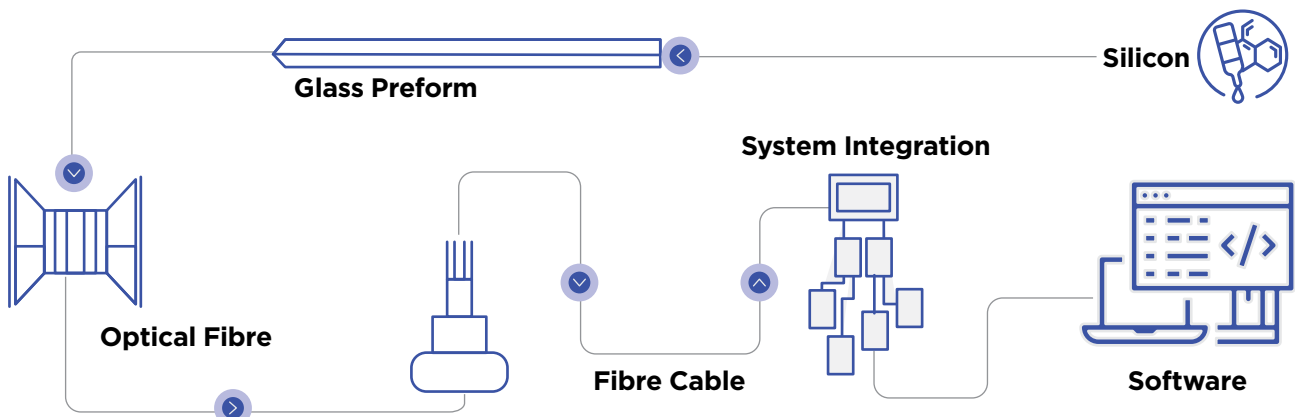
The STL glass and optical fibre manufacturing plant at Waluj is one of a kind. The plant has an end-to-end process for manufacturing glass preform and optical fibres from silicon metal. The procured silicon goes through various chemical processes in the presence of gases such as chlorine, oxygen and hydrogen. This process eventually produces glass preform. At the state-of-the-art facilities at Waluj and Shendra in Aurangabad, this preform is melted at high temperatures to draw the optical fibre. The fibre is then coated with resins to enhance its strength and flexibility.

At Rakholi, the reinforced optical fibre is made into cables according to the customer's requirements. Manufacturing processes involve colouring, stranding, sheathing, coating with protective layers and so on. Finally, the cable is embossed with the lot number, client number and STL labelling before being sent for quality checks and assurance. The product is subsequently dispatched.

STL Value Chain



Silicon-to-Software Capability



Recognised for Continued Commitment and Excellence

STL's work in CSR and Sustainability in FY20 and for COVID-19 relief won 22 awards for the Company in FY21. The recognition included two of India's most prestigious awards as well as reputed international awards.

Awards and Accolades

DuPont Safety & Sustainability Awards

APAC Winner - Zero Waste to Landfill

Global WasteMet Awards

Winner - Waste Management

Greentech Environment Awards

Winner - Sustainability

Apex India Foundation

Gold - Overall CSR

Mahatma Awards

Winner - Sustainability: Waste & Material Productivity

ACEF Asian Leaders Award

Bronze - Excellence in CSR

DuPont Safety & Sustainability Awards

APAC Winner - Zero Waste to Landfill

Growcare India Awards

Gold - Sustainability

Golden Peacock Awards

Winner (Telecom) - CSR

National CSR Leadership Awards

Winner - Overall CSR

8th India CSR Awards

Winner - Overall CSR

Apex India Foundation

Platinum - Sustainability

Mahatma Awards

Winner - CSR: Partnerships for the Goals

The Golden Globe Tigers

Winner - Waste Management

CSR Health Impact Awards

Bronze - COVID Relief Work

7th Greentech CSR Times Awards

Gold - Women Empowerment

CII-ITC Sustainability Awards

Winner - Overall CSR

Growcare India Awards

Platinum - Women Empowerment

7th CSR Impact Awards

Gold - Women Empowerment

Brand India Awards

Winner - Most Socially Responsible Company

Rushlight Awards

Winner - Zero Waste to Landfill (International)

ACEF Asian Leaders Award

Gold - Reduce, Reuse and Recycle Achievement

Growcare India Awards

Platinum - Waste Management

ESG Rating

ESG Rating Index

STL Score

MSCI 

BBB

ecovadis

Silver

Economic Performance

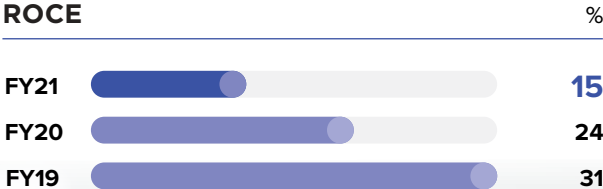
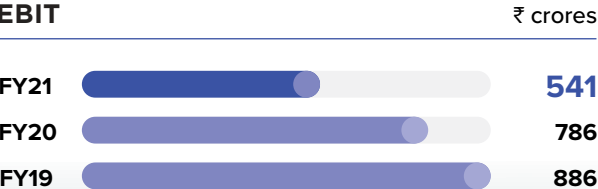
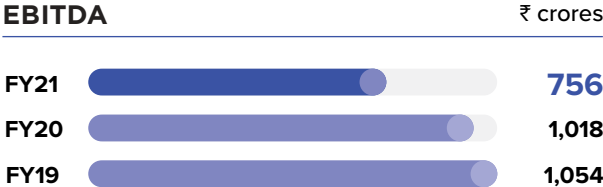
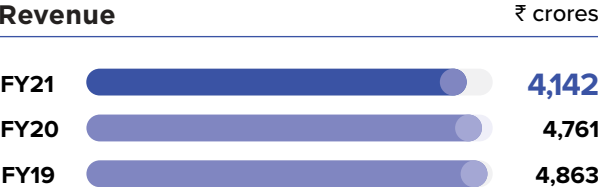
Telecommunication is one of the fastest-growing sectors worldwide with a huge runway for growth. Digitalisation is further propelling the demand for fibre, network-related services and software.

COVID-19 associated lockdowns have pushed companies to enhance digitalisation for ensuring smooth operations. This change presents a host of opportunities and STL is ready to embrace it.

In this singular year, where businesses across the world were impacted, STL showed resilience during the first half of FY21 and recorded 18% y-o-y revenue growth in H2 FY21. Taking the learnings and successes from this year to the next, we are building on our strong fundamentals to deliver sustained and shared progress for all stakeholders.

We are accelerating our value proposition across optical connectivity, large-scale digital network integration, and virtualised access to enable a well-connected and networked world.

Performance FY21



18%
y-o-y revenue growth
in H2 FY21

Economic Value Generated, Distributed and Retained

(₹ crores)			
Economic Performance (₹ crores)	FY19	FY20	FY21
Economic Value Generated (A)			
Revenues	4,862.63	4,760.50	4,142.01
Economic Value Distributed (B)			
Operating Costs	3,378.19	3,234.67	2,925.61
Employee Wages and Benefits	439.55	519.82	491.97
Dividend & Interest	179.34	345.85	322.08
Taxes to Government	243.67	180.18	79.04
Community Investment (CSR)	5.48	9.20	11.60
Economic Value Retained (A-B)	616.40	470.78	311.71

Defined Benefit Plan Obligations

(₹ crores)			
Particular	31 st March, 2019	31 st March, 2020	31 st March, 2021
Non-current			
Provision for gratuity	19.59	25.66	29.03
Provision for compensated absences	12.76	15.50	19.29
Total non-current employee benefits obligations	32.35	41.16	48.32
Current			
Provision for gratuity	10.27	9.88	10.09
Provision for compensated absences	4.25	4.52	3.27
Total current employee benefits obligations	14.52	14.40	13.36

Year-on-year Compounding Value

Particular	FY19	FY20	FY21
y-o-y% change in revenue	68%	-2%	-13%
y-o-y% change in EBITDA	69%	-3%	-26%
y-o-y% change in PAT	110%	-19%	-40%

Notes

1. Retirement benefits in the form of provident funds and superannuation funds are defined contribution schemes at the organisation. We also have a defined benefit gratuity plan in India, which requires contributions to be made to a separately administered fund. The cost of providing benefits under the defined benefit plan is determined using the projected unit credit method.
2. Re-measurements, comprising actuarial gains and losses and the return on plan assets (excluding amounts included in net interest on the net defined benefit liability), are recognised immediately in the balance sheet with a corresponding debit or credit to retained earnings through OCI in the period in which they occur.
3. Taxes to government include dividend distribution taxes and income-tax paid.
4. All figures are standalone.

Our ESG Strategy





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Approach to ESG Management

STL's mission is to be a 'responsible leader in ensuring a connected and inclusive world'. This pertains not only to STL's business, but also how it designs and implements its ESG agenda. Therefore, STL's responsibility does not stop with its operations. It extends across its entire value chain.

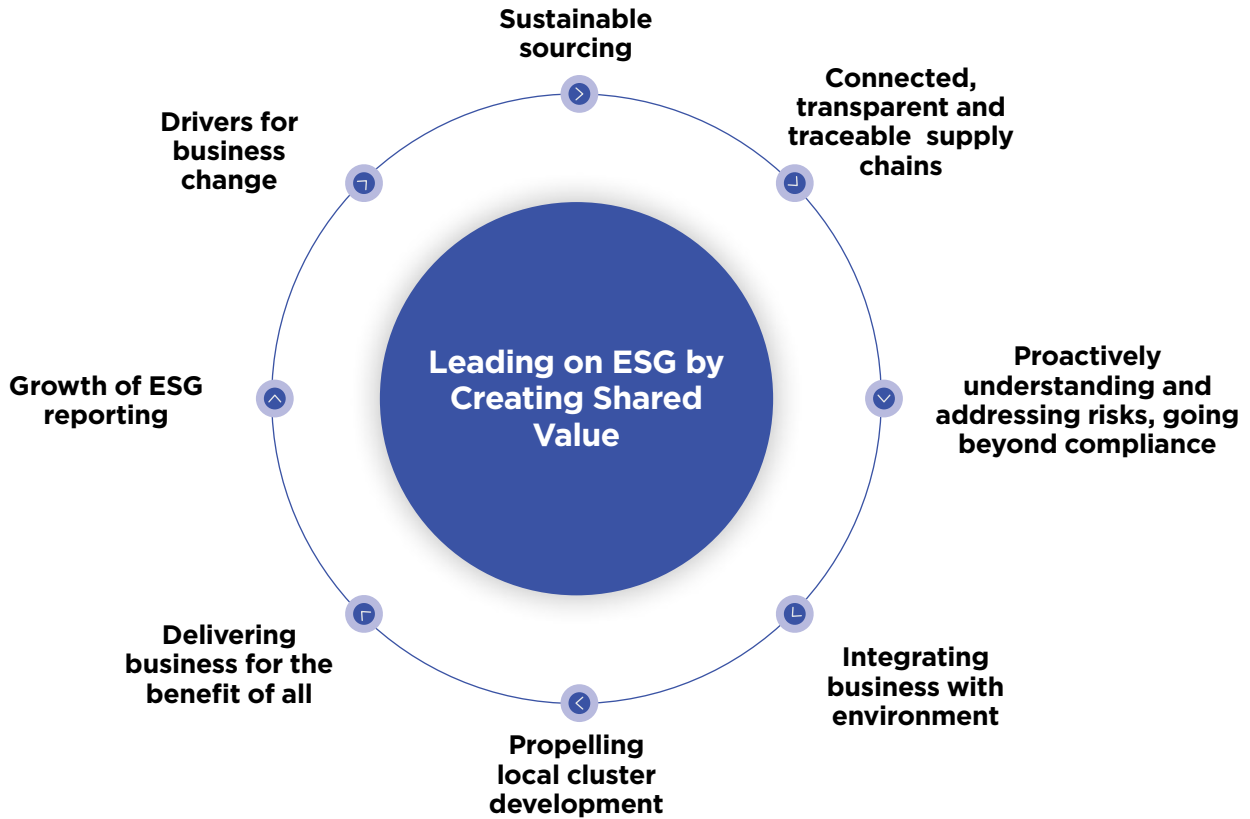
Appropriate guidelines about how STL sources its raw materials, how it designs its products using eco-friendly materials, and ensures that its partners also adhere to its ESG practices have been laid down. STL abides by responsible waste management, minimising emissions from manufacturing, storage, transportation and ensuring customers and end users can use green products and services that help create a more connected world.

However, the world is still beleaguered by growing concerns around climate change, widening inequality gaps, poverty, hunger and so on. STL hence believes that it is not just its moral duty, but essential for future generations to also encourage behavioural change in communities on circularity of resources, gender equality, ethics, human rights and facilitate a more inclusive future through access to quality education and healthcare.

STL, therefore, does not just look to only reduce energy, other resource usage and waste within its boundaries, but also takes every opportunity to replenish resources used. This is done through comprehensive community programmes leveraging innovation, technology and data for sustained and meaningful impact.



STL's Strategy



Sustainability Governance

STL's leadership team has been instrumental in driving its ESG agenda across its value chain. The Sustainability and CSR Committee at the apex level guides and monitors the Company's ESG agenda and performance. The committee comprises two Independent Directors and STL's Managing Director and Vice Chairman. Their responsibility includes formulation of STL's ESG strategy, related policies, regulatory compliances and performance assessment among other aspects. Along with leadership, cross-functional taskforces cover each of the four major areas STL has framed its 2030 ESG targets on.

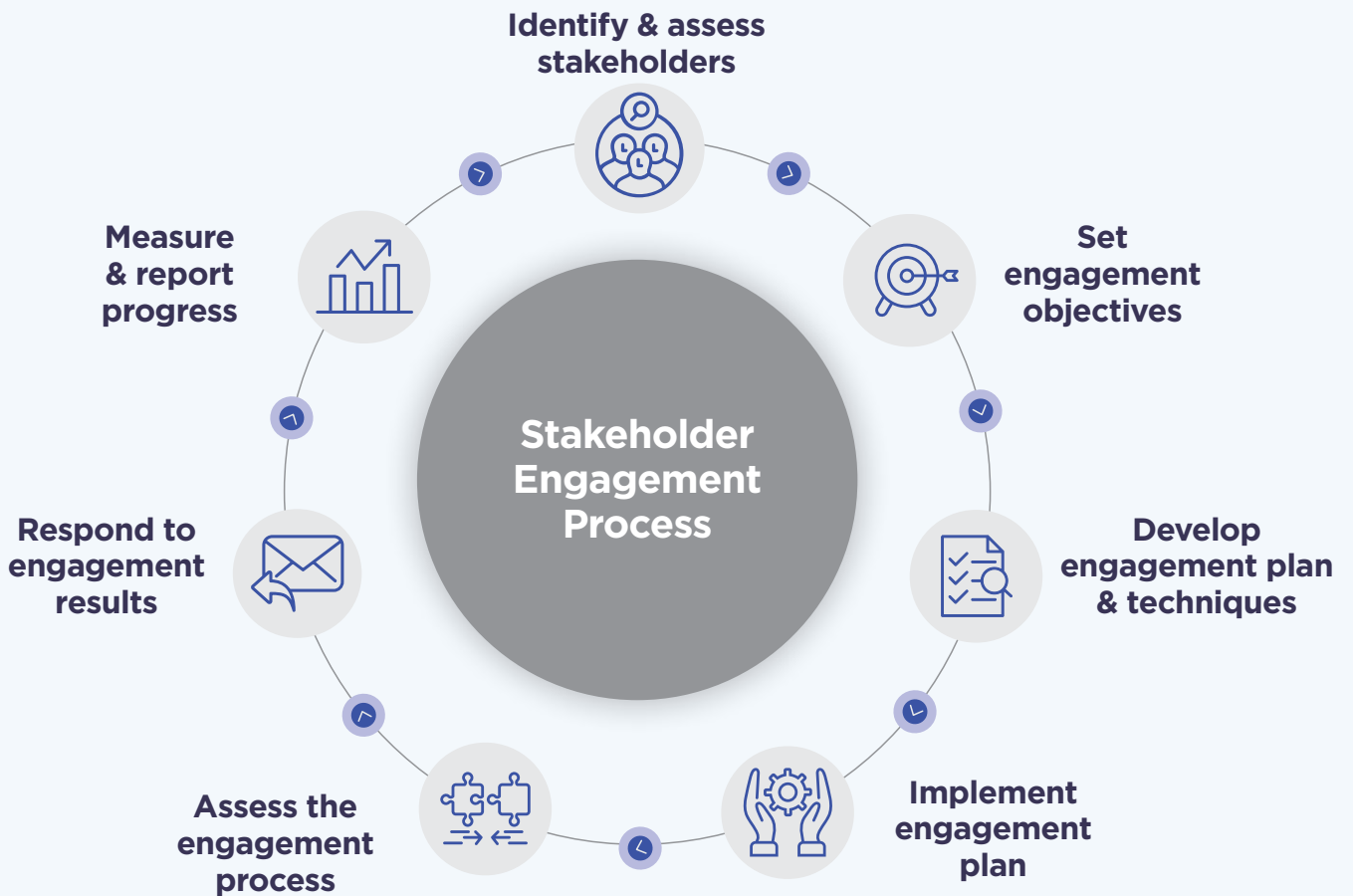
This allows STL to collaborate with stakeholders across the value chain to innovate collectively, ensure compliance, and imbibe the Company's values and beliefs on human rights practices, sustainable sourcing of raw materials, fair labour practices, transparency in operations and reporting. This adherence also certifies that they conduct their operations in an eco-friendly manner. STL's processes are governed by a Quality, Environment, Health and Safety policy, and each area is also monitored through an ISO 14001 certified Environment Management System. This helps STL maintain high environmental and safety standards across its facilities as well as identify gaps and proactively mitigate them through appropriate action.

Stakeholder Engagement

Ongoing and effective interactions with stakeholders are pivotal for STL's progress. Regular interactions and joint efforts have helped the Company use insights from several stakeholders to create better and innovative strategies and programmes.

STL believes stakeholder engagement is all about realising the point of agreement or common motivation that allows different stakeholders to work in unison to accomplish greater good together. The Company is using well-established mechanisms – direct and indirect – to source continuous and unbiased feedback, which can help STL sort the rich insights of stakeholders and integrate them into the ways of working and culture.

This belief is not limited to stakeholders involved with STL's operations. It is embedded across the Company's value chain comprising partners up and down stream, and communities where it operates in as well as elsewhere in the country. STL's stakeholders, thus, include organisations and individuals impacted by or who can influence its operations, as well as its customers, suppliers, waste buyers and other partners.



Stakeholder Engagement Results

Stakeholder Groups	Modes of Engagement	Key Topics
Employees 	Townhall, all hands meeting, leadership shop floor visits, performance management systems, one-to-one interactions, trainings, induction workshops, surveys	Professional growth, skill development, increasing diversity, competency enhancement, ESG
Customers 	Plant visits, customer satisfaction survey, key account management, conferences and events, social audits	New product development, research and innovation, delivery compliance, customer satisfaction, ESG actions and achievements
Suppliers 	Supplier meets, supplier plant visits, relationship management	Supplier satisfaction, material compliance, joint development, mutual value creation
Communities 	Community visits, social needs and impact assessment, philanthropic engagement, employee volunteering	Development projects according to the identified needs, support to social cause
Other Stakeholders 	Annual general meeting, performance calls, interaction with investors, governments, NGOs and other agencies	Economic value creation, disclosure on Environment, Social and Governance (ESG) performance, sector and programme related

Material ESG Aspects

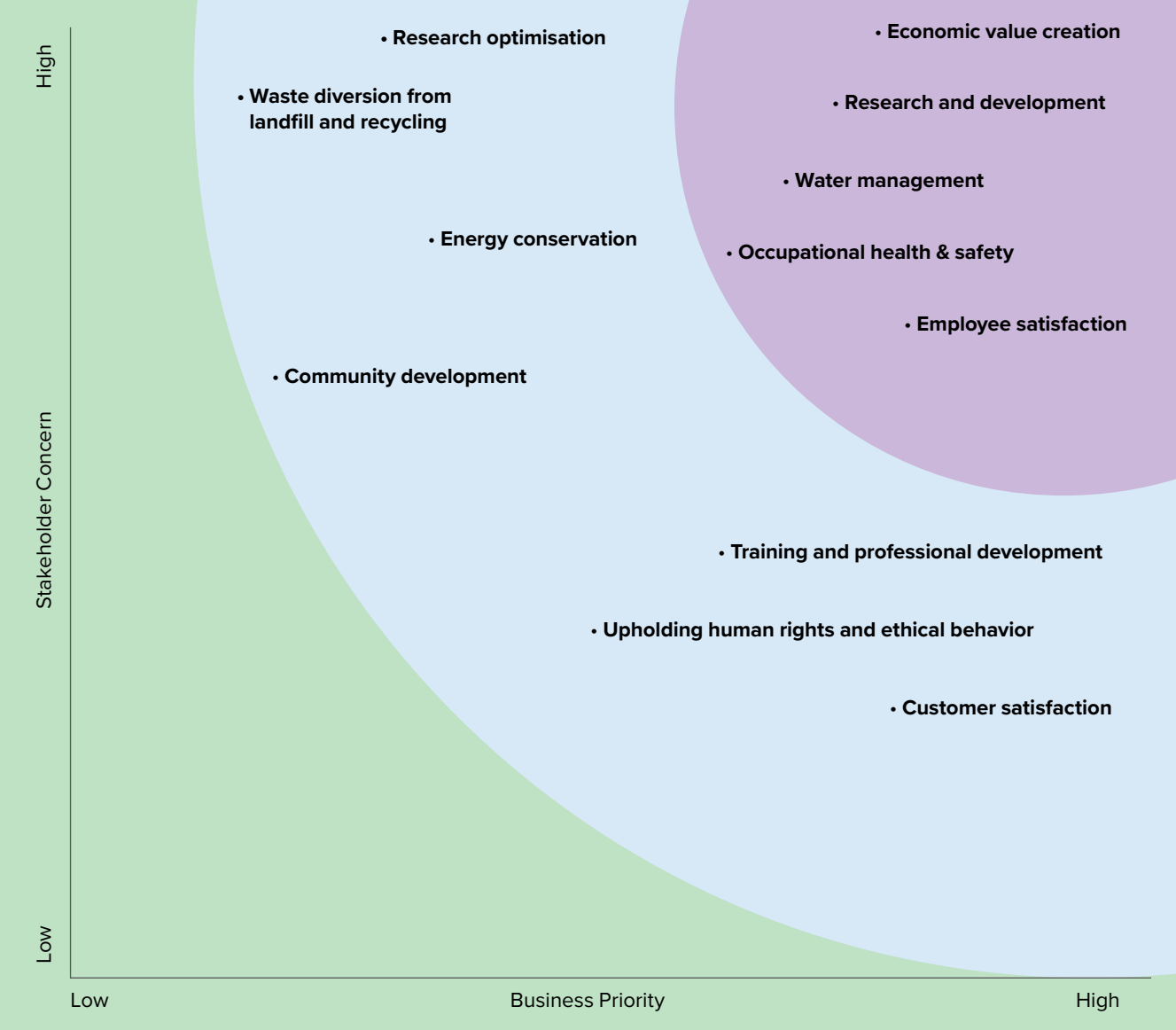
STL categorises material issues, based on its ESG priorities, after in-depth consultation with all stakeholders. These issues are fundamental for creating sustainable growth for regions and communities it operates in, its employees, stakeholders and, of course, the Company. Each one of these areas is based on the feedback received from several stakeholder engagement forums. Most importantly, STL ensures that these priorities align with its overarching vision and values as well as short-term and long-term business priorities.

Every theme is assessed in consultation with respective process owners and the management to gauge their

significance, legitimacy and impact. This process provides STL the materiality matrix, which allows it to identify areas the Company needs to focus on. It also helps ensure clear responsibility, precise targets, governance, and formulates a well-defined and time-bound achievement strategy.

Each material topic is also aligned with the GRI standards and its indicators. The reporting boundaries have been defined from the materiality assessment and depicted in the GRI index that forms a part of this report.

Materiality Matrix



ESG Goals for 2025 & 2030



**Transforming
5 million lives**



**Replenishing 5 million m³
of water in communities**



**Undertaking
5 million plantations**



**Water positivity across STL
locations globally**



**100% STL manufacturing
locations to be Zero Waste
to Landfill certified**



**100% product families to be
covered under Life Cycle
Assessments**

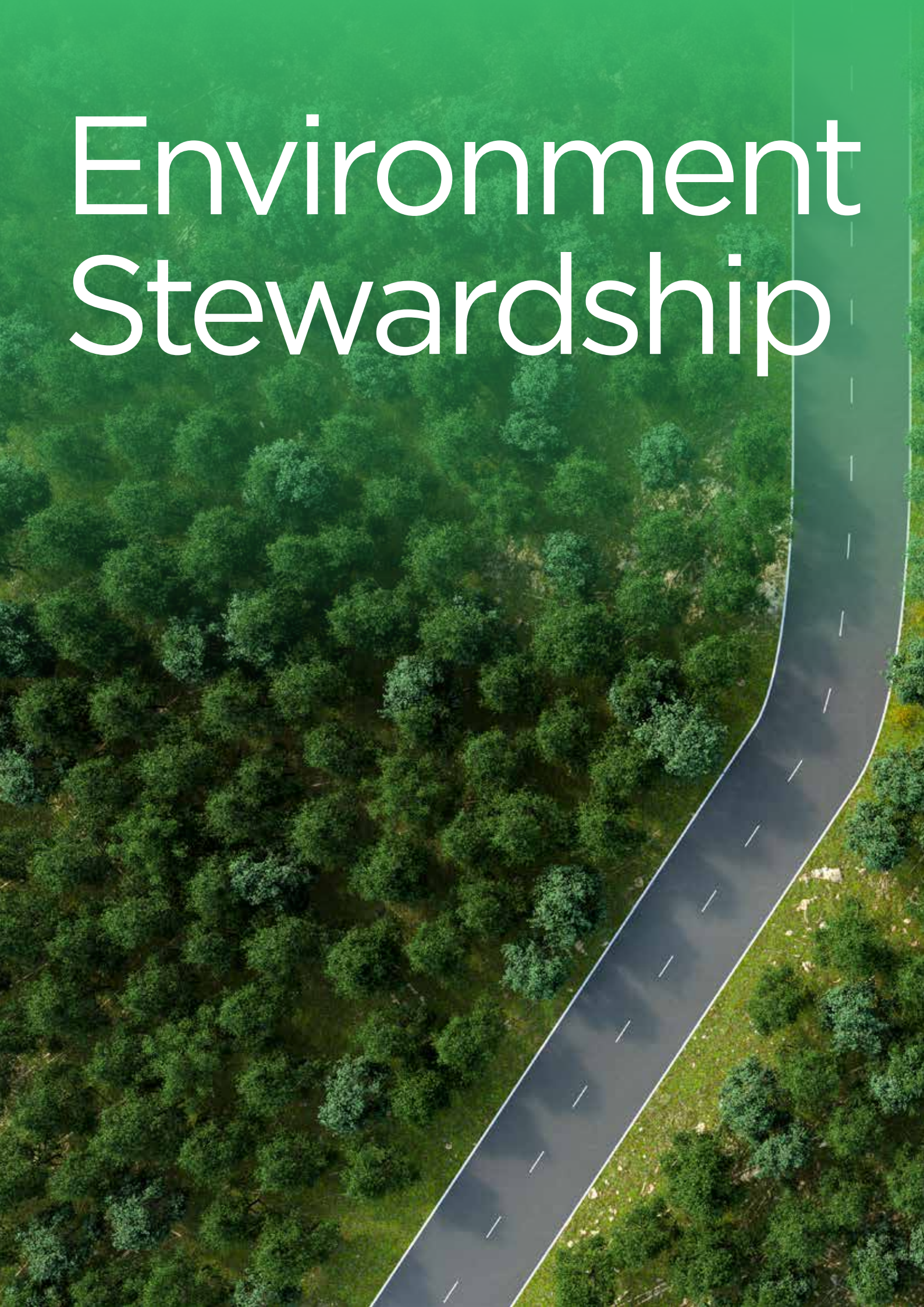


**100% sustainable
sourcing**



**50% carbon footprint
reduction**

Environment Stewardship



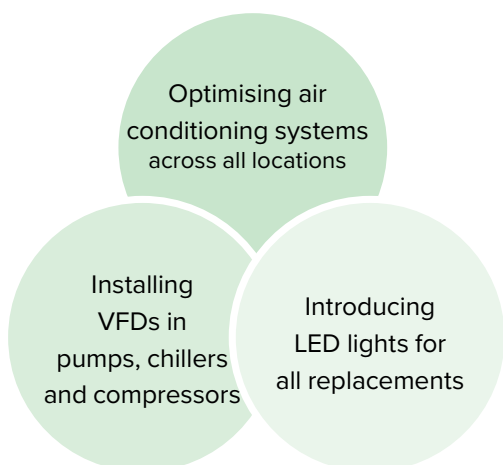


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Acting on Climate Change

Energy conservation is a material topic for STL, as consumption results in carbon emissions, which adversely impacts the environment. The Company has put in place various initiatives to reduce its carbon footprint and achieve net-zero emissions. To understand better the areas where it needs to create efficiencies, STL has undertaken a carbon footprint study of 100% of its Indian operations, based on which a strategic plan and annual targets have been defined.

After setting an annual reduction target of 10% to achieve its 2030 goal, STL exceeded this by reducing 23.6% specific emissions in FY21, considering FY20 data as the baseline. Some of the ways it achieved these savings include:



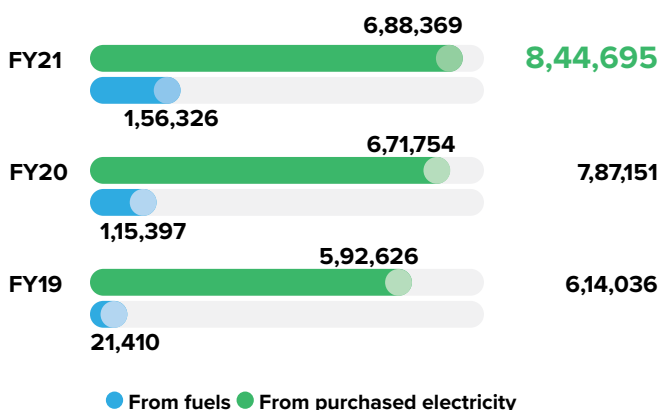
7,619 tCO₂e

Avoided

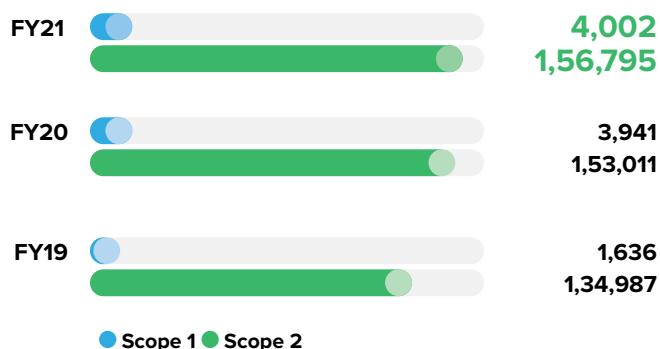
8,44,695 GJ

Total energy consumption during the year

Energy Mix (GJ)



Carbon Emissions (tCO₂e)



Reduced Energy Consumption through VFDs

At STL, Variable Frequency Drives (VFDs) are installed at three of the Company's scrubbers and the underground tank at the Gaurav glass plant. VFDs save energy by enabling electric motors to operate at less than full speed. They can reduce the energy usage of an electric motor up to 90%, extend motor life, deliver a payback in as little as six months[#]. Reducing motor speed by 25% decreases energy consumption by nearly 60%, while reducing motor speed by 50% decreases energy consumption by nearly 90%. Even with the 2-3% energy loss in the VFD, energy savings can be very significant.

**STL's efforts helped conserve
4,000+ kWh of energy per day,
reducing 3.33 tCO₂e**

Motion Sensors for Increased Energy Savings

Motor sensors are installed at STL's manufacturing units' administration offices and canteens, helping reduce electricity consumption. Motion sensors increase the efficiency of LED lighting, and therefore improve energy savings. They also eliminate the risk of accidents by ensuring spaces such as storerooms get lit up as soon as someone enters it. Motion sensor lights can also be used to control the intensity and provide selective lighting. For example, one can create accent lights where a particular area of the space needs to be heavily illuminated, and the others can be either turned off or kept lit up at a controlled intensity. The use of motion sensors helps save energy, which translates to financial savings and reduces STL's environmental footprint.

6,000 kWh
Energy saved

[#] 5 Reasons to Install Energy-Saving VFD's" - Engie

Water Management

Water scarcity is a critical challenge in India and globally. Therefore, STL has adopted a holistic water management approach to reduce water consumption, recycle and reuse wastewater from its operations.

Water management ranks among the 'extremely high' priority areas on the Company's materiality matrix. Among several initiatives taken, rainwater harvesting structures were constructed across every plant. These structures allow STL to prevent wastage due to run-off, conserving over 4,000 m³ of rainwater, which is equal to almost 400 tankers.

During FY21, STL harvested 4x the rainwater harvested in FY20.

Through the reporting year, STL conducted a comprehensive water footprint study across all its Indian manufacturing units. This allowed it to identify exact areas it needs to target through optimisation and innovation to reduce consumption. STL leverages technology and monitors processes that enable it to recycle the wastewater from manufacturing. Post STL's water footprint study conducted by SGS India, it has undertaken a holistic water management approach that includes harvesting of rainwater and optimising water use.

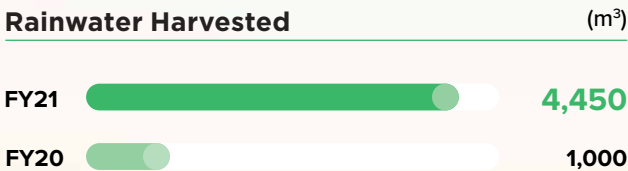
Harvesting Rainwater

Harvesting rainwater during the monsoon is not just a sustainable option of saving water, but also prevents wastage due to run-off. During FY21, STL ensured each of its manufacturing units has rainwater harvesting structures, allowing it to conserve over 4,000 m³ of rainwater.

Optimisation of Water Use

In FY20, STL implemented multiple measures to optimise its water use, including water dashboards at plants, an automated dosing system in cooling towers, substitution of fresh water with recycled water for scrubbing, optimisation of cooling tower blow-down and Reverse Osmosis (RO) plant. During FY21, several improvements to existing structures helped STL achieve 20% improvement, compared to the previous year. Some of these measures were:

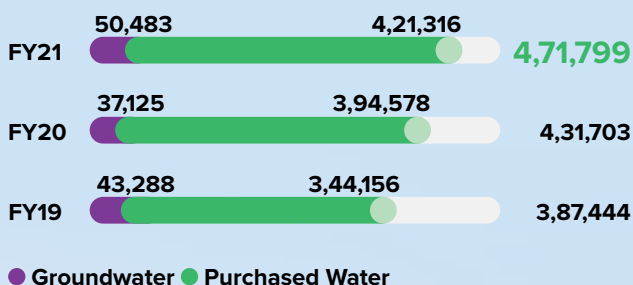
- Optimisation of consumption in SiCl₄ (Silicon Tetrachloride) area resulted in the saving of 150 m³ of water
- Installation of automatic taps to reduce touch points and save water
- Softener backwash water diverted from Multiple Effect Evaporator (MEE) feed to blowdown stream for re-use and MEE condensate to boiler feed



Consumption from Various Sources

Water Consumption

(m³)



Water Recycled and Reused

(m³)



Contributions to UN SDGs

- By 2030, STL aims to become water positive across all its manufacturing locations globally. To achieve it, the Company is ensuring sustainable management of scarce resources such as water through the prevention of waste, reduction, recycling, reuse and replenishment
- In FY21, 1,41,863 m³ of water was recycled and reused at STL's manufacturing facilities in India. 1,07,410 m³ freshwater intake was avoided in FY21
- The Company is investing in technology such as effluent and sewage treatment plants, multiple effect evaporators and others. This helped it reuse and recycle 3,45,274 m³ water till date
- Rainwater harvested structures have been built at all Indian plants
- All optic fibre plants are Zero Liquid Discharge Certified, and these efforts are being replicated at Silvassa as well
- Effluent and sewage treatment plants have been installed to treat wastewater from manufacturing plants across all three units in Aurangabad
- Wastewater that has been recycled is reused within STL's manufacturing premises for horticulture



A photograph of an industrial water recycling facility. In the foreground, there are concrete steps leading up to a platform with yellow and black safety railings. A yellow electrical control box is mounted on the railing. In the background, there are large blue metal structures, a tall tower, and a sign that reads "Sewage Treatment". A large green circular graphic is overlaid on the left side of the image, containing text about water recycling.

3,45,000+ m³

Water recycled and reused till date

Reusing and Maintaining Zero Discharge

STL continues to ensure Zero Liquid Discharge across 100% of its optic fibre plants in drought-prone Aurangabad. It has installed Effluent Treatment (ETP) and Multi-effective Evaporator (MEE) plants in addition to undertaking several in-plant modifications in its processes. To ensure zero discharge, a detailed study of waste parameters is done before the water goes to the ETP. This has enabled the plant to reduce the load on the ETP. STL's processes were modified to reuse water.

The balance wastewater from the scrubber process, Sic14 and softener plants collect at the ETP. Through chemical treatments, solid particles and chlorine in the water are removed and then fed with steam in the MEE plant through a three-stage centrifuging process to remove salt in the water. This recycled water is again used in the boiler and scrubber processes.

360-Degree Surveillance

The entire zero water discharge process is monitored by SCADA and shift dashboards. SCADA is a distributor console system that monitors the feed going into the system by an operator, so that all activities are digitally supervised. Shift dashboards are circulated by the shift in-charge to the operators during a particular shift to monitor the water quality, ETP parameters and so on. The water quality of wastewater is also regularly monitored to see how it can be directly reused in processes, reducing the feed that goes to the ETP.

Methods such as centrifuging are used to remove salts, whereas chemical treatment is used to remove total dissolved solids and chlorine from the wastewater to make it reusable.

ge
ment Plant

Waste Minimisation and Circularity

Waste management is a national priority for India, due to the amount of waste produced across the country. It is also an excellent way to not just improve efficiencies by reducing waste at source, but also promote a circular economy identifying alternative uses for waste or by-products in natural or industrial cycles.

At STL, waste management is one of the most fundamental ways the Company drives its sustainability agenda. It has enabled STL to optimise resource utilisation and operate in a more efficient and eco-friendly manner by treating waste as a resource.

Four of STL's five manufacturing units in India are Zero Waste to Landfill certified by Intertek, a US Quality Assurance provider. The Rakholi, Dadra and Shendra plants have received Level 1 certification for diverting more than 99% waste. STL's Waluj plant has received a Level 2 certification for diverting more than 96% waste from landfills. STL aims to have all its plants across the globe certified over the next few years. The Company has started using co-processing in partnership with cement companies as a disposal solution, which helps convert waste to energy.

STL's approach



Waste reduction at source



Waste segregation

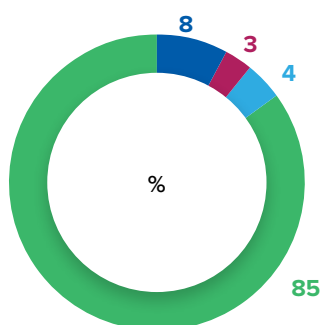
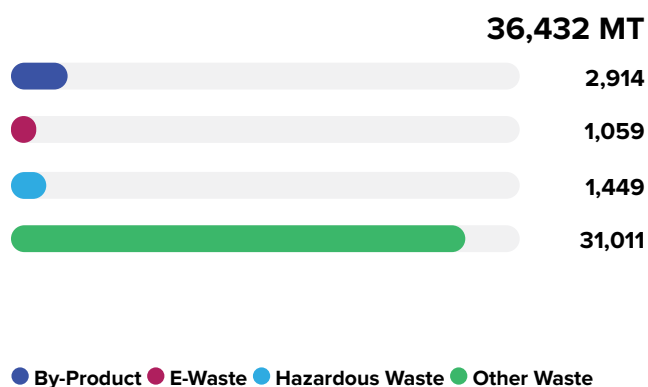


Reuse and recycling

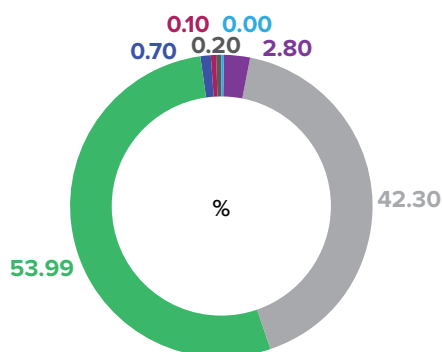
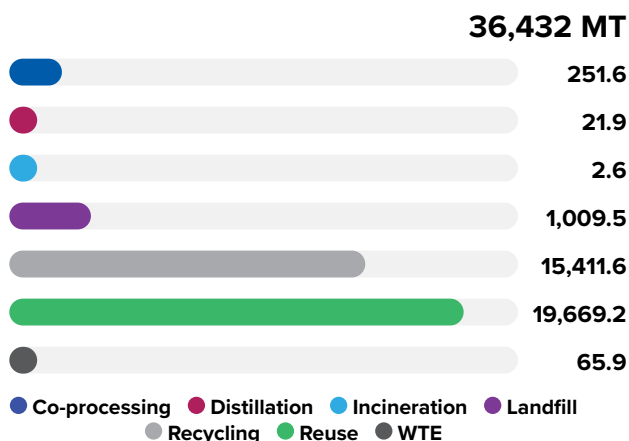


Co-processing

Total Waste Break-up by Type FY21



Waste Disposed in FY21



Contributions to UN SDGs

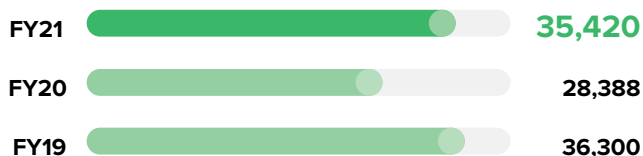
- Shendra (Aurangabad), Rakholi and Dadra (Silvassa) manufacturing units have been Zero Waste to Landfill certified
- Programmes were implemented for sustainable consumption and production through SURE packaging, saving 840 MT of plastic and 770 MT of wood and paper in FY21
- 2,914 MT of by-products were repurposed in FY21
- 97% of waste was recycled, reused and co-processed
- All waste buyers are assessed as per the requirements of Zero Waste to Landfill certification
- Redesigned packaging material has helped save 2,327 trees during FY21
- Value engineering in packing spool covers have helped reduce 23 MT of Polypropylene
- Awareness drives on water conservation and e-waste recycling were conducted in FY21 for all employees
- 100% employees of Rakholi, Dadra and Shendra were covered under Zero Waste to Landfill awareness programme. This awareness module covered topics like importance of sustainability, water positivity and zero waste to landfill



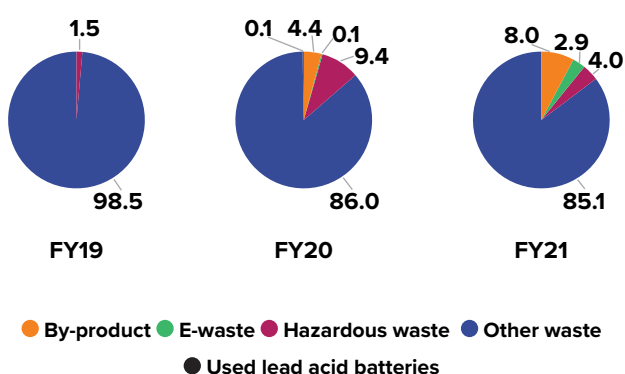
500+ MT

Waste diverted from landfills through co-processing till date

Waste Diverted Away from Landfills (MT)



Waste Break-up by Type (%)



Co-Processing of Waste

Disposing optical fibre (OF) and optic fibre cable (OFC) waste is a major challenge globally. While common understanding is that OF waste is glass waste, it actually consists majorly of coating material due to which it cannot be recycled as glass. Owing to this complexity, landfilling has traditionally been the only viable disposal mode.

STL faced a similar situation for the disposal of Low Smoke Zero Halogen (LSZH) – a crucial material used in cables meant for indoor use as it does not generate smoke and poisonous gases on burning. However, even though LSZH is plastic, the options to recycle it are limited due to its composition. Landfill or incineration were not an option due to the serious adverse impact it would have on the environment.

Significant collaborative efforts helped STL achieve a breakthrough by successfully sending OF and LSZH waste to cement plants for co-processing, where the waste is burnt by substituting fuel. Due to the high temperature in the kiln used at cement plants, the waste burns completely with no adverse environmental impacts. This simple but effective solution comes with an enormous advantage of reducing the negative impact LSZH, OFC and OF waste has on the environment, as well as diverting it away from landfills.

Green Product Portfolio

STL's products and services meet high quality standards and are eco-friendly. It ensures they are environmentally viable by conducting life cycle assessments for its product families, which helps STL identify areas where either energy optimisation or material replacement is required to reduce the product's eco-footprint. Till date, STL has conducted Life Cycle Assessments (LCA) for 10 product families and aims to cover 100% by 2030.

A comprehensive Quality, Environment Health and Safety policy guides STL's operations to minimise accidents, spillage and reduce any negative environmental impact. STL trains professionals to deploy its networks with minimal wear and tear, replacements and downtime.

STL's software solutions have not only contributed to building better, greener and safer cities, but also played a critical role during the pandemic to help local governments monitor the evolving scenario in their respective states. Additionally, these offerings provide cities with high-speed data transfer, ensuring efficient information management, better traffic management, optimisation of energy consumption and fast emergency service management.

Contributions to UN SDGs

- LCA for 10 optic fibre cable families have been completed till date
- Significantly increased access to information and communications technology to provide universal and affordable access to the internet through STL Garv and STL's projects with Bharatnet, Mahanet and others
- Improving resource efficiency in consumption and production to decouple economic growth from environmental degradation by developing durable and green products such as Mobilite, Multilite, Olympus Lite cables and others



Sustainable Sourcing

The recent pandemic amplified more than ever before the need for corporates to have a robust and balanced supply chain. At the same time, it highlighted the need for better implementation of human rights, fair labour and wage practices up and down stream.

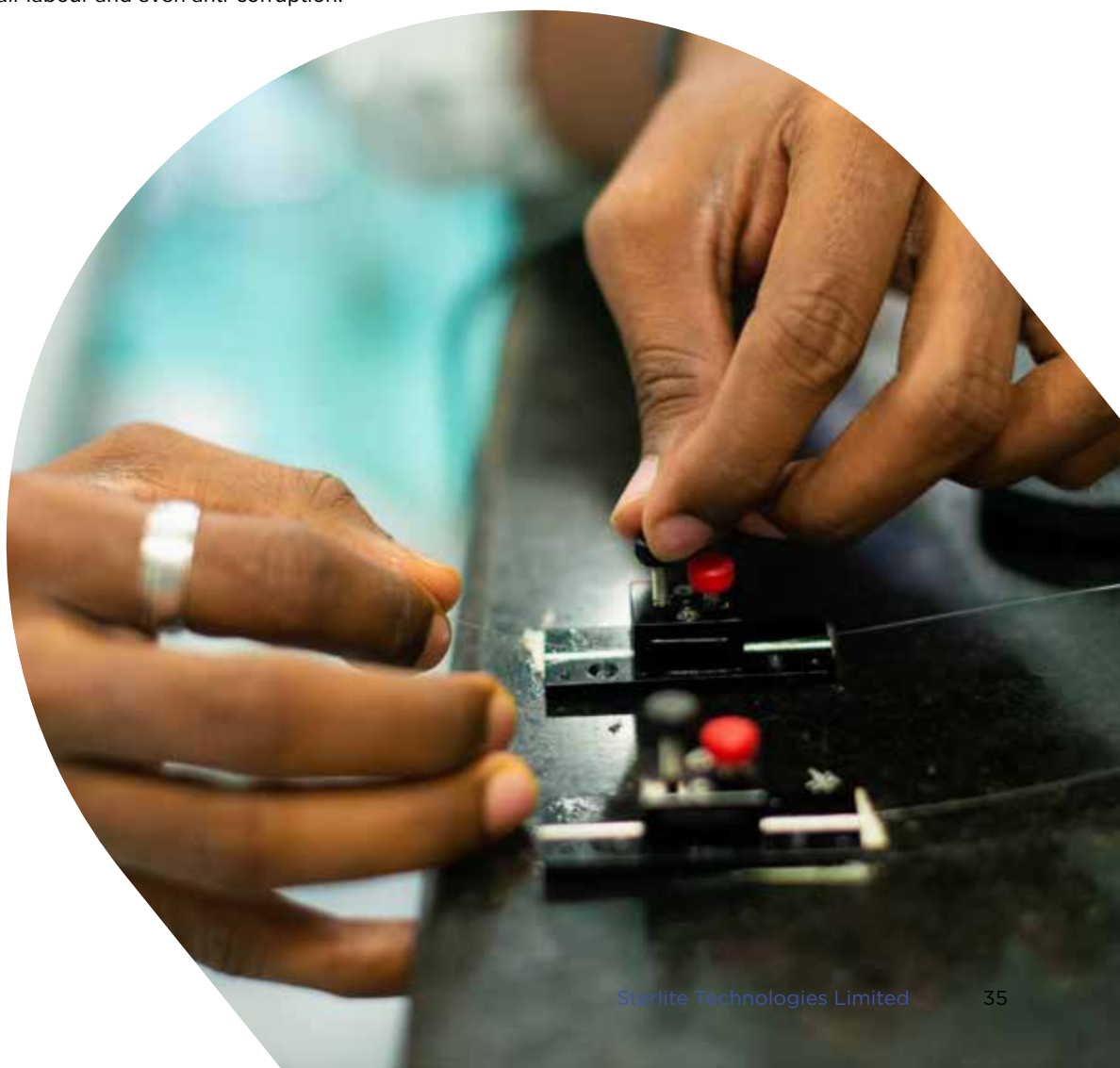
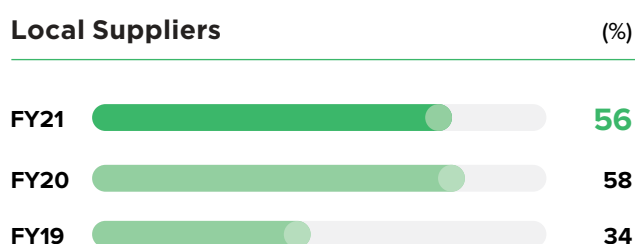
Over the last few years, STL is working with several local and global suppliers to ensure sustainable sourcing. It ensures that there are no violation of human rights, while collaborating with partners.

Along with STL's suppliers who it considers partners in progress, the Company aims to create products that offer an exceptional experience to customers and end users. Their durability, tactful network laying and robustness ensure progress.

To make this possible worldwide, STL maintains the highest standards when it comes to sourcing raw materials, as well as adhering to stringent international requirements such as Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulations for its products.

Additionally, STL is now implementing supplier assessments and audits to ensure their alignment with its values and practices on environmental matters (including waste disposal), human rights, fair labour and even anti-corruption.

To build a sustainable supply chain, the Company ensures an optimal mix of national and international suppliers. Locally, partnering with suppliers in and around its operations is prioritised. This has helped STL reduce its environmental footprint, while simultaneously upskilling local talent and minority communities.



Green and Reusable Packaging Material

In addition to building in sustainability, partnerships facilitate innovation. Through various forums, STL works with partners to develop green, reusable packaging material and source durable and disaster-proof raw materials that are capable of withstanding natural calamities.



Simple Innovations for a Sustainable Tomorrow

STL is working with its partners to develop better solutions for its packaging needs. This has led to simple, but significant innovations — the latest being the Ultra-Light Weight Cable drums developed together with Networks Centre, UK.

The Challenge

Weighing 130 kgs each, the ultra-lightweight (ULW) cable drums not only made shipping difficult and costly, but also posed a risk of damaging the cable. Even at the customer's end, they were difficult to handle, transport and re-reel. The size of these drums made it impossible for them to be stored on a pallet rack.

This meant, they needed to be stored upright again, occupying significant warehousing space. Additionally, customers were unable to accept the cable in this format due to the bulky drums, which were difficult to deal with and offload.

The need was: small, light reels that could preferably be managed by a single person.

The solution

Together with Networks Centre's technical, warehouse and cable reeling teams, the best possible solution was devised using smaller reels. This meant STL could now transport three drums in the same space as one, increasing shipping capacity by over 60%.

The new design also meant saving 2.28 MT of plastic and 10.2 tCO₂e, using less polypropylene. The smaller size of drums meant further economies in transportation as well as reduced damage to the cable while shipping.

The new dimensions easily fit on to a pallet, ensuring minimal to no movement unlike the earlier ones, which had to be stacked on account of size. Even the loading time of drums for shipping reduced to one-fourth of what was earlier required to load fewer drums.

The scenario before:

33 drums

In 1 hour

The scenario now:

54 drums

In 20 minutes

Contributions to UN SDGs

- Sustainable sourcing efforts have ensured regional development in Silvassa through collaborations with local suppliers for packaging and non-critical materials
- 56% of raw materials by value were sourced from local suppliers promoting development in these regions
- STL ensured resource efficiency in consumption and production of packaging by decoupling economic growth from environmental degradation through innovations such as Fibre Reinforced Drums, ULW Cable Drums, S.U.R.E packaging
- STL undertook measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of child labour by making adherence to these aspects mandatory for all its suppliers. These form clauses in each of STL's contracts which suppliers need to agree to
- A 10-year framework has been implemented in 2020 for ensuring 100% sustainable sourcing and transitioning to a green supply chain by 2030. This focuses on sustainable consumption and production, development and capability building as well as collaboration with suppliers and other partners across the value chain
- STL is working harmoniously with suppliers and waste buyers to develop their capabilities and adopt new technologies that reduce its environmental impact



Community Initiatives





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Giving Back to the Community

The pandemic brought to the forefront innumerable and glaring gaps in India's development landscape. In STL's endeavour to bridge these, it turned to its core expertise - technology and innovation. This year saw new models that have helped STL guarantee access to quality healthcare, education and better livelihoods for rural communities. Some of these communities are from districts that are among some of the lowest ranking regions on India's Human Development Index.

STL programme models were designed to build in learning from the first wave of the pandemic and future-proof social progress against such eventualities. This has ensured that education to children from less privileged families does not stop even if schools are closed, the sick have access to a doctor at all times, digital literacy continues to grow, gender equality does not get affected and communities keep benefiting from the experience of STLers. The Company also made sure its work on environment conservation continued amidst the second wave of the COVID-19 pandemic.

As always, while focusing on a core UN Sustainable Development Goal, STL incorporated aspects that allowed it to contribute to other social and environmental issues, making its interventions holistic and sustainable.

However, to deliver the 2030 UN SDG Agenda, collective action is crucial. It is also essential to delve deeper into social, environmental and governance issues. Communities and governments, therefore, become not just important stakeholders, but also partners in development.

These are learnings STL has over the years observed and incorporated into programmes and models successfully. As it continues to work closely with communities, more inclusive, tech-driven and sustainable initiatives that not only help improve their standards of living, but also create safer, healthier, more inclusive and greener communities are being undertaken.

During FY21, STL set the base to not just deliver on national or global priorities, but also on its 5-5-5 CSR goals for 2025. These include improved healthcare, education, gender equality, water availability to counter scarcity and carbon emissions reduction while improving livelihoods.

In each of these programmes, data has been a critical element that has helped STL in better decision-making and programme design alterations proactively, be it in healthcare, education, women empowerment, employee volunteering, digital literacy or environment conservation.



Social Highlights Till Date

1.43+ million

Overall impact till FY21

Total Lives Impacted (cumulative) (million)



20,000+
lives

Women empowerment



4,45,000+
lives

Healthcare



8,38,000+
lives

Education



5,000+
lives

Volunteering



1,26,000+ lives and
20,000+ trees planted

Environment



Women Empowerment

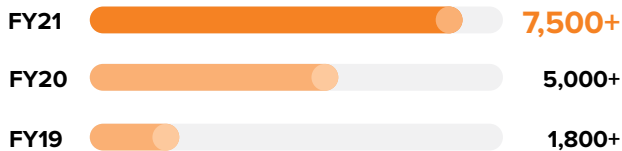
Set up in Ambavane, Velhe, Maharashtra in 2014, the Jeewan Jyoti Women Empowerment Programme has, over the years, empowered women to become agents of change. The comprehensive ecosystem that the programme provides ensures that women are not only supported during their skilling courses through additional facilities, but also reached at the grassroots and upskilled.

These women are guided on personality development, career growth, entrepreneurship and management that help them emerge more confident of their abilities and potential with a clear direction on the way forward. This has created a new generation of women in rural Maharashtra who want to make their dreams a reality. STL is, hence, seeing not just more women employed, but an increasing number of women entrepreneurs.

At the production unit set up at Velhe in FY20, women are trained on advanced handicrafts, as well as quality, supply chain management, packaging, and other processes.

To further strengthen this holistic ecosystem, STL launched the Jeewan Jyoti application in FY21. The programme was even extended to urban youth in Aurangabad. Here, apart from equipping them with industry relevant skills, they are also guaranteed employment on successful completion of the course.

Lives Impacted



Leveraging Partnerships for the Goals

Together with STL's partners MAVIM, RangSutra and Lighthouse Foundation, STL is working to transform rural women into role models for future generations. They simply need a guide to show them the way to achieve their aspirations. The Jeewan Jyoti Women Empowerment programme is doing precisely that and looks to expand its reach even further in the coming years.



Jeewan Jyoti Programme

For Deepali, being specially abled meant facing innumerable hardships, be it moving around on her own or becoming financially independent.

But her perseverance and sincerity coupled with the holistic ecosystem the Jeewan Jyoti programme offers, ensured she overcame every single one of them.

The transportation for the students provided by the programme ensured she was regular for her fashion designing and tailoring course. Dedicated attention helped her learn sewing using a motor machine. The programme also provided her with a wheelchair that helped her truly become independent.

Today Deepali not only earns from tailoring orders, but can also move around as she wishes!



Difficulties are a part of being specially abled. One can either live everyday celebrating the opportunities or mourning the obstacles. I chose to live everyday focusing on the positives and Jeewan Jyoti opened the door to new possibilities for me.



Deepali Shivankar

19,000+

Lives benefited till date

Contributions to UN SDGs

- Till date, the Jeewan Jyoti Women Empowerment Programme has provided vocational education and livelihood opportunities to 3,855 women, impacting over 19,000 villagers and over 7,500 lives in FY21
- This is among a few programmes that provide beneficiaries with transportation facilities from their villages to the programme site. This has allowed STL to cover women from over 100 villages across Bhor, Velhe and Haveli talukas in Maharashtra
- A total of 1,561 women in FY21 benefited from the programme
- 32% of beneficiaries now earn livelihoods through jobs, small enterprises, self-help groups and their own businesses; 19% were added in FY21
- Minimum salary earned by beneficiaries is ₹2,500 (~USD 34) per month, helping eradicate rural poverty
- 50 self-help groups were formed in FY21 to help women earn a livelihood out of the 100 established till date
- Crèche facilities are provided to enable young mothers to avail of the vocational courses and livelihood opportunities
- 904 women have benefitted till date through healthcare services provided
- 500 women were trained on managing self-help groups, which eventually became profitable ventures
- 86 women and 13 self-help groups have been linked to banks for financing them to set up their own businesses; ₹26.7 lakhs were disbursed to these women in FY21
- The programme has helped digitally empower 593 people through computer courses
- 198 students currently hold well-paid jobs in administration, hospitals, teaching and private companies, while 457 have their own businesses
- 65 women were trained on advanced handicrafts and in managing the production unit
- Six micro-livelihood opportunities (social enterprises) were created among rural women
- 100 women accessed digital learning opportunities through the Jeewan Jyoti app
- 54 youth were equipped with industrial skills in Aurangabad through the Lighthouse programme
- The programme substantially increased the number of youth and adults who have relevant skills, including technical and vocational skills for employment, decent jobs and entrepreneurship from 1,014 in FY20 to 1,561 in FY21



Education

STL has always believed that education can help build a more progressive and inclusive society. However, the onset of the pandemic posed many challenges for students. The Company, therefore, designed an agile programme that could mitigate this challenge. It provided quality state-board-aligned online education in vernacular languages and also ensured teachers and school management are adequately trained to leverage digital platforms for teaching.

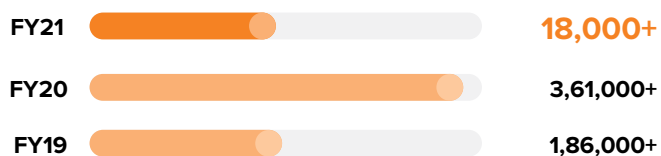
In Aurangabad (Maharashtra), Silvassa (Dadra and Nagar Haveli) and Nandurbar (Maharashtra), the programme augments the New Education Policy through STEM labs, digital learning, content and 2x learning income improvements.

During the COVID-19 outbreak in 2020, a large number of children from families below the poverty line had to discontinue formal education. This was primarily due to the lack of access to a digital device. STL's ed-tech programme, through community educators and classes seeks to address this widely prevalent issue. In Nandurbar, through a hub-and-spoke model, the programme ensures learning resource centres are set up to include as many children as possible into the education system by working closely with local gram panchayats.

Mobile libraries here ensure that children learn holistically and can access the wonderful world of knowledge books offer. By leveraging state-board aligned digital content, school faculty too are trained on how to make learning more interesting for students. Personalised outreach efforts during the pandemic enabled better learning outcomes for students by educating parents on how to use digital devices to help their children attend online classes.

Additionally, STL's Digital Empowerment programme in Pune ensured that online platforms were leveraged to the fullest across four slums in Pune. This not only helped create awareness during the pandemic, but also allowed people to improve their learning and earning opportunities through e-commerce, access utility payments, use teleconsultation during the lockdown and so on. After transitioning to a fully online model, the programme is now pivoting towards earning opportunities through digital platforms for individuals where they are given advanced training to either enhance their small enterprise's reach and sales or be employed as virtual assistants and so on.

Lives Impacted



8,16,000 +

Lives benefited till date



Equal and Free Access to Quality Education for All

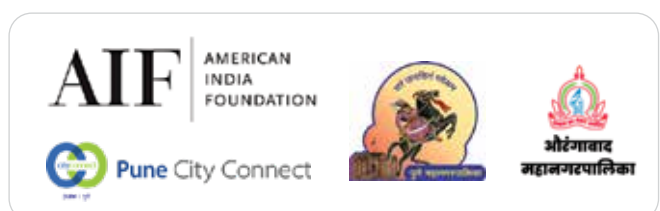
The first wave of the pandemic highlighted the need to digitally mend the gap in educational access, to ensure that students, especially in rural areas and marginalised communities, do not fall out of the education system. In the face of uncertainty about the new normal, it became important to ensure an agile model that factored in every eventually.

But this was not the only challenge. Rural communities do not fully understand the importance of education. Their participation and acceptance hence becomes all the more crucial to success. In Manipada, Silvassa, STL faced immense resistance when it started its community classes; one of the methods it uses in its programme to ensure continued learning and doing away with the lack of access to digital devices.

It took a lot of awareness on digital learning techniques, convincing and a demo class conducted by STL's Community Educator before the villagers complied. Watching this new learning method play out in front of their eyes was an exciting prospect for them. Something they had never seen before.

Through this ed-tech programme with STL's partner, the American India Foundation, it aims to build a more digitally inclusive future – one where across three districts of Aurangabad, Silvassa and Nandurbar, STL is able to get sustainable and improved learning outcomes for over 100,000 students annually.

Leveraging Partnerships for the Goals



Contributions to UN SDGs

- Till date, quality education is made accessible to over 8,38,000 beneficiaries from low-income families through STL's education initiatives; 1,700+ government schools were covered
- Technology made learning amid the pandemic possible for 12,141 children across 100+ schools in FY21. Students completed free, equitable and quality primary and secondary education, leading to relevant and effective learning outcomes
- 1,196 individuals from across age groups were digitally empowered through STL's Digital Empowerment Buses in FY21
- Mentoring and self-learning were facilitated for 200+ youths
- STL's latest ed-tech programme will cover 1,00,000 beneficiaries annually under digital learning across 300 schools in Aurangabad, Silvassa and Nandurbar with 2x learning outcomes improvement
- 185 teachers were trained through STL ed-tech programmes in FY21
- 794 youth and 614 adults, both men and women, achieved literacy, digital literacy and numeracy in FY21
- Ensuring 1,100+ children till date and 532 children in FY21 had access to quality early childhood development, care and pre-primary education so that they are ready for primary education



Healthcare

The pandemic was a giant stress test on the world’s healthcare ecosystem, impacting millions of people, especially the disadvantaged sections of society. STL continued to provide rural communities appropriate healthcare and work towards their wellbeing through its various outreach initiatives during the pandemic and even worked on several relief measures.

In addition to STL’s Mobile Medical Unit in Silvassa, it assimilated learnings from the pandemic and initiated a Telehealth-Onsite healthcare programme at Aurangabad, Gadchiroli (Maharashtra) and Nandurbar. The Company ensured that residents of these villages have access to healthcare at their doorsteps and anytime access to a doctor, medication, nutrition and doorstep testing facilities.

The programme has extended support through a 24x7 free teleconsultation, doorstep testing sample collection, screening for COVID-19, medication and homecare treatment. Today, STL’s health programmes have ensured that villagers across these districts are not deprived of essential healthcare. They are adequately cared for and are made aware of the need of sanitation and preventive care. They are also taught to leverage new and better ways of ensuring their own wellbeing.



Meeting Rural India’s Healthcare Needs

When STL began its hybrid healthcare programme early in 2021, it ensured onsite visits to help build confidence and trust in the Telehealth-Onsite healthcare model across over 200 villages in Aurangabad, Nandurbar and Gadchiroli. However, this time around, visits were spaced out further to build in alternative access points such as telemedicine.

The initial uptake on the use of telehealth was slow. However, the second wave of COVID-19 and lockdowns made it difficult to enable the availability of timely and regular healthcare to those who needed it the most, especially through onsite visits.

This is where 'telemedicine' helped ensure the lockdowns didn't disrupt the continuity of access to quality healthcare. Through inbound calls to patients to check on their health, need for medication and follow-up tests, teleconsultations were promoted across rural communities.

This significantly helped villagers who are now readily using this mode to address regular healthcare challenges as well as COVID-19 concerns.

Over 12,000 teleconsultations were conducted in six months for rural residents across these three districts for the treatment of health concerns.

While telemedicine is still relatively underutilised even in urban India, STL transformed access to quality healthcare across 200+ villages; making it available anytime, anywhere.

Lives Impacted



4,45,000+

Lives benefited till date

Leveraging Partnerships for the Goals



Contribution to UN SDGs

- 3,040 children below 5 years of age were provided medical care in Aurangabad, Gadchiroli, Nandurbar and Silvassa during FY21. The number since 2006 is over 37,070
- Over 1,10,000 women and 76,000 children were treated through STL's healthcare programmes till date. Of these 10,782 women and 4,261 children received quality healthcare in FY21
- 299 villagers and tribals were treated for tropical diseases such as malaria and scabies during FY21
- 14,598 villagers covered through awareness drives on hygiene, prevention of seasonal outbreaks and health camps
- Over 5,480 rural and tribal patients between the age-group of 60 and above were treated and provided free medicines to ensure their wellbeing in FY21
- Free testing facilities were provided to 6,615 villagers across three districts in FY21
- Nutrition to 610 beneficiaries have helped ensure their wellbeing and good health
- 3,000+ patients were treated for COVID through STL's healthcare programmes
- 24x7 free teleconsultation was provided for COVID relief across five districts
- The programme is reducing all forms of malnutrition in 154 children under 5 years of age, and it addressed the nutritional needs of 192 adolescent girls, 32 pregnant and lactating women and 232 older persons in FY21
- The programme aims to reduce neonatal mortality through the construction of a 30-bed Kangaroo Mothercare Ward at Aurangabad General Medical College and Hospital



Environment Conservation

STL believes that functioning in an eco-friendly manner needs to be reinforced by action outside its operational boundaries as well. However, this should not simply be about plantations or water conservation, but holistic approaches that help transform regions.

Together with World Bank's Water Resources Group 2030 and Village Social Transformation Foundation, STL is working in Aurangabad to build water resilient communities and is undertaking massive afforestation. The model also includes smart agricultural practices that help set-off carbon emissions, while creating livelihoods and protecting the region's biodiversity.

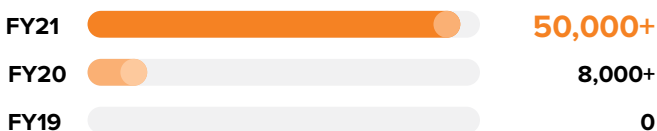
STL's comprehensive water programme is focussed on not just conservation, but through community involvement, centres around building in sustainability, behavioural change, ground water replenishment, rainwater harvesting and wastewater treatment. This goes towards ground water recharge, afforestation and agriculture. Through extensive convergence initiatives, the programme also looks to work with the government to implement its schemes around drinking water for all, better housing, schools and other such rural development schemes.

Additionally, through women-led self-help groups (SHGs), the programme focuses on gender equality. Here, livelihood opportunities are being created for SHGs which comprise women from the villages. They ensure the maintenance of water storage structures, plantations, and undergo trainings. 'Jaldoots', who are youth from these villages, also help the SHGs monitor and create awareness on better ways of using scarce resources, sanitation, hygiene, rainwater harvesting and so on.

Similarly, through the Mission Green programme, STL looks to counter the adverse effects of industrialisation in Aurangabad by increasing the green cover while creating livelihood opportunities for SHGs in the villages and ensuring sustainability. Biodiversity restoration forms an important part of the programme.

Apart from Aurangabad, the programme is also present in Vetale, Pune. Here, in addition to plantations, STL is also undertaking water conservation, livelihood creation and biodiversity restoration activities. The Vetale programme looks at the reforestation of barren land that has suffered due to extensive burning of shrubs and grass.

Lives Impacted



20,000+

Trees maintained

1,26,000+

Lives benefited till date through STL's environment initiatives

Leveraging Partnerships for the Goals

Both STL's environment programmes will hopefully not only transform Aurangabad into a water-resilient region, but also restore biodiversity and the green cover in the city and Vetale through such holistic and community-centric model.



Mission Green Programme

Reforestation involves several factors, including restricting grazing and encouraging communities to participate in ensuring the sustainability of plantations.

When the 'Mission Green' programme began at Vetale to ensure community involvement, bamboo tree guards made by local craftsmen were used to protect the trees. Unfortunately, the design lacked the strength to withstand the impact of grazing animals and transportation was costly. The pandemic further restricted professionals from visiting and sharing their ideas.

By then the local tribal craftsman were keen to revive their surroundings and determined to turn things. They went back to the drawing board and what they came up with was jaw dropping! Their design was not just sturdy, aesthetically pleasing, impact resistant, environment-friendly, but also easy to transport and assemble on-site.

Being used extensively across the programme, this ingenious innovation by the local craftsmen has created livelihood opportunities for thousands of others in the area.

Contribution to UN SDGs

- Over 20,000 plantations have been done till date and 10,000+ in FY21 across Aurangabad and Vetale
- 39,000+ villagers benefited through STL's water programme across 12 villages
- STL's water programmes have supported and strengthened the participation of local communities in improving water and sanitation management across 23 villages till date and 12 in FY21
- It built the resilience of 1,26,000+ villagers in drought-prone Aurangabad through water and rural development programmes.
- ~1,36,000 tCO₂e has been reduced through plantations
- 100+ livelihood opportunities created directly
- 40 acres reforested in Vetale, Pune
- 83,886 m³ of water conserved through water ponds in Vetale. It is used to support the trees planted
- 208 flora and 143 fauna species are being monitored under biodiversity restoration activities and studies
- 127 women mobilised through 12 SHGs to build in sustainability of the programme and community involvement
- STL's Mission Green programme provides access to inclusive and accessible, green public spaces through afforestation and reforestation in Aurangabad and Vetale
- Convergence through the water programme has ensured holistic rural development by helping the state government implement ₹88 lakhs worth interventions through the convergence funds in FY21
- Capacity building and environment management training sessions were held for 84 youth and women across 230 days in FY21
- Over 4,000 villagers were mobilised through awareness drives focused on resource management, better agricultural practices and participation for greening their communities through afforestation
- STL's Mission Green programme drove a circular economy by converting 250+ MT of waste into 100+ MT of compost used as fertiliser and savings of over ₹5,00,000



Employee Volunteering

The pandemic in FY21 restricted STL's employees from volunteering in communities. However, they still persisted, albeit virtually. These transformation enablers were able to help children learn better, mentor youth from economically disadvantaged families, spread the joy of giving with physically challenged children, record audio books for the visually challenged and even do their part to protect the environment.

They enthusiastically participated through STL's global volunteering platform, which has been set up in collaboration with Goodera, despite their hectic professional and household schedules in this work-from-home set-up. Their dedication and commitment to transform everyday living for communities continue to help STL create a better world beyond tomorrow.

Chaitali Muley, STL Waluj



Chaitali Muley

It was a pleasure to be a part of this initiative where I got an opportunity to explore my interests beyond work and business. It was a heartwarming experience for me to interact with such a brave and enthusiastic girl who was excited about her future. I really want to extend my thanks to Sterlite Technologies Limited and to Goodera team who took this initiative and to all the pretty and lovely girls with whom I interacted that day.

Indrani Roy, STL Talent Management Team



Indrani Roy

Over the years, I have mentored 10 professionals in various fields. According to me, mentorship is a bond between two individuals where we share our experience that promotes both professional and personal development. While a mentor is expected to provide a clear roadmap to the mentee on their journey of development. As I mentioned, it's also a two-way learning platform where both the mentor and mentee share their experiences and in return, they both acquire knowledge from each other. Each mentorship gives me an immense sense of accomplishment as this is the best way to give back to society by empowering our youth, young talent with required support and knowledge for them to succeed in their respective fields.

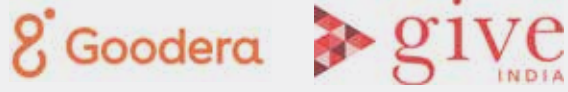
4,000+

Employee volunteers till date

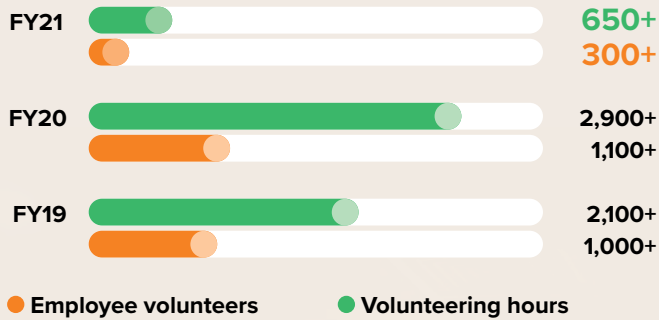
11,500+

Hours volunteered

Leveraging Partnerships for the Goals



Employee Volunteering over the Years

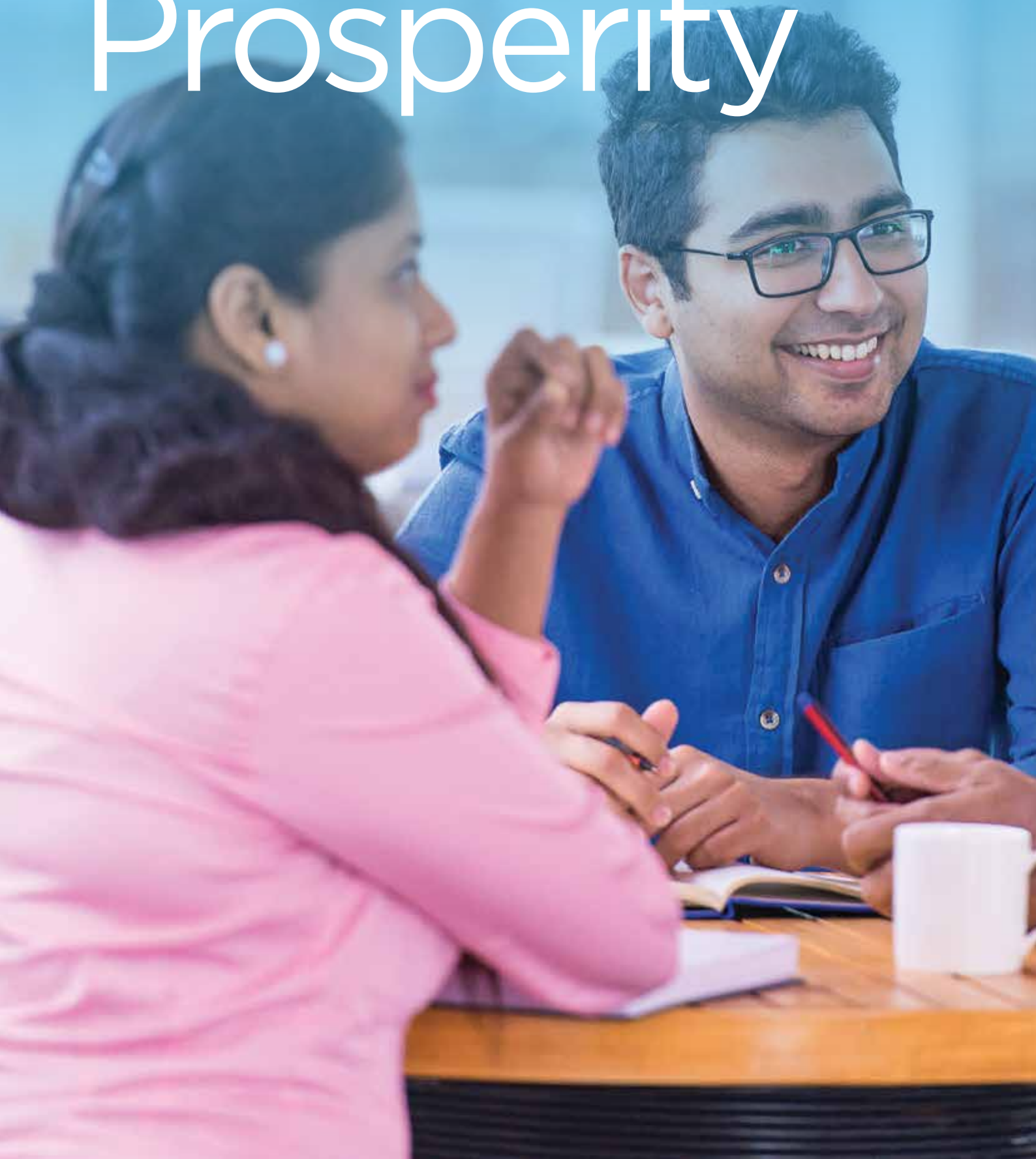


Contribution to UN SDGs

- 2,526 children, women and men have been provided with clothes, essentials, food grains, toys and learning aids through Daan Utsav till date. The number in FY21 is 373
- Blood donations have helped 6,335 individuals till date
- 877 students have benefited through mentoring sessions over the last three years
- 25 employees volunteered their time to coordinate COVID-19 relief measures across 20 locations in FY21



People and Prosperity





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Fostering an Inspiring Work Environment

STL's teams push the levers of progress at STL, and the Company invests proactively to upskill its people. STL's work culture is congenial and conducive to the all-round growth of all employees.

Not just enacting progressive policies, STL engages with its employees regularly for their perspectives, helping them grow as well as ensuring their wellbeing.

A Balanced Work Culture

The Company strives to ensure the wellbeing of its employees for their all-round growth. STL has measures such as maternity and paternity leave, coaching, mentoring, customised staffing models for offices, manufacturing and project locations, among others. STL's endeavour is to inspire, nurture and promote its talent to deliver high-quality performance by instilling a balanced work-life culture.

Equal importance is given to employees working at remote locations and their special needs. Provision of ready-to-eat food packs, hardship allowance and additional safety benefits are some of the measures taken to ensure employees can deliver their best under challenging conditions.

STL's Employee Commitment



Providing and maintaining absolute transparency and equality during all stages of recruitment and employment discouraging discrimination in any form.



Promoting employee wellbeing by helping them achieve work-life balance and providing necessary facilities to them including those with special needs.



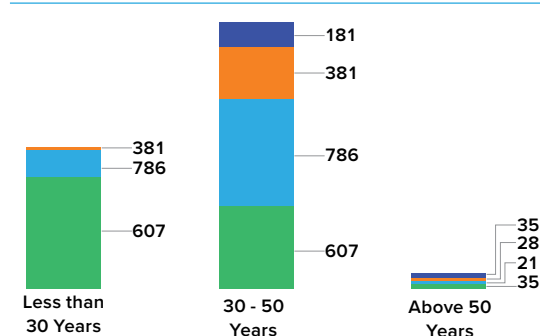
Assisting employees to grow professionally and ensuring the availability of continual training and skill upgradation opportunities.



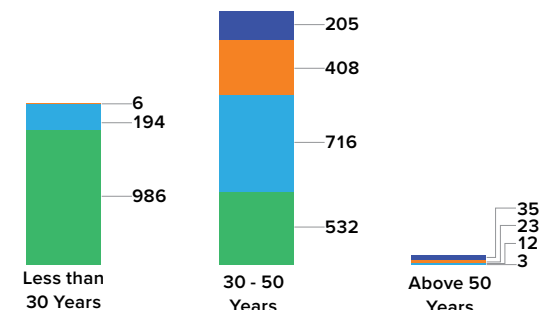
Enabling a safe workplace free from all sorts of harassment and providing all means and measures to ensure access to grievance redressal mechanisms.

Workforce Break-up

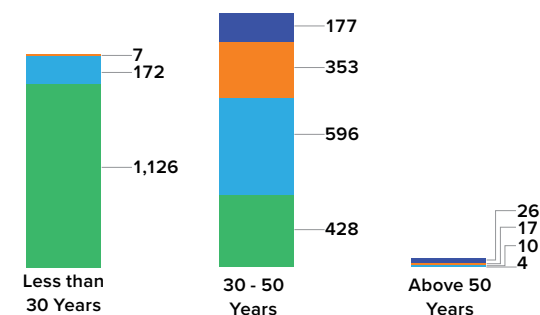
FY21



FY20



FY19



● Senior management ● Middle management
● Junior management ● Non-management

Ensuring Holistic Care and Wellbeing

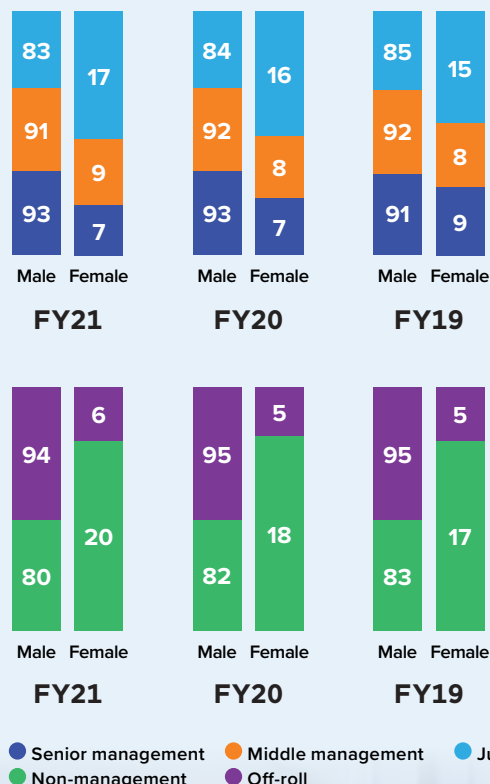
Creating and nurturing a positive work environment where employees can excel professionally and lead a healthy lifestyle has always been paramount at STL.

The Company launched the Employee Care programme in February 2021 to cater to wellness, especially mental wellbeing.

For Indian employees, STL has partnered with 1to1help, India's leading Employee Assistance Programme (EAP) provider. They offer psychological counselling and comprehensive wellness solutions that help employees deal with various work-life challenges such as stress, anxiety, parenting, pre-marital and post-marital relationships and work-life balance. This is further reinforced through e-workshops, webinars and so on.

For employees outside India, STL has partnered with LifeWorks, which blends the best user experience and clinical expertise together to help people achieve mental, physical, social, and financial wellbeing. It has both EAP and personalised wellbeing resources that can support its employees and their dependents with issues related to work, life, and everything in between.

Gender Break-up (%)



● Senior management
 ● Middle management
 ● Junior management
● Non-management
 ● Off-roll



Learning and Development

To stay updated with an ever-evolving industry, learning and development are a necessity. Skills and knowledge are the driving forces of economic growth and social development for any country.

The telecom industry is entering into the next phase of growth with the government’s focus increasing on deploying optical fibre network infrastructure across the nation. Up-skilling with speed is thus vital. Even with uncertainties and the challenging times worldwide, Learning & Development kept STL ignited. Upholding the value of ‘Hunger to Learn’ STLeRs continued to scale up their learning quotient.

However, STL believes this is just not essential for employees, but also its partners. STL Academy, ensures this by training individuals on the key principles around building end-to-end connectivity.

Being A Great Place to Work certified in the second consistent year, STL is proud to scaling benchmarks each year with diversified business units, which are strongly bound with continuous learning.

Learning Architecture

This is the essence of the STL learning journey. It encourages talent to be retained as this programme actively focuses on finding the skill gaps vis-à-vis the organisation’s vision and fast-paced industry trends. The Learning Architecture is created based on the identification of training needs aligned to the STL competency framework.

The Learning & Development strategy is a robust architecture which caters to a full range of talent development solutions. The Learning Architecture is a giant exercise to streamline leadership and professional competency and technical capability-based development journey for each STL employee worldwide. The framework provides solutions to cater to a three-tier plan on each STL competency, which, in turn, caters to Key, Growth & Future skills on the competencies identified for them to develop.

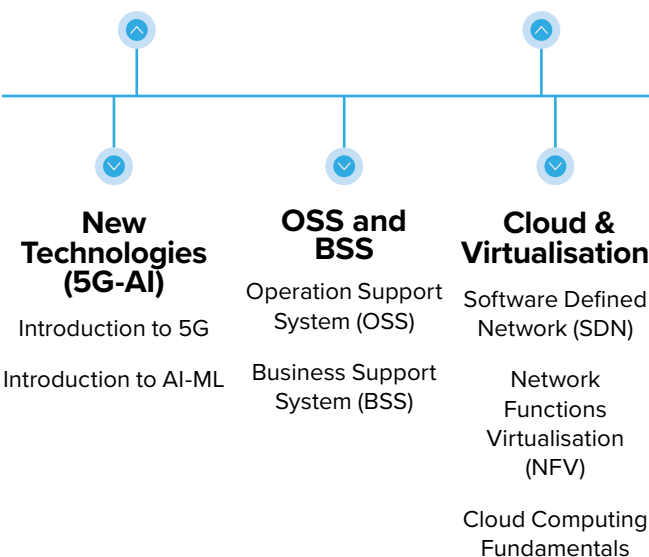
Bouquet of Trainings Offered to STLeRs Globally

Telecommunication Fundamentals

- Telecom Network Architecture
- Telecommunication Wireless Network
- Fixed Line and Broadband Network

Transport Media

- Telecommunication Transmission
- Optical Fibre Communication



New Technologies (5G-AI)

- Introduction to 5G
- Introduction to AI-ML

OSS and BSS

- Operation Support System (OSS)
- Business Support System (BSS)

Cloud & Virtualisation

- Software Defined Network (SDN)
- Network Functions Virtualisation (NFV)
- Cloud Computing Fundamentals

Leadership Development Training

- Unconstrained Thinking Agility
- Consistent High-Performance
- Leadership & Self Awareness

Professional Development Competencies

- Business Communication
- Stakeholder Management
- Problem Solving
- Change Management
- Programme Management

TechWise is also a technical capability building programme that sits under the learning architecture. STL invests significantly in building organisation level capabilities by mandatory learning through the TechWise Programme, hiring the best talent from the industry and nurturing and developing skills for future in-house successions.

BOOST

The Promotion Assessment Centre is a scientific and transparent method for promotion assessments. By building a talent pipeline it helps prepare the organisation for the future. Through a virtual assessment centre, a transparent and fair assessment process is ensured. This reinforced by evaluation by a cross-functional panel and feedback also allows for designing a development plan for the employee.

SEAL - Sales Development

The Company’s sales enablement and achievement league was launched in July 2020. It focused on three broad learning dimensions, Technical, Capability Building and Interpersonal. This programme aims to upskill STL’s sales organisation towards futuristic skills, building a common key account management (KAM) approach and consultative selling for large account management.

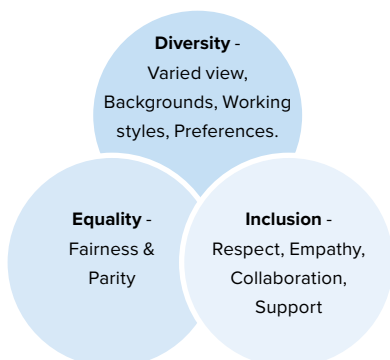
Leadership Development

There are 10 leadership competencies identified for STL, which became the guiding principle around various leadership capability development initiatives. STL currently does it in three categories – People Manager Capability Development, High Potential Capability Development and Succession Pipeline Development. STL can boast of a 10-year Succession Development strategy, where it has 6–8-month programmes institutionalised at different milestones of the readiness journey of the talent pool. At 7-10 years, it has *Act Up*, which is a talent based promotional panel followed by individual learning paths. At 5-7 years of readiness, STL runs *Evolve*, as assessment centre and a development centre-based development roadmap for young leaders; at 3–5-year readiness, it has *Accelerate*, created of senior leaders who are responsible for leading workgroups and Business Units; 0–2-year readiness, it has *Elevate*, that caters to the developmental needs of the top leadership for STL.

Diversity-Equality-Inclusion: DEI



Towards everyone irrespective of age, gender, culture, race, religion, caste, special ability, sexual orientation, educational backgrounds, values, beliefs, experiences.



People First - Managerial Effectiveness Programme

This programme focuses on the people managers and enables them to create high performance teams and future leaders for STL.



Narrowing the Skills Gap

The ICT industry now needs quality professionals in the field of Optical Fibre Design and Installation. This is primarily due to the growing demand for fibre to the home (FTTH) and the laying of fibre communications infrastructure in the outside plant (OSP) due to the implementation of the National Optical Fibre Network (NOFN) and 5G. This does not leave out the growing use of fibre in the next generation 40G/100G data centres.*

However, there exists a major skill gap among installers – many of whom may have previously worked only with copper cables. Thus, as the current workforce ages, there are fewer youngsters coming up through the ranks to safeguard the industry’s future.

Moreover, much of the work is done by a vast network of contractors and sub-contractors who are often not trained on the fundamentals of practical fibre concepts and industry-best practices. In addition, they are under tremendous time pressure and struggle to remain up to date with the latest industry standards and best practices.

To bridge the skill gap, STL launched the STL Academy in 2015. The aim was to educate individuals on the key principles around building end-to-end connectivity.

By equipping youth with professional specific interactive training, ICT industry infrastructure participants (designers, installers and managers) are made aware of their roles and responsibilities.

The programme amalgamates group activities and strategic role-plays, so that trainees can better their leadership skills and team spirit, while gaining abundant technical skills.

1,00,000+

Professionals trained by STL Academy, including 1,500+ defence personnel in a remarkably short time span, and aims to increase the number of certified professionals by up to 10x by 2024

*“The Role of Training in ICT & Telecom Skills availability”, BICSI

Health and Safety

Ensuring a safe and healthy workplace is paramount at STL. The Company has various systems and processes in place that provide its employees a safe work environment, without any fear of injury or adverse effect on their health. Health and safety systems are implemented at the policy level and with requisite infrastructure.

STL's approach to ensuring all-round preparedness for the unlikely event of an emergency involves a combined effort across three fronts. Firstly, the Company's technical foundation and compliance ensure that the groundwork for the systems is strong through robust policies that govern every process. Secondly, the leadership and management systems oversee the execution of these policies. Lastly, the routine knowledge and behaviour transfer ensure continued awareness.

Legal and statutory requirements are monitored and periodically updated to ensure compliance. To calibrate them with global benchmarks, STL participates in audits and awards. Regular training and mock drills on compliance are conducted for employees. These ensure that teams are aware of safety policies and mechanisms. These sessions are conducted by external experts and are documented for future reference.

Safety Management Programmes



Emergency response plan



Work permit systems to evaluate risk in non-routine activities



Job safety analysis to overcome risk in non-routine jobs



Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Study (HAZOP)



Inspections and audits



Potential emergency scenarios and control measures



Proactive identification of unsafe conditions and unsafe acts with periodic Gemba, Safety Interactions (SI) and Safety Risk Field Audit (SRFA)



Fire emergency mitigation systems



Emergency controls for hydrogen and chlorine leakage

Safety Performance Dashboard

	FY21	FY20	FY19
Total Man Hours	10,226,520	10,296,864	8,837,808
EHS Training Hours	12,345	12,654.15	10,311.09
First Aid Cases	26	33	59
Reportable Incidents	0	3	1
LTIFR (Per Million Man Hours)	0	0.29	0.11

Safety Features across STL's Manufacturing Plants

Standard Design Codes

- EHS Governance structure for EHS management
- Hazard identification, risk assessment, Hazard Operability Study (HAZOP), Pre-startup Safety Review (PSSR), Management of Change (MOC), Process Hazard Analysis (PHA), compliance management systems
- Emergency preparedness procedures

Automatic Safety Systems

- Continuous real-time smoke, fire and gas leakage detection systems, automatic safety interlocked with hazard control systems
- Automatic safety interlocked with hazard control systems
- Automatic fire suppression systems
- Automatic scrubbing systems

Emergency Backup

- Fire hydrant water supply for four hours (standby pumps)
- Specialised control equipment (SCBA set, chlorine kit, oscillating monitors), emergency gas scrubbers
- Trained fire fighters and rescue team round the clock



Human Rights and Fair Labour Practices

Every individual is entitled to equal treatment, along with adequate safety, health and working standards that allow workers to utilise growth and development opportunities available to them at the workplace. STL is guided by the United Nations Universal Declaration of Human Rights, the International Labour Organisation issued Declaration on Fundamental Principles and Rights at Work, and the Adherence Social Security measures as per applicable laws (ESIC & EPF).

STL's policy on human rights draws from these, and it endeavours to ensure that every person within the Company and its value chain is guaranteed liberty, equality, equal opportunity and security. STL does not discriminate on the basis of age, gender or any other bias.



Prevention of Sexual Harassment

The wellbeing and safety of stakeholders is of significant importance at STL. The Company is committed to ensuring a secure and productive work environment, where each and every person is treated with dignity, courtesy and respect. The Prevention of Sexual Harassment policy ensures compliance at the workplace as per the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Rules, 2013 (hereinafter referred to as Act and Rules).

An Internal Complaint Committee has been constituted as per the Act and Rules. Any employee can approach the committee. All complaints are confidential and investigated promptly. A report is then submitted to the Audit Committee of the Board of Directors of the Company. These details are also reported under the Business Responsibility Report, a part of STL's Annual Report. Training on POSH is a course conducted across the Company, thereby ensuring all employees are fully aware of their rights and the procedure to air their grievances.

Contributions to UN SDGs

- Provision of fair wages is made for over 3,260 temporary/contractual/casual employees according to State Acts
- STL ensures women's full and effective participation with over 16% of its workforce comprising women
- Adherence to International Labour Organization standards across STL's locations
- STL takes effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour through inclusion of this clause in all partner contracts
- All STL manufacturing facilities are ISO 45001 certified
- QEHS policy guides STL's Quality, Environment, Health and Safety processes
- All manufacturing facilities are ISO 14001 certified for Environment Management Systems
- STL ensures environmentally sound management of chemicals and wastes throughout the use, in accordance with agreed international frameworks (Zero Liquid Discharge, Zero Waste to Landfills, etc.) to minimise impact on human health and the environment
- STL ensures equal opportunity and reduced inequalities by promoting appropriate legislation through effective grievance mechanisms like the Whistle-blower Policy, Code of Conduct, POSH and others

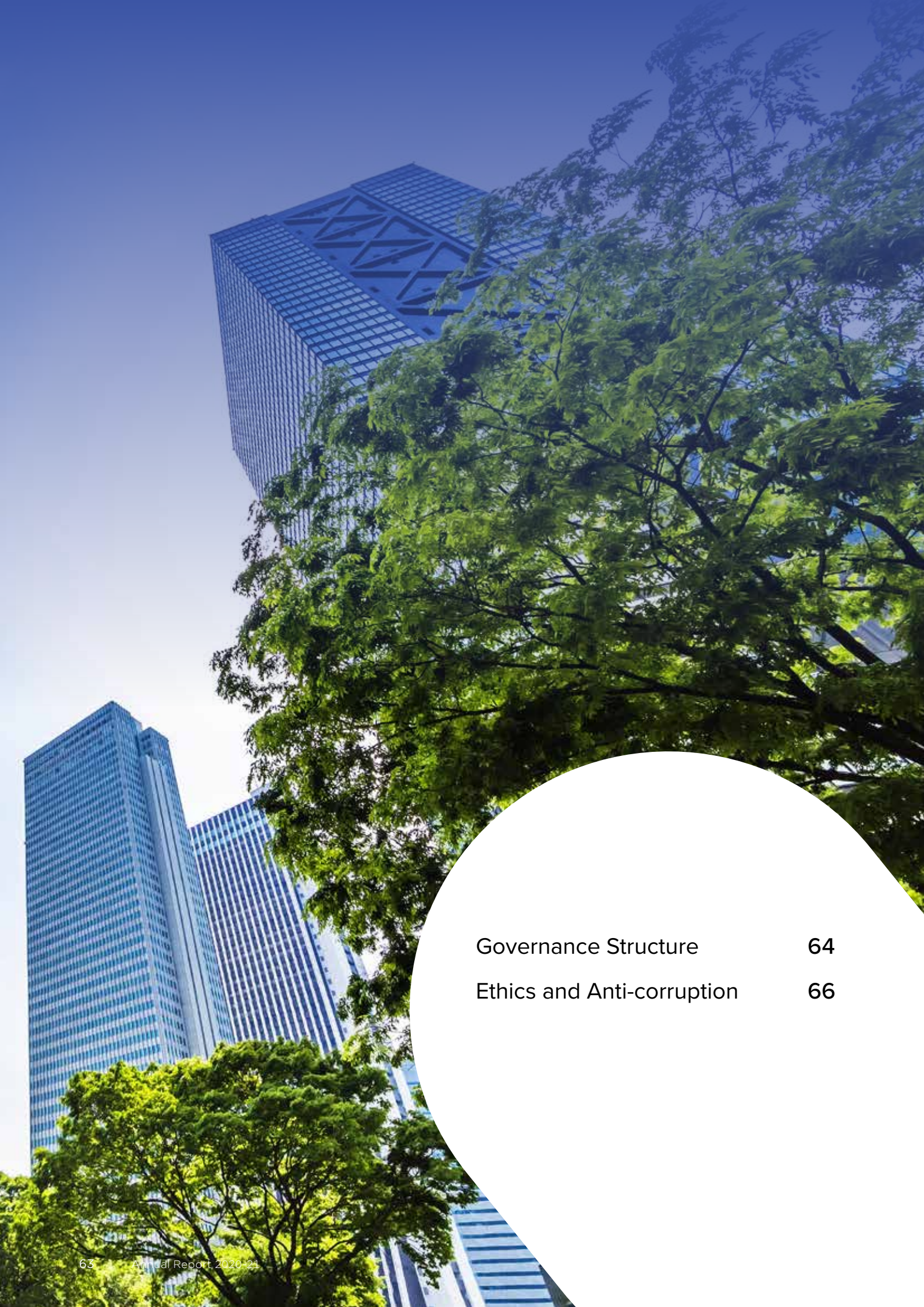


Complaints Resolved

Year	Human rights concern	No of complaints filed	No of complaints pending at the end of the financial year
FY21	Child labour/forced labour/involuntary labour	0	0
	Sexual harassment	1	0
	Discriminatory employment	0	0
FY20	Child labour/forced labour/involuntary labour	0	0
	Sexual harassment	2	2
	Discriminatory employment	0	0
FY19	Child labour/forced labour/involuntary labour	0	0
	Sexual harassment	0	0
	Discriminatory employment	0	0

Corporate Governance





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Governance Structure

Sound corporate governance is the foundation of any business and this belief is deeply ingrained at STL. It allows us to achieve sustainable corporate growth and long-term shareholder value creation.

Our corporate governance approach is driven by attaining and maintaining the highest standards of ethics, transparency and accountability in every business transaction with stakeholders, including but not limited to employees, investors, regulatory agencies and the government.

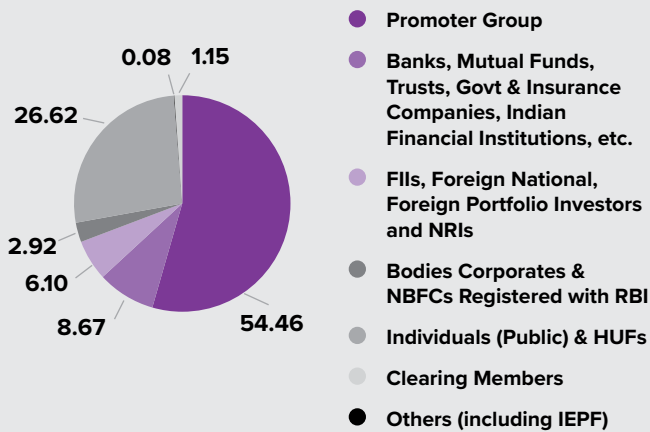
Over the last two years, STL has even gone beyond just financial and business reporting, to publish its progress on Corporate Social Responsibility (CSR) and Sustainability

as well as the UN Sustainable Development Goals and UN Global Compact (UNGC) Ten Principles through our Annual Report and Communication on Progress published on the UNGC website.

Continually striving to attain excellence in products, facilities, packaging and transportation, accompanied by excellent documentation and backed by client service, we have instituted a robust, three-tiered governance structure.

Shareholding Pattern

(%)



as on 31st March 2021

Governance Structure

Strategic Supervision

The Board of Directors occupies the top-most tier in the governance structure. It plays a role of strategic supervision without involving the strategic management of the Company. The Board lays down strategic goals and exercises control to ensure that the Company is progressing to fulfil stakeholders' aspirations.

Strategic Management

The Executive Committee comprises the Company's senior management and operates as per the direction of the Board.

Executive Management

The function of the Management Committee is to execute and realise the goals that are laid down by the Board and the Executive Committee.



Board of Directors

The Board of Directors comprises two Whole-time Directors and six Non-executive Directors, including one woman Director.



Anil Agarwal
Non-executive Chairman



Pravin Agarwal
Vice Chairman and
Whole-time Director



Ankit Agarwal
Managing Director



Sandip Das
Non-executive and
Independent Director



Kumud Srinivasan
Non-executive and
Independent Director



S Madhavan
Non-executive and
Independent Director



B J Arun
Non-executive and
Independent Director

Committees of the Board (as on 31st March, 2021)

I. Audit Committee

The primary objective of the Audit Committee of the Board of Directors is to discharge responsibilities relating to accounting and reporting of financial practices adopted by STL and its subsidiaries, surveillance of internal financial control systems as well as accounting and audit activities. It comprises three Independent Directors and one Executive Director.

II. Nomination and Remuneration Committee

The Nomination and Remuneration Committee is responsible for formulating the criteria for determining qualifications, positive attributes and independence of a Director. It also recommends to the Board policy relating to the remuneration of the Directors, key managerial personnel and other employees. It comprises four Non-executive Independent Directors.

III. Stakeholders' Relationship Committee

The Stakeholders' Relationship Committee oversees the redressal of stakeholders' grievances for various matters like non-receipt of share certificates, non-issue of duplicate certificates and rejection of demat requests, among others. The Company Secretary functions as the

Compliance Officer. The committee comprises three Non-executive Directors and one Executive Director.

IV. Risk Management Committee

The Risk Management Committee has overall responsibility for monitoring and approving the risk policies and associated practices of STL. The committee is also responsible for reviewing and approving risk disclosure statements in any public documents or disclosures. It comprises three Non-executive Directors, one Executive Director and the Company's Chief Financial Officer.

V. Sustainability and Corporate Social Responsibility Committee

The committee's primary role is to assist STL in discharging its social responsibilities. The committee monitors the implementation of the Corporate Social Responsibility Policy and oversees the Company's sustainability initiatives. It comprises two Non-Independent Directors, and two Executive Directors.

More details on our governance structure can be accessed through the Annual Report at https://www.stl.tech/downloads.html#annual_report

Ethics and Anti-corruption

Conducting business in a transparent and ethical manner is the foundation on which STL operates. This is not just evident from its reporting mechanisms, but also from the implementation and redressal mechanisms the Company has put in place.

Policies on Human Rights, Code of Conduct and the Whistle-blower govern STL, its subsidiaries and partners that form its external value chain through annual undertakings signed by every party. They ensure that all business operations are conducted in an ethical manner, while adhering to the labour laws of regions STL operates in.

The Company follows a stringent Whistleblower Policy for the protection of whistleblowers that raise concerns pertaining to any violations against the organisation's policies. This policy applies to internal stakeholders like employees and the management as well as STL's partners. It assures the safety of whistleblowers by guaranteeing that no person raising a concern would risk losing their job. Mistakes committed in good faith are not held against any individual under this policy. Harassment or victimisation of whistleblowers is not tolerated by STL.

The identity of the complainant is also kept anonymous unless it is required to be revealed by law. All complaints are addressed to the Director of Management Assurance, who is independent of the operating management and business.

Code of Business Conduct and Ethics

The STL Code of Business Conduct and Ethics categorises responsibilities across the Company, right from Directors to employees at all levels. In addition to all employees and consultants, the Code is applicable to suppliers as well. The document details STL's policies on compliance with the law,

general standards of safety, conflict of interest, accounting and payment practices among others. STL ensures that there is awareness and regular monitoring of practices as per its Code of Conduct. Regular training and workshops are conducted to ensure awareness of the Code.

Anti-corruption

The trust of its stakeholders has always been a priority for STL. Transparency, regulatory compliance and a robust Code of Conduct and Ethics policy guide the Company's processes, operations and culture.

The importance of anti-corruption is reiterated to every employee and partner right at the start. Be it for an employee at the joining phase or for partners, STL incorporates this as part of the Code of Conduct that its employees and partners have to adhere to. A whistle-blower grievance mechanism is also in place to allow partners and employees to raise any cases of corruption, bribery, extortion and others.



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